

THE INFLUENCE OF WORK ENVIRONMENT AND WORK STRESS ON EMPLOYEE PERFORMANCE IN THE GENERAL SECTION (RECTORATE) AT UPN VETERANS, EAST JAVA

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ABSTRACT

UPN Veteran East Java is one of the Indonesian state universities located in Surabaya, East Java. In 2014, UPN "Veteran" East Java underwent a change in institutional status from a private university to a state university. Employee performance tends not to meet the desired targets. The General Section (Rectorate) of UPN Veterans East Java, targets the performance of employees to reach at least 75%. This is what causes employees to experience a lot of stress because employees have to meet targets and work under pressure. So based on the existing problems, the researcher is interested in conducting research entitled: "The Influence of the Work Environment and Work Stress on the Performance of General Section employees (Rectorate) at UPN Veterans East Java". This type of research uses quantitative research. The sample in this study were all employees of the General Section (Rectorate) at UPN Veterans East Java. The sampling technique uses the slovin formula. Data collection techniques using questionnaires and documentation. Data analysis techniques using Classical Assumption Test, Normality Test, Multicollinearity Test, Linearity Test. Multiple Linear Regression Analysis, Coefficient Delta Test (Δr^2). The results of the study indicate that there is a positive influence of perceptions of the work environment on employee performance. This is evidenced by the statistical results of the t test for work environment variables with a significance value of 0.000 less than 0.05 ($0.000 < 0.05$), with a calculated t value of 6.834 greater than t table 1.999 ($-6.834 < 1.999$) and a coefficient regression has a positive value of 0.676. The results of this study indicate that there is a negative effect of work stress on employee performance. This is evidenced by the statistical results of the t test for the work stress variable with a significance value of 0.544 greater than 0.05 ($0.544 > 0.05$), with a calculated t value of 0.61 less than t table 1.999 ($0.61 < 1.999$) and the regression coefficient has a negative value of 0.092.

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1. INTRODUCTION

Human resources are one of the organizational resources that have a productive contribution to organizational results. Human resources are the driving force for various organizational resources so that they have an important role in determining the direction of organizational development in the future. Human resources can be categorized into skilled human resources and unskilled labor. Wilson (2017:8)

The condition of a good working environment is one of the supporting factors for employee productivity, which in turn has an impact on increasing the level of employee performance. The division regarding the work environment cannot be separated from one another. There must be a balance between the two, because both the physical and non-physical work environment both affect the performance of employees. To balance the two requires awareness of the management of the company. Therefore, a conducive work environment is needed to support the performance of employees in carrying out their work, so that the work results obtained can be achieved optimally.

Job stress is a condition of tension that creates a physical and psychological imbalance that affects the emotions, thought processes, and condition of an employee. The impact of work stress can be beneficial or detrimental to employees. The beneficial impact is expected to spur employees to be able to complete the work with the best enthusiasm, but if stress is not able to be overcome it will have a negative impact on employees.

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Employee performance is a description of the level of achievement of the implementation of an activity or program or policy in the goals, objectives, mission and vision of the organization contained in the strategic planning of an organization. According to Pabundu (2010: 122) a person will always crave a work environment for the results of his work and expect fair rewards. Employee performance appraisal needs to be done subjectively because it will motivate employees in carrying out their activities. Besides that, employee performance appraisal can provide information for the benefit of salary, promotion and monitoring of employee behavior. An organization, be it government or private, is always driven by a group of people who play an active role in achieving the goals that the organization will achieve. Human resources are felt to be important in supporting the success of the company, for that employees need to be boosted by their employee performance. To create high employee performance, it is necessary to increase employee performance optimally and be able to utilize the potential of human resources possessed by employees to create company goals. UPN Veteran East Java is one of the Indonesian state universities located in Surabaya, East Java. UPN "Veteran" East Java was established on July 5, 1959 and is currently led by the Chancellor Prof. Dr. Ir. Akhmad Fauzi, M.MT., IPU. it is necessary to increase employee performance optimally and be able to utilize the potential of human resources owned by employees to create company goals. UPN Veteran East Java is one of the Indonesian state universities located in Surabaya, East Java. UPN "Veteran" East Java was established on July 5, 1959 and is currently led by the Chancellor Prof. Dr. Ir. Akhmad Fauzi, M.MT., IPU. it is necessary to increase employee performance optimally and be able to utilize the potential of human resources owned by employees to create company goals. UPN Veteran East Java is one of the Indonesian state universities located in Surabaya, East Java. UPN "Veteran" East Java was established on July 5, 1959 and is currently led by the Chancellor Prof. Dr. Ir. Akhmad Fauzi, M.MT., IPU.

In 2014, UPN "Veteran" East Java underwent a change in institutional status from a private university to a state university. Employee performance tends not to meet the desired targets. The General Section (Rectorate) of UPN Veterans East Java, targets the performance of employees to reach at least 75%. This is what causes employees to experience a lot of stress because employees have to meet targets and work under pressure. However, if the employee has reached the target before the specified time, the employee can take a day off and return to being active at the beginning of the following month.

2. METHOD

This type of research uses quantitative research because the research data is in the form of numbers and the analysis uses statistics and has fulfilled scientific principles, namely concrete, objective, measurable, rational and systematic. The quantitative method can be interpreted as a research method based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instrument data. Data analysis is quantitative statistics, with the aim of testing the hypotheses that have been set, in Sugiono (2013:36)

According to Wirawan (2015: 735) the research population is a collection of individual people or objects that are the focus of scientific research. The research population is all employees of the General Section (Rectorate) at UPN Veterans East Java totaling 80 people.

According to Sugiyono (2017: 81) the sample is part of the number and characteristics possessed by the population. The research population is often very large and so the study cannot have the entire population because the numbers are too large, it requires a lot of money and it takes too long to test the entire population. Therefore a sampling technique is used which is drawn from the population. To find out the number of samples to be studied, the researcher uses the slovin formula, namely:

$$n = \frac{N}{1 + N(e)^2}$$

Which can be explained

$$N = 80 / [1 + 80 (5\%)^2]$$

$$= 80 / [1 + 80 (0.0025)]$$

$$= 80 / 1.2$$

$$N = 67$$

So, the sample that I will examine is 67 samples.

Operational Definitions of Variables and Measurements

Variable Identification

According to Sugiyono (2017: 39) a variable is an attribute or person, object, trait, or activity that has certain variations determined by the researcher to be studied and then conclusions drawn. The variables in this study are the work environment and work stress. Each variable is described as follows:

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1. Independent Variable
Independent variables are variables that affect other variables in this study, namely work environment and work stress.
2. Dependent Variable
The dependent variable is a variable that is influenced by other variables. The dependent variable in this study is employee performance.

Variable Definitions

1. Work environment
The work environment is everything that is around the employee that can influence the employee in carrying out his work, both physically and psychologically. Everything that is around these employees can provide a feeling of comfort or vice versa so that employees can be more productive, or vice versa the work environment can even be a cause of accidents when the employee is carrying out his work. The work environment indicators (according to Suparyadi (2015: 391) are: Physical Environment, Psychological Environment.
2. Work Stress
Stress at work is an increasingly critical problem for workers, employers and society. Stress at work is a growing concern in the current economic situation, where employees meet conditions of overwork, job insecurity, low levels of job satisfaction, lack of autonomy. The indicators of work stress according to Hamali (2018: 241) are: workload, pressure and leadership attitude, time and work equipment.
3. Employee performance
Employee performance is the result of the work of a company's employees to achieve predetermined goals or targets for a certain period of time so that the dependent variable here is the achievement of goals or targets from the General Section (Rectorate) at UPN Veteran East Java which has been determined for a certain period. The employee performance indicators according to Ruliana (2015: 153) are: Quality, Quantity, Timeliness, Effectiveness, Independence.

Variable Measurement

Measurements for independent and dependent variables use a Likert scale measurement, with the following weights:

- | | | |
|---|-------------------|-------------------|
| 1 | Strongly agree | with a value of 5 |
| 2 | Agree | with a value of 4 |
| 3 | Disagree | with a value of 3 |
| 4 | Don't agree | with a value of 2 |
| 5 | Strongly disagree | with a value of 1 |

The location of this research is in the General Section (Rectorate) at UPN Veterans East Java, when this research is conducted in October-December 2022

Data collection techniques are the most strategic steps in research, because the main purpose of research is to obtain data. There are several data collection techniques in this study, including:

1. Questionnaire (questionnaire)
is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer, Sugiyono (2013: 230). The questionnaire in this study used a closed question type, namely a question that expects respondents to choose one of the alternative answers from each of the available statements. This method was used to obtain primary data by asking respondents to fill out a questionnaire containing statements prepared for employees of the General Section (Rector) at UPN Veterans East Java.
2. Documentation
Is a data collection method that is done by reading books, literature, journals, references related to research activities. Data analysis technique

The stages of data analysis used are as follows:

1. Classic assumption test
To ensure that the regression line equation obtained is linear and can be used (valid) to find forecasts, tests of the assumptions of normality, multicollinearity and linearity will be carried out.
2. Normality test

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The normality test aims to test whether the confounding or residual variables in the model have a normal distribution, Ghozali (2013: 160). The normality test aims to test whether in the regression model, the dependent variable and independent variable both have a normal distribution or not. To test the independent variable data (X) and variable data (Y) in the regression equation, the Normal Probability Plot is generated. It's normal to be able to chase around the diagonal line and follow the diagonal direction.

3. Multicollinearity Test

According to Ghozali (2013:105). The multicollinearity test aims to test whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables equal to zero. Multicollinearity detection in a model can be seen by the tolerance value and its opposite Variance Factor (VIF).

4. Linearity test

The linearity test aims to find out whether the two variables have a linear relationship or not significantly. This test is used to see whether the model specifications used are correct or not (Ghozali, 2013: 107). The linearity test in this study used the Via Anova Linearity test with the help of the SPSS 23.00 for windows program. This test is used as a requirement in the analysis of correlation and linear regression. Two variables are said to have a linear relationship if the significance is ≥ 0.05 .

Multiple Linear Regression Analysis

To prove the hypothesis that has been put forward, the authors use a multiple linear regression model to determine the relationship and influence between work environment and stress on employee performance. To determine the quantitative influence of a change (variable X) on other events (variable Y). Regression analysis (fourth model) uses the regression equation formula, namely:

$$Y = a + b_1X_1 + b_2 X_2 + e$$

Information:

Y = Employee Performance

X1 = Work Environment X2 = Work Stress

a = constant

b1b2 = Coefficient of Variable e =Error

Coefficient Delta Test (Δr^2)

Delta coefficient of determination (Δr^2) measures how far the model's ability to explain the dependent variables. The use of the delta coefficient of determination produces a relatively smaller value than the value of the coefficient of determination (R^2). The small delta value of the coefficient of determination (Δr^2) is due to the larger error variance. The error variance describes the variation of the data directly. The greater the variation in the research data, the greater the error variance will be. The error variance arises when the questionnaire design is not reliable, the interview/data collection techniques all contribute to the variation in the resulting data. Thus, the greater the value of the delta coefficient of determination (Δr^2), the independent variable is able to predict the variation of the dependent variable.

3. RESULTS AND DISCUSSION

It is necessary to present the characteristics of the respondents in this study in order to describe the circumstances or conditions of the respondents who can provide additional information to understand the results of the research. 2 types namely:

Based on Gender

The data regarding the gender of employee respondents in the General Section (Rectorate) at UPN Veterans East Java, are as follows:

Table 1 Characteristics of Respondents by Gender		
Gender	Amount	Percent %
Man	27	40%
Woman	40	60%

TOTAL	67	100%
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Based on the information in the table above, it can be seen about the gender of the employee respondents in the General Section (Rectorate) at UPN Veterans East Java, which shows that the majority of respondents are women, namely 40 people, and the remaining 27 people are men. This shows that most of the employees in the General Section (Rectorate) at UPN Veterans East Java who were taken as respondents were women.

By Age

As for data regarding employee respondents in the General Section (Rectorate) at UPN Veterans East Java. Are as follows:

Table 2 Characteristics of Respondents by Age

Age	Amount	Total
21-30 years	19	28%
31-40 years	43	64%
>41 years	5	7%
TOTAL	67	100%

Based on the information in table 2 above, it can be seen that the majority of respondents aged 31-40 years were 43 people, while those aged 21-30 were 19 people, sera aged > 41 years were 5 people.

Based on Last Education

As for data regarding the last education of employees in the General Section (Rectorate) at UPN Veterans East Java, are as follows:

Table 3 Characteristics Respondents Based on Education

last education	Amount	Total
Diploma	23	34%
Bachelor degree	35	52%
Grade 2	9	13%
TOTAL	67	100%

Based on From the information in table 3 above, it can be seen that the majority of respondents graduated from Strata 1 as many as 35 people and 23 people from Diploma, and 9 people from Strata 2.

Based on Working Period

As for data regarding work sites based on employee respondents in the General Section (Rectorate) at UPN Veterans East Java. are as follows:

Table 4 Characteristics of Respondents Based on Years of Service

Years of service	Amount	Percent
<2 years	5	7%
2-5 years	10	15%
6-10 years	24	36%
>11 years	28	42%
TOTAL	67	100%

Based on the information in table 4 above, it can be seen that the length of service >11 years is 28 people, 24 people are 6-10 years and 10 people are 2-5 years working, and <2 years are 5 people

Descriptive Research Variables

The variables in this study consisted of work environment and work stress as independent variables and work environment as the dependent variable. The data for these variables were obtained from the results of a questionnaire that had been distributed. For more details, see the table below. lower.

1. Descriptive work environment variables

The work environment variable in this study was measured by two indicators, namely the physical environment and the psychological environment. These two indicators each use five statement items. The respondents' answers can be displayed in table 5 as follows:

Table 5 Respondents' Responses Regarding the Work Environment

items		Information					Means
		STS	TS	KS	S	SS	
X1.1.1	frequency	3	4	8	35	17	3.88
	Percent (%)	4%	6%	12%	52%	25%	
X1.1.2	frequency		2	7	31	27	4,24
	Percent (%)		3%	10%	46%	40%	
X1.1.3	frequency	1	6	13	27	20	3.88
	Percent (%)	1%	9%	19%	40%	30%	
X1.1.4	frequency	1	4	7	29	26	4,12
	Percent (%)	1%	6%	10%	43%	39%	
			X1.1				4.03
X1.2.1	frequency	1	1	5	35	25	4,22
	Percent (%)	1%	1%	7%	52%	37%	
X1.2.2	frequency	1	1	6	30	29	4,27
	Percent (%)	1%	1%	9%	45%	43%	
X1.2.3	frequency	1	3	13	30	20	3.97
	Percent (%)	1%	4%	19%	45%	30%	
X1.2.4	frequency	2	3	12	35	15	3.87
	Percent (%)	3%	4%	18%	52%	22%	
			X1.2				4.08
			Work environment				4.05

Based on table 5 above, the work environment variable has an average of 4.05. The indicator that has the highest average is the second indicator, with an average of 4.08. The respondents' responses to each indicator statement are as follows:

1. Physical environment (X1.1)

- a. Of the 67 respondents who responded to the statement X1.1.1 "The air temperature in my workplace is comfortable for work.", there were 3 (4%) who strongly disagreed, 4 (6%) disagreed, 8 (12%) stated that they did not agree, 35 (52%) agreed, and 17 (25%) stated that they strongly agreed. So it can be explained that the majority of respondents agreed.
- b. Of the 67 respondents who responded to statement X1.1.2 "I think it is necessary to add windows/holes or drafts in the workplace", 2 (3%) stated that they did not agree, 7 (10%) stated that they did not agree, 31 (46%) stated agreed, and 27 (40%) stated strongly agreed. So it can be explained that the majority of respondents agreed.
- c. Of the 67 respondents who responded to the statement X1.1.3 "Work room facilities and cleaning facilities are sufficient". 1 (1%) strongly disagreed, 6 (9%) disagreed, 13 (19%) disagreed, 27 (40%) agreed, 20 (30%) strongly agreed. So it can be explained that the majority of respondents agreed.
- d. Of the 67 respondents who responded to the statement X1.1.4 "I feel comfortable working with the Security Officer Unit (SATPAM)". 1 (1%) strongly disagreed, 4 (6%) disagreed, 7 (10%) disagreed, 29 (43%) agreed, 26 (39%) strongly agreed. So it can be explained that the majority of respondents agreed.

2. Psychological environment (X1.2)

- a. Of the 67 respondents who responded to the statement X1.2.1 "Fear that arises due to work errors causes my heart rate to be abnormal". 1 (1%) strongly disagreed, 1 (1%) disagreed, 5 (7%) disagreed, 35 (52%) agreed, 25 (37%) strongly agreed. So it can be concluded that some respondents agreed
- b. Of the 67 respondents responding to the statement X1.2.2 "My concentration is reduced because I am often tired". 1 (1%) strongly disagreed, 1 (1%) disagreed, 6 (9%) disagreed, 30 (45%) agreed, 29 (43%) strongly agreed. So it can be concluded that some respondents agreed.
- c. Of the 67 respondents responding to the statement X1.2.3 "I often feel bored with the work that I face every day". 1 (1%) strongly disagreed, 3 (4%) disagreed, 13 (19%) disagreed, 30 (45%) agreed,

20 (30%) strongly agreed. It can be concluded that some respondents agreed.

- d. Of the 67 respondents responding to the statement X1.2.4 "My work room feels hot so it makes me uncomfortable". 2 (2%) strongly disagreed, 3 (4%) disagreed, 12 (18%) disagreed, 35 (52%) agreed, 15 (22%) strongly agreed. So it can be concluded that some respondents chose to agree.

3. Descriptive Job Stress Variables

Stress Variable Work in this study was measured by four indicators, namely workload, pressure and leadership attitude, time and work equipment, and conflict. Each of these four indicators used several statement items. The respondents' answers can be shown in table.6

Table 6 Respondents' Responses Regarding Work Stress

Items	Information					Means	
	STS	TS	KS	S	SS		
X2.1.1	frequency	1	4	16	40	6	3.69
	Percent (%)	1%	6%	24%	60%	9%	
X2.1.2	frequency	1	2	23	39	2	3.58
	Percent (%)	1%	3%	34%	58%	3%	
X2.1.3	frequency	2	5	27	32	1	3.37
	Percent (%)	3%	7%	40%	48%	1%	
X2.1							3.54
X2.2.1	frequency	1	4	24	28	10	3.63
	Percent (%)	1%	6%	36%	42%	15%	
X2.2.2	frequency	2	9	34	19	3	3,18
	Percent (%)	3%	13%	51%	28%	4%	
X2.2							3,40
X2.3.1	frequency	1	4	20	38	4	3.60
	Percent (%)	1%	6%	30%	57%	6%	
X2.3.2	frequency	1	2	18	35	11	3.79
	Percent (%)	1%	3%	27%	52%	16%	
X2.3.3	frequency	2	2	19	35	9	3.70
	Percent (%)	3%	3%	28%	52%	13%	
X2.3							3.69
Work Stress							3.54

Based on table 6 above, the work stress variable has an average of 3.54. The indicator that has the highest average is the third indicator with an average value of 3.69. The respondents' responses to each indicator are as follows:

1. Workload (X2.1)

- a. Of the 67 respondents who responded to the statement X2.1.1 "The target that I have to achieve at work is too high." there were 1 (1%) stated that they strongly disagreed, 4 (6%) stated that they did not agree, 16 (24%) stated that they did not agree, 40 (60%) agreed, 6 (6%) stated that they strongly agreed. So it can be explained that some respondents agreed.
- b. Of the 67 respondents who responded to the statement X2.1.2 "I cannot complete work with a high degree of difficulty". There were 1 (1%) who strongly disagreed, 2 (3%) disagreed, 23 (34%) disagreed, 39 (58%) agreed, 2 (3%) strongly agreed. So it can be concluded that some respondents agreed.
- c. Of the 67 respondents who responded to statement X2.1.3 "The tasks that are always given are sometimes sudden in nature with a short period of time". There were 2 (3%) stated that they strongly disagreed, 5 (7%) stated that they did not agree, 27 (40%) stated that they did not agree, 32 (48%) agreed, 1 (1%) stated that they strongly agreed. So it can be explained that some respondents agreed.

2. Leader pressure and attitude (X2.2)

- a. Of the 67 respondents who responded to the statement X2.2.1 "The attitude of the leadership and work pressure make the climate in the company relatively uncondusive". 1 (1%) strongly disagreed, 4 (6%) disagreed, 24 (36%) disagreed, 28 (42%) agreed, 10 (15%) strongly agreed. So it can be explained that some respondents agreed.

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- b. Of the 67 respondents who responded to the statement X2.2.2 "Leaders have firmness in disciplining employees". 1 (1%) strongly disagreed, 4 (6%) disagreed, 24 (46%) disagreed, 28 (42%) agreed, 10 (15%) strongly agreed. So it can be explained that some respondents agreed.
- c. Work Time and Equipment (X2.3)
 From 67 respondents who responded to the statement X2.3.1 "I always come to work before working hours start". 1 (1%) strongly disagreed, 4 (6%) disagreed, 20 (30%) disagreed, 38 (57%) agreed, 4 (6%) strongly agreed. Mak can be explained that some respondents agreed.

From 67 respondents who responded to the statement X2.3.2 "I always finish work before the specified deadline". 1 (1%) strongly disagreed, 2 (3%) disagreed, 18 (27%) disagreed, 35 (52%) agreed, 11 (16%) strongly agreed. So it can be explained that some respondents agreed.

From 67 respondents who responded to the statement X2.3.3 "My complete working equipment is good". 2 (3%) stated that they strongly disagreed, 2 (3%) disagreed, 19 (28%) stated that they did not agree, 35 (52%) agreed, 9 (13%) stated that they strongly agreed. So it can be explained that some respondents agreed.

Descriptive variables of employee performance

Employee performance variables in this study are measured by three indicators namely quality, quantity, effectiveness. Each of these three indicators uses several statement items. The respondents' answers can be shown in table 7

Table 7 Respondents' Responses Regarding Employee Performance

Items	Information					Means	
	STS	TS	KS	S	SS		
Y1.1.1	frequency	1	3	8	33	22	4.07
	Percent (%)	1%	4%	12%	49%	33%	
Y1.1.2	frequency	1	4	26	27	9	3.58
	Percent (%)	1%	6%	39%	40%	13%	
Y1.1.3	frequency	1	4	16	33	13	3.79
	Percent (%)	1%	6%	24%	49%	19%	
		Y1.1					3.81
Y1.2.1	frequency	1	6	22	27	11	3.61
	Percent (%)	1%	9%	33%	40%	16%	
Y1.2.2	frequency	1	2	15	33	16	3.91
	Percent (%)	1%	3%	22%	49%	24%	
		Y1.2					3.76
Y1.3.1	frequency	2	5	15	27	18	3.81
	Percent (%)	3%	7%	22%	40%	27%	
Y1.3.2	frequency		3	24	29	11	3.72
	Percent (%)		4%	36%	43%	16%	
Y1.3.3	frequency	2	3	17	30	15	3.79
	Percent (%)	3%	4%	25%	45%	22%	
		Y1.3					3.77
		Employee performance					3.78

Based on table 7 above, the employee performance variable has an average of 3.78. the indicator that has the highest average is the first indicator, with an average value of 3.81. The respondents' responses to each indicator are as follows

1. Quality (Y1.1)

- a. Of the 67 respondents who responded to statement Y1.1.1 "I do my job accurately and rarely make mistakes". 1 (1%) strongly disagreed, 3 (4%) disagreed, 8 (12%) disagreed, 33 (49%) agreed, 22 (33%) strongly agreed. So it can be explained that some respondents agreed.
- b. Of the 67 respondents who responded to the statement Y1.1.2 "I do work by prioritizing quality work results and in accordance with existing regulations". 1 (1%) stated that they strongly disagreed, 4 (6%) disagreed, 26 (39%) stated that they did not agree, 27 (40%) agreed, 9 (13%) stated that they strongly agreed. So it can be explained that some respondents agreed.
- c. Of the 67 respondents who responded to the statement Y1.1.3 "I can complete the work that has

been set by the leadership". 1 (1%) strongly disagreed, 4 (6%) disagreed, 16 (24%) disagreed, 33 (49%) agreed, 13 (19%) strongly agreed. So it can be explained that some respondents agreed.

2. Quantity (Y1.2)

- a. Of the 67 respondents who responded to the statement Y1.2.1 "I am given the opportunity to take my own initiative to achieve the work targets set by the leadership." 1 (1%) strongly disagreed, 6 (9%) disagreed, 22 (33%) disagreed, 27 (40%) agreed, 11 (16%) strongly agreed. So it can be explained that most of the respondents said they agreed.
- b. Of the 67 respondents who responded to the statement Y1.2.2 "I carry out the workload without the help of other employees". 1 (1%) strongly disagreed, 2 (3%) disagreed, 15 (22%) disagreed, 33 (49%) agreed, 16 (24%) strongly agreed. So it can be explained that some respondents agreed.

3. Effectiveness (Y1.3)

- a. Of the 67 respondents who responded to the statement Y1.3.1 "the employee performance appraisal system is related to my responsibilities (position)". 2 (3%) stated that they strongly disagreed, 5 (7%) did not agree, 15 (22%) stated that they did not agree, 27 (40%) agreed, 18 (27%) stated that they strongly agreed. So it can be explained that some respondents agreed.
- b. Of the 67 respondents who responded to the statement Y1.3.2 "My work is well received by my superiors and co-workers". 3 (4%) disagreed, 24 (36%) disagreed, 29 (43%) agreed, 11 (16%) strongly agreed. So it can be explained that some respondents agreed.
- c. Of the 67 respondents who responded to the statement Y1.3.3 "The work I have completed is in accordance with the company's target". 2 (3%) strongly disagreed, 3 (4%) disagreed, 17 (25%) disagreed, 30 (45%) agreed, 15 (22%) strongly agreed. So it can be explained that some respondents agreed.

Hypothesis Testing Results

Validity test

Validity test is used to measure whether a questionnaire is valid or not. A questionnaire can be said to be valid if the questions contained in the questionnaire are able to reveal something that will be measured by the questionnaire. To calculate the validity test, compare the values of correlated item-total correlations (r counts) with the results of r table calculations. If r count is greater than r table and the value is positive, then the question or indicator is valid.

If $r_{count} > r_{table}$, it means that the statement or indicator is valid.

If $r_{count} \leq r_{table}$, meaning that the statement or indicator is invalid.

Table 8 Instrument Validation Test Results

	Items	r count	r table	Ket
Work environment	X1.1.1	0.757	0.195	Valid
	X1.1.2	0.815	0.195	Valid
	X1.1.3	0.838	0.195	Valid
	X1.1.4	0.806	0.195	Valid
	X1.2.1	0.843	0.195	Valid
	X1.2.2	0.761	0.195	Valid
	X1.2.3	0.762	0.195	Valid
Work Stress	X1.2.4	0.862	0.195	Valid
	X2.1.1	0.609	0.195	Valid
	X2.1.2	0.594	0.195	Valid
	X2.1.3	0.684	0.195	Valid
	X2.2.1	0.461	0.195	Valid
	X2.2.2	0.597	0.195	Valid
	X2.3.1	0.729	0.195	Valid
	X2.3.2	0.535	0.195	Valid
	X2.3.3	0.513	0.195	Valid
	Y1.1.1	0.729	0.195	Valid
Y1.1.2	0.814	0.195	Valid	
Y1.1.3	0.766	0.195	Valid	
Y1.2.1	0.823	0.195	Valid	

Employee performance	Y1.2.2	0.737	0.195	Valid
	Y1.3.1	0.680	0.195	Valid
	Y1.3.2	0.750	0.195	Valid
	Y1.3.3	0.685	0.195	Valid

From the tables above it can be seen that each question item has $r_{count} > r_{table}$ (0.195) and is positive. Thus the question items are declared valid.

Reliability Test

Table 9 Reliability Test Results

Variable	reliability coefficient	Ket
X1	8 items	Reliable
X2	8 items	Reliable
Y	8 items	Reliable

From the description of the table above it can be seen that each variables have Cronbach Alpha > 0.60 . Thus the variables (work environment, work stress and employee performance) can be said to be reliable.

Multiple Linear Regression Analysis

Table 10 Results of Multiple Linear Regression Analysis and Hypothesis Testing

Independent variable	Dependent variable	coefficient B	Beta Coefficient	Q	sig.	conclusion
work environment	performance	0.676	0.725	6,834	0.000	significant
work stress	employee performance	-0.092	-0.065	-0.61	0.544	No Significant
Constant		10,993				
Adjusted R2		0.464				
F countg		29,529				
Sig.		0.000				

From the results of the regression analysis, it can be seen that the multiple regression equation is as follows:

$$Y = 10.993 + 0.676X_1 - 0.092X_2 + e$$

Based on these equations, it can be explained as follows:

1. A constant value of 10.993 means that if the work environment variable and work stress variable are considered zero, the employee's performance will be 10.993.
2. The value of the coefficient B on the work environment variable is 0.676 with a significance of 0.000 < 0.005 meaning that the better the work environment, the employee's performance will increase. The regression coefficient has a significant positive value, so it can be said that the direction of the work environment (X_1) affects employee performance.
3. The value of the coefficient B on the work stress variable is -0.092 with a significance of 0.544 > 0.005 meaning that the more work stress the employee's performance decreases. The regression coefficient is negative but not significant, so it can be said that the direction of work stress (X_1) does not affect employee performance.

F Test (Model Test)

The F test is used to determine the effect if the model describes facts so that it can be generalized. Significant means that the relationship that occurs can apply to the population. The use of various levels of significance, depending on the wishes of researchers, namely 0.01 (1%) ; 0.05 (5%) and 0.10 (10%). The results of the F test are seen in the ANOVA table in the sig column. For example, we use a significance level of 5% (0.05). The results of f count can be seen in table 4.10. It means that the model is built describe facts to employees of pt. japfa comfeed indonesia tbk. Makassar units.

t test

The t test is used to partially test each variable. The results of the t test can be seen in the coefficients table in the sig (significance) column. If the probability of the significance value is <0.05 , then it can be said that there is an influence between the independent variables on the dependent variable partially. However, if the significance value is > 0.05 , then it can be said that there is no significant effect between each independent variable on the dependent variable. The results of the t test can be seen in table 4.10. The explanation of the results of the t test for each independent variable is as follows:

1. Work environment

The statistical results of the t test for the variable perception of the work environment obtained a significance value of 0.424 greater than 0.005 ($0.424 > 0.005$), with a calculated t value of -0.802 less than 1.999 ($-0.802 < 1.999$) and the regression coefficient has a negative value of -0.104, then the hypothesis which states that "perceptions of the work environment have a positive and significant effect on employee performance" is accepted.

2. work stress

The statistical results of the t test for the perceived work stress variable obtained a significance value of 0.000 less than 0.005 ($0.000 < 0.005$), with a calculated t value of 8.799 greater than 1.999 ($8.799 > 1.999$) and the regression coefficient has a positive value of 0.702, the hypothesis states that "Perceptions of work stress have a negative and insignificant effect on employee performance" is accepted.

Coefficient of Determination(R²)

This test aims to determine the proportion or percentage of the total variation in the dependent variable which is explained by the independent variable. If the analysis used is simple regression, then the R Square value is used. However, if the analysis used is multiple regression, then the Adjusted R Square is used.

Adjusted R² calculation results can be seen in the Model Summary output. In the Adjusted R² column it can be seen what percentage can be explained by the independent variables to the dependent variable. While the rest are the limitations of the research instrument and errors. The test results are adjusted R² in this study obtained a value of 0.464. This shows that employee performance is influenced by work environment variables, perceived work stress of 46.4%, while the rest is the limitations of research instruments and errors.

Discussion

This study aims to determine the effect of the work environment and work stress on the performance of the General Section (Rectorate) at UPN Veterans East Java. The results showed that there is a positive influence of perceptions of the work environment on employee performance. This is evidenced by the statistical results of the t test for work environment variables with a significance value of 0.000 less than 0.05 ($0.000 < 0.05$), with a calculated t value of 6.834 greater than t table 1.999 ($-6.834 < 1.999$) and a coefficient regression has a positive value of 0.676. So it can be concluded that the work environment variable has a positive and significant effect on employee performance. The better the work environment, the better the employee's performance.

So this study succeeded in proving the first hypothesis which states that "the work environment has a significant positive effect on employee performance." The results of this study indicate that there is a negative effect of work stress on employee performance. This is evidenced by the statistical results of the t test for the work stress variable with a significance value of 0.544 greater than 0.05 ($0.544 > 0.05$), with a calculated t value of 0.61 less than t table 1.999 ($0.61 < 1.999$) and the regression coefficient has a negative value of 0.092.

So it can be concluded that the variable work stress has no negative and significant effect on employee performance. Work stress does not affect employee performance. This is in line with the research conducted by Dwi Septianto (2010) which states that this variable has a positive work environment that is significant for decreasing employee performance and the variable work stress has a negative and insignificant effect on employee performance decreasing, so this study succeeded in proving the second hypothesis which states that "work stress has a negative and insignificant effect on employee performance".

5. CONCLUSION

The work environment has a significant positive effect on the performance of employees of the

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General Section (Rector) at UPN Veterans East Java. This is evident from the significant value of 0.000 which is less than 0.05 ($0.000 < 0.05$), with a t count of 6.834 greater than t table 1.999 ($- 6.834 < 1.999$) and the regression coefficient has a positive value of 0.676. So it can be concluded that the work environment variable has a significant positive effect on employee performance. This means that the better the work environment, the employee's performance will increase. So it can be concluded that the work environment variable has a positive and significant effect on the performance of the General Section (Rector) employees at UPN Veteran East Java Work stress has a negative and insignificant effect on the performance of the General Section (Rector) at UPN Veteran East Java. This is evidenced by the statistical results of the t test for the work stress variable with a significance value of 0.544 greater than 0.05 ($0.544 > 0.05$), with a calculated t value of 0.61 less than t table 1.999 ($0.61 < 1.999$) and the regression coefficient has a negative value of 0.092. So it can be concluded that the variable work stress has a negative and not significant effect on employee performance. This means that the higher the work stress, the level of employee performance will decrease. So it can be concluded that the effect of work stress on employee performance has a negative but insignificant effect on employees of the General Section (Rector) at UPN Veteran East Java. Based on the results of research on the influence of the work environment and work stress on the performance of employees of the General Section (Rector) at UPN Veterans East Java. then the authors suggest the following: The importance of increasing a good work environment atmosphere in helping improve employee performance, especially the availability of facilities in the workplace. Good work stress management will make employee performance better, one thing that can be done is by carrying out several activities that are positive in reducing the burden or stress of employees such as doing routine relaxation activities for employees every week. For other researchers who intend to do research or research similar to this research, it is expected to make improvements. Improvements can be made by using more complete data analysis or by adding several variables that theoretically or empirically can affect performance. So it is hoped that better and more comprehensive research results will be obtained than the results of this study.

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