

## The Influence of Job Stress and Work Environment on the Performance of Nusantara High School Teachers in Bandar Lampung

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### ABSTRACT

This research aims to examine how the work environment and stress affect the effectiveness of teachers at SMA Nusantara Bandar Lampung. Survey research using a quantitative approach is used in this study design. The study focused on teachers at Nusantara High School Bandar Lampung. A saturation sample approach (census) was used to select 41 participants from the population, encompassing principals, teachers, and administrative personnel at Nusantara High School Bandar Lampung. Multiple linear regression analysis is the strategy utilized for data analysis. Primary and secondary data are grouped during the data collection process. A questionnaire was used to collect primary data, and the Likert scale method was employed. Meanwhile, secondary data confirms primary data, which is obtained from interviews and documentation. The study's findings prove that at SMA Nusantara Bandar Lampung, work-related stress and the workplace environment have a major, partial impact on teachers' performance. Concurrently, work-related stress and the work environment have a noteworthy impact on teacher performance at SMA Nusantara Bandar Lampung, ranging from variables of 40.8% to 59.2%, depending on additional factors not covered in the research.

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## INTRODUCTION

To accomplish its objectives, an institution or organization needs human resources (HR) as one of its key components. The corner of the balance between goal achievement success and failure is the cause of malnutrition (SDM). Splitting the calculations and merging all of the maximal-owned sources of malnutrition (SDM) calculations is the only approach to avoid interference. Many organizations must improve their human resources. In the field of education, particularly in the context of the classroom, the role of the teacher is very important. If the basic components of curricula are ineffective from the beginning, then sarana in the pre-curricular activities makes the learning process of the curricula unfavorable and results in unqualified teacher-student interaction. Teachers hold a special place in the hall of roles in the field of education since they are in charge of modifying the educational inputs so that the general public is aware of the teacher's abilities and the school remains unchanged or improves. As a result, improvements to teacher performance evaluation should be made.

A work environment is a place that surrounds employees who can find out the circumstances of how they carry out the tasks given to them. (T., & Thahir, G. M., 2019). Low teacher performance often occurs due to a lack of competency knowledge. Based on Law No. 14/2005 explaining about Teachers and Lecturers, educators need to increase their expertise (Azzahra, 2023).

The phenomena of this research are located in the education sector, namely SMA Nusantara Bandar Lampung which is located on Jl. Gelatik, No. 16. Kec. Kedamaian, Kota Bandar Lampung. SMA Nusantara Bandar Lampung is a legal institution that operates in the field of education which has a goal to create all intelligence through education, the hall is written in the vision and mission statement. One of the visions of SMA Nusantara Bandar Lampung is "To become a school that excels in discipline with the basis of faith and devotion.

Meanwhile, the mission of SMA Nusantara Bandar Lampung is "To provide an educational environment that is scalable for students, parents, and society, and to improve the professionalism of teachers as educators and staff administration. Based on the research conducted at SMA Nusantara Bandar Lampung, it can be seen that some teachers are not able to control the performance of their students when there is a commotion. There are also entry times at school which are still ineffective, because of the system of learning activities Teaching from noon to afternoon causes teachers to feel tired, bored, and sleepy, and will lead to emotionality when teaching or when students arrive late to school or during class hours. Considering this study was carried out at SMA Nusantara Bandar Lampung, the author looked at how the school's work environment's stress levels affected the instructors' performance there.

Prior studies have been conducted to investigate the impact of workplace stress on the effectiveness of teachers. Studies (Mawadati et al., 2020) The discussion's findings were as follows: (1) job satisfaction variables have no

bearing on turnover intention; (2) job stress has a large and positive impact on turnover intention; and (3) both job satisfaction and job stress have a significant impact on turnover intention variables at the same time. Research (Hairudin et al., 2023) The study's findings indicate that teachers' performance in MAN 1 Pesisir Barat is significantly impacted by their workplace and level of stress. While the work environment has a positive and significant impact on teacher performance in the salal, job-related stress harms teacher performance at MAN 1 Pesisir Barat.

Findings (Herjany et al., 2018) The study's findings indicate that job satisfaction and the work environment have a favorable relationship with organizational commitment. However, organizational dedication is negatively impacted by job stress. Research (Husnalia et al., 2022) The study's findings suggest that the performance of public servant instructors at Madrasah Aliyah Negeri 1 Blitar is impacted by both the work environment and work stress. Examination (Sulfemi, 2020) The findings of this study indicate that self-confidence and teacher performance are positively correlated, with a regression equation of  $Y = 6.00 + 3.23 X_1$ , a correlation coefficient of 0.64, and a determine coefficient of 38.8%  $t$  count  $2.3\% >$  table  $t$  value 0.02. Based on a correlation coefficient of 0.62 and a coefficient of determination of 37.0%, teacher performance is positively impacted by the principal's leadership style. While the regression equation  $Y = 8.3 + 4.3 X_2$  is used, the  $t$  count is  $3.184 >$   $t$  table 0.02. With a correlation coefficient of 0.645 between the two independent factors and the associated variable, teacher self-confidence is positively influenced; the coefficient of determination is 38.8%. Using the regression equation  $Y = 126.879 + 0.166 X_1 + 160 X_2$ , the  $F$  count is  $14.954 >$   $F$  table 3.23. The teacher's performance increases with the degree of trust that the administrator and the teacher may both be placed in.

## LITERATURE REVIEW

### *Performance*

Teacher performance can be measured in the teacher's work environment. Compensating teachers for their performance can lead to reciprocal competence in carrying out the most critical teacher tasks. In a school organization, compensations often occur while salaries are being carried out daily, so the low level of compensation can lead to recurring cancellations, if the hall is divided, it will become a difficult problem that will affect the integrity of the school organization, the performance of the organization, and the whole system. Teacher performance consists of several tasks such as compiling and implementing calculations so that they participate in the activities of the learning process and provide an assessment of the achievement of learners or students (Husnalia et al., 2022). In this hall, teachers are expected to describe a balanced learning environment with a balanced student environment, The teacher should be able to create a conducive learning environment so that the learners can carry out the learning activities more effectively, while the teacher

should be able to evaluate in every angle of the assessment procedure in terms of the students' calpain scores.

The performance of teachers in the classroom is considered one of the main salutations that influence the efforts to achieve the goals of the organization or institution (Claudia et al., 2021). The performance of teachers or higher-level educators is expected to improve the quality of education in schools. However, several factors are mutually related in influencing work, such as work ethics, work motivation, work qualifications, school culture, work environment, school equipment, and education (Sulfemi, 2020).

Teacher performance is influenced by several aspects that can improve or reduce teacher performance. Some of the most prominent of these factors are stress related to working in a technical environment, a stressful environment, and a decrease in teachers' performance. Performance is a requirement in the profession which has become a condition of employment (Job Requirement) (Santoso, 2022). Employee performance is simply a performance that can be done by individuals (Yanuar Saleh et al., 2021). According to (E. J., Alhyalni, N., & Alrdialnsyalh, Al., 2020) there are 3 indicators of employee performance, namely: laziness at work, attendance, and quality.

### ***Job Stress***

Job stress can be recognized by the emergence of unstable emotional states, unrecognizable states, avoidance, difficulty in working, anxiety, calculus, confusion, and high levels of stress in the workplace. Based to the description given above, job stress is characterized as a state that makes employees' psychological well-being less balanced as a result of numerous demands and pressures at work that go beyond the bounds of the directives given to them by the organization. Teachers experience weariness and internal strain due to the numerous work commitments and responsibilities linked to being a teacher, which leads to stress in the learning environment. Work stress is a condition that can delay a person's mental state, thinking, anxiety, confusion, and trembling (Jalil, 2019). According to (Herjany & Bernarto, 2018) work stress has four indicators, conflict, work role, behavior of leaders, and working time.

Job stress starts from the emergence of excessive workload, lack of supervision in work, ineffective work time to create an inefficient work environment, general, work disputes, in general, the difference between the options in the assessment of the work of the leader by the leader (Steven, 2020). Work stress is caused by the fear that is internalized in the body which is backed up physically and mentally by the employee and will lead to the emotions being uncontrollable, not in a state of recognition, and not calculating the recognition (Hanum Indriati, 2021). Stress harms organizational behavior, employee health, work environment, and performance, but it can cause stress has a positive impact on employee health, and absenteeism, and contributes to the dismissal of employees (Permatasari, 2018).

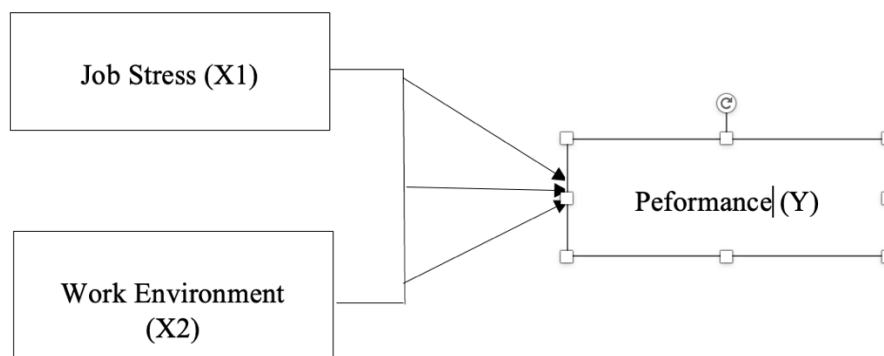
### *Work Environment*

One of the temporal factors that can improve a manager's effectiveness is the work environment. Then, an employee's work environment positively affects them, encouraging them to perform to the best of their abilities to raise the standard of work produced by the company. The validity of the work environment can be assessed when the employee conducts the work environment in an ideal, conducive, visible, and transparent manner. So can calculate the effort in the formation of the work environment in a neutral manner and it is important to prevent the validity of the goals of the organization or institution. The work environment is the entirety of the facilities and pre-facilities elements that arise around when employees work (Yantika et al. 2018). The work environment includes, for example, work facilities, temporal cleanliness, and lighting in the comfort of the environment (Alam, I.A, 2023).

There are two types of physical work environments: physical work environments and non-physical work environments. The use of color, air humidity, lighting, ventilation, noise, and facilities are all indicators of the physical work environment. According to Yuliantini (2020), the non-physical work environment consists of employee behavior, leader motivation, the internal work environment, and internal communication. The work environment can be turned around altogether or as neutral as possible if the leader is conducting activities in a way that is conducive, efficient, comfortable, and effective (Turangan et al., 2021). A supportive work environment can help paralegals carry out their tasks more effectively, and increase their knowledge, skills, and competencies as much as possible, as well as provide high-quality training.

### *Framework of Thingking*

This research is organized using the following framework:



**Figure 1. Framework of Thingking**

**Hypothesis**

H1: The performance of instructors at SMA Nusantara Bandar Lampung is influenced by job stress.

H2: At SMA Nusantara Bandar Lampung, the work environment affects the performance of the teachers.

H3: SMA Nusantara Bandar Lampung teacher performance is impacted by workplace stress at the same time.

**METHODOLOGY**

This research design is a survey research with the use of a short form. Qualitative. According to Sugiyono (2018), related survey research uses quantitative research methods, which are obtained to generate data to recognize events in the past to the present, about beliefs, insights, characters, responses, variable relationships, and to test several hypotheses. The analysis used multiple linear regression. Data collection is done by grouping data consisting of primary data and secondary data. Researchers conducted research at SMA Nusantara Bandar Lampung using a saturated sampling technique. The population in the study was Nusantara Bandar Lampung High School teachers totaling 41 respondents so the entire population was sampled.

**Table 1. Operational Definition of Variables**

Variable	Definition	Indicator	Questioner	Scale	Source
Job Stress (X <sub>1</sub> )	Work stress is a condition that causes a psychological condition that is less balanced	1. Conflict 2. Work Roles 3. Leadership Behavior 4. Working Time	10	likert	There are 41 Nusantara High School teachers in Bandar Lampung
Work Environment (X <sub>2</sub> )	The work environment is a place that makes the work atmosphere safe and peaceful	1. Lighting 2. Air Circulation 3. Noisy 4. Colors Used 5. Humidity 6. Facility	10	likert	There are 41 Nusantara High School teachers in Bandar Lampung
Peformance (Y)	Performance is a program that can be done individually	1. proficiency 2. attendance 3. quality	10	likert	There are 41 Nusantara High School teachers in Bandar Lampung

## RESEARCH RESULT

The R square value, or 59.2%, is based on the results of multiple linear regression data that were acquired using SPSS version 2024. It can be established that there is a 59.2% relationship between the variable stress in the work environment and the variable teacher performance. According to additional factors not included in the study, work stress and work environment have a significant impact on teacher performance at SMA Nusantara Bandar Lampung either jointly or separately, between variables of 59.2% and 40.8%.

A valley-wide scale of work stress was discovered in a study including 41 respondents; 4 respondents reported 9.76% of the respondents, 20 respondents reported neutrality, 36.58% of the respondents reported 15 respondents, and 1 respondent reported 4.87% of the respondents. Consequently, it can be said that work-related stress falls into the neutral range.

**Table 2. Job Stress**

Label	N	Minimum	Maximum	Mean	Std. Deviation
Interval		Category	Frekuensi		%
46 - 50		Strongly Agree	0		0
37 - 45		Agree	4		9,76
28 - 36		Neutral	20		48,78
19 - 27		Disagree	15		36,58
10 - 18		Strongly Disagree	1		4,87
		Total	41		100

The research with 41 participants provided the following results: 29 persons (70.73%) had the best balance, 11 participants (26.82%) had a neutral balance, and 2.43% of participants had the best balance. As a consequence, the workplace can be considered to belong to the other category.

**Table 3. Work Environment**

Label	N	Minimum	Maximum	Mean	Std. Deviation
Interval		Category	Frekuensi		%
46 - 50		Strongly Agree	1		2,43
37 - 45		Agree	29		70,73
28 - 36		Neutral	11		26,82
19 - 27		Disagree	0		0
10 - 18		Strongly Disagree	0		0
		Total	41		100

The outcomes variable obtained 9.75% or 4 people reported extremely well, 73.17% or 30 people stated well, and 17.07% or 7 people stated neutral in a

study with 41 respondents. Thus, it can be said that the performance falls into the category of very good.

**Table 4. Work Performance**

Keterangan	N	Minimum	Maximum	Mean	Std. Deviation
Interval		Category	Frekuensi		%
46 – 50		Strongly Agree	4		9,75
37 – 45		Agree	30		73,17
28 – 36		Neutral	7		17,07
19 – 27		Disagree	0		0
10 – 18		Strongly Disagree	0		0
		Total	41		100

### Descriptive Analysis

Finding general data, such as the mean, greatest value, and standard deviation for each variable, is accomplished using descriptive analysis. Table 5 displays the findings of the descriptive analysis.

**Table 5. Descriptive Statistics**

Lable	N	Minimum	Maximum	Mean	Std. Deviation
Job Stres	41	14.00	40.00	28.34	6.57
Work Environment	41	28.00	47.00	38.82	4.44
Teacher's Performance	41	28.00	50.00	39.75	4.29
Valid N (Listwise)	41				

The researcher's calculated distribution of the data is as follows, based on Table 5:

1. Variable Job Stress (X1) has a mean value of 28.34, a standard deviation of 6.57, and a minimum value of 14. Its maximum value is 40.
2. The Variable Work Environment (X2) has a standard deviation of 4.44, a mean value of 38.82, a maximum value of 47, and a lowest value of 28.
3. The mean score for the Teacher's Performance Variable (Y) is 28, with a standard deviation of 4.29. The minimum score is 28, the maximum score is 50, and the mean score is 39.75.

### Normality Test

The Shapiro-Wilk test is used to perform the normality test, which tries to ascertain whether or not the study data is normal. In research, a normal data set is a prerequisite that must be met as a whole. The sign value is the basis for decision-making in the normalcy test. If the sign value is more than 0.05, the research's data are normally distributed. On the other hand, the data are not regularly distributed if the sign value is less than 0.05. Table 3 displays the findings of the normalcy test for this study.

**Table 6. Tests of Normality**

Label	Shapiro-Wilk		
	Statistic	Df	Sig.
Job Stress	.968	41	.288
Work Environment	.967	41	.278
Teacher's Performance	.962	41	.185

Source: output SPSS (2024).

The researcher's calculated data distribution, based on Table 6, corresponds to this:

1. The sign value of Variable Job Stress (X1) is 0.288, which is greater than 0.05. Therefore, it can be said that the research data has a normal distribution. The sign value of the variable work environment (X2) is 0.278, which is greater than 0.05. Therefore, it can be said that the research data has a normal distribution.
3. The Variable Teacher Performance (Y) sign value is 0.185, which is greater than 0.05. As a result, it may be said that the study's data is distributed regularly.

### **Homogeneity Test**

The homogeneity test is used in ANOVA analysis to determine whether dual distributions of two or more distributions are invalid. It serves as the syllabus for the independent sample T-test. To compute the homogeneity test, the sign value must be determined. If the sign value is greater than 0.05, the data distribution is homogenous. Nonetheless, the data distribution is not homogenous if the sign value is less than 0.05. Considering the homogeneity test results in Table 4.

**Tabel 7. Homogeneity Test**

Levene Statistic	df1	df2	Sig.
7.680	1	80	.007

Sumber: output SPSS (2024).

Based on Table 7, the homogeneous significance value is  $0.07 > 0.05$ . Therefore, the distribution of data is homogenous.

### **Linearity Test**

The correlation between the x and y variables is ascertained using the linearity test. There is a linear relationship between the y and x variables in the decision-making process if the value of the sign deviation from lineality  $> 0.05$  in the derived  $f < f$  table. However, there is no linear link between variable y and variable x if the value of the sign deviation from Linearity  $< 0.05$  in the value of  $f$  count  $> f$  table. The results of the linearity test in this study are in the following table:

**Table 8. Linearity Test of teacher performance and work stress**

			Sum of	df	Mean	F	Sig.
			Squares		Square		
Teacher's performan ce * Job stres	Between Groups	(Combined)	550.728	19	28.986	3.223	0,005
		Linearity	71.484	1	71.484	7.950	0,010
		Deviation from Linearity	479.243	18	26.625	2.961	0,009
	Within Groups	188.833	21	8.992			
Total			739.561	40			

Source: output SPSS (2024).

**Table 9. Linearity Test of teacher performance and work environment**

			Sum of	df	Mean	F	Sig.
			Squares		Square		
Teacher's performanc e * Work Envireonme nt	Betwee n Groups	(Combined)	527.916	16	32.995	3.742	0,002
		Linearity	419.438	1	419.438	47.563	0,000
		Deviation from Linearity	108.477	15	7.232	.820	0,648
	Within Groups	211.645	24	8.819			
Total			739.561	40			

Sumber: output SPSS (2024).

Based on Table 8 and Table 9, the distribution of the data that the researcher drew is as follows:

1. The linearity test of teacher performance on work stress has a sign value of Deviation from Linearity of  $0.009 < 0.05$ . The calculated f value is 2.179 and the calculated f value is  $8.992 > 2.179$ . Therefore, there is no linear relationship between stress and teacher performance.
2. The sign value of Deviation from Linearity in the linearity test of teacher performance against work stress is  $0.648 < 0.05$ . 2.288 is the computed f value, and  $0.820 > 2.288$  is the computed f value. Consequently, there exists a linear correlation between the work environment of teachers and their performance.

### Hypothesis Test

Regression analysis is used in hypothesis testing to ascertain the impact of the variables. Multiple linear regression is used in this test, and the equation is  $Y = a_1 + b_1.a_1 + b_2.a_2$ . Table 7 displays the multiple linear regression test results.

**Tabel 10. Hipotesis Test**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.740	4.807		3.274	.002
	Job stress	-.105	.069	-.161	-1.521	.137
	Work Environment	.695	.102	.720	6.792	.000

a. Dependent Variable: Teacher Performance

Source: output SPSS (2024)

The multiple linear regression test's findings, which are based on Table 10, are as follows:

$$Y = a_1 + b_1.a_1 + b_2.a_2$$

$$Y = 15.740 - 0,105 + 0,695$$

The value of the Teacher Performance variable, which is unaffected by the work environment and work stress variables (X1), is 15,740. The variety of work performance remains unchanged if the work environment and stress levels remain unchanged.

Regression coefficient (X1) value:  $b_1 = -0.105$ ; significance value:  $0.137 > 0.05$ ; these values suggest that the variable stress level (X1) harms the variable teacher performance (Y). This suggests that the stress of teaching at SMA Nusantara Bandar Lampung affects teachers' stress levels, which in turn has a detrimental effect on their effectiveness. As a result, Hypothesis 1 – that work-related stress affects teachers' performance at SMA Nusantara Bandar Lampung – is accepted.

The regression coefficient of the variable work environment (X2) has a value of  $b_2 = 0.695$ , suggesting that the variable work environment (X2) positively affects the variable teacher performance (Y). This implies that a teacher's performance level will increase with the degree of favorability of their work environment. Teacher performance is positively impacted by collaboration among instructors, mutual assistance, and the durability of the tools used to help teachers enhance the standard of the work environment. As a result, hypothesis 2 – that the work environment at SMA Nusantara Bandar Lampung influences teachers' performance favorably – is accepted.

**Tabel 11. R Square Test**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.769 <sup>a</sup>	.592	.570	2.81800

a. Predictors: (Constant), work environment , job streas

Source: *output SPSS (2024)*.

The R square value, or 59.2%, is 0.592 based on Table 11. Consequently, the teacher performance variable is influenced by the work our surroundings, and work stress factors by 59.2%.

Teachers' performance at SMA Nusantara Bandar Lampung is impacted by stress (X1) and the work environment (X2), as demonstrated by the results of the simultaneous general exam. As a result, Hypothesis 3 – that teachers' performance at SMA Nusantara Bandar Lampung is simultaneously impacted by kidney stress and kidney environment – is accepted.

## DISCUSSION

Several inferences can be drawn from the research's findings, including the following:

1. At SMA Nusantara Bandar Lampung, teachers' performance is negatively impacted by work stress.

2. Teachers at SMA Nusantara Bandar Lampung perform better because of their work environment.
3. Teachers' performance at SMA Nusantara Bandar Lampung is impacted by both the work environment and job stress at the same time.

## CONCLUSIONS AND RECOMMENDATIONS

The following are some considerations that can be made in light of the research's findings:

1. In relation to Job Stress, it is expected that Nusantara Bandar Lampung High School Teachers can reduce all work matters that can cause job stress to become heavier, such as personal problems that should not be involved in the school and ensure that teacher performance will continue to run stably until it increases.
2. In relation to the work environment, it is hoped that Nusantar Bandar Lampung High School teachers can remind each other to keep the school environment clean because a very dirty or dirty environment can affect the decline in teacher performance.
3. In relation to performance, it is expected that Nusantara Bandar Lampung High School teachers optimize their performance better by reflecting on their performance well and using the results of this introspection to improve performance and professionalism.

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