

Impact Of The Workplace Environment And Employee Performance

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Abstract

The purpose of this study was to determine how environmental factors and workplace stress affected employee performance at Hotel SantikaGarut. The sample for the study consists of 101 workers of Hotel SantikaGarut. The nonprobability sampling or saturated sampling approach used in this study included a sample of 54 Hotel SantikaGarut employees. When analysing data, descriptive and statistical analysis techniques are also used. and methods for collecting information, such as surveys, interviews, and documentation studies. The results of the study show a strong connection between the work environment at Hotel Santika Garut and employee performance. The work environment at Hotel Santika Garut is the main element influencing employee performance.

Say Key: Stress Work, Environment Work, Performance

INTRODUCTION

Garut is one of the top tourist destinations on the island of Java as it develops as a tourist attraction in West Java. Naturally, the city of Garut is extremely sensitive to social change and modernisation on a variety of levels because it is a popular tourist destination. Garut has become a popular tourist destination because of one sector that is particularly responsive to social change and modernisation, namely the hospitality industry. One example of corporate hospitality is the Hotel SantikaGarut.

Private enterprise Hotel SantikaGarut provides hotel services. As a business engaged in the service industry, it is expected that the business will be able to offer the highest level of service to clients that utilise the hospitality service. Additionally, a corporation expects its workers to produce their best work in the future to advance the organisation.

Based on customer reviews In light of the writer's summary and the data it supports, it is clear that management still needs to be improved in order for staff performance to rise and for reviews, ratings, and comments from customers to rise year after year.

However, being a privately owned business providing hospitality services, hotels SantikaGarut actually prioritise and protect employee performance to ensure that customers are satisfied at all times. Employee performance is a crucial area that needs to be continually, effectively, and efficiently improved in every organisation. in actuality, Hotel Hal The high rate of employee turnover is evidence of this. The following

information relates to Santika Hotels' staff turnover during the 2018–2019 fiscal year.

A less hospitable work environment may contribute to job stress because it is where employees of the organisation perform daily tasks. In general, parastress among hotel workers might happen at specific moments, such as at the time of level occupancy or at the level occupancy of a tall hotel at the moment. Work that is unstable or fluctuates, till the employee receives an incentive that is not in line with the variables that can make work stressful for the employee.

On the other hand, the workplace setting is an essential factor that can affect worker performance. The physical and non-physical surroundings of an employee while they are working, as well as any other factors, all have an impact on how well they perform at work. The more supportive the workplace is, the more the employees will be given on their good performance. On the other hand, an unsatisfactory work environment may make employees stressed out and interfere with their ability to focus or be enthusiastic about their work, which will have an impact on their discipline. Employee performance and quality will suffer at the organisation or corporation if employees are not reprimanded.

Employee performance is something that every person working for a firm is required to do well. staff performance has a direct impact on how close a firm is to achieving organisational goals. If staff performance is poor, the more far will suffer as a result. a firm from a goals-oriented organisation.

Theoretical Underpinnings Of Stress

stress Work is a difficulty that employees quite frequently encounter when at work in a company. Employee job stress can be brought on by a variety of factors. A worker must be more sensitive to how to fit into the work environment in the numerous circumstances that surround it in order to naturally overcome that issue. Since there are demands for efficiency and effectiveness in completing a task, the issue of work stress in the organisation is a significant symptom. Along with other things, work stress is a result of job satisfaction that didn't result in something tangible. kindly Simply put, stress is similar to something that concerns a person's interaction with their immediate environment. Whether the person is upset or not depends on how he interprets what happened while he was at work. Work stress, according to (Robbins 2006), is a stressed-out emotion experienced by employees. stress at work This can be seen in the symptoms of other unsteady emotions, a lack of calmness, a need for solitude, difficulty sleeping, excessive smoking, an inability to unwind, an increase in blood pressure, and digestive issues.

Elements That Affect Stress At Work

An individual's stress-inducing causes can be divided into two groups: those that come from within the person and those that come from beyond. Stress is caused by internal factors such as personality, mark, needs, ambitions, age, and health issues. Stress has two separate outside sources: stress that originates inside the organisation and stress that originates outside the organisation. Source stress comes from external organisations like the factor family, the public, and the factor finance. When compared to things like the workplace atmosphere, the work itself, and the factor group Work, employer, and career are all factors.

There are three categories of stressors that have a high potential for causing stress: Additionally, affect design structure Uncertainty in the workplace might also affect an employee's degree of stress. Business cycle changes are causing economic uncertainty. Employee stress is exacerbated by political unpredictability. Changes in technology are

the third environmental factor that can lead to stress because they can make an employee's skills and experience wear out quickly. Computer, system robotics, automation, and other similar innovations pose a threat to many people and make them feel threatened. (2) Factors related to the company These elements can be categorised into: Task demands: Elements that relate to a person's employment, such as the physical layout of the workspace, working circumstances, and job design (autonomy, task diversity, and degree of automation). Role demands: What is the role's weight? When employees are asked to do more than they have time for, overuse occurs. It exists. Role ambiguity occurs when employees are unsure of what to do and expectations for the role are unclear. Interpersonal demands, such as pressures imposed by coworkers, a lack of support from friends, and strained relationships, can be stressful. (3) elements individual factors Family issues, individual financial struggles, as well as a person's innate personality and character, make up a significant portion of personal problems. Relationship issues including severe disciplinary issues with children, broken relationships, and other life challenges can cause stress for workers who can become overworked. Economic issues brought on by a life style where people are constrained by greater pegs than poles cause stress in the workplace and interfere with focus.

Work Environment

According to Lussier (Nawawi 2003), an excellent internal organization's work environment is one that its members may perceive over time. According to Sofyan Cikmat (Nawawi 2003), an organization's work environment is made up of a number of aspects of the working circumstances that may be assessed using the shared perspectives of the people who live and work there. According to this definition, the workplace environment is everything that is present around an employee's place of employment that influences how well they complete their work. In an organisation, work environment concerns are highly significant. In this situation, a needed arrangement or arrangement factors environment Engage in maintenance activity management.

Factors Affecting Environment and Work

(Nawawi 2003) lists the following factors that have an impact on the workplace:

- (1) Physical conditions (working conditions) are those that exist in the workplace, such as lighting conditions. Work, use of colour, placement, air temperature, cleanliness, and motion in the room.
- (2) The employee can feel but not see or touch non-physical circumstances (work climate) as a result of how they perceive their workplace. The leader has the power to influence the working environment, hence the leader must possess this skill. The quality of an employee's job will also be positively impacted by a positive work environment. The attitudes and actions of employees in creating connection have an impact on the work climate.

Performance-Based Hire

Factor major How well a good person can perform their job is measured in relation to an objective firm. Performance is the outcome of an employee's efforts over a predetermined period of time in comparison to numerous options, such as standards, targets, or criteria that have been decided upon in advance and have been mutually agreed upon. Additionally, performance can inspire workers to keep growing as individuals in addition to serving as a tool for achieving organisational goals. This is corroborated by (Sofyandi 2008), which claims that performance is a good tool for both developing and motivating employees in addition to evaluating employee performance. Performance is a

measurement instrument, and companies use it to develop potential employees and fulfil organisational goals.

Employee Performance Types

(Robbins 2006) claims that practically all methods of gauging performance take the following factors into account: (1) Quantity, or the quantity that needs to be resolved or attained. Quantitative measurements include computation results from processes or implementation activities. This had to do with the volume of work that was produced. Quality, that is quality that must be produced (whether it is good or not). The results of qualitative measurements show the "level satisfaction" of the measurement, or how effective the solution is. It has to do with the output form. (2) Accuracy of time, which is in conformity with the scheduled time. The measurement of timeliness differs from quantitative measures in that it determines the correctness of the timing of an action.

METHOD

Study This was carried out at the Hotel SantikaGarut, which is located at 328 Road New Cipanas in Garut, North Java. The study was carried out between February and July of 2019. A quantitative data analysis approach is used in this investigation. According to Rusiadi and Nur Subianto (2014), quantitative data can be either numerical or qualitative data that has been scored. 101 people who work at Hotel SantikaGarut make up the study's population.

The Findings And Discussion

Test Good Data

Test Validity (A).

Through the correlation of each question, the validity of each independent instrument is tested. the bare minimum To determine if a question is valid or invalid, compare the r count to the r table at 0.254 (look at table r) in cases when the r count is greater than the r table.

Table 2 : Test Results Validity

No	Mark rcount			Value rtable	Description
	stress Work	Environment Work	Performance employee		
1.0.540	--	0.579	0.666	0.254	Valid
2.	0.624	0.599	0.457	0.254	Valid
3.0.540	--	0.623	0.697	0.254	Valid
4.	0.572	0.556	0.457	0.254	Valid
5.0.547	--		0.657	0.254	Valid
6.	0.668		0.697	0.254	Valid

As can be seen from the table above, each statement item for each indicator has a value rcount that is higher than the rtable value, indicating a significant correlation between the statement items and the outcomes test validity for each indicator in each stated variable.

Reliability of Tests

If the estimated Cronbach alpha value is greater than the tolerance for Cronbach alpha (0.6), the instrument is deemed to be trustworthy. the following findings of a study on dependability This:

Table 3. Reliability Of Test Results

Variable	Cronbach Alpha	Information
stress Work (x1)	0.836	Reliable
Environment Work (x2)	0.783	Reliable
Performance employee (y)	0.829	Reliable

Mark cronbach alpha on Table 4 of the results of the reliability test indicates that the entire variable is larger than 0.6 so that the study's questionnaire. This is supposedly trustworthy.

Test Analysis 2. Double Regression Linear

The purpose of multiple linear regression analysis is to ascertain if the independent variables stress at work (X1) and work environment (X2) have any bearing on the dependent variable performance (Y), as well as whether each dependent variable has a positive or negative impact on the independent variable.

Results Data coefficient Regression (Table 5)

Coefficients ^a					
Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	1980	1657		1,195	.237
stress Work	-.083	.177	-.077	-.467	.642
Environment Work	1,489	.255	.968	5,846	.000

dependent Variables: Performance Employee

Based on the table above, it can be obtained that the work stress regression coefficient (b_1) = -0.083, coefficient work environment regression (b_2) = 1.489 and the regression constant $a = 1.980$, so the equation form for regression analysis linear double that is: $Y = 1,980 - 0.083 X_1 + 1.489 X_2 + e$, in where:

1. If all something on variables independent considered constant so mark career development (Y) is 1.980
2. If stress Work Keep going increase as big 1 unit so performance employee (Y) will decrease of 0.083
3. If environment Work improved as big 1 unit so performance employee (Y) will increase of 1.489
4. Influence stress Work to performance employee is negative
5. Influence environment Work to performance employee is positive

1. Influence stress Work To Performance Employee

Based on the analysis of the data in the study, it can be seen that there is a significant influence significant between stressed Work to performance employee. Matter This can seen from results calculation test t where $t_{count} = -0.467 < t_{table} = 1.671$ with a significant value of $0.642 < 0.05$, so H_a is rejected and H_o is accepted, meaning that work stress (X1) has a significant negative effect on performance employee (Y). This explains that if work stress increases it will reduce potency employee performance and vice versa if work stress decreases it will increase performance potential employee. From the results of this study it can be concluded that the job stress variable is broadly own influence negative to performance employee, Because If stress Work increase so potential employee performance will tend to decrease. Conversely, if work stress decreases, the potential performance employees will increase.

2. Influence Environment Work Against Performance Employee

Based on data analysis, it can be seen that there is an influence on the work environment employee performance. This can be seen from the results of the calculation of the training tcount value of $5.846 < 1,671$ (t table) Then mark significant $0.000 > 0.05$, so that H_a accepted And H_0 rejected, It means

environment Work (X2) influential positive And Enough significant to performance employee (Y). Matter This strengthen view that environment Work will influence performance employee.

3. Influence stress Work And Environment Work To Employee performance

Based on analysis data, can is known that exists influence between stress Work And work environment on employee performance. This can be seen through the F test from the calculation results F test where $F_{count} = 116.420 > F_{table} = 3.16$ with a significant value of $0.000 < 0.05$, which means H_a accepted and H_0 rejected. So it can be concluded that the variable work stress (X1) and the environment work (X2) has a positive and significant effect on employee performance (Y), and also *simultaneously* (F test) shows work stress and work environment together have an effect on employee performance of 80.3%, while the remaining 19.7% is influenced by other variables that are not researched. The performance is the result of work in quality and quantity achieved by a person employee in carrying out their duties accordingly with responsibility each in achievement organization goals. Performance very employee closely related to attitude employee against work, work situation, self-control, collaboration between leaders employee as well as collaboration between employees. This shows that employee performance as a result with environment Work. Thus various motives so that employees can excel is can influenced by the trust factor from superiors, work environment factors and internal work stress factors each individual employee.

CONCLUSION

Based on the results of research that has been done in this study, it can be drawn the following conclusions: (1) work stress partially has a significant negative effect on employee performance. This can be shown from the tcount value of work stress of $-0.467 < 1,671$ (t table) then a significant value of $0.642 > 0.05$, so H_a is rejected and H_0 accepted, that is stress Work (X1) own influence negative And significant to performance employee (Y). (2) Work environment partially has a significant positive influence on employee performance. Work environment ttable value of $5.846 > 1.671$ (ttable) then a significant value of $0.000 < 0.05$, so that H_a is accepted and H_0 is rejected, meaning that the work environment (X2) has a positive influence and quite significant on employee performance. (3) Simultaneous work stress and work environment has a significant influence on employee performance. This can be seen through the F test of F test calculation results where $F_{count} = 116.420 > F_{table} = 3.16$ with a significant value of $0.000 < 0.05$, which means H_a is accepted and H_0 is rejected. So it can be concluded that the variable work stress (X1) And environment (Dharmas, 2001) only Work (X2) influential positive And significant to performance employee (Y), and also *simultaneously* (F test) shows work stress and work environment significantly together influential to performance

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