The Influence of Physical Work Environment, Leadership Style and Work Stress on Employee Performance at PT. Uniplastindo Interbuana Ciawi Plant

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ABSTRACT

The importance of human resources in an organization or company is to determine the success of the organization or company in achieving its goals, because whether or not a company is successful in achieving its goals really depends on the ability of its human resources or employees in carrying out the tasks assigned to them. This research aims to analyze and identify the influence of the physical work environment, leadership style and work stress simultaneously and partially on employee performance. The analytical method used in this research is a descriptive method, multiple linear regression analysis with a quantitative approach and sampling from 74 respondents. The results of the research show that 1) the physical work environment, leadership style and work stress simultaneously have a positive and significant effect on employee performance. 2) the physical work environment, work stress and leadership style partially have a positive and significant effect on employee performance.
INTRODUCTION

Human resources are a very important aspect for organizational interests because human resources are the capital that determines competitive advantage and success in achieving company goals. Human resources are one of the input elements which together with other elements such as materials, capital, machines and technology are converted into output and contribute labor, thoughts and involvement in achieving organizational goals.

Employee 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 given to him (Kasmir, 2018). Employee performance can be measured through several indicators, namely as follows: Quality, quantity, time, cost reduction, and relationships between employees (Kasmir, 2018). Factors that influence performance include abilities and skills, knowledge, work plans, personality, work motivation, leadership and supervision, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline (Kasmir, 2018). The physical work environment has a direct relationship with an employee's performance. With a good physical work environment, employees will work diligently to carry out their work. Work environment indicators consist of lighting, color, air and sound. Leadership style is the behavioral patterns that a leader applies in working with other people as perceived by people (Kartono, 2016). The indicators of leadership style are traits, habits, temperament, character and personality (Kartono, 2016). Apart from the physical work environment and leadership style, work stress also influences employee performance. Work stress is an interaction between a person and an environmental situation or stress that is considered threatening or challenging, and causes psychological, physiological, behavioral and organizational disorders. According to Zhenzhen (2014), work stress is atension that results in an imbalance in the psychological state of employees which can affect the way they think, emotions and their own condition. The indicators of work stress are worry, anxiety, pressure and frustration (Zhenzhen, 2014).

Sales achievement of PT. Uniplastindo Interbuana Ciawi Plant in 2021. An average of 89% every month and total sales only reached an average of IDR 25,729,769 every month. The failure to achieve this target is thought to be due to the low performance of employees at PT. This is thought to be due to an uncomfortable work environment and a leadership style that has different characteristics and temperament, resulting in employees experiencing symptoms of work stress and causing the company to suffer losses as a result of not achieving targets determined by the company.

The aim of this research is to determine and analyze simultaneously and partially employee performance, physical work environment, leadership style and work stress at PT. Uniplastindo Interbuana Ciawi Plant. Based on this description, an uncomfortable work environment, a leadership style that has poor characteristics and temperament and work stress resulting from pressure imposed by the company, are thought to influence employee performance. If this problem is left unchecked, the impact will affect the continuity and goals
the company wants to achieve. Therefore, researchers need to conduct research with the title "The Influence of the Physical Work Environment, Leadership Style and Work Stress on Employee Performance at PT. Uniplastindo Interbuana Ciawi Plant”.

**LITERATURE REVIEW**

Employee 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 given to him (Kasmir, 2018). Employee performance can be measured through several indicators, namely as follows: quality, quantity, time, cost reduction, and relationships between employees (Kasmir, 2018). Factors that influence performance include abilities and skills, knowledge, work plans, personality, work motivation, leadership and supervision, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline (Kasmir, 2018). The physical work environment has a direct relationship with an employee's performance. With a good physical work environment, employees will work diligently to carry out their work. Work environment indicators consist of lighting, color, air and sound.

Leadership style is the behavioral patterns that a leader applies in working with other people as perceived by people (Kartono, 2016). The indicators of leadership style are traits, habits, temperament, character and personality (Kartono, 2016). Work stress is an interaction between a person and an environmental situation or stress that is considered threatening or challenging, and causes psychological, physiological, behavioral and organizational disorders. According to Zhenzhen (2014), work stress is a tension that results in an imbalance in the psychological state of employees which can affect the way they think, emotions and their own condition. The indicators of work stress are worry, anxiety, pressure and frustration (Zhenzhen, 2014).

**METHODOLOGY**

Approach and using primary data obtained through distributing questionnaires. The measurement scale in this research is a Likert scale, with data testing using validity, reliability, classical assumption tests, namely the normality test, multicollinearity test, and heteroscedasticity test. After testing the instrument, multiple linear regression analysis, multiple correlation and coefficient of determination were carried out. Then, hypothesis testing is carried out simultaneously (F test) and finally partial testing (t test).

**RESULTS AND DISCUSSION**

Employee characteristics can be It is known that the majority of employees of PT. Uniplastindo Interbuana Ciawi Plant is male with an age range of 25-34 years, with the highest level of education being SMA/SMK, and years of service >1-3 years. The following are the results of data analysis using SPSS as follows:
Based on this table, a regression equation is obtained with the following estimated model: 

\[ Y = 4.365 + 0.265X_1 + 0.238X_2 + 0.529X_3 + e \]

The results of calculations using multiple linear regression show that the work environment, leadership style and work stress have a positive relationship with employee performance. The R value is 0.918, included in the very strong category. Meanwhile, the results of calculations on the coefficient of determination show that the R Square result is 0.78 or 78%, that the influence of employee performance is 78% on the variables in the research. While the remaining 22% is influenced by other variables not included in the research such
as: abilities and skills, knowledge, work plans, personality, work motivation, leadership and supervision, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline (Kasmir, 2018).

The results of the recapitulation of employee responses to physical work environment variables have an average value of 3.79 and are included in the good criteria. This shows that employees at PT. Uniplastindo Interbuana Ciawi Plant stated that the physical work environment was good. The answer with the highest score was 3.89 and was included in the good criteria. Meanwhile, the lowest score was 3.70, namely the statement that the temperature in the employee's workplace was appropriate and ventilation in the workplace minimally affected body temperature, and was included in the good criteria.

The results of the recapitulation of employee responses to the leadership style variable have an average value of 3.76 and are included in the appropriate criteria. This shows that employees at PT. Uniplastindo Interbuana Ciawi Plant stated that the existing leadership style was appropriate. The answer with the highest score was 3.89 and was included in the appropriate criteria. Meanwhile, the lowest score was 3.49, namely on the personality indicator, and was included in the appropriate criteria.

The results of the recapitulation of employee responses to the work stress variable have an average value of 3.88 and fall into the low criteria. This shows that employees who experience stress due to working at PT. Uniplastindo Interbuana Ciawi Plant stated that it was low, this could increase beverage production results. The answer with the highest score was 3.91 and fell into the low criteria. Meanwhile, the lowest score was 3.85, namely on the worry indicator, and falls into the low criteria.

The recapitulation results of employee responses to employee performance variables are 3.77 and fall into the high criteria. This shows that employees at PT. Uniplastindo Interbuana Ciawi Plant stated that its performance was high. The answer with the highest score was 3.86 and was included in the high criteria. Meanwhile, the lowest score was 3.62, namely the relationship indicator between employees with high criteria.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research and hypothesis testing obtained, the following conclusions can be drawn:

1. Employee responses to the physical work environment, leadership style and work stress on employee performance at PT. Uniplastindo Interbuana Ciawi Plant is as follows:
   a. The average employee assessment response to the physical work environment is in the good category, with the highest score on the sound item which can provide smoothness and increase concentration so that work can be carried out efficiently so that work productivity increases. Meanwhile, the lowest score was for the air item.
   b. The average employee response to leadership style is in the appropriate category, with the highest score on the character item.
where a leader determines excellence in confidence, perseverance, endurance and courage. Meanwhile, the lowest score was on the personality item which was not able to accept suggestions or input from employees.

c. The average employee response to work stress is in the low category, with the highest score on the pressure item, this is able to influence a worker's feelings so that they are able to carry out their duties and work. Meanwhile, the lowest score was for worry about something new or anxiety about carrying out work.

d. The average employee response to performance is in the high category, with the highest score on the quantity (amount) item where employees are able to provide good results and the amount targeted by the company. Meanwhile, the lowest score is on the relationship item between employees, where employees do not support each other to produce better work.

2. Based on the results of the simultaneous test (Test F), it shows that the physical work environment, leadership style and work stress simultaneously have a positive and significant effect on employee performance at PT. Uniplastindo Interbuana Ciawi Plant.

3. The partial test results (t test) are as follows: Physical work environment (X1), leadership style (X2) and work stress (X3) have a positive and significant effect on employee performance at PT. Uniplastindo Interbuana Ciawi Plant.

This research can be used as a reference for further research and can be a reference for developing knowledge related to employee performance, including those not included in this research such as work discipline, compensation, motivation, organizational culture and others.

FURTHER STUDY

Sampling consists of 74 indiscriminate or indiscriminate sampling, which is based on mathematical principles that have been tested in practice.

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