

Analysis of Work Environment and Stress Management on Work Productivity

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ABSTRACT

This study aims to determine the effect of the work environment and stress at work on employees' work productivity in a company. Illustrate for the community in general and the company, and several factors can cause the increase and decrease in work productivity. This study uses quantitative research with exploratory, descriptive data presentation by taking a sample at a university in East Java. With multiple linear regression techniques can be seen the relationship that occurs to these problems. The results of this study indicate that the Work Environment (X_1) and Stress at Work (X_2) influence Work Productivity (Y). This research also includes suggestions for improvement to increase work productivity.

Keywords: *Productivity, Work Environment, Stresses*

INTRODUCTION

A company's milestone is often in its employees' ability and performance. Their productivity levels are certainly different; sometimes, their performance is good, and sometimes they also decrease. Of course, they were caused by various things that affect it. One example of influencing factors is the condition of the work environment and personal problems. Sometimes an employee's performance is very good, supported by a high level of discipline. However, poor working environment conditions cause the employee's performance due to poor concentration and other things. For employees, the working environment is a complex thing that is most needed in supporting their daily activities in the office. How serenity, good communication, and a neat and adequate workspace are the factors that determine the comfort of the workers, which will encourage an increase in their work productivity. This is certainly something that must be created periodically by the company to ensure good working conditions.

Creating a good work environment supports the relationship between employees, and the relationship with the company becomes good too. Sometimes some things make an employee unfavorable work environment conditions, resulting in a less conducive work situation. This affects the performance of other employees to be down if affected by the conditions created. From this, it can be seen that the company and the employees themselves can create the working environment conditions.

When unfavorable working environment conditions are happening around the employees, the duties and responsibilities that the employees should carry out with the set targets can be down. Of course, this also affects the operational conditions of the company itself. Employees who cannot think well about the tasks they have to do will create tension in the employee and feel uncomfortable, leading to increased stress.

A person experiencing stress is a condition that changes a person. Stress will not negatively impact employees when they can regulate their moods and thoughts to be more positive. The problem that will arise when stressed is that communication between employees and the company will become colder, so jobs that should be communicated well with each other cannot be completed quickly. In addition, the task or work given the burden also needs to be considered properly whether the employee has carried the right or excessive workload.

LITERATURE REVIEW

Work Environment

According to Amirullah (2015: 33), the organizational environment is a force that directly or indirectly affects organizational performance. Wijayanto (2012:41) argues that the work environment is internal stakeholders who are groups or individuals who are not explicitly part of the corporate environment because internal stakeholders are members of the organization, where managers have responsibility for their interests. As for the opinion of Anoraga (2004:82), which says that the work

environment is an environment in a business that supports the development of an organization, this is also identified using a functional approach.

Sedarmayanti (2008:1) defines the work environment as all conditions that occur and are related to work relationships, namely relationships with superiors, co-workers, and with subordinates. According to Sedarmayanti, the work environment has a broader meaning. According to her, there are two forms of the work environment. The first is the physical work environment; all conditions around the workplace will affect employees directly or indirectly. The second is the non-physical work environment which is described as all conditions that occur and are related to work relationships, namely relationships with superiors, co-workers, and subordinates.

Based on this understanding, the non-physical work environment can be interpreted as psychological. It cannot be seen directly, but employees can feel its existence. Several factors influence the formation of working environmental conditions with employee productivity, according to Sedarmayanti (2011: 28-35), including:

- a. Lighting;
- b. Air temperature;
- c. Humidity;
- d. air circulation;
- e. Noise;
- f. Vibration;
- g. Smells;
- h. Coloring;
- i. Decor; and
- j. Security.

A good and supportive work environment will encourage employees to work more productively and produce good results.

Work Stress

According to Rivai (2009:516), work stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes, and conditions of an employee will affect the results of his work. Sunyoto (2012:61) states that stress concerns the interaction between the individual and the environment, namely the interaction between stimulation and response. In line with that, Suwatno (2011: 181) suggests that stress is a perception (view) of threats or shadows of anxiety, tension, and displeasure, which moves, alerts, or makes the organization active.

Stress is external demands on a person, for example, objects in the environment or an objectively harmful stimulus. Stress is also commonly interpreted as pressure, tension, or unpleasant disturbances from outside a person (Rivai & Mulyadi, 2011: 307). Symptoms of stress at work can be shown by the following:

- a. Job satisfaction is not good;
- b. Decreased performance;
- c. Spirit and energy go bad;
- d. Poor communication;
- e. Bad decision making;
- f. Lack of creativity and innovation;
- g. Spin on tasks that are not on target;

Fathoni (2006:176) states the factors that cause employee stress are as follows:

- a. Difficult and excessive workload (beyond ability);

- b. Unfair and unreasonable pressure and attitude of the leadership;
- c. Inadequate work time and equipment;
- d. Conflicts between individuals and leaders or work groups in the company;
- e. Low remuneration;
- f. Personal problems in the family;

Work Productivity

Sunyoto (2012: 41) argues that productivity is a mental attitude that always tries and believes that a life today is better than yesterday and tomorrow is better than today. Furthermore, in Sunyoto (2012:203-204), the factors that affect work productivity are:

- a. Knowledge
- b. Skills are operational, technical abilities, and mastery of certain work fields.
- c. Ability is formed from some competencies possessed by an employee.
- d. Attitude and behavior

The real knowledge and skills that underlie the achievement of work productivity. There is a very close relationship between habits or attitudes and behavior.

Productivity is the ratio between the results of activities (output) or those achieved using human resources (inputs) to achieve company goals. Sutrisno (2011:211-212) states that in measuring work productivity, an indicator is needed, namely as follows:

- a. Ability
- Have the ability to carry out tasks. An employee's knowledge depends on their skills and professionalism in their work. It

provides the power to complete the tasks assigned to them.

- b. Improve the results achieved
Strive to improve the results achieved. The impact can be felt by both those who do and those who enjoy the work results.
- c. Work spirit
This is an attempt to be better than yesterday.
- d. Self-development
The employee can do self-development by looking at the challenges and expectations that are being faced.
- e. Quality
Quality is the result of work that can show the quality of an employee's work.
- f. Efficiency
Comparison between the results achieved with the overall resources used

Stress Conditions on Work Productivity

Employees may experience stress conditions due to the work environment will certainly affect their performance and satisfaction with their work. How the company maintains or improves the quality of a good work environment to impact employee performance positively. This, of course, also affects the quality of the company itself. The presence of the company to be able to implement good stress management is necessary. How can the company anticipate the source of stress from an employee, and how can the company overcome it as early as possible? This is, of course, to increase employee confidence in the company and maintain company productivity.

METHOD

This study uses quantitative research with exploratory, descriptive data presentation. The data used is a questionnaire distributed at one university in East Java on 28 respondent. The purpose of this research is to develop a hypothesis with a focus on gaining an understanding of the problem being studied.

Framework

The research involved three things, the Work Environment (X₁), Stress at Work (X₂), and Work Productivity (Y).

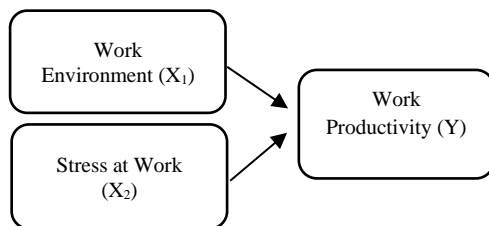


Figure 1. Research Model

Hypothesis

- H1 : The work environment has a positive effect on work productivity.
- H2 : Stress at work has a negative effect on work productivity
- H3 : Work environment and stress at work affect work productivity

Variable Indicator

1. Work Environment (X₁)
 - Lighting, air temperature, humidity, air circulation, noise, vibration, smells, coloring, decor, security, and work rules.

2. Stress at Work (X₂)

Complex and excessive workload (beyond ability), unfair and unreasonable pressure and attitude of the leadership, inadequate work time and equipment, conflicts between individuals and leaders or work groups in the company, low remuneration, and personal problems in the family.

3. Work Productivity (Y)

Ability to improve results on targets that must be achieved at work, enthusiasm for work, self-development, and time efficiency.

Data Analysis Technique

This calculation uses multiple linear regression analysis, which aims to determine the effect of the independent variables, namely the Work Environment (X₁) and Stress at Work (X₂), on the dependent variable of Work Productivity (Y).

$$Y = a + b_1X_1 + b_2X_2$$

Information :

- Y = Work Productivity
- a = constant
- b_{1,2} = regression coefficient
- X₁ = Work Environment
- X₂ = Stress at Work

RESULT AND DISCUSSION

Multiple Linear Regression Test

In this test, We can see that the work environment has a positive effect on work productivity, while stress at work has a negative effect on productivity.

Table 1. Test Result
Multiple Linear Regression

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	23.060	10.596		2.176	.039
Work Environment (X1)	.980	.135	.583	7.257	.000
Stress at Work (X2)	-.455	.049	-.745	-9.274	.000

The value of the existing constant means that if there is no independent variable consisting of the Work Environment (X1) and Stress at Work (X2) variables that affect Work Productivity, it is 23,060.

The work environment variable (X1) positively influences work productivity, with a regression coefficient of 0.980 which means that if the work environment variable increases by 1 unit, then productivity increases by 0.980 with the assumption that the stress variable at work (X2) is zero. This positive influence means that the work environment and productivity variables have a unidirectional relationship. If the work environment variable is increasing, it will impact the value of increasing productivity. If the work environment variable decreases, it will also impact the quality of work productivity, which also decreases.

The stress variable at work (X2) negatively affects productivity with a regression coefficient of -0.455, which means that if the workplace stress variable increases by 1 unit, productivity will decrease by 0.455, assuming the work environment variable (X1) is zero. This result shows the opposite relationship and

becomes a negative influence. If the stress variable at work increases, work productivity decreases, and if stress at work decreases, work productivity will increase.

Partial Test

Based on the partial t-test calculation of the work environment variable, it can be seen that the significance value of the work environment influence on work productivity is $0.000 < 0.05$ and the t-count value is $7.257 > 2.05954$, which indicates that H0 is rejected and H1 is accepted. So that illustrates that the work environment affects the conditions of employee productivity.

In the partial t-test calculation of the stress variable at work, it can be seen that the significance value of the influence of stress at work on work productivity is $0.000 < 0.05$ and the t-value $-0.745 < 2.05954$, which indicates that H0 is accepted and H1 is rejected, which illustrates that stress at work does not have a positive effect on work productivity.

Simultaneous Test

The results of the f test simultaneously can be seen in the table below (table 2), which shows the following results:

Table 2. F Test Result

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3120.210	2	1560.105	65.260	.000 ^b
Residual	597.648	25	23.906		
Total	3717.857	27			

It can be seen that the F value is $0.000 < 0.05$, and the calculated F is $65.260 > F$ table 3.39 shows that H_0 is rejected and H_3 is accepted, which means that the two combined variables, namely the work environment variable, and the workplace stress variable affect the work productivity variable.

Table 3. Coefissien Determinant

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916 ^a	.839	.826	4.88937

a. Predictors: (Constant), Stress at Work (X_2), Work Environment (X_1)

From the research results, correlation can clearly see that all independent variables affect the dependent variable. The influence given to the work environment variable on work productivity is positive, which means that the higher the value of the work environment variable, the higher the work productivity. In contrast, the stress variable at work on productivity has a negative effect, which means that the higher the value of the stress variable at work, the lower value of work productivity.

CONCLUSION

Based on the results of research and discussion, the result can see that the equation of multiple linear regression analysis is:

$$Y = 23.060 + 0.980 - 0.455$$

The results of the adjusted R Square test obtained the number 0.839, which means that the variation in the value of the work productivity variable of 83.9% is determined by the work environment and stress in the workplace, the remaining 16.1% is influenced by other variables not participating in this study, such as compensation, motivation, and other things. The results of the partial t-test and simultaneous F show that the

work environment and stress at work significantly affect work productivity.

Suggestion

Some advice and suggestions are needed to improve the work productivity of employees, as seen from the results of the research above, among others:

1. Create a comfortable work environment
2. Proportional workload
3. Provide training to support the quality of work
4. Maintain good relations between fellow employees and management
5. Other variables may also affect the results, such as compensation, leadership traits, education, training, and several other variables.

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