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## THE INFLUENCE OF WORK ENVIRONMENT, WORK STRESS, AND WORK DISCIPLINE ON WORK ACHIEVEMENT



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### Abstract

Success in building good governance in an agency is highly dependent on the support of quality human resources. The quality of human resources is directly proportional to the quality of work produced; the better the quality of human resources, the higher the quality of work achieved. This study aims to examine the effect of work environment, work stress, and work discipline on work achievement, with a focus on LAM Foundation employees in Dumai City. The method used in this research is quantitative, with the population consisting of employees of the foundation. Data processing was carried out using SmartPLS 3.0 software. The results showed that the t-statistic for the relationship between work environment and work achievement was 2.219 (greater than 1.96), and the p-value was 0.027 (less than 0.05). This indicates that the first hypothesis (H1), which states that the work environment has a positive effect on work achievement, is accepted. Furthermore, for the work stress variable, the t-statistic value is 2.267 (greater than 1.96) and the p-value is 0.024 (less than 0.05), which supports the second hypothesis (H2) that work stress also has a positive effect on work achievement. Finally, for work discipline, the t-statistic shows a value of 2.782 (greater than 1.96) with a p-value of 0.006 (less than 0.05), so the third hypothesis (H3), which states that work discipline has a positive effect on work achievement, is also accepted. Overall, work environment, work stress, and work discipline have a significant effect on work achievement, with a contribution of 69.9%.

**Keywords:** Work Environment, Work Stress, Work Discipline, Work Achievement

## INTRODUCTION

Human resources (HR) have a crucial role in every activity of government agencies, although many labor functions have been replaced by increasingly advanced technology. HR is a key factor in the implementation of company activities and contributes significantly to productivity in achieving set goals. Humans are the most vital resource in achieving organizational goals. HR has reason, feelings, desires, abilities, skills, knowledge, and motivation, so without HR, it will be difficult for the organization to achieve its goals, even though technology, capital, and other resources are available. The foundation cannot operate without good management and employees who run the foundation's activities. Therefore, HR development is very important so that employees can contribute actively. The success of the foundation in achieving its goals is highly dependent on the quality and capabilities of employees. The high quality of HR is directly proportional to the quality of work produced, so that it can deliver the vision and mission of the foundation.

In achieving good work results, employees are often faced with various challenges, including high work demands and additional workloads that must be completed within a certain time. The quality of employees is highly dependent on their potential, but this potential will not develop without a good HR management system (Dr. Drs. Onsardi, M.M., CHCM & Dr. Meilaty Finthariasari, S.E., 2016).

The physical work environment in a foundation creates a comfortable working atmosphere and conditions to achieve goals. Poor working conditions can cause health problems, stress, and decreased productivity. For example, an uncomfortable workspace, high temperature, lack of air circulation, or noise can affect employee comfort. To create a comfortable working environment, it is important to maintain cleanliness, sufficient lighting, good ventilation, and a pleasant office layout. The work environment includes everything around employees that can affect job satisfaction and maximum results (Qoyyimah et al., 2020). Apart from work environment factors, family and social environments can also trigger anxiety. Stress experienced by employees can have a positive or negative impact on work achievement. At low to moderate levels, stress can encourage increased achievement, while at high levels, stress can cause a drastic decrease in work performance.

A good working environment is very important for management to consider, even though it is not directly involved in the production process, this factor has a big impact. A supportive work environment can improve employee performance, while a poor environment can reduce it. In addition, the work environment also affects employee commitment; they tend to feel more at home in a supportive environment.

Regarding work discipline, poor leader behavior can set a negative example for employees, for example if the leader is often late or leaves during working hours. Discipline is the awareness and willingness of employees to follow organizational rules (Arif et al., 2020). Indicators of work discipline include frequency of attendance, vigilance, adherence to work standards and regulations, and work ethics. Discipline must be instilled by leaders to become a habit, because successful people usually apply discipline. Measurement of work performance must be done objectively. Job stress can also affect achievement; if stress is excessive, achievement can decline, while reasonable stress can help achieve tasks.

Every agency has goals that are often faced with obstacles. To overcome this, companies need to encourage employees to achieve better performance. Work achievement

is the result achieved by employees based on their ability, experience, and seriousness in completing tasks (Latifah & Nurmalasari, 2018). If work stress is too high, performance can decrease because it interferes with the execution of work. Work stress is a condition of tension that affects a person's emotions and thought processes (Syamsimbar, 2022).

From the explanation above, it is important to know the extent of the influence of the work environment, work stress, and work discipline on work achievement at the Amaly Madani Foundation.

**Table 1**  
**Employee Absence Rate in 2024**

Month	Work Day	Absence	Percentage
January	20	2	10%
February	19	3	6,3%
March	22	1	22%
April	22	1	22%
May	12	4	3%
June	21	2	10,5%
July	21	2	10,5%
August	20	1	20%
September	22	2	11%
October	20	1	20%
November	20	2	10%
December	19	2	9,5%

Search: Yayasan Amal

## REVIEW OF LITERATURE

### Work Achievement

Work achievement, according to Hasibuan in research (S. Kurniawan et al., 2022), is the work achieved by an employee through the totality of abilities to achieve organizational goals. Soetrisno (2016) added that work performance reflects a person's level of proficiency in carrying out his duties. Sutrisno (Hanum Indriati & Amga Nazhifi, 2022) states that work achievement is assessed from individual behavior when carrying out work. Mangkunegara (Julianto, 2019) defines work achievement as the results achieved by employees both in terms of quality and quantity in accordance with their responsibilities. Hasibuan (2016) emphasizes that work performance depends on skills, experience, and time invested in the task. R. Kurniawan & Yani (2019) added that work results must be based on skills, experience, and seriousness. Indicators of work achievement according to Soetrisno (2016) include: 1. Work Results: Quantity and quality of results and supervision carried out. 2. Job Knowledge: Knowledge that affects the quantity and quality of work results. 3. Initiative: The level of initiative in dealing with problems. 4. Mental Agility: Ability and speed of receiving instructions. 5. Attitude: Work spirit and positive attitude in carrying out tasks. 6. Time Discipline and Attendance: Punctuality and attendance. From these various definitions, it can be concluded that work achievement is the ability of individuals to carry out tasks that contribute to the progress of the company.

## **Work Environment**

**Definition of Work Environment** A conducive work environment provides a sense of security and allows employees to work optimally. If employees like their work environment, they will feel at home and use their work time effectively. Conversely, an uncomfortable environment can reduce performance and productivity. According to Sedarmayanti (2016) and Rahayu & Rushadiyati (2021), the work environment includes tools, materials, and work arrangements, both individually and in groups. Anoraga in Busro (2018) emphasizes that the work environment includes physical and social factors that affect productivity. From this explanation, it can be concluded that the work environment is the condition around employees that facilitates productive cooperation and goal achievement.

**Work Environment Indicators** Work environment indicators according to Sedarmayanti (2016) include: **Lighting:** Sufficient light in the workspace to create pleasant conditions. **Air Temperature:** Temperatures that affect work comfort; temperatures that are too hot or cold are unpleasant. **Noise:** Noise levels that affect work activities. **Use of Colors:** Selection of room colors that affect the work atmosphere. **Movement Space:** Employee working position and adequate tools. **Workability:** Conditions that support a sense of security and calm while working. **Relationships between Employees:** Harmonious relationships that facilitate the achievement of agency goals.

(H1): the work environment affects work achievement, where in this hypothesis is supported by: Febrilian Lestario (2022) in the article *The Effect of Work Environment and Morale on work achievement at PT Abs Raya Rubber Works*, Risky Nur Adha, Nurul Qomariah, Achmad Hasan Hafidz (2019) in the article *The Effect of Work Motivation, Work Environment, Work Culture on work achievement of the Jember Regency Social Service*.

## **Work Stress**

**Definition of Job Stress** Job stress is the consequence of environmental situations and actions that create excessive psychological and physical demands. According to S. Kurniawan et al. (2022), stress is a condition of tension that affects a person's emotions, thoughts, and physical condition. Pandi Afandi (2018) defines job stress as a condition that arises from the interaction between individuals and work, especially when there is a mismatch of characteristics. Sari (2021) adds that work stress is characterized by symptoms such as unstable emotions, anxiety, and sleep disturbances. Djauhar et al. (2022) state that stress includes various pressures and conflicts that affect the physical and psychological balance of employees. **Indicators of Job Stress** According to Pandi Afandi in Djauhar et al. (2022), work stress indicators include: **Task Demands:** Work-related factors such as working conditions and physical layout. **Role Demands:** Pressure exerted based on the function of a particular role in the organization. **Interpersonal Demands:** Pressure created by other employees. **Organizational Structure:** Ambiguity in structure and roles, which can create tension. **Organizational Leadership:** Attitudes of leaders that affect the organizational climate and can create tension. From this explanation, it can be concluded that occupational stress reflects pressure that affects employees' emotions, physical, and behavior, thus hindering the achievement of organizational goals.

(H2): that job stress affects work achievement, where in this hypothesis is supported by: Asri Djauhar, Nasir Andi Baso, Subhan (2022) in the article on the effect of work stress on work achievement at the plaza kubra hotel in Kendari, Syamsibar (2022) in the article on the effect of work discipline, work age, and work stress on work achievement at the trade office of the province of South Sulawesi.

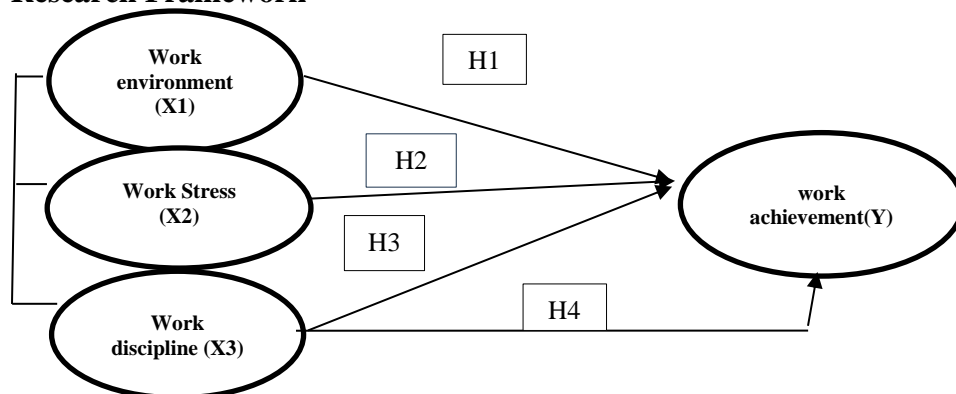
### Work Discipline

Work discipline is an attitude and behavior that is in accordance with the rules, both written and unwritten, in an agency. According to Sastrohadiwiryo (2005) in Bagia, Wirawan, & Agus (2019), work discipline includes respect for and compliance with applicable regulations and readiness to accept sanctions if violated. Hasibuan in Sudrajat (2017) added that discipline is a person's awareness and willingness to obey company regulations and social norms. Priyono in Gabriella & Tannady (2019) explains that work discipline is reflected in the actions or behavior of individuals, groups, or communities. Employee discipline is very important for the progress of a foundation, because indiscipline can hinder organizational development. Indicators of Work Discipline According to Hasibuan in Bagia, Wirawan, & Agus (2019), work discipline indicators include: Compliance with Working Hours: Demonstrates adherence to working time, including attendance and timely performance of tasks. Compliance with Superior Instructions: Obedience in carrying out orders to achieve organizational goals. Dressing Properly: Demonstrates compliance in wearing a neat uniform, enhancing comfort and confidence. Use and Maintenance of Equipment: Use and maintain office equipment carefully to reduce the risk of damage.

(H3): that work discipline affects work achievement, which in this hypothesis is supported by: Pebi Julianto (2019) in the article The Effect of Work Discipline on Employee Performance at the Puskesmas in the Depati VII sub-district of Kerinci district. Muhammad Arif, Taufik Maulana, and Muhammad Taufik Lesmana (2020) in the article The Effect of Work Discipline and Work Ability on Employee Work Achievement.

(H4): that the work environment, work stress, and work discipline affect work performance, which in this hypothesis is supported by: Tan Evan Tandiyono and Dinda Radika Dewi (2023) in the article The Effect of Work Discipline, Work Stress, and Work Environment on Work Achievement of Surabaya City Local Government State Apparatus.

### Research Framework



Picture 1  
Research Framework

## RESEARCH METHOD

This research uses a quantitative approach with a clear and specific research design, describing the flow of problem-solving. Research Time: January to July. Research Location: Charity Foundation. Research Variables are objects of observation that have varying values and become the focus of research to obtain information and conclusions. Measurement uses a Likert scale to measure respondents' perceptions and attitudes, with two forms of questions (positive and negative) and value weights from 1 to 5. Population and Sample, Population: 35 employees at the Charity Foundation. Sample: Using a nonprobability sampling technique with saturated sampling, where the entire population is sampled. Types of Data Sources and Data Collection Methods Data Source:

Primary Data: Observation and questionnaires from employees. Secondary Data: Books, journals, articles, and employee attendance data. Data Collection Methods: 1. Questionnaire: Questions given to all employees. 2. Interview: Exchange of information through questions and answers.

Analytical Methods and Instrument Testing Techniques: Analysis Method: Using PLS (Partial Least Square) to test the relationship between constructs. Instrument Testing Technique: Descriptive Analysis: Describing data without generalization. Evaluation of the Measurement Model (Outer Model): Testing the validity and reliability of the model through validity tests (convergent and discriminant) and reliability tests (Cronbach's Alpha and Composite Reliability). Structural Model Evaluation (Inner Model): Assessing the relationship between latent variables with R-square and hypothesis testing (bootstrapping) as well as the F-statistic test for the goodness of the regression model. Thus, this research is systematically designed to analyze the influence of variables on work achievement in the foundation.

## RESULTS AND DISCUSSION

### Respondent Characteristics

The data obtained from the questionnaire given to 35 employees of this foundation includes characteristics such as gender, length of service, age, and level of education. Gender, From the available data, there are 11 male respondents (31%) and 24 female respondents (69%), so the employees of this foundation are dominated by women. Tenure, Respondents with less than one year of service amounted to 9 people (26%), while those who worked between one and two years were 12 people (34%), and more than two years were 14 people (40%). This shows that most employees have more than two years of service. Age, Respondents with ages under 20 years old amounted to 2 people (5%), those aged 21-30 years old were 29 people (83%), 31-40 years old were 2 people (6%), and above 41 years old were also 2 people (6%). This shows that the majority of respondents are aged 21 to 30 years. Education, Of the total respondents, 13 people (29%) had a high school education, while 22 people (71%) had a D3 / S1 education. This shows that most of the respondents are D3 / S1 graduates.

Research Results and Analysis, This study uses the Partial Least Square (PLS) analysis method with SmartPLS software version 3.0. Descriptive Statistics. Descriptive statistics are used to describe the condition of the data that has been collected, presented in tabular or graphical form concisely.

**Validity Test**

The validity test aims to measure each question item in the questionnaire. Data is considered valid if the question can describe what is intended. This test is done by correlating each question with the relevant score, using SmartPLS.

**Validity Test with Measurement Evaluation (Outer Model)**

Through SmartPLS, it can be seen that each yellow indicator is interconnected with related variables. Convergent validity can be seen from the correlation between indicators and construct scores. Indicators are considered valid if the correlation value is above 0.7. From the analysis, 43 out of 45 statements have a value above 0.7, so researchers eliminated invalid statements. The analysis results show that all indicators are valid.

**Validity Test with Cross-Loading**

Discriminant validity is measured by comparing the loading value on the intended construct with other constructs, which must be more than 0.7. All tested constructs show values above 0.7.

**Validity Test with Average Variance Extracted (AVE)**

AVE testing is carried out to assess convergent validity, based on the correlation between item scores and construct values. The validity decision using AVE stipulates that values above 0.5 are considered valid. The analysis results show that all constructs have values above 0.5.

**Table 2**  
**Convergent Validity**

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Work Discipline(X3)	0,966	0,967	0,971	0,807
Work Environment (X1)	0,911	0,918	0,926	0,584
Work Achievement (Y)	0,964	0,968	0,968	0,718
Work Stress (X2)	0,951	0,959	0,958	0,698

Search: Data Processing 2024

**Reliability Test Results**

To measure the reliability of a construct with the SmartPLS application using two ways, namely with Cronbach's alpha and composite reliability. However, measuring the recommended value using composite reliability because it provides a greater value than Cronbach's alpha, which must exceed 0.7.

**Table 3**  
**Construct Reliability and Validity**

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
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Search: Data Processing 2024

In the table above, it can be seen that all the variable values of this reliability test that have been tested using both Cronbach's alpha and composite reliability have values above 0.7, and validity testing using AVE with values exceeding 0.5, so the variables that have been tested are said to be valid and reliable.

#### Structural Model Evaluation (Inner Model)

This structural model evaluation aims to predict the relationship between latent variables based on substantive theory. structural models that can be evaluated with R square for endogenous constructs.

#### R- Square

R square is used to measure how strong the influence of exogenous variables on endogenous variables. R square values of 0.67, 0.33, and 0.19 indicate that the model used is strong, moderate, and weak. Ghozali and Latan (2015).

**Table 4**  
**R-Square**

	R Square	Adjusted R Square
Work Achievement (Y)	0,726	0,699

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The R square value is 0.726 on the work achievement variable. the R square value on the work achievement variable is 0.726, meaning that work achievement is influenced by work environment variables, work stress, and work discipline. while the rest is influenced by other variables not described in this study. when viewed from the predetermined requirements, the R square value above is included in the strong category because it has an R square value above 0.67.

#### Hypothesis Test T Statistic

**Table 5**  
**Path Coefficient**

	Original Sample (O)	Average Sample (M)	Standard Deviation (STDEV)	T Statistic ( O/STDEV )	P Values
Work Discipline (X3) -> Work Achievement (Y)	0,484	0,480	0,174	2,782	0,006
Work Environment (X1) -> Work Achievement (Y)	0,340	0,341	0,153	2,219	0,027
Work Stress (X2) -> Work Achievement (Y)	-0,224	-0,226	0,099	2,267	0,024

Search: Data Processing 2024

To determine the acceptance or rejection of the hypothesis, it is necessary to consider the significance value, t-statistic, and p-value. In this study, the hypothesis is accepted if the t-statistic  $> 1.96$  and the p-value  $< 0.05$ . Based on Table 4.8:

1. Work Environment construct: t-statistic 2.219 and p-value 0.027, so H1 is accepted.
2. Work Stress construct: t-statistic 2.267 and p-value 0.024, so H2 is accepted.
3. Work Discipline construct: t-statistic 2.782 and p-value 0.006, so H3 is accepted.

All hypotheses in this study are accepted.

#### **F Statistical Test**

The F statistical test measures the goodness of the regression model (goodness of fit) and aims to determine whether all independent variables (work environment, work stress, and work discipline) have a simultaneous impact on the dependent variable (work achievement). From the previous calculation, the R Square obtained is 0.699 (69.9%). With 3 independent variables (k) and a total sample (n) of 35, and a significance level of 5%, the F count is  $23.99 > F$  table 2.91, which means that the work environment (X1), work stress

(X2), and work discipline (X3) variables simultaneously affect and contribute to achievement (Y) by 69.9% (R-Square).

### **Discussion**

The measurement of variables in this study was carried out using a questionnaire developed from the indicators of each variable. The validity test results show that all statement items for each variable are valid. Furthermore, the reliability test proves that all valid statement items are also reliable, making the questionnaire a reliable tool for measuring each research variable. The research data was obtained from respondents who are employees of the Amaly Madani Foundation, and after processing, the discussion will be conducted in detail. The aim of this study is to determine the effect of each variable on the dependent variable as well as the joint effect of these variables.

#### **The Relationship Between Work Environment (X1) and Work Achievement (Y)**

The research results using SmartPLS show that the work environment has a positive and significant impact on work achievement, with a T-statistic of 2.219 (greater than 1.96) and a P-value of 0.027 (less than 0.05). This indicates that the hypothesis is accepted, and the better the work environment at the Amaly Madani Foundation, the higher the employees' work achievement. This study is consistent with previous research by Febrilian Lestario (2022), which concluded that the work environment and work motivation significantly influence work achievement.

#### **The Relationship Between Work Stress (X2) and Work Achievement (Y)**

The work stress variable is also found to have a positive and significant impact on work achievement, with a T-statistic of 2.267 and a P-value of 0.024. This indicates that the hypothesis is accepted. The higher the work stress, the more significant its impact on work achievement. Research by Asri Djauhar et al. (2022) supports this finding, showing that work stress has a positive and significant effect on work achievement.

#### **The Relationship Between Work Discipline (X3) and Employee Job Performance (Y)**

The research results show that work discipline has a positive and significant relationship with work achievement, with a T-statistic of 2.78 and a P-value of 0.006. Hypothesis three (H3) is accepted, meaning that high work discipline has a positive impact on work achievement. Research by Pebi Julianto (2019) also confirms the influence of discipline on work achievement.

#### **The Simultaneous Relationship Between Work Environment, Work Stress, and Work Discipline on Work Achievement**

The results of the F-test show an F-value of 23.99, which is greater than the F-table value of 2.91, indicating that H4 is accepted. This means that the work environment, work stress, and work discipline collectively have a significant impact on work achievement. The coefficient of determination ( $R^2$ ) shows that these three variables influence work achievement by 69.9%, while 30.1% is influenced by other variables such as compensation and leadership. Research by Tan Evan Tandiyono and Dinda Radika Dewi (2023) also found similar results, showing a significant influence between the variables studied and work achievement.

## CONCLUSION

Based on the research results and discussions conducted, the researcher draws the following conclusions:

1. Work Environment: Data analysis shows that the work environment has a positive and significant impact on work achievement. This indicates that a good work environment can enhance work achievement.
2. Work Stress: The study also proves that work stress has a positive and significant effect on work achievement. In other words, the lower the level of stress experienced by employees, the better their work achievement.
3. Work Discipline: The analysis results indicate that work discipline has a positive and significant impact on work achievement. High discipline contributes to improving work achievement.
4. Joint Influence: The work environment, work stress, and work discipline, when considered together, have a significant impact on work achievement.

This study was conducted in accordance with scientific procedures; however, it has limitations, namely that it only involved three variables influencing work achievement. Many other variables may also affect work achievement.

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