

THE INFLUENCE OF THE WORK ENVIRONMENT, WORK STRESS, AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEES OF PT. FUJI SEIMITSU INDONESIA PLANT 2



Serlinda Nurhu Maira¹
Universitas Pelita Bangsa, Bekasi, Indonesia
serlindanurhumaira@gmail.com

Ida Abdul Gopar²
Universitas Pelita Bangsa, Bekasi, Indonesia
ida.abdul@pelitabangsa.ac.id

Abstract

This study aims to determine the influence of Work Environment, Work Stress, and Work Motivation on the Performance of PT. Fuji Seimitsu Indonesia Plant 2. This type of research uses quantitative methods. The population in this study is employees of PT. Fuji Seimitsu Indonesia Plant 2 with a sample of 60 respondents using questionnaire data. This study uses non-probability sampling techniques with data analysis methods Validity Test, Reliability Test, Classical Assumption Test, Regression Analysis, and Hypothesis Test using partial. Based on the results of the T-Test (Partial) on work environment variables have a positive and significant effect with a calculated t value of 2,200 > t table 2,003 and a sig value. At 0.032 < 0.05, the work stress variable had a positive and significant effect with a calculated t value of 2,644 > t table 2,003 and a sig value. At 0.011 < 0.05, the work motivation variable had a positive and significant effect with a calculated t value of 5,253 > t table 2,003 and a sig value. A total of 0.000 < 0.05. Simultaneously, Work Environment, Work Stress, and Work Motivation have a significant effect on employee performance with F test results of sig values of 0.000 < 0.005.

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

INTRODUCTION

Human resources are valuable assets in achieving organizational goals. With well-potential human resources, the resulting performance will influence the progress of the company; conversely, poor company performance will hinder progress (Apriyani, 2023; Saptaria et al, 2022). The role of human resources in a company is crucial, especially considering the current competitive business environment where companies must brainstorm to maintain optimal performance among employees to ensure the company's survival (Pelealu, 2023). Quality human resources are needed to serve the community well and to ensure that employee performance is optimal for the company's activities. According to Madyoningrum & Azizah (2022), performance is defined as the "achievement or performance, which is the result of work over a certain period compared to various possibilities." Generally, companies always remind their employees to perform well. Job performance cannot be easily achieved; it requires strong willingness, dedication, and the ability to work. Employees will be able to achieve maximum performance with a high achievement motive. This is because the achievement motive arises from within the employee, thus forming self-strength, and if the work environment also supports it, the achievement will be easier.

PT. Fuji Seimitsu Indonesia Plant 2, is a Japanese company engaged in the production of various bolts and nuts as well as other metal products for the automotive industry. Achieving expected performance from employees is not easy for a company because it is influenced by various factors. Therefore, PT. Fuji Seimitsu Indonesia Plant 2 must also pay attention to productivity and performance. Because fundamentally, if a company understands the importance of employee performance, the company's goals will be achieved. In this case, employee performance becomes a crucial factor in the company's business continuity.

The performance of employees at PT. Fuji Seimitsu Indonesia Plant 2 is said to be suboptimal based on the information obtained. It is known that the decline in employee performance at PT. Fuji Seimitsu Indonesia Plant 2 is caused by several factors in the diagram below. The following is a data report from PT Fuji Simitsu Indonesia Plant 2.

Table 1.

Production Results for the Period January – June 2023 PT. Fuji Seimitsu

No	Month	Planning	Actual
1	January	980.600	982.540
2	February	1.140.300	1.145.435
3	March	819.500	810.000
4	April	786.500	782.726
5	May	945.500	875.000
6	June	905.000	885.500

Source: Research data processed in 2024

The results from the table above show that the planning at PT. Fuji Seimitsu Indonesia Plant 2 decreased from March to June 2023. The achievement of the planning doesn't always meet the predetermined targets, indicating that the resulting planning achievement is not in line. Company performance can be seen from the overall achievement of company targets, which can be influenced by employee target achievements, allowing employees to reach the set targets. This proves that the performance of each employee is not optimally maximal due to the fluctuating performance every month.

Based on the description above, employees at PT. Fuji Seimitsu Indonesia Plant 2 cannot complete their work according to the set targets, which is the issue of employee performance, namely timeliness in completing tasks and the quality of work, resulting in a decrease in performance. To accurately see the decline in performance, the researcher conducted observations. From these observations, it can be seen that there are several factors influencing employee performance: work environment, work stress, and work motivation.

First, the work environment, which according to Sedarmayanti (Nurjaya, 2021), includes all the tools and materials faced, the surrounding environment where someone works, work methods, and work arrangements both individually and in groups. Nitisemito (Hanafi & Zulkifli, 2018) defines the work environment as everything around workers that can affect them in performing their tasks. To achieve its goals, a company needs to create a conducive work environment, both physically and non-physically. This is consistent with Nunu Nurjaya's research (2021) that the work environment affects employee performance.

The authors found that the work environment at PT. Fuji Seimitsu Indonesia Plant 2 is not conducive enough, as there are several inadequate facilities, insufficient rest areas, and cramped and hot working spaces that limit employee movement. To improve employee performance, these inadequate facilities need to be addressed by PT. Fuji Seimitsu Indonesia Plant 2.

Second, work stress factors. Based on preliminary research conducted on employees of PT. Fuji Seimitsu Indonesia Plant 2, it was found that there is high work stress. This is caused by job demands sometimes exceeding employees' capabilities, and the pressure of company targets often experienced by employees, disrupting work situations and concentration on tasks, leading to work stress.

Work stress is an important aspect for companies, especially regarding performance. According to Pamungkas (Wulan, 2019), stress is a state of tension that causes physical and psychological imbalance, ultimately affecting the emotions, thought processes, and conditions of an employee. Excessive stress can affect and hinder employees from performing their duties. This is consistent with Tiara Nanda Anisa's research (2021) that work stress affects employee performance.

Third, work motivation factors. The work motivation of employees at PT. Fuji Seimitsu Plant 2 is relatively low due to a lack of education and training. As we know, through education and training, employees can develop their skills and abilities, thus being motivated to work well.

Motivation is an activity that provides impetus for someone to take action. According to George and Jones (Kristinae, 2018), work motivation determines the direction, level of effort, and level of persistence of someone's behavior in an organization. Thus, if someone has a positive psychological drive, it will result in good behavior, good effort in work, and resilience in facing obstacles or problems at work. Therefore, even though some employees always face pressure in their work, they still feel high job satisfaction. This is consistent with Siska Agustina Dewi and M. Trihudyatmanto's research (2020) that work motivation affects employee performance.

REVIEW OF LITERATURE

The achievement reached by an individual is called actual performance or job performance, commonly referred to as performance. "An employee who executes their functions following the responsibilities assigned to them and succeeds both in terms of quality and quantity is also referred to as performance" (Chairunnisah et al., 2021). According to Afandi in (Nurjaya, 2021), Performance is "the work results that can be achieved by an individual or group of people in a company in accordance with their authority and responsibilities to achieve organizational goals legally, without violating the law, and not conflicting with morals and ethics." According to Hasibuan in (Marnisah et al., 2021), Performance is "the work results achieved by an individual in carrying out tasks assigned to them, performed with skill, experience, dedication, and time." According to (Marnisah et al., 2021), Performance is "the achievement of work results or work achievements from the targets that must be achieved by an employee within a certain period according to their respective tasks and functions." According to Robbins in (Dewi, 2020), performance "is the level of achievement of a task or obligation based on predetermined targets." It can be concluded that Performance is the result of work performed by an employee to fulfill their tasks and responsibilities.

RESEARCH METHOD

This research employs a quantitative method that adheres to scientific principles of being concrete, objective, measurable, rational, and systematic. The quantitative method, also known as the discovery method, utilizes numerical data and statistical analysis to develop new knowledge (Balaka, 2022). This study aims to investigate the influence of work environment, work stress, and work motivation on employee performance at PT. Fuji Seimitsu Indonesia Plant 2, with a total population of 60 employees.

The population in this research constitutes a generalization area consisting of objects/subjects with specific characteristics designated for study (Dr. Garaika Darmanah, S.E., 2019). The sample in this study is a part of the population under investigation, using a

non-probability saturated sampling technique, encompassing all employees of PT. Fuji Seimitsu Indonesia Plant 2.

Data collection methods involve both primary and secondary data. Primary data is obtained through direct observation and distribution of questionnaires to employees, measuring their opinions on work environment, work stress, work motivation, and employee performance. Secondary data is gathered from literature sources such as articles, theories, and relevant literature.

Data analysis is conducted to address research questions and examine the relationship between independent variables (work environment, work stress, work motivation) and dependent variables (employee performance). Statistical analysis method is employed to test hypotheses using SPSS software version 22. Thus, this study aims to investigate and interpret the relationships between the variables studied to uncover social phenomena occurring at PT. Fuji Seimitsu Indonesia Plant 2.

RESULTS AND DISCUSSION

Validity Test

The validity test is carried out by comparing the calculated r and the r table. If r count $>$ r table then the variable is declared valid. Conversely, if r count $<$ r table then the variable is declared invalid. To get the r table, use the r product moment table, namely determining $\alpha = 0.05$ then n (sample) = 60 people, so that the r table value can be obtained, namely 0.254.

Work Environment Validity Test Results (X1)

Table 2.

Work Environment Validity Test Results

Items	R count	R table	Information
X1.1	0.800	0.254	Valid
X1.2	0.715	0.254	Valid
X1.3	0.823	0.254	Valid

X1.4	0.663	0.254	Valid
X1.5	0.745	0.254	Valid
X1.6	0.669	0.254	Valid
X1.7	0.692	0.254	Valid
X1.8	0.798	0.254	Valid
X1.9	0.717	0.254	Valid
X1.10	0.715	0.254	Valid

Source: Research data processed in 2024

Based on the results of this research, it shows that $r \text{ count} > r \text{ table}$. It can be said that all of the Work Environment variable statement items (X1) are valid and can be used in data collection.

Job Stress Validity Test Results (X2)

The results of testing the Job Stress variable (X2) can be explained as shown in Table 3:

Table 3.
Job Stress Validity Test Results

Items	R count	R table	Information
X2.1	0.659	0.254	Valid
X2.2	0.692	0.254	Valid
X2.3	0.673	0.254	Valid
X2.4	0.673	0.254	Valid
X2.5	0.695	0.254	Valid
X2.6	0.722	0.254	Valid
X2.7	0.710	0.254	Valid
X2.8	0.595	0.254	Valid
X2.9	0.536	0.254	Valid
X2.10	0.665	0.254	Valid

Source: Research data processed in 2024

Based on the results of this research, it shows that $r \text{ count} > r \text{ table}$. It can be said that all of the Job Stress variable statement items (X2) are valid and can be used in data collection.

Work Motivation Validity Test Results (X3)

The results of testing the Work Motivation variable (X3) can be explained as shown in Table 4:

Table 4.
Work Motivation Validity Test Results (X3)

Items	R count	R table	Information
X3.1	0.597	0.254	Valid
X3.2	0.601	0.254	Valid
X3.3	0.682	0.254	Valid
X3.4	0.660	0.254	Valid
X3.5	0.744	0.254	Valid
X3.6	0.686	0.254	Valid
X3.7	0.716	0.254	Valid
X3.8	0.768	0.254	Valid
X3.9	0.804	0.254	Valid
X3.10	0.664	0.254	Valid

Source: Research data processed in 2024

Based on the results of this research, it shows that $r \text{ count} > r \text{ table}$. It can be said that all of the work motivation variable statement items (X3) are valid and can be used in data collection.

Employee Performance Validity Test Results (Y)

The results of testing the Employee Performance variable (Y) can be explained as shown in table 5:

Table 5.
Employee Performance Validity Test Results (Y)

Items	R count	R table	Information
Y1	0.364	0.254	Valid
Y2	0.583	0.254	Valid

Y3	0.583	0.254	Valid
Y4	0.846	0.254	Valid
Y5	0.656	0.254	Valid
Y6	0.795	0.254	Valid
Y7	0.828	0.254	Valid
Y8	0.881	0.254	Valid
Y9	0.699	0.254	Valid
Y10	0.853	0.254	Valid

Source: Research data processed in 2024

Based on the results of this research, it shows that $r_{count} > r_{table}$. It can be said that all of the Employee Performance (Y) variable statement items are valid and can be used in data collection.

Reliability Test

The Reliability Test Results for each variable can be explained in Table 6:

Table 6.
Reliability Test Results

Variable	Cronbach Alpha	Minimum Cronbach Alpha	Information
Work Environment (X1)	0.932	0.60	Reliable
Job Stress (X2)	0.904	0.60	Reliable
Work Motivation (X3)	0.916	0.60	Reliable
Employee Performance (Y)	0.917	0.60	Reliable

Source: Research data processed in 2024

Based on the test results in Table 6 above, it can be seen that the results of Cronbach's Alpha are more than 0.60, so the variables Work Environment (X1), Work Stress (X2), Work Motivation (X3), and Employee Performance (Y) are declared reliable.

Classic Assumption Test

Normality Test

This research was carried out using the Normal PP Plots curve descriptive test. This analysis is used by researchers to provide a general overview of the data that has been collected. Following are the results of the normality test with the Normal PP Plots curve.

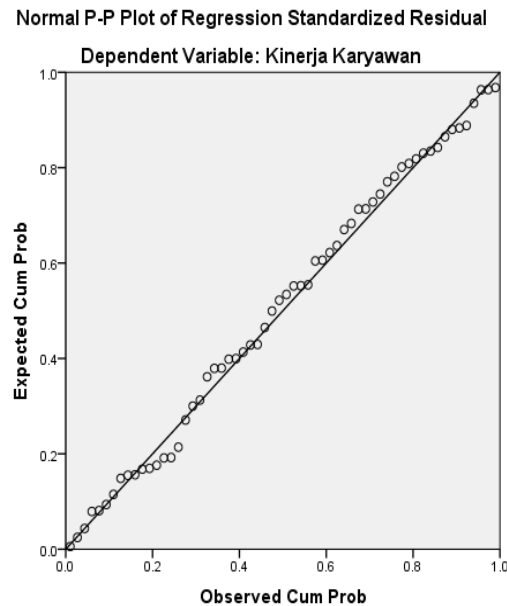


Figure 1.

PP Plots Normality Test Results

Based on the image above, the normality test using PP Plots shows that the points are spread around the line and follow the diagonal line. This means that the data in this study is normally distributed.

Apart from using normal graphs, the PP Plots normality test also uses the histogram method:

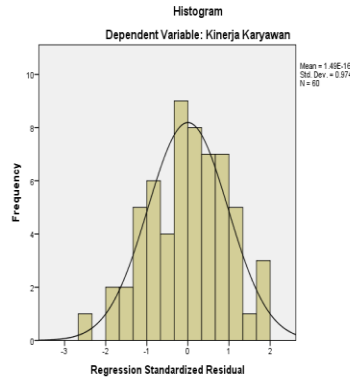


Figure 2.

Histogram Normality Test Table

It can be seen from the histogram graph above that the graph forms a mountain or a bell. It can be seen that with this the residual data is normally distributed.

The normality test is a classic assumption test which is a very important requirement in testing regression coefficients. The normality test can be used to determine whether the data that has been obtained is normally distributed or not. To be sure, whether the residual values are normally distributed or not, you can do the Kolmogorov-Smirnov Normality Test in Table 7 below:

Table 7.

Kolmogorov-Smirnov Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		60
Normal Parameters, b	Mean	,0000000
	Std. Deviation	4.45203818
Most Extreme Differences	Absolute	,064
	Positive	,064
	Negative	-,051
Statistical Tests		,064
Asymp. Sig. (2-tailed)		,200c,d

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based on the results of the table above, the One-Sample Kolmogorov test produces an Asymptotic Significance (2-tailed) of 0.200 because $0.200 > 0.05$, so it can be concluded that the data used is normally distributed and has exceeded the assumption of normality.

Multicollinearity Test

The following multicollinearity test results can be explained in Table 8 below:

Table 8.
Multicollinearity Test Results

No	Variable	Collinearity Statistics		Conclusion
		Tolerance	VIF	
1	Working Environment (X1)	0.225	4,436	Multicollinearity does not occur
2	Job Stress (X2)	0.271	3,639	
3	Work Motivation (X3)	0.294	3,407	

Source: Research data processed in 2024

Based on table 8, it can be seen that the tolerance value of the three independent variables is more than 0.1 and the VIF is less than 10, it can be concluded that multicollinearity does not occur.

Heteroscedasticity Test

The scatterplot image in this research is as follows:

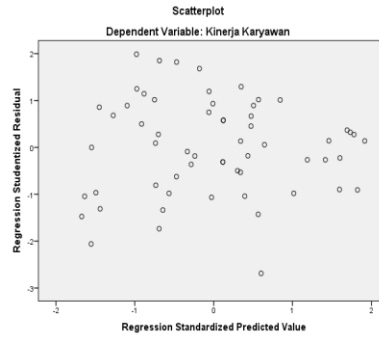


Figure 3.

Heteroscedasticity Test

The results of the heteroscedasticity test show that the points do not form a particular pattern or there is no clear pattern and the points are spread above and below the number 0 (zero) on the Y axis, so multicollinearity and heteroscedasticity in the regression model can be fulfilled. **Multiple Linear Analysis Test**

In this research, multiple linear analysis tests are used to determine whether there is an influence of the independent variable on the dependent variable. In this study, SPSS version 22 was used. The results of multiple linear regression analysis are as follows:

Table 9.

Multiple Linear Analysis Test Results

Coefficients ^a			
Unstandardized Coefficients			Standardized Coefficients
B	Std. Error		Beta
(Constant)	9,486	1,752	
X1	0.191	0.087	0.235
X2	0.199	0.075	0.258
X3	0.408	0.078	0.492

a. Dependent Variable: Y

Source: Research data processed in 2024

Based on the table above, the following equation can be formed:

$$Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3$$

$$Y = 9.486 + 0.191 + 0.199 + 0.408$$

The following is an explanation of the equation above:

The magnitude of the constant is 9.486

1. Work Environment variable coefficient (X1) = 0.191

The coefficient value of the Work Environment variable (X1) on the Employee Performance Variable (Y), means that if the level of the Work Environment (X1) increases by one unit, Employee Performance (Y) will increase (0.191). The coefficient is positive, meaning that the Work Environment variables (X1) and Employee Performance (Y) are positively related.

2. Job Stress variable coefficient (X2) = 0.199

The coefficient value of the Job Stress variable (X2) on the Employee Performance Variable (Y), means that if the level of Job Stress (X2) increases by one unit, Employee Performance (Y) will increase (0.199). The coefficient is positive, meaning that the variables Job Stress (X2) and Employee Performance (Y) are positively related.

3. Work Motivation variable coefficient (X3) = 0.408

The coefficient value of the Work Motivation variable (X3) on the Employee Performance Variable (Y), means that if the level of Work Motivation (X3) increases by one unit, Employee Performance (Y) will increase (0.408). The coefficient is positive, meaning that the variables Work Motivation (X3) and Employee Performance (Y) are positively related.

Hypothesis Testing

T-Test

This test is used to determine the influence of the Work Environment (X1), Work Stress (X2), and Work Motivation (X3), partially (separately) on the Employee Performance variable (Y).

Table 10.
T Test Results

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,486	1,752		5,414	,000
	X1	,191	,087	,235	2,200	,032
	X2	,199	,075	,258	2,644	,011
	X3	,408	,078	,492	5,253	,000
a. Dependent Variable: Y						

Source: Research data processed in 2024

Based on Table 10 it can be concluded as follows:

Influence of Work Environment Variables on Employee Performance (H1)

From the test results above, the Work Environment variable (X1) has a positive and significant effect on employee performance. This can be seen from the Work Environment variable (X1), namely $0.032 < 0.05$. Then for the calculated t value of 2,200, because t calculated $>$ t table ($2,200 > 2,003$), H_0 is rejected and H_1 is accepted. So, it can be concluded that the first hypothesis states that the work environment can influence employee performance.

Effect of Job Stress Variables on Employee Performance (H2)

From the test results above, the Job Stress variable (X2) has a positive and significant effect on employee performance. This can be seen from the Job Stress variable (X2), namely $0.011 < 0.05$. Then for the calculated t value of 2.644 because t calculated $>$ t table ($2.644 > 2.003$), H_0 is rejected and H_2 is accepted. So, it can be concluded that the second hypothesis states that work stress can influence employee performance.

Influence of Work Motivation Variables on Employee Performance (H3)

From the test results above, the Work Motivation variable (X3) has a positive and significant effect on employee performance. This can be seen from the Work Motivation variable (X3), namely $0.000 < 0.05$. Then for the calculated t value of 5.253 because $t_{\text{calculated}} > t_{\text{table}}$ ($5.253 > 2.003$), H_0 is rejected and H_3 is accepted. So, it can be concluded that the third hypothesis states that work motivation can influence employee performance.

F Test

This test is used to determine the Work Environment (X1), Work Stress (X2), and Work Motivation (X3) simultaneously on the Employee Performance variable (Y) at PT. Fuji Seimitsu Indonesia Plant 2. To find out f, the degree of freedom table is divided into two, namely the degree of freedom as the numerator or df (n1) and the degree of freedom as the denominator df (n2). The F test table in this research is as follows:

Table 11.
F Test Results

ANOVAa						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1164,765	3	388,255	110,603	,000b
	Residual	196,579	56	3,510		
	Total	1361,345	59			
a. Dependent Variable: Y						
b. Predictors: (Constant), X3, X2, X1						

Source: Research data processed in 2024

Based on the table above, this simultaneous test can be seen from the calculated F value = $110.603 > 3.16$, so H_0 is accepted.

Determination Coefficient (Adjust R²)

This coefficient of determination is used to find out how much influence the independent variables have on the dependent variable. The coefficient of determination value is determined by the R Square value.

Table 12.
Coefficient of Determination

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.925a	.856	.848	1.87359	1,731
a. Predictors: (Constant), X3, X2, X1					
b. Dependent Variable: Y					

Source: Research data processed in 2024

From the results of the data processing above, it can be seen that the correlation coefficient (R Square) is 0.856. This means that work motivation, work stress, and work environment together influence 85.6%, while the remaining 14.4% of employee performance is influenced by other variables that are not in this study.

Discussion

1. The Influence of Work Environment on Employee Performance at PT. Fuji Seimitsu Indonesia Plant 2

Based on the testing of the first hypothesis, the research shows that the work environment has a significant positive effect on the performance of employees at PT. Fuji Seimitsu Indonesia Plant 2. Based on the results of the t-test, shows a calculated t-value of 2.200, which is greater than 2.003, indicating that the Work Environment variable partially affects Employee Performance.

2. The Influence of Job Stress on Employee Performance at PT. Fuji Seimitsu Indonesia Plant 2

Based on the testing of the second hypothesis, the research shows that job stress has a significant positive effect on the performance of employees at PT. Fuji Seimitsu Indonesia Plant 2. Based on the results of the t-test, show a calculated t-value of 2.644, which is greater than 2.003, indicating that the Job Stress variable partially affects Employee Performance.

3. The Influence of Work Motivation on Employee Performance at PT. Fuji Seimitsu Indonesia Plant 2

Based on the testing of the third hypothesis, the research shows that work motivation has a significant positive effect on the performance of employees at PT. Fuji Seimitsu Indonesia Plant 2. Based on the results of the t-test, shows a calculated t-value of 5.253, which is greater than 2.003, indicating that the Work Motivation variable partially affects Employee Performance.

4. Simultaneous Influence of Work Environment (X1), Job Stress (X2), and Work Motivation (X3) on Employee Performance (Y) at PT. Fuji Seimitsu Indonesia Plant 2

From the F-test results, it can be concluded that the Work Environment, Job Stress, and Work Motivation significantly influence Employee Performance. Based on the simultaneous test (F-test) which shows a calculated F value = 110.603 > 3.16, thus Ho is accepted.

CONCLUSION

Based on the analysis, discussion, and research objectives aimed at evaluating the influence of Work Environment, Job Stress, and Work Motivation on Employee Performance at PT. Fuji Seimitsu Indonesia Plant 2, the following conclusions can be drawn: First, the results of partial statistical tests indicate that the Work Environment partially has a positive and significant effect on Employee Performance, with a calculated t-value of 2.200 > the tabulated t-value of 2.003 and a Sig. value of 0.032 < 0.05. Second, Job Stress partially also has a positive and significant effect on Employee Performance, with a calculated t-value of 2.644 > the tabulated t-value of 2.003 and a Sig. value of 0.011 < 0.05. Third, Work Motivation partially has a positive and significant effect on Employee Performance, with a calculated t-value of 5.253 > the tabulated t-value of 2.003 and a Sig. value of 0.000 < 0.05. Fourth, simultaneously, the Work Environment, Job Stress, and Work Motivation have a positive and significant effect on Employee Performance, as shown by the F test results with a calculated F-value = 110.603 > 3.16 and a Sig. value of 0.000 < 0.005, thus accepting the null hypothesis. Therefore, it can be concluded that the Work Environment, Job Stress, and

Work Motivation collectively have a significant influence on Employee Performance at PT. Fuji Seimitsu Indonesia Plant 2.

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