

ABSTRACT

Della Indah Sari, 7114030094; ‘ ‘ "Analysis of the Effect of Work Stress Work Environment and Workload on Employee Performance of PT. Iskandar Muda Fertilizer ", 2020

PT. Pupuk Iskandar Muda is a State-Owned Enterprise engaged in the Basic Chemical Industry, which was established on February 24, 1982 in accordance with Notarial Deed of Soeleman Ardjasmita, SH NO. 54 in Jakarta. The background of this research is the stress of work done by employees in the work environment to increase employees doing activities every day, and the workload they feel is too heavy which increases employees to increase employee targets that they want to achieve are not in accordance with their realization. Then the number of employees who question too much about the division of labor, making the work environment uncomfortable and cause work stress. This study discusses the description of work stress and a description of employee performance and also determines where the work pressure on employee performance at PT. Iskandar Muda Fertilizer.

The object in this study is work stress, work environment and work load as the independent variable while employee performance as the outcome variable. The population in this study was 600 employees, while the sampling technique was 31 employees

The test conducted in this study is a multiple linear regression test with data management carried out with SPSS version 18. The t-test value in the partial test (t) for work stress variables, smaller than t-table ($0.822 < 1.703$), it can be stated that Job stress variable does not significantly influence employee performance. Work environment variable t-count value is greater than t-table ($3.068 > 1.703$), it can be stated that the work environment variable has a significant effect on employee performance. While the workload variable t-calculated value is smaller than t-table ($0.164 < 1.703$), it is stated that the workload variable has no significant effect on employee performance.

From the ANOVA or F test on the simultaneous test (f), it can be counted, then the response of the largest respondent is strongly agreed by 0.3,773 with a significant level of 0.022 so $f_{arithmetic} > f_{table}$ ($0.3,773 < 3.15$) or $sig f 5\% (0.022 > 0.05)$. This means that jointly the variables of work stress, work environment and work load do not have a significant simultaneous effect on employee performance (Y). Thus it can be concluded that the hypothesis of this study cannot be proven.

Keywords: Work Stress, Work Environment, Workload, Employee Performance