



## The Influence of Work Environment, Work Discipline, and Work Stress on Employee Performance of the Directorate General of Regional Financial Development, Ministry of Home Affairs

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### ABSTRACT

Human resource management is included in organizations that focus on human resources. Human resources or human One of a company's most crucial components is its resources, particularly at the Ministry of Home Affairs' Directorate General of Regional Financial Development. The analytical instrument employed was Spss29.0 ver.2023, in this study 40 respondents were used as the study population and the research sample technique used was saturated sampling technique, and questionnaires were used as a data collection tool. From validity test and reliability test. The reliability test results are considered reliable with the Cronbach alpha value  $r_{\text{count}} 0.494 > r_{\text{table}} 0.304$ , and the variables of work environment, work discipline, and work stress are considered valid because the value of  $r_{\text{count}} > r_{\text{table}}$ . The work environment variables of work discipline and work stress have an effect of 30.8% on employee performance, according to the results of the determination test for the R square value, which is 0.308 or 30.8%. The remaining variables are influenced by other variables that were not examined. According to the F test,  $F_{\text{count}} (5,339)$  is greater than  $F_{\text{table}} (1.92)$ . Thus, the working environment, work discipline, and work stress all have an impact on employee performance at the same time.

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## INTRODUCTION

Human resources are the main focus of human resources management. The most crucial resource is human capital part of a business or company. Having human resources will improve a company in carrying out its functions. Even if everything is available, a company or organization will not necessarily be able to run smoothly and optimally. Because in reality, human resources can determine the establishment of a company or organization. Current technological developments make career competition increasingly fierce and increasing, so companies or organizations must have sufficient capacity and courage to improve existing performance in order for the company's goals and objectives to be carried out and managed effectively.

Human resources are a source of competitive advantage with the ability to face challenges. By being competent and competitive, we can face future challenges. performance in order for the company's goals and objectives to be can create good performance, so a company or organization need to be capable of building a solid working atmosphere. The right human resources create added value for the company and achieve its goals. Human resources can be evaluated according to the employee's work (Rahayu & Liana, 2020).

According to Sadarmayanti, "Workplace conditions, including relationships with superiors, co-workers and subordinates, are all part of the work environment" (Aidil Aimin, 2019). Special attention should be paid to the work environment for increase work productivity. This is to increase work efficiency (Effendy & Fitria, 2019).

Work stress can have an impact on employee output within a business or institution. Work stress is when someone experiences friction or tension that has a negative impact that can affect a person's condition. Stress is a tense state that not only affects your emotions but also your way of thinking and physical condition. According to Handoko, "The level of stress experienced by employees can potentially influence or hinder performance, depending on how much intensity the stress is felt" (Nelsi, 2021).

## LITERATURE REVIEW

### *1. The Influence of the Work Environment on Employee Performance*

An important aspect is that the workplace has the potential to increase labor productivity. The work environment also refers to the social and psychological aspects of the company that can influence employee performance. (Ahmad et al., 2022). According to Sedarmayanti " This work environment includes all of the tools and materials used, the conditions around the workplace, the way work is carried out, as well as the organization of individual or group tasks" (Budiyanto, 2021).

According to (Anak Agung Istri Kirana Sari, D. I., & Dr. I Made Suniastha Amerta, 2021) "The work environment refers to the environment in which workers work, while working conditions refer to the conditions in the

workplace. Working conditions are included in the work environment factor because the work environment can have a good or bad psychological impact."

According to Dharma Negara "The work environment is the most important because it can create productive employees, the company creates an environment where employees feel safe, there is support and prosperity, and are socially connected" (Anak Agung Istri Kirana Sari, D. I., & Dr. I Made Suniastha Amerta, 2021).

### **H1: Work Environment Influences Employee Performance**

#### *2. The Influence of Work Discipline on Employee Performance*

Workplace order is a major concern for businesses because it influences efficiency and effectiveness, which can have an impact on achieving or not achieving the goals of a company or organization (Rahayu & Liana, 2020). A behavior or attitude found in employees of a company or organization regarding the regulations that have been made is determined to be included in the discipline.

According to (Pranitasari & Khotimah, 2021) "Discipline is intended to prevent violations of general rules when carrying out activities so that sanctions against individuals or groups can be avoided." Employee lack of discipline will hurt future employee performance and will have negative consequences.

According to Partika et al, "If you comply with the rules that are in place at the business or organization, the employee can demonstrate good work discipline" (Pranitasari & Khotimah, 2021). According to Sutrisno, "Work Discipline is a mindset that respects the policies and procedures of the organization that is instilled in employees and makes employees voluntarily follow company rules and regulations" (Paleni, Herman, S.H.I., S.E. et al., 2020). According to Latainer in Edy Sutrisno, "Employee discipline is a growing strength. and make them voluntarily follow decisions, rules and work values and behavior" (Ramawati et al., 2020).

### **H2: Work Discipline Influences Employee Performance**

#### *3. The Effect of Work Stress on Employee Performance*

According to Hariandja "Stress is a state of emotional tension/pressure in which a person faces very important needs, obstacles and opportunities which can affect his feelings, thoughts and physical condition (SE., MM et al., 2022). Work stress is something that often happens to employees of a company or organization, work stress can affect work productivity. Work stress can have negative symptoms that will affect work performance and reduce performance, Work stress is a state of stress and stress that has an effect on a person's body, mind and emotions at work (Poltak Sinambela, 2021).

According to Rivai, "Work stress arises because there is a mismatch between the individual organization and the organizational environment which

causes the individual's emotions to be unstable." According to Handoko, "Work stress is a stage of excessive thinking without self-control" (Tanjung et al., 2021). According to Rivai "Work stress is a state of physical and mental stress that results in imbalance and significantly affects employee performance" (Suwandana, 2020). According to (Poltak Sinambela, 2021) "Feelings of pressure at work are called work stress."

### **H3: Job Stress Influences Employee Performance**

#### *4. Influence of Work Environment, Work Discipline and Work Stress on Employee Performance*

According to Veithzal Rivai, "An employee depends on the determination of an individual or group to complete an activity by the role carried out and with the desired results that determine performance" (Soelistya, 2021). Employee performance is the culmination of the labor that employees have created or completed. These Following that, outcomes are noted so that the caliber of performance can be properly assessed based on what has happened (Soelistya, 2021).

Performance is a description of how well the activities/programs/policies have been implemented to fulfill the aims and purposes of the company or organization (Polakitang et al., 2019). Anwar Prabu Mangkunegara claims that "The volume and caliber of work determine performance they do by their responsibilities" (Budiyanto, 2021).

Performance is understood as the output or results of work shown in carrying out previously confirmed work and obligations within a predetermined period (Rohim, 2020). Performance is an individual's actions or behavior when carrying out their duties, which can be noticed and appreciated by other people (Ahmadi, 2021).

### **H4: Workplace Stress, Work Environment, and Work Discipline Affect Employee Performance**

Thus, the hypothesis carried out is as follows:

- H1: There is a possibility that the work environment affects how well Ministry of Home Affairs employees perform in their role as Directorate General of Regional Financial Development.
- H2: It is believed that work discipline affects how well employees of the Ministry of Home Affairs' Directorate General of Regional Financial Development perform.
- H3: There may be a connection between work stress and the productivity of Ministry of Home Affairs employees working in the Directorate General of Regional Financial Development.
- H4: It is believed that the work environment, work stress, and work discipline have an impact on how well employees of the Ministry of Home Affairs' Directorate General of Regional Financial Development perform.

## METHODOLOGY

In order to test the established hypothesis and examine the impact of the independent variables, this study employs a quantitative methodology. A questionnaire serves as both the data collection tool and the research technique for gathering data. Employees of the Ministry of Home Affairs' Directorate General of Regional Financial Development served as the study's population population, the population used was 40 respondents. The saturated sampling technique was used as a sampling technique. Because saturated sampling is a sample with several respondents less than 100, it is suitable to be as a sample for research. The study sample used 40 respondents. This study's data analysis method is the classic assumption test technique which consists of a normality test and a multicollinearity test. And using validity tests, reliability tests and hypothesis testing consisting of Determinant tests, F tests and T-tests.

## RESULT AND DISCUSSION

### Validity Test

#### A. Work Environment

Table 1. Work Environment Validity Test

| Statement | R Count | R table | Information |
|-----------|---------|---------|-------------|
| X1.1      | 0,801   | 0,304   | Valid       |
| X1.2      | 0,788   | 0,304   | Valid       |
| X1.3      | 0,694   | 0,304   | Valid       |
| X1.4      | 0,617   | 0,304   | Valid       |
| X1.5      | 0,724   | 0,304   | Valid       |

## B. Work Discipline

Table 2. Validity Test of Work Discipline

| Statement | R Count | R table | Information |
|-----------|---------|---------|-------------|
| X2.1      | 0,388   | 0,304   | Valid       |
| X2.2      | 0,711   | 0,304   | Valid       |
| X2.3      | 0,405   | 0,304   | Valid       |
| X2.4      | 0,518   | 0,304   | Valid       |
| X2.5      | 0,728   | 0,304   | Valid       |
| X2.6      | 0,772   | 0,304   | Valid       |
| X2.7      | 0,757   | 0,304   | Valid       |

## C. Job Stress

Table 3. Validity Test of Job Stress

| Statement | R Count | R table | Information |
|-----------|---------|---------|-------------|
| X3.1      | 0,652   | 0,304   | Valid       |
| X3.2      | 0,708   | 0,304   | Valid       |
| X3.3      | 0,481   | 0,304   | Valid       |
| X4.4      | 0,684   | 0,304   | Valid       |
| X3.5      | 0,430   | 0,304   | Valid       |

|      |       |       |       |
|------|-------|-------|-------|
| X3.6 | 0,310 | 0,304 | Valid |
|------|-------|-------|-------|

#### D. Employee Performance

Table 4. Validity Test of Work Performance

| Statement | R Count | R table | Information |
|-----------|---------|---------|-------------|
| Y.1       | 0,312   | 0,304   | Valid       |
| Y.2       | 0,668   | 0,304   | Valid       |
| Y.3       | 0,649   | 0,304   | Valid       |
| Y.4       | 0,646   | 0,304   | Valid       |
| Y.5       | 0,352   | 0,304   | Valid       |

The variables related to work environment, work discipline, work stress, and employee performance are deemed valid based on the validity results, as indicated in the  $r \text{ count} > r \text{ table}$  above.

Table.5. Realibility Test

#### Reliability Test

| Reliability Statistics |  |            |
|------------------------|--|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| .494                   | .542   | 4          |

Every calculated  $r\text{-variable} > r \text{ table}$  has a Cronbach alpha of 0.304, indicating that each variable is dependable, according to the reliability test results.

## Classic Assumption Test

### 1. Normality Test

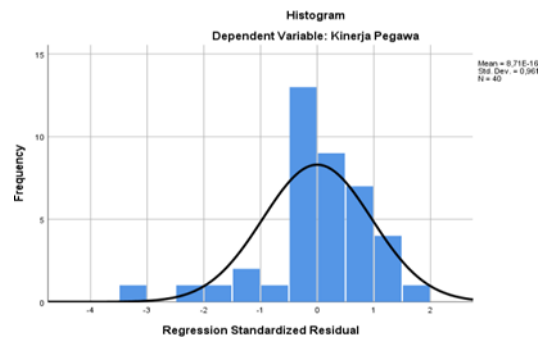


Table 6. Normality Test

Its curve has a peak point in the center of the graph, giving it a bell-shaped appearance. Based on the graph above, it can be concluded that the normality assumption is met by the regression model used in this study.

### 2. Multicollinearity Test

| Collinearity Statistics |       |
|-------------------------|-------|
| Tolerance               | VIF   |
| .827                    | 1,210 |
| .876                    | 1,141 |
| .913                    | 1,095 |

Table.7 Multicollinearity Test s

The multicollinearity test obtained a Variance Inflation Factor (VIF) value  $> 10$  and tolerance value  $> 0.01$  so there are no symptoms of multicollinearity.

## Hypotesis Test

### 1. R Determinant Test

Table 8. Determinant Test

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | .555 <sup>a</sup> | .308     | .250              | .888                       |

a. Predictors: (Constant), Stres Kerja , Disiplin Kerja , Lingkungan Kerja



## 2. T test

Table 9. T test

| Coefficients <sup>a</sup> |                  |                             |            |                           |        |       |
|---------------------------|------------------|-----------------------------|------------|---------------------------|--------|-------|
|                           |                  | Unstandardized Coefficients |            | Standardized Coefficients |        |       |
| Model                     |                  | B                           | Std. Error | Beta                      | t      | Sig.  |
| 1                         | (Constant)       | 14.262                      | 2.170      |                           | 6.573  | <.001 |
|                           | Lingkungan Kerja | .040                        | .085       | .071                      | .468   | .642  |
|                           | Disiplin Kerja   | .241                        | .068       | .523                      | 3.529  | .001  |
|                           | Stres Kerja      | -.084                       | .053       | -.229                     | -1.578 | .123  |

a. Dependent Variable: Kinerja Pegawai

The research's T-test indicates that, according to the above table, there is no significant relationship between employee performance and the work environment, discipline, or stress. These relationships are all significant.

## 3. F test

Table 10. F Test

| ANOVA <sup>a</sup> |            |                |    |             |       |                   |
|--------------------|------------|----------------|----|-------------|-------|-------------------|
| Model              |            | Sum of Squares | df | Mean Square | F     | Sig.              |
| 1                  | Regression | 12.617         | 3  | 4.206       | 5.339 | .004 <sup>b</sup> |
|                    | Residual   | 28.358         | 36 | .788        |       |                   |
|                    | Total      | 40.975         | 39 |             |       |                   |

a. Dependent Variable: Kinerja Pegawai  
b. Predictors: (Constant), Stres Kerja , Disiplin Kerja , Lingkungan Kerja

The significant value in the table above was  $0.004 < 0.005$ , and the test results in the computed F F test were  $5,339 >$  from F table 1.92. It is possible to draw the conclusion that this indicates that the independent and dependent variables are influencing each other concurrently.

## CONCLUSIONS AND RECOMMENDATIONS

Some conclusions that can be made in connection with these studies and debates are as follows:

1. Workers at the Ministry of Home Affairs' Directorate General of Regional Financial Development do not perform significantly worse or better because of their work environment (X1).
2. Work discipline (X2) has a big impact on how well Ministry of Home Affairs employees perform in the Directorate General of Regional Financial Development.
3. Employees of the Ministry of Home Affairs' Directorate General of Regional Financial Development do not significantly suffer from work stress (X3).
4. The work environment, work discipline, and work stress all have an impact on performance (Y) for employees of the Ministry of Home Affairs' Directorate General of Regional Financial Development.

## **FURTHER RESEARCH**

This research still has limitations so further research needs to be done on this topic “The Influence of Work Environment, Work Discipline, and Work Stress on Employee Performance of the Directorate General of Regional Financial Development, Ministry of Home Affairs”.

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