The Influence of Stress, Discipline and Environment on Employee Performance in Emporio Architects Bali
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Abstract:
Purpose: This research examines and analyzes the influence of work stress, work discipline and work environment on employee performance.

Methodology:
This research was conducted at Emporio Architect Bali with a sample of 57 respondents, who were taken using saturated sampling techniques. All data obtained from the distribution of the questionnaire is suitable for use. The data was then analyzed using multiple linear regression and hypothesis testing (t-test and F-test).

Findings:
The research results show that work stress, discipline and environment positively and significantly affect employee performance at Emporio Architect Bali. Work stress negatively and significantly affects employee performance at Emporio Architect Bali. It means that the more work stress increases, the more employee performance at Emporio Architect Bali decreases. Work discipline positively and significantly affects employee performance at Emporio Architect Bali. It means that the more work discipline increases, the more employee performance at Emporio Architect Bali will increase. The work environment positively and significantly affects employee performance at Emporio Architect Bali. It means that the better the work environment is, the more employee performance at Emporio Architect Bali will increase.

INTRODUCTION

Human resources play an essential role both individually and in groups. They are one of the main drivers for smoothly running organizational activities. Even a company's progress and decline are determined by its human resources. So, every activity carried out by the company requires employees who can work well.

Employee performance greatly influences an organization's success. If employee performance is good, company performance will increase. Conversely, if employee performance is poor, it can cause a decline in employee performance. Human resources are the company's most important assets because they implement policies and operational activities.

Emporio Architect is an architectural services consulting company that provides design services. It was founded in 2006 under the name CV. Emporio Architect, then in 2011, CV. Emporio Architect changed its name to CV. Renon Property is expanding its business into property agency and construction but still using Emporio Architect as its architectural division. Emporio Architect utilizes classy art and high technology to create three dimensions (3D) that are close to reality with accurate scale sizes, making it easier for clients to understand what a building will look like even before it is built. Difficulties in carrying out work are also often found among Emporio Architect Bali employees, so employees can only complain about the discrepancy between job demands and actual requirements. The stress experienced by employees can prevent them from focusing, resulting in poor and less-than-optimal results for the company. Based on previous research, it can be concluded that there is a...
research gap, namely the influence of work stress carried out (Setyawati et al., 2018). It is said that the influence of work stress significantly negatively affects employee performance. However, research by Elizar and Tanjung (2018) and Antonita and Amalia (2019) shows that work stress positively and significantly affects employee performance.

Apart from work stress, work discipline also dramatically influences employee performance, where the level of human resource discipline can be used as a benchmark for the achievement and work productivity that employees can achieve, which ultimately influences the company's expected goals. This level of discipline is one of the most essential functions of human resource management activities. It must be given more attention because the better the employees' discipline, the higher the work performance they can achieve. From the explanation of the results of previous research, it can be concluded that there is a research gap, namely the influence of work discipline carried out by Hasibuan and Silvya (2019), which states that the influence of work discipline has a positive and significant effect on employee performance. However, research (Sari et al., 2023) has shown that work discipline does not significantly affect employee performance.

Resources are the company's most important assets because they implement subjects for company policies and operational activities. For a company to continue to exist, it must have the courage to face challenges and their implications, namely, facing change and winning the competition. The employee absenteeism level at Emporio Architect Bali in 2022 fluctuates monthly, with an average absence of 0.44%. According to (Mudiartha et al. and Dwipayana & Sariyathi, 2018), an absenteeism rate of 2% to 3% is considered good, and above 3% to 10% is considered high, so companies must pay more attention to their employees. Emporio Architect Bali's employee absenteeism rate of 0.44% is low. However, such an absenteeism rate cannot guarantee good employee performance because employees still arrive late and use their lunch breaks beyond the time limit determined by Emporio Architect Bali.

The work environment also influences the behavior of employees; this can disrupt employee morale and concentration, which results in a decrease in the quality of employee work. The work environment's physical and non-physical aspects must be considered to promote the accomplishment of corporate goals. The physical work environment is all things related to employees that support work processes and the non-physical environment, namely good relationships and cooperation between leaders and subordinates and those with the same position in the company.

Dharma Laksana, a designer at Emporio Architect Bali, also added that there needs to be more parking space for employees because Emporio Architect's location is in a residential area, which means employees need time to find parking. The next problem is that the AC needs to be warmer to make employees feel uncomfortable, and there needs to be more lighting, which causes eye strain. Plus, employees work in front of laptops and computers, which increases eye strain.

Dharma Laksana added that the decline in employee performance at Emporio Architect Bali occurred due to the decline in the quality and quantity of employees. Workers often needed to achieve targets, which disappointed some clients. They were less satisfied with the services from Emporio Architect Bali, preferring to use the services of competing companies. From this explanation, there was a gap in performance towards the realization target, so it attracted my attention to researching the factors that influence the performance of Emporio Architect Bali.

**Job Stress.** According to Pandi (2018), work stress is a condition that arises due to interactions between individuals and their work, where there are mismatches in characteristics and unclear changes within the company. According to (Wijono in Adinugroho 2019), stress is a condition resulting from an individual's subjective appreciation of the work environment, which can threaten and put pressure psychologically, physiologically and on the individual's attitude.
Work Discipline. According to Yektı (2020), discipline is behavior and actions that respect each other and obey the company’s written and unwritten regulations. It can also carry out and accept sanctions if employees violate regulations within the company or agency.

Work Environment. According to Eliyanto (2018), the work environment is everything around the employee that influences him in carrying out and completing the tasks given to him in an area. Sedanmayanti (2018) explains that the work environment is divided into two: the physical work environment, which includes physical assets owned by the company and the non-physical work environment, which is part of the overall work environment and includes things such as the behavior of people in the organization.

Employee Performance. According to Wijaya (2018), performance is work performance or work results in terms of quality and quantity an employee achieves in carrying out his duties following his responsibilities. According to Afandi (2018:83), Performance is the work result that a person or group can achieve in a company following their respective authority and responsibilities to achieve organizational goals illegally without violating the law or conflicting with morals and ethics.

METHODS
This research was conducted at Emporio Architect Bali, Piakan Indah Mesari Housing, Jalan Piakan I No.18A, Batubulan, Kec. Sukawati, Gianyar Regency, Bali. The population used in this research is all employees at Emporio Architect Bali for 2022, so the calculation is 57 people. The sample in this research amounted to 57 people in 2022. The type of data used in the research is quantitative data. Based on the data source, the data used in this research is primary and secondary data. The data analysis technique used is multiple linear regression analysis.

RESULTS AND DISCUSSION
The results of the normality test show that the Kolmogorov-Smirnov value is 0.200 <0.05, meaning that the data is usually distributed. The results of the multicollinearity test show that the independent variable has a tolerance value of more than 0.10, and the independent variable has a VIF value of less than 10. Therefore, the regression model is free from symptoms of multicollinearity. Meanwhile, the results of the heteroscedasticity test did not occur heteroscedasticity in the regression model. The regression analysis results using the Statistical Program of Social Science (SPSS) version 26.0 can be seen in Table 1 below.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Regression Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Stress (X₁)</td>
<td>-0.423</td>
<td>-3.963</td>
<td>0.000</td>
</tr>
<tr>
<td>Work Discipline (X₂)</td>
<td>0.302</td>
<td>2.857</td>
<td>0.006</td>
</tr>
<tr>
<td>Work Environment (X₃)</td>
<td>0.197</td>
<td>2.217</td>
<td>0.031</td>
</tr>
</tbody>
</table>

(Constant): 14,099 F
Statistics: 28,234
Sig F: 0.000
R²: 0.593
R: 0.784

Source: Processed data (2024)
From the results of the multiple linear regression analysis in Table 1 above, the regression equation can be prepared as follows:

\[ Y = 14,099 - 0.423X_1 + 0.302X_2 + 0.197X_3 \]

\( x = \) Constant value of 14.099, meaning that if work stress \( (X_1) \), work discipline \( (X_2) \) and work environment \( (X_3) \) are equal to zero, then employee performance is 14.099.

\( X_1 = -0.423 \) indicates that work stress hurts employee performance; if work stress increases, employee performance will decrease.

\( X_2 = +0.302 \) shows that work discipline positively affects employee performance. If work discipline increases, employee performance will increase.

\( X_3 = +0.197 \) indicates that the work environment positively affects employee performance; if the work environment is good, employee performance will increase.

Based on the F test (simultaneously), \( F_{\text{count}} (28.234) > F_{\text{table}} (2.78) \) is obtained with the significance value of \( F \) being 0.000 < 0.05, so \( H_0 \) is rejected. It means that the variables work stress \( (X_1) \), work discipline \( (X_2) \) and work environment \( (X_3) \) simultaneously have a significant effect on employee performance \( (Y) \) at Emporio Architect Bali, with a value of \( R^2 = 59.3\% \), which means that it is 59.3\% of employee performance at Emporio Architect Bali is influenced by work stress variables \( (X_1) \), work discipline \( (X_2) \) and work environment variables \( (X_3) \). In comparison, the remaining 40.7\% is influenced by other variables not examined in this research.

The effect of work stress on employee performance was obtained by \( t_{\text{count}} (3.963) < t_{\text{table}} (2.006) \) with a significance level of 0.000 < 0.05 so that \( H_0 \) was rejected and \( H_a \) was accepted, which means that the work stress variable had a significant adverse effect on employee performance at Emporio Architect Bali. The regression coefficient \( \beta_1 \) (work stress variable) is -0.423, indicating that the more work stress increases, the more employee performance at Emporio Architect Bali decreases. According to Pandi (2018), work stress is a condition that arises due to interactions between individuals and their work, where there are mismatches in characteristics and unclear changes within the company. According to Wijono in Adinugroho (2019), stress is a condition resulting from an individual's subjective appreciation of the work environment, which can threaten and put pressure psychologically, physiologically and on the individual's attitude. The results of this research align with research conducted by Novita Wahyu Setyawati (2018) and Nadia Antonita Christy (2019), which states that work stress has a negative and significant effect on employee performance.

The influence of work discipline on employee performance was obtained by \( t_{\text{count}} (2.857) > t_{\text{table}} (2.006) \) with a significance level of 0.006 < 0.05 so that \( H_0 \) was rejected and \( H_a \) was accepted, which means that the work discipline variable had a significant positive effect on employee performance at Emporio Architect Bali. The regression coefficient \( \beta_2 \) (work discipline variable) is 0.302, indicating that the greater the work discipline, the greater the employee performance at Emporio Architect Bali. According to Yekti (2020), discipline is behavior and actions that respect each other and obey the company's regulations, both written and unwritten, and can carry out and accept sanctions if employees violate regulations within the company or agency. Good discipline reflects a person's sense of responsibility for the tasks. It encourages enthusiasm for performance, work enthusiasm, and realizing the goals of the agency, employees and society. Therefore, every manager always tries to ensure his subordinates have good discipline. A manager is said to be effective in leadership if his subordinates are well-disciplined. The results of this research align with research conducted by Novita Wahyu Setyawati (2018) and Jasman Saripuddin Hasibuan (2019), who stated that work discipline has a positive and significant effect on employee performance.

The influence of the work environment on employee performance was obtained by \( t_{\text{count}} (2.217) > t_{\text{table}} (2.006) \) with a significance level of 0.031 < 0.05, so that \( H_0 \) was rejected and \( H_a \) was accepted, which means that the work
environment variable had a significant positive effect on employee performance at Emporio Architect Bali. The regression coefficient $\beta_3$ (work environment variable) is 0.197, indicating that the better the work environment, the greater the employee performance at Emporio Architect Bali. According to (Eliyanto, 2018), the work environment is everything around the employee that influences him in carrying out and completing the tasks given to him in an area. Rusdiansyah in Sukoco, 2018:524, explains that the work environment is an applied science used to study things related to the comfort, efficiency and safety level in designing the workplace to satisfy employees' physical and psychological needs in the office. The results of this research align with research conducted by Elizar Elizar (2018) by Andi Irwan (2021), which states that the work environment has a positive and significant effect on employee performance.

CONCLUSION

2. Work stress negatively and significantly affects employee performance at Emporio Architect Bali. It means that the more work stress increases, the more employee performance at Emporio Architect Bali decreases.
3. Work discipline positively and significantly affects employee performance at Emporio Architect Bali. This means that the more work discipline there is, the more employee performance there will be.
4. The work environment positively and significantly affects employee performance at Emporio Architect Bali. It means that the better the work environment, the higher the employee performance at Emporio Architect Bali will be.

Suggestion.

1. Work stress at Emporio Architect Bali is relatively high, but the work stress variable with the highest average score states, "The tasks given are too excessive, so the workload I feel is high." Therefore, you should give tasks comparable to rewards so employees feel more challenged.
2. Overall, the work discipline at Emporio Architect Bali is quite good. However, the work discipline variable with the lowest average score has a statement that reads, "My presence every day is according to the time determined by the company." Therefore, Emporio Architect Bali should provide strict sanctions in the form of warning letters for employees who do not comply with company regulations.
3. The work environment at Emporio Architect Bali is quite good overall. However, the work environment variable with the lowest average score states, "The air temperature in my workspace provides comfort." Therefore, you should install adequate ventilation in employee workspaces to smooth the air temperature.
4. Overall, employee performance at Emporio Architect Bali is quite good. However, there is a statement on the employee performance variable with the lowest average score: "The level of work volume I produce is in line with the company's targets." Therefore, Emporio Architect Bali should compensate employees who excel to increase employee enthusiasm for work.

REFERENCE


