



Analysis of Work Environment and Work Stress on Work Productivity PT. MSM

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ABSTRACT

The purpose of this study was to determine the effect the work environment and work stress on work productivity at PT.MSM either partially or simultaneously. The method used is descriptive explorative. The population in this study were all employees who totaled 40 people at PT.MSM Medan. Because the total population of less than 100 people, the number of samples taken throughout the population (saturated sample) as many as 40 people. Data analysis techniques using multiple linear regression analysis, the determinant test, F test and t test. Results of the study resulted in an equation an equation: $Prod = 2,092 + 0,965LinKER - 0,433Stres$. Test Results Adjusted R Square obtained a value of 0.963, this figure illustrates that the variation of the rise and fall of labor productivity variable value of 96,3% is determined by the work environment variables and work stress while the remaining 3,7% is influenced by variables that did not participate in the research study such as compensation, motivation and others. Simultaneously working environment and work stress were significant effect on work productivity at PT.MSM Medan, is evident from the test results simultaneously obtained value of F (548,07) with a significant level of 0.00 is smaller than alpha (0.05). Partially, the working environment have a significant effect on work productivity at PT.MSM Medan, where the partial results obtained for the work environment variable is 31,966 with significance level (0.000) is smaller than 0.05, while work stress has significant effect too on productivity known work of the partial test results obtained yield was -8,646 with significance level (0.000) smaller than 0.05.

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1. Introduction

Employees for the company are the most important asset in driving its operations. Employees have different work productivity but employee performance increases or decreases depending on several factors that influence it. One of the most influencing factors for employee work productivity is the work environment. Often an employee who has high work ability, high discipline but is not supported by a conducive work environment can result in a decrease in employee productivity due to a noisy work environment resulting in the employee unable to concentrate at work. Employees really need a work environment that is far from noise. Employee work comfort is one of the factors driving employee productivity which should always be respected and strived for by every company. The company's work environment is conducive so that the relationship between employees and employees and the relationship between employees and superiors is good. However, there are a handful of employees who feel jealous which creates a less conducive work environment where these employees disturb other employees so that other employees experience a decrease in work productivity. From the

explanation above, it can be said that the work environment is very influential for employee productivity to decrease or increase. A comfortable and conducive work environment needs to be created in order to increase employee productivity.

The existence of work environment factors have a relationship in supporting employee work productivity. Stressed employees cannot think clearly and well so that their duties and responsibilities are neglected. These demands that cannot be controlled by each employee will cause tension within the employee and if it cannot be overcome, the employee will experience stress.

Stress is a dynamic condition in which an individual is confronted with an opportunity, constraint or demand related to what he or she desires most and whose outcome is perceived as uncertain and important. Stress is not always bad for individuals. Stress is referred to in a negative context, and has positive values especially when it offers a potential gain. All kinds of stress are basically caused by people's ignorance of their own limitations.

2. Methods

The work environments in the tire manufacturing plants are monitored by employers in order to meet Korean regulations every 6 months. The employer in this case study had monitored the total particulates, organic solvent, and noise levels. All of these values were low, compared to the Korean Occupational Exposure Levels. Several [1].

The work environment is divided into two forms, namely physically in the sense that all conditions around the workplace will affect employees either directly or indirectly. On the other hand, the non-physical work environment is all conditions that occur related to work relationships, both relationships with superiors and relationships with fellow coworkers, or relationships with subordinates. Based on these understandings, it can be said that the non-physical work environment is also called the psychological work environment, namely the conditions around the workplace that are non-physical. This kind of work environment cannot be captured directly with the human senses, but its existence can be felt. So, the non-physical work environment is a work environment that can only be felt by feelings. Several factors that can influence the formation of a working environment condition are related to the ability of humans/employees;

- a. Lighting/lighting in the workplace.
Light or lighting is very useful for employees in order to get safety and smooth work, therefore it is necessary to pay attention to the existence of bright but not dazzling lighting.
- b. Temperature/air temperature in the workplace.
Under normal circumstances, each member of the human body has a different temperature. The human body always tries to maintain a normal state, with a perfect body system so that it can adapt to changes that occur outside the body.
- c. Humidity at work.
Humidity is the amount of water contained in the air, usually expressed as a percentage.
- d. Air circulation in the workplace.
Dirty air can be felt with shortness of breath, and this should not be allowed to last too long, because it will affect the health of the body and will accelerate the process of fatigue.
- e. Noise at work.
One of the pollutions that is quite busy for experts to overcome is noise, which is sound that is not desired by the ear. Not desirable, because especially in the long term the sound can disturb the peace of work, damage hearing, and cause communication errors, even according to research, serious noise can cause death.
- f. Mechanical vibration at work.
Mechanical vibration means vibration caused by mechanical devices, some of which reaches the employee's body and can cause unwanted effects.
- g. Smells at work
The presence of odors around the workplace can be considered as pollution, because it can interfere with concentration at work, and odors that occur continuously can affect olfactory sensitivity.

- h. Coloring at work
Color management in the workplace needs to be studied and planned as well as possible. Coloring can not be separated from the arrangement of decorations.
- i. Decoration at work
Decoration has to do with good color planning, therefore decoration is not only related to the decoration of the workspace but also has to do with how to arrange the layout, colors, equipment and others for work.
- j. Safety at work
In order to keep the place and conditions of the work environment safe, it is necessary to pay attention to safety at work. A good work environment and climate will encourage employees to enjoy working and increase their sense of responsibility to do a better job leading to increased productivity (Sedarmayanti 2011).
- k. Work Stress
Work-related stress is a cognitive, emotional, behavioral, and psychological response to aversive and apprehensive features of work, work environments, and work administration. It is a health and safety risk among employees working in different sectors and organizations, including the banking sector. It decreases workers' productivity in the banking sector as workers' performance can be deferred by high levels of stress faced in the work atmosphere [2].

Job stress is a condition of tension that refers to a physical and psychological imbalance, which affects the emotions, thought processes, and conditions of an employee so that it will affect the results of his work. (Rivai 2009)

Stress is external demands on a person, for example objects in the environment or an objectively harmful stimulus. Stress is also commonly interpreted as pressure, tension or unpleasant disturbances that come from outside a person. Symptoms of stress in the workplace can be shown by several things as follows:

- a. Low job satisfaction.
- b. Decreased performance.
- c. Passion and energy are lost.
- d. Communication is not smooth.
- e. Bad decision making.
- f. Lack of creativity and innovation.
- g. Wrestle on unproductive tasks.

The factors that cause employee stress are as follows (Fathoni 2006):

- a. Difficult and excessive workload.
- b. Unfair and unfair leadership pressure and attitude.
- c. Less time and work equipment.
- d. Conflicts between individuals and leaders or work groups.
- e. Too low a payback.
- f. Family problems such as children, wife, in-laws, and others.
- g. The Relationship between Work Stress and Work Productivity

There was an overall increase in order verification productivity when working from home. Inpatient pharmacists, on average, verified 152 orders per day from home and 133 orders per day onsite. Infusion pharmacists, on average, verified 144 orders per day working from home and 117 orders per day working onsite. Fifty-nine percent of pharmacists reported preferring the mix of onsite and home workplace setting and noted little change in workflow. In addition, 57% of the pharmacists perceived themselves as being more productive, 32% as maintaining the same level of productivity, and 10% felt that they are less productive when working from home [3].

Job stress and job satisfaction are important factors affecting workforce productivity. This study was carried out to investigate the job stress, job satisfaction and workforce productivity levels, examine the effects of job stress and job satisfaction on workforce productivity and identify factors associated with productivity decrement among employees of an Iranian petrochemical industry [4].

The majority of studies to date have focused on the effects of work stress in the nursing environment, with the effect of personal stress in nursing being less explored. This study sought to determine whether personal stress is a more significant predictor of burnout, job satisfaction and general health than work stress. Of the 1200 nurses randomly selected to participate in the study, 895 agreed to complete six questionnaires over 3 weeks. Data was analysed using hierarchical multiple linear regression. Findings revealed that personal stress is a better predictor of burnout and general health than job satisfaction, which is better predicted by work stress. The findings of this study could inform potential solutions to reduce the impact of personal and work stress on burnout, job satisfaction and general health. Coping strategies and staffing strategies need to be evaluated within developing contexts such as South Africa to ascertain their effectiveness [5].

During the latter part of the 20th century, work stress became an important societal issue and a huge amount of scientific attention went to studying it. This paper examines the process of formulating and defining the concept of work stress in the occupational health sciences and in industrial and organizational psychology from the early 1960s to the late 1990s. The empirical material of the study encompasses 108 scientific articles, books, book chapters, 'state of the art' reviews, book reviews, and written conference presentations. The data are analysed in the frameworks of historical sociology, critical psychology, and the anthropology of knowledge. We argue that work stress as a life-structuring concept gained ground in psychosocial and occupational health sciences (and also in lay understanding) in the 1960s simultaneously with the rise of social reformist movements that called for fundamental changes emphasizing democratic and human-orientated work organizations and socially responsible values. With the passing of time, however, the focus on structural improvement of work life waned and the emphasis shifted towards the apolitical occupational health aspects of work stress [6].

Complex industrial systems, including mining, have a prominent challenge in understanding the interrelationship among the cognitive processes, working environment and available equipment. The concept of cognitive work analysis (CWA) transcends the traditional analytic methods of evaluating human tasks solely based on perceptual and physical traits, and rather implements the notions of behavioral and cognitive awareness indispensable for the intricacy of modern technology. In the last few decades, academic and industrial settings employ this type of analysis to set a suitable standard for a system's safety feasibility, and as a result reduce human-based errors [7].

Sleep duration and quality were significantly impaired among those who worked overtime (54% of the participants) relative to those who worked only 12-h shifts. A linear relationship was found between long overtime hours and short sleep duration; personnel who worked >33 h/week overtime reported <6 h/day sleep. Significant interactions were also found; sleep duration was negatively related to job demands, and positively related to supervisor support, only among personnel who worked overtime. Poor sleep quality was predicted by the additive effects of overtime, low support and an adverse physical environment. These findings highlight the need to further examine the potential health and safety consequences of impaired sleep associated with high overtime rates offshore, and to identify the extent to which adverse effects of overtime can be mitigated by favourable physical and psychosocial work environment characteristics [8].

The independent variable included in this preliminary study is working environment and it consists of three dimensions which are supports, resistance or openness to change and personal outcome. A quantitative survey used to gather data on trainees perception on the three dimensions of work environment and its relationship with training transfer. The study also aims to assess the model on how motivation may moderate the relationship between these two variables [9].

This study examines the mediating roles of corporate social responsibility on the links between green marketing awareness and consumer purchase intentions. Data was analyzed using the partial least squares (PLS) approach for the analysis of structural equation models with SmartPLS computer program version 2.0. PLS results revealed that corporate social responsibility partially mediated the link between green marketing awareness and purchase intentions of the product. Consumers develop positive green marketing awareness based on the growing environmental knowledge. They were aware of the green marketing program of the retail store when they noticed that the store allocated specified space to sell eco-friendly products. Furthermore, the companies make their green marketing activities

known to the publics by distributing eco-friendly fliers which helps to increase sales revenue, raise consumer awareness, and develop greater intention to purchase the products [10].

The purpose of this study is to determine the relationship between change in management and managing strategies, leadership styles and technological innovation. The data are collected from 167 employees of Samsung, Rocket Internet, Apple Inc., and Google, through the questionnaire. The employees represent different job levels, i.e., managerial and non-managerial. Statistical tools, such as reliability test of Cronbach's Alpha, descriptive statistics, correlation and linear regression were applied on data. By using the linear regression estimation statistic, the study provides evidence that there is a significant relationship between change in management and managing strategies, as well as technological innovations [11].

Considering of today's unstable economic environment, required the organization to have proactive and committed employees in performing higher standard of job performance in order to successfully survive and compete with other competitors. Employees' job performance is one of the crucial elements that provide both goals and methods to achieve organizational mission. In view of this, effective leadership plays an important role on how the leaders response to employee in the working environment. Leaders who have an understanding of how individuals' personalities differ can use this understanding to improve their leadership effectiveness and lead to improve employees' job performance. The findings of this study revealed that leader's personality traits are closely related with employees' job performance [12].

The banking industry has been rapidly developing the use of Internet banking as an efficient and viable tool to create customer value. It is one of the popular services offered by the traditional banks to provide speedier and reliable services to online users . With the rapid development of computer technology as a commercial too Internet banking can be used to attract more customers to perform banking transactions in related banks. However, the main problem of Internet banking faced by the providers is that a large number of the banks' customers are not willing to use the Internet banking services offered. This happened due to the services offered through Internet banking have yet to satisfy their customers. Customer satisfaction is an important factor to help banks to sustain competitive advantages. Therefore, the purpose of this research is to search and examine the factors which influence customer satisfaction towards Internet banking [13].

For many organizations, attending and organizing an event are perceived as being essential, because it is necessary to do business, to advance one's career, or because it is required by one's job. Conferences have a tremendous effect both to the organizers and the attendees. Therefore, it is paramount for an organization to appreciate the importance of memorable experience provides and gains in a conference. Many event organizers, especially those that hold conferences on a national or international level, have to understand the multiple and sometimes complex dimensions used by attendees in assessing the performance of the conference, and in their intentions to revisit or recommend the conference to others [14].

Employees' turnover commonly associated with employees' dissatisfaction. Apparently, employees' turnover is significant with employees' attitude and behavior. Demotivation will lead lower productivity, stress and conflict in workplace. Dissatisfied employees might decide to quit, voice out emotion or feeling, remain loyal or neglect the issue. Therefore, it is important to develop and ensure employees' job satisfaction to benefit individual and organization. The purpose of this study was to identify the reliability, validity and normality of the item measurement in determining the factors of job satisfaction. Factor analysis using principal component with varimax was conducted and the result identified four (4) factors known as benefit, co-workers' support, managerial support and work condition with support to the career development [15].

There has been a lack of interaction between the two sectors in which the penetration of Islamic financing among the Halal business operators was poor. The need to merge Islamic finance and Halal holistically by making Islamic finance part of the Halal production is essential. This leads to the purpose of this paper as to unravel the determinants of attitude and intention towards adopting Islamic financing from the perspective of the Halal entrepreneurs who are the non-users of Islamic

financing. The data of 205 entrepreneurs of Halal micro and SMEs were collected at Halal exhibitions via interviewer-administered questionnaire using a random sampling technique [16].

Understanding consumer's complaint behavior is vitally important as it enables the company to enhance customer satisfaction as well as their experience with the particular company. This paper aims to investigate the differences in income and complaint behavior among automobile repairs and service consumers in Shah Alam. Data for the study was collected using self-administered questionnaire among 400 respondents who sent their cars for servicing at eight selected service centers representing four top car brands sold in the country in 2011. Only those who had experience a service failure within the past twelve months with the respective service center were selected as respondents. They consisted of 60.8 percent female with an average of 28.5 years old and majority of the respondents had tertiary education level. The result indicates that, there is no significant different in consumer complaint behavior in term of respondent's monthly income [17].

Work-related stress has been identified as a health and safety risk worldwide which is determined by work organization, work design, and labor. In this case, companies need to implement good stress management within the company, because stress is an important problem because the situation can affect work productivity. Before a person can cope with stress, it is necessary to know the source of stress so that stress can be addressed directly from the source of the cause, in addition to overcoming the causes of stress, with good stress management can also overcome the impact that will be caused to oneself, others and the other environment. After knowing the source, the next step is to know the steps that can be taken to overcome stress so that the stress experienced by employees does not last long and will not interfere with their productivity.

Work productivity

Productivity is a mental attitude that always tries and has the view that a life today is better than yesterday and tomorrow is better than today. Furthermore, the factors that affect work productivity are:

- a. Knowledge
- b. The real knowledge and skills that underlie the achievement of work productivity.
- c. Skills
- d. Skills are operational technical abilities and mastery regarding certain fields of an employee nature.
- e. Ability
- f. Ability is formed from a number of competencies possessed by an employee.
- g. Attitude and behavior

There is a very close relationship between habits or attitudes and behavior. In measuring work productivity, an indicator is needed, namely as follows

- a. Ability
Have the ability to carry out tasks. The ability of an employee is very dependent on the skills they have and their professionalism at work. It provides power to complete the tasks assigned to them.
- b. Improve the results achieved
Strive to improve the results achieved. The result is one that can be felt both by those who do and those who enjoy the results of the work.
- c. Work spirit
This is an attempt to be better than yesterday.
- d. Self development
Self-development can be done by looking at the challenges and expectations with what is being faced.
- e. Quality
Quality is the result of work that can show the quality of an employee's work.
- f. Efficiency
Comparison between the results achieved with the overall resources used.

The nature of this research is exploratory descriptive research. Explorative research is research conducted to find causes or things that influence the occurrence of something. The purpose of

exploratory research is to see patterns, ideas or formulate hypotheses, not to test hypotheses. The focus of attention in exploratory research is to gain ideas and understanding of a problem so that further, more focused research can be carried out.

TABLE 1
VARIABLE OPERATIONAL DEFINITION

Variable	Operational Definition	Indicator	Measurement
Work environment (X1)	The physical work environment, in the sense of all the circumstances around the workplace, will affect employees either directly or indirectly	Noise level of work environment Lighting Noise Air circulation Security Work regulations Employee Relations	Likert scale
Work stress (X2)	Stress is something that concerns the interaction between the individual and the environment, namely the interaction between stimulation and response	Difficult and excessive workload. Unfair and unfair leadership pressure and attitude. Less time and work equipment. Conflicts between individuals and leaders or work groups. Too low a payback. Family problems	Likert scale
Work productivity (Y)	Productivity is a mental attitude that always tries and has the view that a life today is better than yesterday and tomorrow is better than today.	Ability to Improve the results achieved Morale Self development Quality Efficiency Work Capacity	Likert scale

Population and Research Sample The population in this study were all 43 employees at PT.MSM Medan. Because the total population is less than 100 people, the total population (saturated sample) is 43 people.

Data analysis technique

Multiple Linear Regression Analysis

Multiple Linear Regression Analysis is used to determine the effect of the independent variables Work Environment and Work Stress on the dependent variable of work productivity

Prod = a + b₁LinKer+ b₂Stres + e

Description :

Prod = Work productivity
a = Constant
b_{1,2} = Regression Coefficient
LinKer = Work Environment
Stress = Work Stress
E = Standard Error

Multiple Linear Regression Test

The data that has been collected is then tested for the following hypotheses:

- T test (Partial Test)**
The t-test was conducted to determine the significant effect of each dimension of the independent variable on the dependent variable.
- Test F (Unison)**
The F test (simultaneously) was carried out to test the significance of the effect of the dimensions of the independent variables simultaneously on the dependent variable
- Test of Determination (R²)**

- d.
- e. The coefficient of determination test is carried out to measure how much the ability of variance and independent variables can explain the dependent variable.

3. Result and Discussion

3.1 Result

a. Descriptive Statics Test

The results of descriptive statistical analysis can be shown in the following table:

Keterangan	Jumlah	(%)
Jenis Kelamin		
Laki-laki	32	74,42
Perempuan	11	25,58
Usia		
20-25 tahun	5	11,63
26-30 tahun	17	39,54
31-35 tahun	11	25,58
36-40 tahun	7	16,28
41-45 tahun	3	6,97
Tingkat Pendidikan		
SMA/SMK	23	53,49
Diploma	12	27,91
Sarjana S-1	8	18,60
Total	43	100,00

b. Multiple Linear Regression Results

Multiple regression hypothesis testing states that the work environment has a significant and positive effect on work productivity, while work stress has a significant and negative effect on work productivity at PT. MSM Medan. This is shown in Table 3. Multiple Linear Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients Beta
		B	Std. Error	
	(Constant)	2.092	1.306	
1	LinKer	.965	.030	.948
	Stres	-.443	.051	-.256

Dependent Variable: Prod

c. Data Processing Results

The constant value of 2.092 indicates that if the values of the independent variables consisting of the Work Environment (LinKer) and Work Stress (Stress) variables are equal to zero, the tomb of Productivity at CV Himudo is 2.092

The Work Environment Variable (LinKer) has a positive influence on Work Productivity, with a regression coefficient of 0.965, which means that if the Work Environment variable increases by 1 unit, then Work Productivity will increase by 0.965 units with the assumption that the Work Stress variable is constant.

With this positive influence, it means that the variables of the Work Environment and productivity have a unidirectional relationship. If the Work Environment variable is increasing, it will result in

increased productivity and vice versa if the Work Environment variable is decreasing then Work Productivity will be decreasing.

The work stress variable (X2) has a negative effect on productivity, with a regression coefficient of -0.433 which means that if the Work Stress variable increases by 1 unit, then Work Productivity at CV Himudo will decrease by 0.433 units with the assumption that the Work Environment variable (Linker) is constant.

With this negative influence, it means that the work stress variable and productivity have an inverse relationship where if the work stress variable increases it will result in decreased work productivity and vice versa if the work stress variable decreases then work productivity will increase.

d. Partial Test Results (t Test)

Partial test results can be seen in the following table:

TABLE 4					
T-TEST RESULTS (PARTIAL TEST)					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.092	1.306		1.602	.117
1 LinKer	.965	.030	.948	31.966	.000
Stres	-.443	.051	-.256	-8.646	.000

Dependent Variable: Prod

1). Data Processing Results

Based on the table above, the following results are obtained:

The value of the t-count for the work environment variable is 31,966 with a significant level (0.000) less than 0.05. Based on the results obtained, reject H0 and accept H1 for the Work Environment variable, thus, partially the Work Environment variable has a significant effect on work productivity at PT.MSM Medan.

The value of the t-count of the work stress variable is - 8,646 with a significant level (0.000) less than 0.05. Based on the results obtained, accept H0 and reject H1 for the work stress variable. Thus, partially the work stress variable is not significant to work productivity at PT. MSM Medan.

2). Simultaneous Test

Simultaneous test results can be seen in table 5. Based on the table, it is found that the F value is 548,107 with a significant level of 0.00 less than alpha (0.05). This indicates that the results of the study reject Ho and accept H3. Simultaneous test results prove that simultaneously the work environment and work stress have a significant effect on work productivity at PT. MSM Medan, with a significant level of influence. This means that the work environment and work stress determine work productivity at PT. MSM Medan.

TABLE 5						
F TEST RESULTS (SIMULTANEOUSLY)						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	520.675	2	260.33	548.10	.000 ^b
	Residual	18.999	40	.475		
	Total	539.674	42			

a. Dependent Variable: Prod

b. Predictors: (Constant), Stres, LinKer

e. Data Processing Results

Coefficient of Determination (R- Square), The coefficient of determination (R2) is used to measure the ability of the work environment and work stress research model (X2) to explain the work productivity variable at PT. MSM Medan.

Based on the table, the coefficient value of Adjusted R Square is 0.963. This shows that the ability of the research model (the influence of the Work Environment) and Work Stress (X2) to explain the

Work Productivity Variables at PT.MSM is 96.3%. While the remaining 3.7% is the influence of other independent variables not examined in the study.

TABLE 6
DETERMINANT COEFFICIENT TEST RESULTS (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.982 ^a	.965	.963	.68919

a. Predictors: (Constant), Stres, LinKer

b. Dependent Variable: Prod

3.2 Discussion

Based on the results of statistical tests, it can be clearly seen that partially all independent variables affect the dependent variable. The influence given by the two independent variables is positive for the Work Environment variable, which means that the better the conditions of the Work Environment, the higher the Work Productivity produced. Meanwhile, the work stress variable has a negative effect, which means that the higher the work stress that occurs in the employees, the lower the work productivity produced.

The results of hypothesis testing have also shown that there is a significant effect of the work environment on productivity at PT.MSM. which means that the Work Environment is an important factor in the efforts of the management of PT.MSM to increase the Work Productivity of its employees. Therefore, in strategies related to HRM, the Work Environment factor needs to get great attention for the development of Human Resource Productivity. The results of this study are in accordance with the results of previous research which states that the work environment has a positive and significant effect on productivity.

4. Conclusions

The results of hypothesis can we make conclusion have also shown that there is a significant effect of the work environment on productivity at PT.MSM. which means that the Work Environment is an important factor in the efforts of the management of PT.MSM to increase the Work Productivity of its employees. Therefore, in strategies related to HRM, the Work Environment factor needs to get great attention for the development of Human Resource Productivity. The results of this study are in accordance with the results of previous research which states that the work environment has a positive and significant effect on productivity.

Work environment is everything that is around employees and that can affect them in carrying out the tasks assigned to them. The work environment is very influential in the implementation of task completion. Employees will be able to increase productivity if they have high achievement motives. The motive for achievement that employees need to have must be grown from within themselves and from the work environment. This is because the achievement motive that is grown from within will form a self-strength and if the work environment situation supports it, increasing productivity will be easier .

The results of hypothesis testing have also proven that there is a significant effect between work stress on employee work productivity at PT. MSM. The results of this study are not in line with the results of previous research conducted which states that work stress has a significant effect on work productivity.

Work stress is a feeling that suppresses or feels pressured by employees in dealing with their work. Actually work stress does not always produce bad results in human life. Selye distinguishes stress into two, namely distress which is destructive and eustress which is a positive force. Stress is needed to produce high performance. The higher the drive for achievement, the higher the productivity and efficiency. Likewise, work stress can have a negative effect. Stress can develop to make the workforce sick, both physically and mentally so that they can no longer work normally

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