

# *The Influence of Work Environment and Work Pressure on Employee Performance in The Production Section of PT. Sinar Telur Jaya Lampung*

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**Abstract - This research aims to analyze the impact of variables such as work environment and work pressure on the performance of PT employees. Sinar Telur Jaya Lampung. The population that is the focus of this research consists of 100 employees who are research respondents, using purposive sampling techniques. The analysis method used is multiple linear regression. The findings from this research indicate that the work environment and work pressure have a significant influence on the performance of PT employees. Sinar Telur Jaya Lampung partially. Simultaneously, the work environment variables and work pressure together have a significant effect and contribute 77.2% of the relationship between the variables studied by the researcher.**

**Keywords— Work Environment, Work Pressure, Employee Performance.**

## I. INTRODUCTION

Human Resources are the Company's most important assets that must be safeguarded by the Company, this is because Human Resources are the main element that supports an organization to develop forward or experience setbacks in the Company. Human resource development that is structured appropriately and sustainably is a primary need for an organization, so that a form of good human resource management activity emerges, where this activity is a forum for developing employee performance which is a series of organizational activities directed at attracting, developing and retaining employees. effective workforce. (Widiatmo, 2020). Every existing organization, including corporate organizations, definitely needs quality human resources,

According This is because in order for the organization to achieve its goals that have been determined from the start, each employee is required to work optimally in order to serve the needs of its consumers (society), this is in accordance with the essence of the existence of a company organization which aims to serve consumers/society and guarantee welfare and also satisfaction of consumers/society. Whether or not an organization's goals are achieved is greatly influenced by employee performance (Widiatmo, 2020). Employee performance according to Armstrong & Baron in (Fahmi 2016) is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and providing economic contributions, so that in achieving organizational goals every employee is required to improve their performance which will automatically have an impact on the performance of the organization itself. Performance in an organization is the answer to the success or failure of the organizational goals that have been set. An employee's performance is an individual matter, because each employee has a different level of ability in carrying out their duties. Employee performance can be improved by providing a good example from a leader, motivating employees and always paying attention to employees at work (Potu, 2013). Employee Performance is an action carried out by employees in carrying out work assigned by an agency (Pusparani, 2021). Every agency

always expects its employees to have achievements, because having employees who excel will provide optimal contributions to the company. Apart from that, providing employees with high achievements can improve the performance of an organization (company). In other words, the continuity of a company is determined by employee performance.

There are several factors that can influence employee performance in achieving company goals, namely salary, work environment, organizational culture, leadership, and work motivation, work discipline, job satisfaction, communication, and other factors (Siagian, 2013). Of these factors, the work environment factor is one of the important factors that needs to be considered in improving employee performance, because the work environment is directly related to the work processes carried out by employees at work (Manullang, 2019). Broadly speaking, the type of work environment is divided into two types, namely physical work environment and non-physical work environment. According to (Sedarmayanti, 2017) the physical work environment is all physical conditions found around the workplace which can affect employees either directly or indirectly, while the non-physical work environment is all conditions that occur related to work relationships, both relationships with superiors, as well as relationships with fellow colleagues, or relationships with subordinates. A comfortable environmental condition for employees will give a positive impression in influencing employees to work more enthusiastically, as well as increasing employees' concentration power to complete their work, while a bad working environment for employees can cause a feeling of discomfort at work which can lead to decreased employee motivation while working, in the long term a bad work environment can potentially increase stress conditions for employees.

Based on the description above, the problem formulation for this panel can be summarized as (1) does the work environment influence employee performance at PT Sinar Telur Jaya Lampung? (2) Does work pressure affect employee performance at PT Sinar Telur Jaya Lampung? (3) Does the work environment and work pressure influence employee performance at PT Sinar Telur Jaya Lampung?

This research aims to find out whether there is an influence of the work environment on employee performance at PT Sinar Telur Jaya Lampung and to find out whether there is an influence of work pressure on employee performance at PT Sinar Telur Jaya Lampung.

## **II. THEORETICAL BASIS**

### **2.1. Employee performance**

Companies need to Performance is a general term used for some or all of the actions or activities of an organization in a period with reference to a number of standards such as past or projected costs, on the basis of efficiency, management responsibility or accountability and the like. (Mishbahun, 2020). According to (Sedarmayanti, 2017) performance refers to the definition of behavior as a set of behaviors that are relevant to the goals of the organization or organizational unit where people work. Performance is something that people actually do and can be observed. Factors that influence an employee's high or low performance are of course determined by the factors that influence them, either directly or indirectly. In his book Corporate Human Resource Management, he states that performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he has been given. (Dwi Septianto, 2022).

According to Gibson in (Dwi Septianto, 2022) states that the factors that influence performance are as follows:

1. Individual Factors, Individual factors include: abilities, skills, family background, work experience, a person's social level and demographics.
2. Psychological Factors Psychological factors consist of perceptions, roles, attitudes, personality, motivation, work environment and job satisfaction.
3. Organizational Factors Organizational structure, job design, leadership and rewards.

### **2.2. Work environment**

According to (Sedarmayanti & Rahmawanti, 2014) the definition of the work environment is the totality of tools and materials encountered in the surrounding environment where a person works, their work methods, and work arrangements both as individuals and in groups. The employee work environment as one of the factors that can influence work productivity certainly

needs to be managed as well as possible so that it can motivate employees and help smooth the implementation of employee activities. (Sitanggan, 2021).

According to (Lestary, Lyta & Harmon, 2017). Broadly speaking, the types of work environment are divided into 2, namely: (1) physical work environment, and (2) non-physical work environment.

1. Physical Work Environment

The physical environment in the workplace is very important for employee performance, satisfaction, social relationships and employee health. The physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly.

2. Non-Physical Work Environment

The non-physical work environment is the state of the employee's work environment in the form of a harmonious work atmosphere where there is a relationship or communication between subordinates and superiors or vertical relationships as well as relationships between fellow employees or horizontal relationships.

**2.3. Work Pressure**

According to (Ramadhi, 2021) work pressure can be defined as a response brought about by various external events and can take the form of negative experiences or experiences. Apart from defining work pressure as a demand that arises because of the adaptive capacity between the mind and body or human physique. Work pressure describes a condition of tension that creates a physical and psychological imbalance, affecting the emotions, thought processes and condition of an employee. Too much pressure can threaten a person's ability to deal with the environment. As a result, employees develop various kinds of symptoms, which can interfere with their work performance. People who experience stress can become nervous and worry chronically (Irham Pakkawaru, 2020).

According to (Ramadhi, 2021) the factors that cause someone to experience work pressure are urgent time, inappropriate salary/wages, physical demands, leadership, inadequate authority, work conflict, and differences in values between employees and leaders who are frustrated in their work. Work.

**III. RESEARCH METHODOLOGY**

According to Musianto in (Waruwu, 2023), Quantitative research is research that uses measurements, calculations, formulas and certainty of numerical data in planning, processes, building hypotheses, techniques, data analysis and drawing conclusions. Quantitative research is a process of finding knowledge that uses numerical data as a tool for analyzing data. It can be concluded that quantitative research is a research approach that uses data in the form of numbers and exact knowledge to answer research hypotheses. purposive sampling, according to Sugiyono, in (Komala, 2017), Purposive Sampling is a technique for determining samples with certain considerations, where the primary data collection technique uses a questionnaire. contains (5) statement items for the Work Environment Influence variable, (5) for the work pressure variable, and (5) for the employee performance variable.

Table I. Likert scale

Category	Points
Totally agree	5
Agree	4
Neutral	3
Don't agree	2
Totally disagree	1

The population in this study was employees of PT Sinar Telur Jaya Lampung, who were asked to provide responses according to their perceptions of statement items related to employee performance, work environment and work pressure on a Likert scale of 1 to 5.

The initial step is after obtaining all the data from the respondents, then grouping the data according to variables, explaining the data for all the variables studied, running calculations to solve the problem formulation, then running calculations to verify the hypothesis. (Purba & Warganegara, 2023). To match the  $r_{count}$  and  $r_{table}$  values for degree of freedom ( $df = n-2$ ) and  $\alpha = 0.05$ , a validity test was carried out. Questions are considered valid if  $r_{count} > r_{table}$ . The Statistical Program for Social Science (SPSS) version 21 software application helps to test reliability with the Cronbach Alpha ( $\alpha$ ) statistical test used to carry out reliability tests. If a variable has a Cronbach Alpha value  $> 0.60$ , then it is considered reliable. The relationship between two or more independent variables and the dependent variable.

The hypothesis test will be completed using a multiple linear regression model with the help of the Statistical Program for Social Science (SPSS) version 21 software. Where the T (partial) hypothesis test is carried out to look from each independent variable to the dependent by looking at the significant value of each each independent variable is  $> 0.05$  or  $< 0.05$ . As for the  $T_{table}$  value, it is obtained at the significance level ( $\alpha = 0.05$ ), degree of freedom ( $df = (n) - (k)$ ). The F test (simultaneous) is carried out to find out how much the independent variables jointly influence the dependent variable by looking at the significance value whether it is  $> 0.05$  or  $< 0.05$  and comparing  $F_{table}$  with  $F_{count}$ , where  $F_{table}$  is obtained at the significance level ( $\alpha = 0.05$ ),  $df = (n) - (k-1)$ .

### 3.1. Framework of Thinking

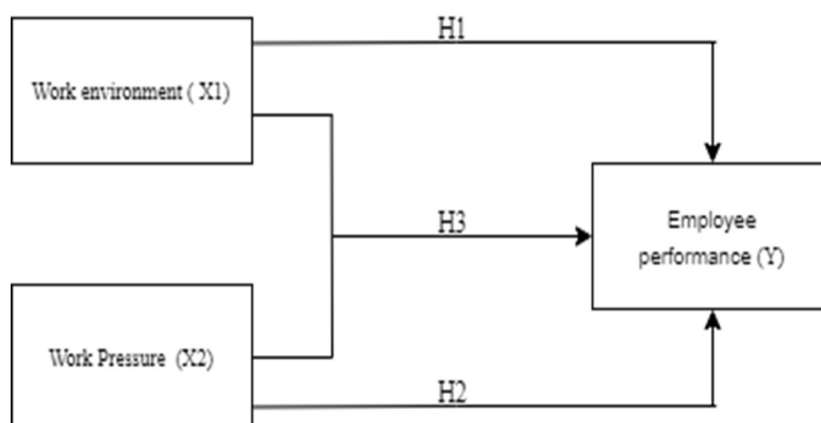


Fig I. Framework of Thought

### 3.2. Hypothesis

**H1: Work environment variables have a significant influence on employee performance**

**H2: The work pressure variable has a significant effect on employee performance**

**H3: Work environment variables and work pressure together have an influence significant work environment variables on employee performance.**

## IV. RESULTS AND DISCUSSION

### 4.1. Validity test

Test Validity is used to measure whether a questionnaire is valid or not. A questionnaire can be said to be valid if the statements used are able to explain something that the questionnaire will measure.

Table II. Validity Test Results

Variable	Statement Items	r Count	r Table	Information
Customer Value (X1)	X1.1	0.707	0.1966	Valid
	X1.2	0.709		Valid
	X1.3	0.798		Valid
	X1.4	0.715		Valid
	X1.5	0.677		Valid
Product Variations (X2)	X2.1	0.639	0.1966	Valid
	X2.2	0.785		Valid
	X2.3	0.649		Valid
	X2.4	0.782		Valid
	X2.5	0.681		Valid
Customer Satisfaction (Y)	Y.1	0.724	0.1966	Valid
	Y.2	0.737		Valid
	Y.3	0.776		Valid
	Y.4	0.819		Valid
	Y.5	0.730		Valid

Resource: SPSS V.21. data analysis, 2023.

Based on the results of the validity test above using 100 respondents, it can be seen that all question items (X1) work environment, (X2) work pressure, (Y) employee performance have a value of  $r_{count} > r_{table}$ , so it can be concluded that all questionnaire statement items are declared valid.

#### 4.2. Reliability Test

A questionnaire is said to be reliable if the Cronbach's Alpha ( $\alpha$ ) value is greater than 0.6. The results of the reliability test in this study are:

Table III. Reliability Test Results

Variable	Cronbach's Alpha	Reliability
X1	0.831	Reliable
X2	0.807	Reliable
Y	0.879	Reliable

Resource: SPSS V.21. data analysis, 2023.

Based on the results of the reliability test above using 100 respondents, it can be seen that all items (X1) work environment, (X2) work pressure, and (Y) employee performance have Cronbach's Alpha ( $\alpha$ )  $> 0.60$ , so it can be concluded that all items the questionnaire statement was declared reliable.

### 4.3. Multiple Linear Regression Analysis Discussion

Multiple linear regression analysis is used to determine the estimation results which will produce regression coefficient values.

Table IV. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.254	1,266		-.201	,841
1 Work environment	,305	,096	,261	3,168	,002
1 Work pressure	,712	,090	,654	7,926	,000

Resource: SPSS V.21. data analysis, 2023.

The equation Based on the results of the linear regression test above, the dependent variable in this regression is (Y) employee performance, while the independent variables are (X1) work environment, (X2) work pressure, the results of the multiple linear regression model equation above are with the formula

$$Y = a + B1X1 + B2X2 + e$$

$$Y = -0.254 + 0.305 + 0.712 + e$$

#### Discussion

1. The constant value (a) is  $-0.254$ , which means that if the work environment and work pressure are assumed to be 0, the employee's performance will be  $-0.254$  or equal to 0 because the constant value is minus.
2. The regression coefficient value for the work environment variable is 0.305, which means that every increase of 1 unit will increase employee performance by 0.305 assuming other variables remain constant.
3. The regression coefficient value for the work pressure variable is 0.712, which means that every increase of 1 unit will increase employee performance by 0.712 assuming other variables remain constant.

### 4.4. T Test (Partial)

Table V. T Test (Partial)

Variable	Tcount	Table	Sig	Alpha
Customer Value (X1)	4,912	1,661	0,000	0.05
Product Variations (X2)	2,895	1,661	0.005	0.05

Resource: SPSS V.21. data analysis, 2023.

Based on the results of the t test above, it can be obtained as follows:

1. The work environment variable with a significance level of 5% ( $\alpha = 0.05$ ) is  $0.002 < 0.05$  and Tcount (3.168) > Ttable (1.966), then H1 is accepted and H0 is rejected, so that partially the work environment variable has a positive and significant effect on employee performance. The work environment is everything that is around workers and can influence them in carrying out the tasks they receive, where a good work environment will really help the work or employees, a pleasant work environment for employees through harmonious relationships with superiors, colleagues. work, as well as subordinates, and supported by adequate facilities and infrastructure in the workplace will have a positive impact on employees, so that employee performance can increase. (Syahrul, H 2019) Research conducted by (Ahmad Y et al., 2019) also states that the work environment has a positive and significant effect on employee performance.
2. The work pressure variable with a significance level of 5% ( $\alpha = 0.05$ ) is  $0.000 < 0.05$  and Tcount (7.926) > Ttable (1.966), then

H1 is accepted and H0 is rejected, so that the work pressure variable partially influences employee performance. When employees face pressure or high burdens from the company, the employee's energy will be devoted to dealing with this pressure, so that the employee's energy for work decreases and the employee's performance becomes worse. If the employee's performance is poor, then the results of the work will be not optimal, even seems haphazard. This shows that work pressure is one of the factors that influences employee performance, because stress is related to the individual's adaptive response to pressure in place, (Irham Pakkawaru, 2020) This research is supported by (Yamin, Kuswarak, 2020) which also shows that excessive work pressure can have a negative impact on employee performance, while low work pressure can also have an impact on low performance. In research. (Ramadhi, 2021)

#### 4.5. F Test (Simultaneous)

Table VI. F Test (Simultaneous)

Model	Ftable	Fcount	Sig	Information
1	3,089	164,175	0,000	Significant

Resource: SPSS V.21. data analysis, 2023.

Based on the results of the F test above, it shows that the calculated F value is 164,175, with a probability value (sig) = 0.000. The value of Fcount (164,175) > Ftable (3.089) and the sig value is smaller than the probability value of 0.05 or the value of 0.000 < 0.05, then H3 is accepted and H0 is rejected, which means that the work environment and work pressure together have a positive and significant effect. on employee performance.

#### 4.6. R Square(Coefficient of Determination)

R Square used to determine the relationship between variables, or used to measure how much variation that occurs in employee performance variables can be explained simultaneously by independent variables that influence employee performance

Table VI. R Square

Mmode	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.879a	.772	.767	1,413

Resource: SPSS V.21. data analysis, 2023.

Based on the results from R Square table 7. It can be seen that the R Square value is .772 which means that the R Square value has a result of 77.2% of employee performance being influenced by the work environment and work pressure, while 22.8% is influenced by other variables that are not included in the research variables.

### V. CONCLUSIONS AND RECOMMENDATIONS

#### 5.1. Conclusion

1. The Work Environment Has a Positive Influence on the Performance of PT Sinar Telur Jaya Lampung Employees.
2. Work pressure has a positive influence on employee performance at PT Sinar Telur Jaya Lampung.
3. Work Environment and Work Pressure Together Influence the Performance of PT Sinar Telur Jaya Lampung Employees.

#### 5.2. Recommendations

In connection with the completion of this research and as a follow-up to the conclusions outlined above, the author would like to convey the following suggestions: Company leaders should pay more attention to the workload of their employees, so that employees do not experience high work pressure so they can work with good results. maximum. It is hoped that company leaders can provide high motivation to their employees so that employees are more enthusiastic and effective at work to produce high work productivity.



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