



Increased Work Stress, Work Motivation and Work Environment and Their Impact on Employee Performance

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ABSTRACT

This inquire about points to decide the impact of autonomous factors such as work push, work inspiration, work environment on the subordinate variable representative execution. This investigate points to analyze the impact of Work Stretch, Work Inspiration and Work Environment and Their Affect on Representative Execution. This investigate plan employments quantitative strategies will be handled employing a program utilizing SEM PLS computer program using SEM PLS software. Work stress has a significance on employee performance. Work motivation trust has a not significance on employee performance towards employee performance. Work environment has a significance on the employee performance.

INTRODUCTION

Human resources are a crucial asset for every company or organization. Competition in the business world today is very competitive, companies must be able to see opportunities to be able to organize and manage all the resources they have as effectively and efficiently as possible in order to remain able to survive in the face of such fierce competition. Every company needs stable resources to successfully achieve its goals. Employee performance is one of the factors that influences the level of success of a company. However, the performance achievement of each employee in a company is not the same because it is influenced by several factors in the process. Employees are an important resource for the company's progress. Work Environment, loyalty, discipline, commitment, work motivation, knowledge of job design, organizational culture, technical skills, and management style. Although work stress is not included in the factors that influence performance, according to Maulia (2017), work stress is a psychological factor in workers which plays a role in reducing employee performance. This is supported by research conducted (Kristian, 2022; Hasan, 2019; Darmawan, 2018) which states that work motivation, work stress and work environment influence employee performance.

Basically, a company must create various forms of work pressure in the hope of generating enthusiasm for leaders and employees as an effort to improve performance and achieve better results. According to Saputra (2021) Work pressure or stress can generate a special passion for employees. This will make employees have a sense of personal responsibility for the results of their work. However, according to Setyawati et al. (2018) on the other hand, pressure due to high levels of stress will interfere with work implementation. One possible cause is that the stress experienced by employees has reached the tolerable stress threshold, resulting in employees no longer being able to produce the level of performance expected by the company. According to Prabowo (2018), employees who experience pressure at work will experience obstacles to their thinking processes, emotional and physical health problems and what is worse, if the pressure due to work stress increases, it will result in employees having communication problems with the surrounding environment and if this is left like that Of course, the company's internal functions will be disrupted and will not run as they should.

Apart from that, employees will tend to be more productive and enthusiastic at work if they have a work environment that is conducive to supporting the implementation of their duties. This is because a conducive work environment will have a direct impact on the smoothness of the company's production and distribution processes. Employees can carry out their work well if supported by appropriate environmental conditions. According to Putra & Mardikaningsih (2021) It is the company's responsibility to ensure that employees work in a pleasant and supportive atmosphere. Work Environment includes time spent at work, workplace safety and security, interactions with coworkers, compensation needs, and upper-level management. Therefore, a good work environment can also increase employee dedication, loyalty, efficiency and productivity. In addition, a pleasant work environment can save

costs associated with employees who are dissatisfied at work. For this reason, a company must pay sufficient attention to issues that hinder the performance of its employees while they are working.

LITERATURE REVIEW

Warongan et al. (2022) states that employee performance is the result of employees' work at the company to achieve predetermined targets or objectives within a certain period of time. Anggraeni & Rahardja (2018) stated that employee performance is the output of a series of work tasks completed by company employees in the process of fulfilling their duties and obligations. Rahmawati et al. (2021) states that representative execution is the result of the quality and amount of work carried out by representatives in carrying out their obligations in agreement with the obligations assigned to them. The high and low performance of an employee is of course influenced by factors that influence it both directly and indirectly. According to Busro (2018) Employee performance is influenced by the following factors:

1. Internal influences include: employee motivation, intellectual capacity, work discipline, and job satisfaction.
2. External influences include: salary, leadership style, work atmosphere, and company management system.

Performance indicators according to Sopiah & Sangadji (2018) are as follows:

1. Quality (Quality)
Leaders' opinions about the quality of work produced and the perfection of tasks regarding employee skills and abilities can be used to measure performance.
2. Quantity
Quantity is the amount a person produces and is used to determine the number of activities completed.
3. Time (Term)
Completion of a certain type of work within a certain time that has been determined as a benchmark for achieving work completion time.
4. Effectiveness
To maximize the results of each company unit by maximizing the utilization of organizational resources such as labor, raw materials, technology and money.
5. Independence
Refers to the employee's ability to carry out their job functions, obligations and dedication to the company.

Work Stress

Rahmawati et al. (2022) stated that work stress is a form of an employee's reaction to changes in the environment, both physical and mental, which he feels can make him feel disturbed and make him feel threatened at work. Okarina et al. (2022) stated that Job Stress can also be interpreted as a condition that puts pressure on an employee's psychological condition in achieving an opportunity where there are limitations or obstacles to achieving this opportunity. Light et al. (2021) states that work stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and condition of an employee.

Meanwhile, according to Hasibuan (Liana, 2022) the factors that cause work stress in employees are as follows:

1. Unfair leadership attitudes and pressure
When leaders assign work to employees who are not experts in their discipline and the work must be completed in a short time, this creates stress that leads to conflict.
2. Insufficient time and resources
To carry out office activities, personnel often need skills, experience and time, as well as work support equipment.
3. Excessive and difficult workload
Tasks that are not commensurate with the employee's physical abilities and knowledge will be a major source of stress.
4. Inadequate compensation
Employees will perform well if the rewards they receive at the company are in accordance with what they have done, but if the money they receive is far from worth it, this will result in Job Stress in employees.
5. Role conflict
There are two general types of role conflict, namely:
 - a. Intersender role conflict, namely the mismatch between organizational expectations and employee roles in the workplace.
 - b. Intrasender role conflict, which most often occurs in employees or managers who occupy positions in two structures. As a result, the priorities of each structure are not the same and have an impact on the employees or managers below them.

Work Motivation

Work inspiration agreeing to Suwanto (2020) could be a set of powers both beginning from inside oneself and from exterior a individual that energizes one to begin working behavior in understanding with a certain arrange, course, escalated and time period. It can be concluded from the different definitions that inspiration may be a address of how to coordinate control and potential, so that they need to work together beneficially. Effectively accomplish and realize foreordained objectives. Medical caretakers who have a pro and positive mental state of mind towards work circumstances are what fortify their work inspiration to attain most extreme execution

According to Febrianti (2019), work inspiration is the arrangement of inspiration that makes excitement for someone's work so that they need to work together, work viably and integrate with all endeavors to realize fulfillment. According to Himma (2022), the following indicators of work motivation can directly influence employee performance, including:

1. Driving Force. Driving force is the instinct to move a person to be able to behave appropriately in achieving goals. The methods used by each individual will certainly vary according to cultural background and habits.
2. Will. Will is the urge to do something due to external influences, such as other people or the environment. This desire is a form of reaction due to an offer from another party.
3. Willingness. Consent is a form of agreement to a request from another person. This habit often occurs in companies when there are employees who want to help their friends work even though they shouldn't be the ones doing the work.
4. Forming Expertise. Forming expertise becomes a form of process of formation. A process is needed to form expertise in order to gain abilities in a particular field of knowledge. If someone already has skills, it is best to continue to hone those skills so that they become stronger and more skilled.
5. Form Skills. Forming skills is a person's ability to carry out various complex behavioral patterns, but are still neatly arranged. This indicator does not only cover each individual's motor movements, but also the mental side of what can be achieved or not.
6. Responsibility. Responsibility is a further consequence of the implementation of the obligations carried out by each employee.
7. Obligations. Obligations are something that every employee must carry out. These obligations must be carried out optimally.
8. Goals. Goals are the final stage that the company wants to achieve in order to provide the best work results.

Work Environment

Okarina et al. (2022) states that the work environment is the surrounding environment that influences the implementation of tasks assigned by employees. According to Rahmawati et al., (2021) the work environment is defined as the social, psychological and physical aspects of an organization that have an impact on employees' ability to carry out their duties.

The following are the Work Environment factors described by Sedarmayanti (Abarca, 2021).

1. Lighting in the workplace
Lighting should be clear but not dazzle employees to facilitate smooth work. Work will be slowed down by poor lighting, and many mistakes will be made, resulting in ineffective work.

2. Air temperature in the workplace
The room temperature should be adjusted to employee preferences. Even though humans can adjust to room temperature, there is a limit to human temperature adjustment to the room.
3. Humidity level in the workplace
Humidity is the amount of water in the air. When the room temperature is very hot and the humidity is high, the heat from the human body will evaporate, which can cause the heart rate and blood circulation to speed up to meet oxygen needs.
4. Air circulation in the workplace
If the surrounding air is clean and not contaminated with various gases and odors that can harm the body, then it is said to be very good. The main source of fresh air is a ventilation system that allows air to circulate.
5. Noise at work
The company's machines will make noise during the production process. Employees' health will be disturbed by continuous noise, especially their hearing health, which is necessary for work.
6. Mechanical vibrations in the workplace
Vibrations caused by mechanical equipment can harm employee health. This can also interfere with concentration at work and cause other problems.
7. Unpleasant odors in the workplace
Disturbing smells in the workplace can interfere with activities and focus. Air conditioning is one method for eliminating unpleasant odors in the workplace.
8. Workplace decoration
Decor refers to the layout, colors, equipment, and other factors that help employees work.
9. Use of music in the workplace
Soft music that suits the business environment can arouse and stimulate employees to work. As a result, music should not distract employees.
10. Safety at work
Adequate security is essential to ensure the Work Environment remains safe, either through the use of security control systems or security officers.

METHODOLOGY

This investigate was composed employing a quantitative approach strategy. Concurring to (Saebani, Ahmad, 2016) quantitative investigate may be a sort of investigate that produces information gotten by utilizing measurements or other measurement (estimation) strategies. In this inquire about the creator utilized a unwavering quality test and legitimacy test to guarantee the information utilized was substantial. Information is collected by compiling a list of questions that will be inquired to respondents within the form of a survey, at that point the information that has been collected will be prepared employing a program utilizing SEM PLS (Auxiliary Condition Modeling Fractional Slightest Square) program.

RESEARCH RESULT AND DISCUSSION

Measurement Model Evaluation (Outer model testing)

Outside show testing points to check the legitimacy and unwavering quality of the show coming about from the impacts of stacking variables, testing cruel fluctuation (AVE), discriminant legitimacy, and combined unwavering quality.

Convergent Validity

Joining legitimacy can be examined from the esteem of the stack figure. Stacking variables depict the size of the relationship between each metric (marker) and its constituents (idle factors). The perfect stretch factor/external push esteem is more prominent than 0.7. This implies that the metric is significant as a degree of the constituent (idle variable).

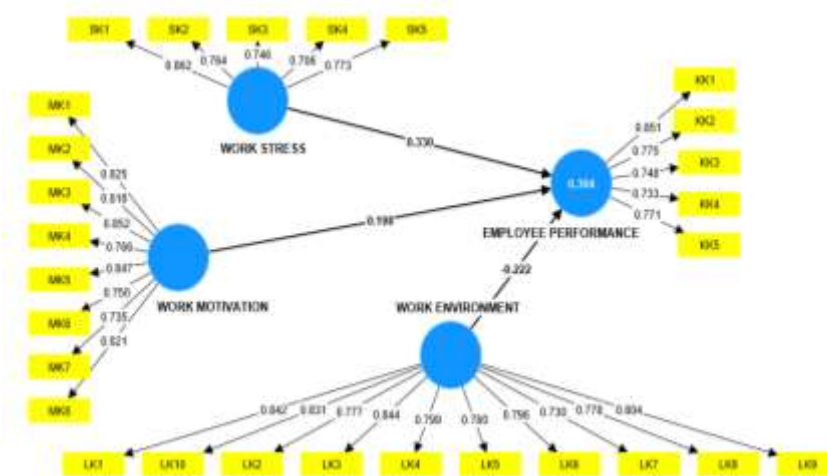


Figure. 1 Result of Outer Model Algorithm

Table 1. Outer Model (Weights of Loading)

Variable	Indicator	Outer Loading	Remark
Work Stress	SK1	0.862	Valid
	SK2	0.764	Valid
	SK3	0.746	Valid
	SK4	0.706	Valid
	SK5	0.773	Valid
Work Motivation	MK1	0.825	Valid
	MK2	0.818	Valid
	MK3	0.852	Valid
	MK4	0.766	Valid
	MK5	0.847	Valid
	MK6	0.750	Valid
	MK7	0.735	Valid
	MK8	0.821	Valid
Work Environment	LK1	0.842	Valid
	LK2	0.777	Valid

	LK3	0.844	Valid
	LK4	0.799	Valid
	LK5	0.780	Valid
	LK6	0.796	Valid
	LK7	0.730	Valid
	LK8	0.778	Valid
	LK9	0.804	Valid
	LK10	0.831	Valid
Employee Performance	KK1	0.851	Valid
	KK2	0.775	Valid
	KK3	0.748	Valid
	KK4	0.733	Valid
	KK5	0.771	Valid

Source: Output SmartPLS (2024)

In Figure 1 and Table 1 over, it can be seen that the idle factors of work push, work inspiration, work environment, and worker execution have an external stacking esteem of > 0.7. This implies that all pointers in this think about are appropriate for investigate.

Discriminatory Validity

Discriminant legitimacy tests indicator-level discriminant legitimacy given that the relationship between the marker and its idle factors is more noteworthy than the relationship between the marker and the other idle factors, as appeared in Table 2 underneath utilized to :

Table.2 Discriminant Validity

Variable	Indicator	Outer Loading	
Work Stress	0.562		
Work Motivation	0.484	0.134	
Work Environment	0.235	0.115	0.795

Source: Output SmartPLS (2024)

Composite Reliability and AVE

Combined faithful quality is utilized to ensure that there are no issues related with the estimation. The extreme step is to survey the exterior show to test his one-dimensionality of the appear. This may be fulfilled utilizing compound faithful quality, running Cronbach's alpha. Combined unflinching quality and Cronbach's alpha values are considered solid and significant in case they outperform 0.70. The inspected pitiless variance (AVE) may well be a regard utilized to degree unflinching quality. This may well be done by looking at the Cronbach alpha esteem, which includes a least esteem of 0.5.

Table 3. Composite Reliability

Variable	Cronbach's Alpha	Composite Reliability	AVE	Remark
Work Stress	0.830	0.844	0.596	Valid and Reliable
Work Motivation	0.921	0.962	0.645	Valid and Reliable
Work Environment	0.941	0.929	0.638	Valid and Reliable
Employee Performance	0.838	0.842	0.603	Valid and Reliable

Table 3 over shows up that all creates have Cronbach's alpha and combined unflinching quality score > 0.7. In the interim , in case all structures have AVE values over 0.50, able to say that all structures meet all strong considerable criteria so that we'll proceed with the assistant illustrate evaluation.

Structural Model Evaluation (Inner Model Testing) Coefficient of Determination R2 (R-square)

The coefficient of assurance is utilized to degree the model's capacity to clarify endogenous variety. A auxiliary demonstrate (inner demonstrate) could be a auxiliary demonstrate for anticipating causal connections between inactive factors. Goodness of fit in PLS has the same meaning as coefficient of assurance (R-squared) in relapse investigation. The goodness of fit of the PLS can be seen from the esteem of Q2.

Tabel 4. R-Square Model

Variable	R-square	R-square adjusted
Employee Performance	0.304	0.281

Source: Output SmartPLS (2024)

The consider employments three factors that are affected by other factors: The worker execution variable, which is affected by work stretch, the work inspiration variable, and the work environment. Table 4 over appears that the R-squared esteem for the brand adore variable is 0.304. This implies that 30.4% of worker variable is impacted by work stretch, work inspiration, and work environment factors.

Hypothesis Testing

Bootstrapping strategies are utilized in this think almost to test the hypothesis. The data utilized for bootstrapping comes from the estimation arrange. Hypothesis testing is performed interior the assistant illustrate to reenact hypothetical associations. The objective of bootstrap testing is to choose the course and importance of the relationship for each sit out of gear variable.

a) Coefficient t-statistics

Hypothesis testing in SEM-PLS is done by comparing the values of the t-statistic or t-count (t_o) with the values of the t-table (t_α). Harley et al. (2017) clarified that the t-count values made inside the bootstrap test must have greater values than the t-table.

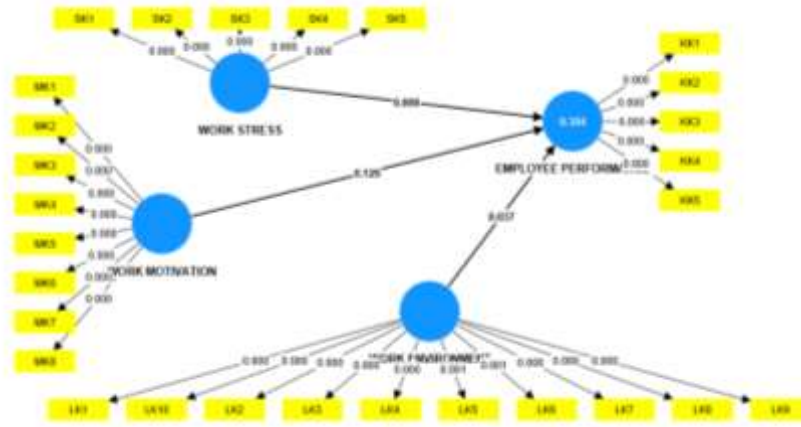


Figure.2 Path Hypothesis Results

Table 5. Hypothesis Path Coefficients Value

Construct	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ([O/STDEV])	P Values
Work Stress → Employee Performance	0.330	0.325	0.124	2.656	0.008
Work Motivation → Employee Performance	0.198	0.207	0.130	1.519	0.129
Work Environment → Employee Performance	-0.222	-0.244	0.106	2.091	0.037

Source: Output SmartPLS Bootstrapping (2024)

Figure 3 over appears the comes about of a theory test performed utilizing Bootstrap. Centrality, on the other hand, comes from the t-table values created with a standard mistake of 5% or a p-value of 0.05, with $100-2 = 98$ degrees of flexibility (df) of 1.984 (1.98). The t-statistics appear a noteworthy affect of work push, work inspiration, and work environment on representative execution, with t-counts of 2.656, 1.519 and 2.091, separately, both surpassing the t-table esteem of 1.984 . The t-statistic too appears that representative execution affect on work push with a t-score of 2.656. Essentially, work environment encompasses a t-count esteem of 2.091, higher than the t-table esteem of 1.984. Be that as it may, the t-statistic on the affect of work inspiration on worker execution is immaterial, with a t-count esteem of 1.519 being littler than a t-table esteem of 1.984. The t-

statistic makes a difference decide the course and significance of connections between inactive factors in basic models utilizing bootstrapping methods. Utilizing the over criteria, one of the three theories proposed (the relationship work inspiration) was rejected due to beginning test measure of 0.129. can conclude. two other speculations, counting work push and representative execution, work environment and representative execution, appeared positive connections with the first test sizes of 0.008 and 0.037.

CONCLUSIONS AND RECOMMENDATIONS

After analyzing and looking at the information utilizing the factual computer program SmartPLS, the taking after conclusions can be drawn:

- a. Work stress has a big impact on employee performance. A t_{count} of 2.656 is greater than table value of 1.984 or a significance value of 0.008 is less than alpha (0.05).
- b. Work motivation trust has reject on employee performance towards employee performance. A t_{count} of 1.519 is smaller than a t_{table} value of 1.984 or a not significant value of 0.129 is higher than alpha (0.05).
- c. Work environment influence on the employee performance a t_{count} of 2.091 is greater than a t_{table} value of 1.984 or a significance value of 0.037 is less than alpha (0.05).

ADVANCED RESEARCH

The suggestion for this research is that companies should be able to improve the performance of their employees, by conducting performance evaluations so that existing problems can find solutions. Apart from that, future researchers may be able to find other problem variables outside the variables in this research.

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