Jurnal Manajemen (Edisi Elektronik)

Sekolah Pascasarjana Universitas Ibn Khaldun Bogor

Employee Performance at PT. Maleo Edukasi Teknologi (Educourse.id): The Impact of Work Stress and Work Environment.

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A R T I C L E   I N F O

A B S T R A C T

PT. Maleo Edukasi Teknologi recognizes HR's vital role amid business changes, offering STEAM-based education for Industry 4.0 skills in Indonesia. This study, with 40 employees, delves into the impacts of Responsibility, Work Pressure, and Workplace in a challenging environment at PT. Maleo Edukasi Teknologi (Educourse.id). Research Method: Quantitative methods were used, sampling all 40 employees, gathering data through polls, and employing SPSS 25 for statistical analysis. Linear regression assessed total and partial effects of each independent variable on the dependent variable. Result and Discussion : Work Stress has a negative and significant impact on employee performance (tcount-3.644 > ttable 2.028, significance 0.001). Work Environment has a negative impact tcount -0.439 <t table 2.028, significance 0.663). The F test shows acceptance with Fcount 13.330 > Ftable 3.25 and significance 0.000. Conclusion : In conclusion, the workplace has a positive but nonsignificant impact, while work pressure negatively affects representation implementation. Overall, Responsibility, Work Pressure, and Workplace collectively exert a positive influence on PT. Maleo Edukasi Teknologi (Educourse.id).

1. INTRODUCTION

Human resource management (HRM) includes using, developing, assessing, compensating, and managing employees within a business. In order to achieve an ideal balance between corporate demands and individual requirements, this entails both strategic and administrative responsibilities. As a result, HRM plays a crucial role in achieving an organization's long-term objectives and success and goes beyond being just an administrative task, and in addition, HRM covers career management, work team development performance evaluation, retirement planning, personnel planning, selection and placement, employee development, and remuneration (Sinambela and LP, 2018) (Quoted in Eni Mahawati, 2021).

In work environments, employees are frequently faced with stress-related issues that are influenced by improper working environments and company expectations that exceed their capabilities. As an outcome these circumstances tend to increases the stress and psychological strain that these people endure. Overwhelming stress can negatively affect an employee's performance at work, making it harder for them to finish roles in their allotted time. This effect can decrease their efficacy and productivity, impacting both the company's and the employees' work output. With their profound effect on company, human resources are becoming increasingly important in the advancement of technology.

According to Mangkunegara (Quoted in Chairunnisah et al., 2021), an employee's performance is assessed based on the caliber and volume of work they complete in accordance with their allocated assignments. The ability to organize employee interactions and roles and comprehend human behavior are prerequisites for effective HR administration. Employee performance is very important, being the main driver of transformation in various sectors. Employees, as company assets, have a responsibility to achieve company (Nugroho, 2021).

The accomplishment of an organization's vision, the provision of outstanding support, the fostering of customer loyalty, and the fostering of commercial connections are all impacted by employee performance. A business that fully understands the significance of preserving employee performance will undoubtedly take action to enhance performance by monitoring elements that contribute to it. Workplace pressure and other circumstances are examples of how implementation affects how work is carried out.

As a response which individuals have to demands from their surroundings, stress is seen as a natural state in humans, this is seen as an essential component of daily living, particularly when workloads and bustle increase (Linton et al., 2020). Employees who suffer work stress may encounter shifts in their perspectives and psychological responses towards their jobs. Dewi et al. (2018) (quoted in Wulandari et al., 2022) explain that stress arises when there is a discrepancy between the expectations of the job and the employees capacity to fulfill them. A major contribution to improving the development of more practical and long lasting human resource management techniques may come from increasing understanding of how work stress affects workers perspectives and psychological reactions. This can offer important insights for enhancing employee well-being and achieving organizational performance through an

increased awareness of the link between job stress, job perceptions, and psychological reactions. Work stress and the work environment have a positive effect on employee performance, according to (Widarta, 2019) research, The influence of work stress and the work environment on the performance of PDDIKTI Operator employees in LLDIKTI Region V Yogyakarta.

Employee performance and satisfaction are impacted by the workplace. Facilities and assistance in the work environment help job completion, increase performance, and produce optimal results, according to Pandy Efendi (2018) (in Qoyyimah et al., 2020). According to (Dharmawan and Nugroho, 2022) creating a good work environment is crucial to achieving representative work fulfillment and boosting productivity in order to meet business objectives through the best possible work environment quality.

 Comfort in the working environment is crucial to encouraging both productivity and the quality of the work that is done by employees. A suitable workplace facilitates the creation of ideal circumstances for workers to carry out their responsibilities effectively in compliance with the job description. Therefore, in order for employees to operate successfully and efficiently, it is the company's job to offer facilities and supporting infrastructure. Employees who have a suitable work environment may be more focused, motivated, and able to generate work that satisfies organizational requirements.

The STEAM approach and STEAM.ORG, AI, and AR certifications were selected by the researchers for PT. Maleo Edukasi Teknologi (Educourse.id), a provider of technology and language course services. There is a lot of noise coming from the building with three floors where PT. Maleo Edukasi Teknologi (Educourse.id) operates due to the large number of employees. The heavy workload and limited work environment have a negative impact on employee performance. After reading the basic description above with the title "Employee Performance at PT. Maleo Edukasi Teknologi: The Impact of Work Stress and Environment" the author is interested in leading research on HR concerns at PT Maleo Edukasi Teknologi.

2. RESEARCH METHODS

The object of this study is PT. Maleo Edukasi Teknologi (Educourse.id), which has its headquarters in South Tanggerang. This study is to investigate the association between work stress (X1) and Work Environment (X2) with Employee Performance (Y) using an associative approach and quantitative technique. Because of the quantitative methods used, this logistics research can offer a comprehensive understanding of these factors. Questionnaires were given to the employees of PT. Maleo Edukasi Teknologi (Educourse.id) in order to gather information. Researchers may determine an employee's intensity of job stress and perceptions of the workplace from their point of view by using a Likert scale in the questionnaire. The linear

multiple regression analysis approach was then applied to the acquired data in order to determine the relationship between the independent and dependent variables.

Using quantitative techniques and SPSS 25, the validity and reliability of the data were examined, ensuring that the data used for the analysis had an acceptable level of secrecy and validity. This study uses a saturated sampling strategy, which entails that the complete population is sampled, to ensure a thorough representation of respondents. The research population consists of 40 employees of PT. Maleo Edukasi Teknologi (Educourse.id). The objective of this study is to enhance comprehension of the variables affecting the productivity of employees at PT. Maleo Edukasi Teknologi (Educourse.id). It is anticipated that this research will offer useful insights for businesses in controlling stress on the job and enhancing the work environment, which in turn is anticipated to increase overall employee performance. Thorough evaluation combined with a quantitative approach will be used to analyze the data.

3. RESULTS & DISCUSSION

This research study collected data through the administration of a survey to 40 employees affiliated with PT. Maleo Edukasi Teknologi (Educourse.id). The demographic factors of the respondents gender, age, tenure, and level of education were included in the data collection process. With 13 male and 27 female participants, the study's gender distribution within the organization was determined to be 67.5% of the total workforce and 32.5% of the female workforce. The research findings also provide an overview of the staff age distribution. 25 to 35 years old accounts for a total of 80 % of the employees, with 15 % of those at this age group and 5 % of those in the 31- 40 year age range. As for the duration of employment, all workers (100%) have been with the company for less than five years, which is understandable given that it has only been in operation for about four years.

This study also highlights the significance of educational attributes. A little over 85% of the workforce is made up of graduates from undergraduate (S1) and high school (SMA/K), with the remaining 15% coming from diploma and postgraduate (S2) programs. This description of attributes offers a concise synopsis of the personnel profile of PT. Maleo Edukasi Teknologi (Educourse.id) and lays the groundwork for a more in-depth examination of the variables impacting their productivity.

Validation Test. Test results for each factor indication have shown that r count > r table, based on testing. The data in the r table for this analysis shows that all of the markers are significant and, therefore, appropriate for usage, with an importance level of less than 0.005 for all indication exploration.

Table 1. Validation Test

Variable	Item Number	Correlation coefficient	Sig	r table	quantification
Work Stress (X1)	X1.1	0,680	0,000	0.312	Valid
	X1.2	0,537	0,000	0.312	Valid
	X1.3	0,534	0,000	0.312	Valid
	X1.4	0,567	0,000	0.312	Valid
	X1.5	0,768	0,000	0.312	Valid
	X1.6	0,749	0,000	0.312	Valid
	X1.7	0,800	0,000	0.312	Valid
	X1.8	0,697	0,000	0.312	Valid
	X1.9	0,520	0,001	0.312	Valid
	X1.10	0,791	0,000	0.312	Valid
Work Environment (X2)	X2.1	0,766	0,000	0.312	Valid
	X2.2	0,787	0,000	0.312	Valid
	X2.3	0,747	0,000	0.312	Valid
	X2.4	0,783	0,000	0.312	Valid
	X2.5	0,661	0,000	0.312	Valid
	X2.6	0,813	0,000	0.312	Valid
	X2.7	0,802	0,000	0.312	Valid
	X2.8	0,794	0,000	0.312	Valid
	X2.9	0,780	0,000	0.312	Valid
	X2.10	0,700	0,000	0.312	Valid
Employee Performance (Y)	Y1.1	0,672	0,000	0.312	Valid
	Y1.2	0,681	0,000	0.312	Valid
	Y1.3	0,786	0,000	0.312	Valid
	Y1.4	0,787	0,000	0.312	Valid
	Y1.5	0,799	0,000	0.312	Valid
	Y1.6	0,857	0,000	0.312	Valid
	Y1.7	0,711	0,000	0.312	Valid
	Y1.8	0,711	0,000	0.312	Valid
	Y1.9	0,712	0,000	0.312	Valid
	Y1.10	0,645	0,000	0.312	Valid

Source: Authors (2024)

Reliability Test. Table 2 presents the findings of the reliability test, including Cronbach's Alpha values of 0.854 for the Work Stress variable (X1), 0.920 for the Work Environment variable (X2), and 0.906 for the Employee Performance variable (Y). Excessive α values, particularly

those that surpass the 0.60 cutoff, suggest a high degree of reliability and consistency with relation to the study's questions.

Table 2. Reliability Test

Variable	*Calculate Cronbach's Alpha*	*Standard Cronbach's Alpha*	quantification
Work Stress (X_1)	0,854	0,60	Reliable
Work Environment (X_2)	0,920	0,60	Reliable
Employee Performance (Y)	0,906	0,60	Reliable

Source: Authors (2024)

Classic Assumption Test. Normality Test. The normality examination, particularly makes use of the Kolmogorov-Smirnov (K-S) Validity Test, shows that the dataset has a normal distribution. The Sig value of $0.113 > 0.05$ indicates that the residual levy is normal, highlighting the importance of adhering to normality assumptions for statistical analysis in this research study.

Table 2. Normality Test

One-Sample Kolmogorov-Smirnov Test		
Unstandardized Residual		
N		40
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.08464176
Most Extreme Differences	Absolute	.125
	Positive	.125
	Negative	-.062
Test Statistic		.125
Asymp. Sig. (2-tailed)		.113[c]

Source: Authors (2024)

Multicollinearity Test. These results present the resistance value and the Variance Inflation Factor (VIF) for each of the three independent variables. The values of Work Stress Tolerance (X1) and Work Environment (X2) are known to be 0,583. In addition, the workplace value (X2) and work pressure (X1) both have a VIF value of 1,715. Multicollinearity does not arise because the tolerance value is more than 0,10 and the VIF value is smaller than 10.

Table 4. Multicollinearity Test

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	46.106	1.813		25.426	.000		
	Work Stress	-.229	.063	-.598	-3.644	.001	.583	1.715
	Work Environment	-.031	.071	-.072	-.439	.663	.583	1.715

a. Dependent Variable: Y1

Source: Authors (2024)

Heteroscedasticity Test. A scatterplot diagram that does not have a clear pattern, as revealed by the results of the heteroscedasticity test, indicates that there is no heteroscedasticity in the regression model. Thus it can be concluded that employee performance (Y) can be represented by regression analysis taking into account the variables that influence it.
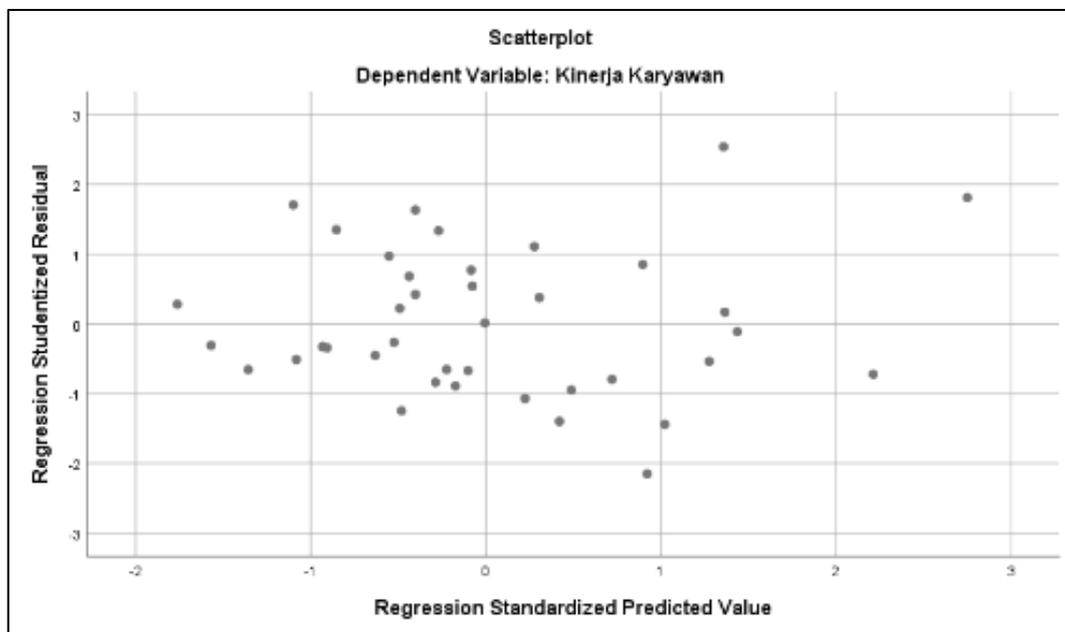

Figure 1. Heteroscedasticity Test

Source: Authors, 2024

Multiple Linear Regression Analysis Test

$$Y = 46,106 - 0,229X1 - 0.031X2…………………………………………(1)$$

a. When X1, X2, and Employee Performance (Y) are constant, Konstanta (a): 56,910 displays a fixed value of 46,106.

b. The coefficient β1 is -0.229, suggesting that Wok stress (X1) and employee performance (Y) are negatively correlated.

c. The coefficient β2 is -0.031, suggesting that the work environment (X3) and employee performance (Y) have a negative correlation.

Table 5. Multiple Linear Regression AnalysisTest

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	46.106	1.813		25.426	.000
1 Work Stress	-.229	.063	-.598	-3.644	.001
Work Environment	-.031	.071	-.072	-.439	.663

a. Dependent Variable: Employee Performance

Source: Authors (2024)

Hypothesis Testing. F Test (Simultaneous)

Table 6. Results the Simultaneous F Test

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	117.212	2	58.606	13.330	.000b
Residual	162.672	37	4.397		
Total	279.884	39			

Source: Authors (2024)

Table 6 shows that, at a significance level of 0.05, the F test findings showed statistical significance (Fcount 13.330 > Ftable 3.25). This means that Work Stress (X1) and Work Environment (X2) affect Employee Performance (Y) at the same time.

t Test (Partial). The following is how the partial t test results illustrate the findings of the hypothesis test: According to Hypothesis 2, Work Stress significantly and negatively affects to PT. Maleo Edukasi Teknologi (Educourse.id) employee performance at a significance level of

0.001 (df 36, t count -3.644 > t table 2.028). With a significance level of 0.663 (df 36, t count -0.439 < t table 2.028), Hypothesis 3 rejects the idea that employee performance (Y) is impacted by the work environment.

Table 6. Results of the partial t Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	46.106	1.813		25.426	.000
1 Work Stress	-.229	.063	-.598	-3.644	.001
Work Environment	-.031	.071	-.072	-.439	.663

a. Dependent Variable: Employee Performance

Source: Authors (2024)

Discussion. Based on the findings, there's significant effects of work environment, and work stress on employee performance are investigated in this study. At a significance level of 0.000, the statistical analysis shows a significant result, with Ftable (3.25) exceeding Fcount (13.330). Expanding on the thorough investigation carried out by (Demak Claudia Yosephine Simanjuntak and Tarigan, 2021), and (Toton and Saptarini, 2022) it is clear that H1 is supported. The importance of H1 in explaining the complex dynamics between work stress, the work environment, and representative employee performance is highlighted by the positive and significant influence that has been given to it. These findings provide insights useful for organizational practices and human resource management in professional settings, making a significant contribution.

In the second hypothesis the study investigates the Impact of Work Stress on Employee Performance. The statistical analysis reveals that the t table value of 2.028 surpasses the t count value of -3.644, with a significant level of 0.001. Consequently, the conclusion supports the acceptance of H0, indicating a negligible and adverse effect on employee performance. These findings align with earlier studies conducted by (Putri and Damayanti, 2019) reaffirming the importance of addressing work stress factors to optimize employee performance within professional environments. Furthermore, study by (Hanifa and Oktafani, 2019), and (Soelton and Yasinta, 2018) explaining that work stress has a major impact on the performance variables of staff members at the PT. Bank Central Asia Branch Office Subang and supports the previously indicated conclude present study's results, when combined with the evidence from earlier research, provide important new perspectives on understanding of workplace dynamics and informs organizational strategies for employee well-being and productivity.

Continued on, the third hypothesis investigates how employee performance is affected by the work environment, the fact that H0 was accepted suggests that there is little to no influence on employee performance. The t count of -0.439 is less than the t table value of 2.028 at a significance threshold of 0.663. Based on this analysis and prior research conducted by (Sabilalo et al., 2020), the conclusion is clear that the work environment has little influence on employee performance, and other research by (Syardiansah and Utami, 2019) also demonstrates the same results, namely that employee performance is unaffected by the workplace. These results add to our complex understanding of workplace variables and guide organizational decision-making to create a positive work environment without significantly affecting worker productivity.

4. CONCLUSION & SUGGESTION

Conclussion. The results of the SPSS 25 analysis provide important new information about the variables influencing the performance of PT employees. The noteworthy findings of the F test performed for Maleo Education Technology (Educourse.id) first indicate the significant impacts of both the work environment and work-related stress on performance. This emphasizes how crucial it is to take care of these issues in order to maximize worker productivity in the PT. Maleo Edukasi Teknologi (Educourse.id) environment. Second, the study shows that work stress has a major detrimental effect on PT. Maleo Edukasi Teknologi (Educourse.id) Employee Performance. Tere is a direct link between respondents performance and the existence of stressors, highlighting the necessity of stress-reduction techniques at work. However, as per respondent perspectives relayed by employee PT. Maleo Edukasi Teknologi (Educourse.id), the third conclusion indicates that there are no discernible negative effects of the workplace itself on the performance of PT. Maleo Edukasi Teknologi (Educourse.id) employee. With an emphasis on the complex interactions between particular aspects of the work environment and worker performance, these insights help employers identify and address stressors while also recognizing the potential benefits of a strong workplace culture overall. These findings, in short, force employers to think strategically about how to improve employee performance through managing the intricate dynamics of the work environment and stress.

Suggestion. The study's findings provide a number of recommendations that interested parties should consider. The following are explanations for several explainable suggestions:

1. PT. Maleo Edukasi Teknologi (Educourse.id) requires reflection on factors including workload, work stress, and work environment that might cause changes in employee performance. Additionally, a heavy workload will have an impact on an employee's performance.

2. By carrying out this study, it is intended that others who want to carry out studies with comparable topics can utilize it as a guide and get support for their own research.

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