Effect of Work Stress and Work Environment on Employee Performance at PT. Alamjaya Wirasentosa Tanjung Morawa in 2021

Sisca Amini Cahya Agitsna[1], Marliyah[2]

[1,2]*Universitas Islam Negeri Sumatera Utara, Indonesia*
siscaamini18@gmail.com, marliyah@uinsu.ac.id

Abstract

In general, employee performance is very important for the running of a company. Employee performance is one form of success of a company or failure of a company. Of course, to make the company's success a form of employee performance, companies need to pay attention to work stress and the employee's work environment. Where work stress and work environment can affect employee performance. This study aims to see how much influence work stress and work environment have on employee performance. The method used is a quantitative method. The object or target of this research is the employees of PT. Alamjaya Wirasentosa Tanjung Morawa. The results showed that based on the results of the T-test, the work stress variable had a significant level of 0.004 < 0.05 and the work environment variable had a significant level of 0.000 < 0.05. In the results of the F-test research, the significant value of the variable is 0.000 < 0.05. Seeing from these results, it is stated that all independent variables namely work stress and work environment have a simultaneous and significant influence on the dependent variable, namely employee performance at PT. Alamjaya Wirasentosa Tanjung Morawa.

I. Introduction

Human resources are resources that have an important influence on the world. The organization is evidenced by the organization's quality, which significantly affects the quality of human resources in an organization. Rate human resources will help advance the organization as a forum for improving good Performance. Employee it is the most critical element in the company's progress because employees are considered drivers and controllers of existing resources. Indeed, humans were created by Sang. The Almighty Creator with different characteristics. Therefore, the source Human resources must always be considered and developed to provide performance maximum for its scope of business. According to Mangkunegara (2013, p. 67), Performance results from the quality and quantity of the work done by an officer in performing his duties by responsibility entrusted to him. Employee performance can be seen from the quality of work and the type of work performed. However, measuring an effort can This is done by looking at the results within a company, such as success, company profits, achievement of goals, etc. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is

better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Employee performance can be used to promote themselves to occupy positions that are higher than the position currently occupied, and also, employee performance can be the size of demotion. The company must appreciate employee performance that has been maximized, and vice versa; employee performance that has not been maximized must be considered and improved, such as holding special training so that overall responsibility overall well done. In addition, the factors that affect the performance of employees are education, satisfaction, work experience, work stress, work environment, and company, especially in improving the quality and desired progress company.

Among the various factors that affect employee performance, work stress is one of the most affecting employee performance. Job stress is a feeling of pressure perceived by employees to cope with work (Mangkunegara, 2013, p. 157). Stress at work looks like unstable emotions, feelings of discomfort, loneliness, insomnia, excessive smoking, inability to relax, anxiety, tension, and nervousness. Work stress experienced by employees is caused by a fairly heavy workload and pressure to complete the work in a relatively short time. The result will be excessive fatigue that causes work stress for employees, while employees also have problems outside the office, such as family problems and personal problems. One of the efforts to improve employee performance is paying attention to the employee's work environment, namely a healthy, safe, and comfortable workplace. The work environment in a company must be considered because, in this case, The work environment has a direct effect on employees. A good work environment can improve employee performance and vice versa; a lousy work environment will reduce employee performance.

Job stress is an adaptive response, limited by individual differences and psychological processes, namely the consequences of any activity (environment), external situation, or event outside placing undue mental or physical demands on a person where he is. Job stress is a condition that reflects feelings of pressure and tension and affects the emotions and thought processes of employees who are disturbed due to several reasons influencing factors. The results of previous research conducted by Lekong (2015) concluded that job stress has a significant effect on employee performance. Based on the description above, it can be assumed that work stress affects employee performance.

The work environment surrounds the business and affects the way employees work. For more details, an understanding of the work environment will be conveyed through the experts' opinions. The research results conducted by Dewi (2013) show that people found a significant positive effect of the work environment on employee performance. Based on the description above, it can be assumed that the work environment influences employee work performance.

PT. Alamjaya Wirasentosa is a company engaged in distributing consumer goods in Sumatra. This company was founded in 1992. In 2021 PT. Alamjaya Wirasentosa Tanjung Morawa experienced a decline in sales due to several external and internal factors. External factors are factors outside which there is a bottleneck of purchases by consumers because some products are incomplete requirements needed by consumers. In contrast, internal factors are found the existence of stress problems in employees and the state of the work environment that is considered is not going well, thus affecting employee performance. Work stress and the work environment are internal factors that are exceptionally influential on the smooth or not performance CE of employees, thus making researchers research PT. Alamjaya Wirasentosa Tanjung Morawa

According to Moeheriono (2012, p.95) Performance and efficiency describe how the implementation of a program or operational policy has been achieved in achieving goals, objectives, vision, and mission as outlined in a strategic plan organization. Performance can be seen and measured if it has a high standard of success set by the company. Therefore, without clear goals and objectives determined in the measurement, the performance CE of an employee may not necessarily be known to have been achieve the standard of success or not. Based on the description above, there are assumptions or tentative hypotheses from the statement statements in the formulation of research problems, namely:

1. The effect of work stress on employee performance at PT. Alamjaya Wirasentosa Tanjung Morawa
2. The influence of the work environment on employee performance at PT. Alamjaya Wirasentosa Tanjung Morawa
3. The impact of work stress and work environment on employee performance at PT. Alamjaya Wirasentosa Tanjung Morawa

II. Review of Literature

It has become a common problem regarding job stress and the work environment towards employee performance in the business world. It can be said that stress is a natural condition of human life. Sometimes humans often say that they are stressed with their life. However, overcoming this cannot be aimed at one or two causes and effects of the stress. But in this case, stress is based on the job. Job stress is one of the determinants of whether the environment Working in a company is a healthy work environment or not. When Talking about work stress, the reader must have crossed the mind of things negative because stress is generally related to the discomfort of a situation. But in theory, stress also has a good meaning. Stress is considered good, of course, if the stress experienced is work stress to motivate yourself, for example, stress work because they are pursuing work targets to be promoted to get a better life for an employee. In this case, the meaning is if stress occurs because there will be a happy outcome that affects the individual. The pressure is said to be good stress. But other than that, of course, there is also harmful stress, that stress is generally often interpreted the same by ordinary people, which has a negative impact. When someone constantly reacts to stressful situations without making adjustments to see the effects, then they will feel stress that can threaten their health and well-being (MHA, 2019).

Conflict arises because there are conditions behind it (Robbins, 1996). From the stress this disadvantage, of course, does not rule out the possibility of conflict between employees. The relationship between negative feelings and the occurrence of disease attacks has been proven time and time again time. In an American study, 28 of 32 patients had experienced stress and tragic life; this stress makes the immune system abnormal (Brain-Mind Bulletin, 1987). It is estimated that 15 to 33 percent of people go to the doctor due to stress disorders that cause worry, stress, fear, frustration, and so on (Katon and Sullivan, 1990).

In addition to work stress, that can also affect employee performance, namely the work environment. The work environment is a condition of interaction between employees in the workplace employees, namely the company. The work environment can also be something that affect all employee activities in every task they carry out.

Leadership can impact financiPerformancence because financiPerformancence is influenced by quality and client relations, quality and client relations are affected by

employee satisfaction, and employee satisfaction is influenced by high standards, training, and empowerment (Maister, 2001). In this case, proving whether having a healthy work environment or not will affect the whole relationship employees work with clients. Every company has a good work environment different; in this case, it is often referred to as organizational culture. Organizational culture in one organization can be different from other organizations (Wibowo, 2010 p.34).

The work environment is everything that is around employees and can influence in carrying out the tasks assigned to them (Nitisemito in Nuraini 2013 p.27). This is in line with a work environment that affects all employee activities. So actually, the work environment is critical; if the work environment is positive, then all internal and external activities too will be positive, but if the work environment is hostile, then all activities will not run well.

The work environment is divided into 2, namely the physical work environment and the work environment non-physical (Siagian, 2014 p.57). Besides that, there are other opinions regarding the physical and non-physical work environment; The work environment is divided into two: physical work environment and non-physical work environment. The physical work environment is a set of direct or indirect physical conditions. While the non-physical environment is all conditions related to work relations, both relationships with employees, superiors, colleagues, and subordinates. (Sedarmayanti, 2011, p. 21).

The physical work environment is all the material conditions around the workplace and can affect employees; a non-physical work environment is a work environment. Pleasant in creating a harmonious working relationship between employees and superiors. External commitments shape the work environment; this arises because the demands for the completion of tasks and responsibilities and internal obligations are significant determined by the ability of leaders and the organizational environment to demand attitudes and professional behavior in completing corporate responsibilities (Rokhman, 2022).

Performance is basically what employees do or don't do (Mathis and Jackson, 2006 p.378). SimilarlPerformancence is about behavior or what employees do, not what they produce. With the performancence is what is in a person or employee, of course, different for each employee. Employee performance is a measure that can be used to compare the results of the implementation of tasks and responsibilities given by the organization within a certain period and is relatively used to measure work performance (Siagian and Khair, 2018 p. 61). According to Mangkuprawira and Hubei (2007 p.153), Performance results from a particular work process in a planned time and place of the employee and the organization concerned. An activity is said to be efficient when done by the correct procedure. In contrast, it is said to be effective if the action is carried out according to the rules and runs according to the run according to the target to be achieved. Employee performance is one of the efforts in determining the success of reaching goals because the employee organization is a factor that can realize effectiveness and efficiency in implementation of organizational tasks and functions (Trisnaningsih, 2007)

III. Research Method

This study uses a quantitative approach; the approach used to know the relationship between the three research variables. Namely, independent variables include work stress and work environment, and dependent variables have employee performance. In the research conducted, the target object in this research is an employee of PT Alamjaya Wirasentosa Tanjung Morawa who is actively registered until By 2021. The data collection technique was carried out in this study using the questionnaire, namely by distributing questionnaires containing questions related to variables Study. In this study, the population has a total of 45 people, so the entire population is used as a sample; this technique is called a technique saturated sampling is where all the population is sampled. Sampling technique saturation is done when the total population is less than 100, so the entire population must be serve as a sample. This study use data in this study. Using the primary data source. Data sources obtained to be used as research measurement material is a source of data obtained from the distribution of a questionnaire which the respondent then fills out. As a measurement scale for each question items used a Likert scale.

Information	Weight
Strongly disagree (STS)	1
Disagree (TS)	2
Quite agree/satisfied (CS)	3
Agree (S)	4
Strongly agree (SS	5

IV. Result and Discussion

4.1 Research Results

Table 1. Demographic characteristics of respondent

Decsription	Frequency	Percentage
Gender :		
Male	18	40%
Female	27	69%
Age :		
21-25 Year	13	15%
26-30 Year	20	77%
>30 Year	12	46%
Last Education :		
D3	11	42%
S1	33	54%
S2	1	4%
Length Of Work :		
6-10 Year	5	19%
11-15 Year	13	50%
15-20 Year	27	31%

Table 1 shows the demographic characteristics of the respondents. Where is the number of respondents as many as 45 employees. In it, there are 40% Male and 69% female. With age 21-25 as much as 15%, 26-30 as much as 77%, and >30 as much as 46%. Education the last D3 has 42%, S1 as much as 54%, and S2 as much as 4%. Then 19% of working time 6-10 years, 50% from 11-15 years, and 31% from 15-20 years.

4.2 Data analysis method

Quantitative data analysis is the analysis of data that contains specific numbers. Technique the researchers' data analysis in this study used linear regression. Multiple copies, this research data is processed by using a data management program as follows: the form of assistance in data analysis is in the form of SPSS (Statistical Product and Service Solutions). The process of multiple linear regression analysis briefly consists of the dependent variable. Namely employee performance (Y) with two independent variables, namely work stress (X1) and the environment Work (X2) in the linear regression equation. The purpose of this analysis is to see the interaction of the dependent variable with the independent variable and the positive and negative things. Furthermore, this research carried out the data analysis process using the as follows:

4.3 Data analysis method
a. Validity Test

This test is carried out to see whether or not the results of a questionnaire filled out by respondents. The measuring instrument used to perform this validity test is a list of a questionnaire that the respondent has filled out, then the results are tested to see if it is valid or not. The results of the respondents' answers are declared valid if the R-count > R-table. Based on 45 respondents who were used as samples, the following are the test results. validity of the results of the questionnaire:

Table 2. Validity Verification Results

Variable	Item	R count	R Table	Description
Work stress (X1)	Item 1	0,745	0,361	Valid
	Item 2	0,581	0,361	Valid
	Item 3	0,739	0,361	Valid
	Item 4	0,671	0,361	Valid
	Item 5	0,811	0,361	Valid
	Item 6	0,686	0,361	Valid
	Item 7	0,741	0,361	Valid
	Item 8	0,398	0,361	Valid
Work Environment (X2)	Item 1	0,896	0,361	Valid
	Item 2	0,800	0,361	Valid
	Item 3	0,666	0,361	Valid
	Item 4	0,836	0,361	Valid
	Item 5	0,839	0,361	Valid
	Item 6	0,723	0,361	Valid
	Item 7	0,728	0,361	Valid
	Item 8	0,803	0,361	Valid
	Item 9	0,810	0,361	Valid
	Item 10	0,806	0,361	Valid

Variable	Item	R count	R Table	Description
Performance Employee(Y)	Item 1	0,858	0,361	Valid
	Item 2	0,787	0,361	Valid
	Item 3	0,761	0,361	Valid
	Item 4	0,814	0,361	Valid
	Item 5	0,726	0,361	Valid
	Item 6	0,807	0,361	Valid

Based on table 2 above, it can be seen that the R-table (0.361), when compared with the overall question item from each variable, the R-count has a more significant result than R-Table. This means that it can be concluded that all questions related to stress work, work environment, and employee performance in the questionnaire were declared valid.

b. Reliability Test

A question from a questionnaire can be said to be reliable if all the respondents' answers have high consistency. Reliability tested with Cronbach. Alpha that is tested with a data management program is in the form of SPSS (Statistical Product and Service Solutions). If a variable gets a value greater than cronbach Alpha can be said to be reliable $(a > 0.6)$

Table 3. Cronbach Alpha. Test Results

Variabel	Cronbach's Alpha	R-tabel	description
Work stress(X1)	0,770	0,6	Reliable
Work environment (X2)	0,933	0,6	Reliable
Employee performance (Y)	0,880	0,6	Reliable

Based on *table 3* above, it can be seen that the Cronbach Alpha of all variables. Has a value greater than the R-table (0.6). Then it means that the respondents' responses from each research variable can be said to be reliable and can be used as research data.

4.4 Classic assumption test
a. Normality Test

To see whether the data has a normal distribution between variables or not, then. A normality test is necessary. In this study, the normality test for the variable. Using the Shapiro Wilk test to see the distribution of research data. Reference the truth of the data for decision making in this normality test using the value of sig. > 0.05, which states that the variable data is standard.

Table 4. Shapiro Wilk Normality Test Results

	Df Sig. 200			Statistic	df	Sig.
Test of Normality						
Stress Kerja	.103	45		.974	45	.404
Work environment	.119	45	.112	.950	45	.051
Employee performance	.087	45	.200*	.960	45	.124

Based on table 4, the results of the data obtained from the normality test results using. Shapiro Wilk, all variables have a value exceeding the value of sig (0.05). This matter proves that the research data has a normal distribution

b. Multicollinearity Test

To perform a correlation test in the independent variables of research in this regression model, it is necessary to performed a multicollinearity test. In the regression model, the independent variable in the study this must not correlate with avoiding multicollinearity. In this test using multiple regression calculations, namely VIF < 10 and the amount of tolerance value > 0.10 so that the regression does not indicate multicollinearity. Here are the results of the test multicollinearity.

Table 5. Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
Coefficients^a							
(Constant)	.978	.888		1.102	.277		
Work Stress	.084	.028	.120	3.018	.004	.989	1.011
Work environment	.552	.024	.917	23.046	.000	.989	1.011
a. Dependent Variable: Employee performance							

Based on table 5 below, all independent variables have a TOL value > 0.10 and VIF value < 10. So, it can be ascertained that there are no symptoms of multicollinearity in the independent variable of this research, so that research can be continued using the independent variable

c. Heteroscedasticity Test

This test is one part of the classical assumption test. Heteroscedasticity test used in observing one observation to another from the existence of inequality residual or variance. To have a good regression, the residual or conflict must be so that there is no heteroscedasticity.
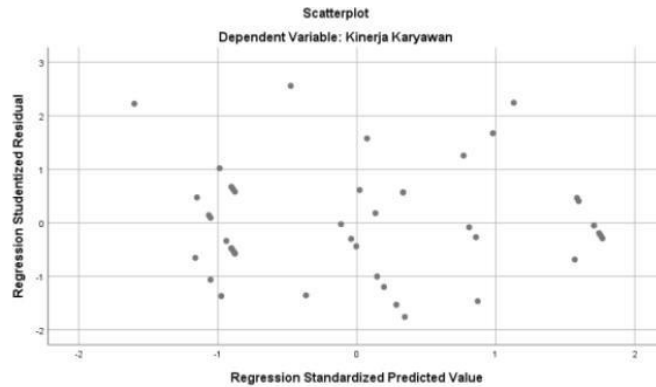
Figure 1. *Heteroscedasticity Test Results*

Based on Figure 1, it can be seen that the spread of the points does not collect and scattered randomly, did not form a wavy pattern, and was not patterned. Spread the dots can be seen scattered on the Y-axis at the top and bottom of the number 0. Thus, it can be said that the research data did not occur heteroscedasticity.

4.5 Multiple Linear Regression Analysis
This analysis is used to determine whether or not there is an effect of 2 or more variables independent (X) on the dependent variable (Y). The form of the multiple linear regression equation is:

$$Y = a + b1X1 + b2X2$$

Table 6. Multiple Linear Regression Test Results

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	.978	.888		1.102	.277
Work stress	.084	.028	.120	3.018	.004
Work environment	.552	.024	.917	23.046	.000
a. Dependent Variable: employee performance					

Based on Table 6, the results are:
$$Y = 0,978 + 0,084X1 + 0,5528X2$$
Interpretation:
1). The constant (a) value is 0,978, which indicates the dependent variable Performance. Employees are 0, then the value of the dependent variable is 0,978.
2). The value of the coefficient b1 (coefficient of work stress (X1)) is 0,084, indicating when the variable. work stress-free increases by one unit, then the dependent variable employee performance will decrease 0,084 assuming the other independent variables are 0 and vice versa.
3). The value of the coefficient b2 (coefficient of the work environment (X2)) is 0.552, indicating when the independent variable of the work environment increases by one unit, the value of the dependent variable on employee performance will increase assuming the other independent variables are 0 and vice versa.

4.6 Coefficient of Determination Test

The test is carried out on the coefficient of determination (R2) to measure how far. The ability of the model to explain the variation of the dependent variable. The purpose of the coefficient test this determination shows how influential the independent variable is on the dependent variable.

Table 7. Coefficient of Determination Test Result

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.967ᵃ	.935	.932	.890
a. Predictors: (Constant), Work Environment, Work Stress				

Based on table 7, it is known that the Adjusted R Square value is 0.935. Value the independent variables are work stress (X1) and work environment (X2). Affect the dependent variable, namely employee performance (Y), equal to 93.5%. While 6.5% they are influenced by other variables not included in this study.

4.7 Hypothesis testing

Hypothesis testing is a method for making decisions that are undoubtedly based on data analysis. This hypothesis test is sometimes referred to as confirmation of data analysis because of the difficulty. The hypothesis is the last step in the process of deductive thinking.

1. T- test

This t-test uses a t-test to find out how much influence significant and partial independent variables on the dependent variable in the basis of the decision to conclude the t-test in this t-test.

a. If the value of sig < 0.05, then variable X affects variable Y.

b. If sig > 0.05, then there is no effect of variable X on variable Y.

Table 8. Test Results – T

Coefficientsᵃ						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.978	.888		1.102	.277
	Work stress	.084	.028	.120	3.018	.004
	Work environment	.552	.024	.917	23.046	.000
a. Dependent Variable: employee performance						

Based on table 8, it can be seen the following:

a) The work stress variable has a significant level of $0.004 < 0.05$ so this shows that the work stress variable influences on significantly to performance CE of employees at PT. Alamjaya Wirasentosa Tanjung Morawa Morawa.

b) The work environment variable has a significant level value of $0.000 < 0.05$. So this shows that the work environment variable has Significant influence on employee performance at PT. Alamjaya Wirasentosa Tanjung Morawa.

2. Porridge – F

This test is carried out to see whether or not there is a simultaneous effect given. Independent variable to the dependent variable.

a. If the value of sig <0, then there is the influence of variable X simultaneously on variable Y.

b. If sig> 0, there is no simultaneous influence of variable X on variable Y.

Table 9. F-Test Results

ANOVAª						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	486.242	2	243.121	357.557	.000ᵇ
	Residual	28.558	42	.680		
	Total	514.800	44			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Environment, Job Stress						

4.8 Discussion

Based on the data analysis that researchers in this study have carried out, the results of the T-test of the work stress variable have a significant level of 0.004 <0.05, and the work environment variable has a significant level of 0.000 <0.05. In the results of the F-test research, considerable value on the variable as much as 0.000 <0.05. See. These results state that all independent variables, namely work stress and the work environment, have a simultaneous and significant influence on the variables bound, namely employee performance. As we all know, stress work and the work environment are conditions that determine the maximum or whether a company is running. The work environment is one of the essential things that affect employees' mental health to create work results the good one. The work environment is everything that surrounds the workers and can affect the carrying out of the assigned tasks. Based on the research conducted, the results of the questionnaire data analysis presenting questions related to work stress and the work environment has correlation with the general view about the effect of work stress and work environment on employee performance.

V. Conclusion

Based on the results of research and discussion obtained on the data obtained in the field and processed using the SPSS (Statistical Product and Service Solution) application, it can be concluded that the independent variables, namely work stress and work environment, have a simultaneous and significant influence on the dependent variable, namely employee performance at PT. Alamjaya Wirasentosa.

References

Aslami,N. (2019). Pengaruh Job Insecurity Terhadap Kinerja Karyawan Outsourcing Business Support Melalui Motivasi Sebagai Varieabel Intervening Pada PT. Telekomunikasi Selular Cabang Medan. Jurnal Imliah JUMANSI STINDO. Medan Vol.1 No.2 Agustus 2019.

Bahri, M.S. (2018). Pengaruh, Lingkungan Kerja, Budaya Organisasi dan Motivasi Terhadap Kerja Yang Berimplikasi Terhadap Kinerja Dosen. Surabaya: CV.Jakad Publishing Surabaya.

Fattah, H. (2017). Tujuan Kerja dan Kinerja Pegawai Budaya Organisasi, Perilaku Pemimpin, dan Efikasi Diri. Yogyakarta: Elmatera

Fitria,N. (2017). Pengaruh Lingkungan Kerja Fisik Dan Non Fisik Terhadap Kinerja Pegawai Pada Sekretariat Daerah Kabupaten Pangandaran. Jurnal Tinjauan Manajemen 1(2):75. doi: 10.25157/jmr.v1i2.701.

Huseno, T. (2016). Kinerja Pegawai Tinjauan Dari Dimensi Kepemimpinan, Misi Organisasi, Budaya Organisasi dan Kerja. Malang:Media Nusa Kreatif.

Jufrizen, (2021). Komitmen Organisasi dan Kinerja Karyawan Dengan Etika Kerja Sebagai Variabel Moderating. Medan: Umsupress.

Lubis, L.N., (2016). Depresi Tinjauan Psikologi. Jakarta: PT. Fajar Interpratama Mandiri.

Ma'ruf,M., Nasution,I.P. (2020). Kajian Motivasi, Intensif, dan Pengembangan Karir Terhadap Kinerja. Jurnal Manajerial Vol. 19 No.2 Juni 2020.

Niati, D. R., Siregar, Z. M. E., & Prayoga, Y. (2021). The Effect of Training on Work Performance and Career Development: The Role of Motivation as Intervening Variable. Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences, 4(2), 2385–2393. https://doi.org/10.33258/birci.v4i2.1940

Prasetyo., Teguh,E., Marlina,P. (2019). Pengaruh Disiplin Kerja Dan Tujuan Kerja Terhadap Kinerja Karyawan. Jurnal Inspirasi Bisnis Dan Manajemen 3(1):21. doi: 10.33603/jibm.v3i1.2080.

Prihantoro, A. (2015). Peningkatan Kinerja Sumber Daya Manusia Melalui Motivasi, Disiplin, Lingkungan Kerja dan Komitmen. Yogyakarta: Deepublish.

Rahmawati, I.,Sa;adah L., Chabibi,M.N. (2020). Karakteristik Individu dan Lingkungan Kerja Serta Pengaruhnya Terhadap Tujuan Kerja Karyawan. Jombang:Penerbit LPPM.

Saleh, L.M., Russeng, S.S., Tadjuddin, I., (2020). Manajemen Stress (Sebuah Kajian Keselamatan dan Kesehatan Kerja Dari Aspek Psikologis Pada ATC). Yogyakarta:Deepublish.

Shah, M. M., et al. (2020). The Development Impact of PT. Medco E & P Malaka on Economic Aspects in East Aceh Regency. Budapest International Research and Critics Institute-Journal (BIRCI-Journal) Volume 3, No 1, Page: 276-286.

Suci, U.N., Marliyah. (2022). Efektivitas Kinerja Pegawai Badan Perencanaan Pembangunan Daerah Provinsi Sumatera Utara di Masa Pandemi Covid-19. Jurnal EMBA. DOI:https://doi.org/10.53697?emba.v2i1

Sunarsi, D. (2019). Pengaruh Kompensasi, Komunikasi Dan Stres Kerja Terhadap Prestasi Kerja Karyawan Pada Pt Catur Putra Jaya Kota Depok - Jawa Barat. Jimf (Jurnal Ilmiah Manajemen Forkamma) 1(2):113–27. doi: 10.32493/frkm.v1i2.2543.

Tanjung, R. (2021). Organisasi dan Manajemen. Yayasan Kita Menulis.

Umi, F.,Hartono,S. (2016). Buku Ajar Msdm 2." Unmuh Ponorogo Tekan. 185(1):26.

Verawati, Y., Widyawati S., (2017). Pengaruh Faktor Finansial, Faktor Sosial, Dan Faktor

Psikologis Terhadap Kinerja Karyawan Pada Lpd Kesiman Denpasar. Jurnal Bakti Saraswati 6(01)::170–78.

Werdhiastutie, A. et al. (2020). Achievement Motivation as Antecedents of Quality Improvement of Organizational Human Resources. Budapest International Research and Critics Institute-Journal (BIRCI-Journal) Volume 3, No 2, Page: 747-752.

Widyastuti, P. (2004). Manajemen Stres. Jakarta:Penerbit Buku Kedokteran.