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THE EFFECT OF WORK STRESS AND WORK ENVIRONMENT ON TEACHER PERFORMANCE AT SMPN 21 BEKASI CITY

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ABSTRACT

The research aims to see and analyze the influence of Job Stress and Work Environment on Teacher Performance. This research uses a quantitative approach with research subjects at SMPN 21 Bekasi City. The data used in this research is primary data consisting of interviews, questionnaires, observations and secondary data consisting of literature studies such as journals, books, decrees, government policies. In this research, the analytical method used is multiple regression analysis with a significance level of 5% with IBM SPSS V26 application software. A total of 33 statements were issued using Google Form with a total of 40 respondents determined using a non-probability sampling method through a saturated sample. The results of this research show that 1) Work stress has an effect on performance with the calculated T value obtained with a significance value of 0.000 which indicates that this value is smaller than 0.05 (0.000 < 0.05) and the calculated t value is 2.763 > t table 1.665. 2) the work environment influences performance with the Tcount value obtained with a significance value of 0.000 which indicates that the value is smaller than 0.05 (0.000 < 0.05) and the tcount value is 2.670 > ttable 1.665. 3) work stress and the work environment influence performance with a calculated F value of 6.718 > F table 3.119 and with a significance value of 0.003 which is smaller than the probability of 0.05 or a value of 0.003 < 0.05.

Keywords: *Job Stress, Work Environment, Employee Performance*

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INTRODUCTION

It can be understood that we have now entered the era of revolution 4.0, where there are continuous developments and advances in the field of science and technology that have a significant impact on changes in the pattern of human life on earth. The increase in science and technology requires teachers to be able to guide their students to become competent human resources.

Education is the main foundation in a country's economic development. A country that has a good education system will be able to produce quality human resources (HR), which in turn can support economic progress and global competitiveness. In the context of education, teachers have a very important role as the spearhead who directly interacts with students. Therefore, optimal teacher performance is very influential in creating a quality learning process, which will ultimately produce students who are ready to compete in the global job market and contribute to the country's economic development.

Optimal teacher performance has a direct influence on the quality of education obtained by students. Good quality of education produces skilled and competent graduates. . In the context of the economy, this is very important because qualified graduates will strengthen productive sectors such as industry, technology, health, and the digital economy, which are the backbone of the modern economy. These quality human resources are also better able to adapt to changes and the needs of the increasingly dynamic job market.

On the other hand, countries with weak education systems or teachers who do not perform optimally tend to produce human resources who are not prepared to face global challenges. Limited skills and knowledge make it difficult for graduates to compete in the job market, thereby increasing the unemployment rate and hindering the rate of economic growth. In contrast, a country that has high-performing teachers will have a competent workforce, which in turn increases the country's economic competitiveness on the global stage.

Teaching is a profession, as other professions refer to jobs or positions that require expertise, responsibility, and loyalty. A profession cannot be done by just anyone who is not trained or prepared for it, which then develops more and more mature and is supported by three things, namely expertise, commitment, and skills (Pohan, 2016: 6).

It can be understood that teachers play an important role in improving the quality of education, especially formal education in schools. This is because teachers are at the forefront of the learning and teaching education process, in other words, they are the most influential part of the formation of quality educational processes and outcomes. Therefore, without innovative, professional, and competent teachers, there will be no significant improvement in the world of education

In the world of teacher education is part of human resources (HR), human resources have a great influence in achieving the goals of an organization, the success in achieving these goals is determined by how agile the human resources in the organization are in carrying out the tasks given by the Company (Samsuni, 202: 188). It can be understood that the role of human resources in an organization is very important, teachers as part of human resources in schools need to pay attention to their performance because teachers have the task of molding their students into quality resources. It is the performance of teachers that determines the good or bad education in a school.

Teacher performance has the meaning of a proven result of the tasks and responsibilities that have been carried out during teaching and learning activities (Emda, 2017: 9). It can be understood that teacher performance is the achievement of all tasks and responsibilities that have been given by the company during teaching and learning activities.

Table 1. 1 Average UN Score at SMPN 21 Bekasi City

Year	Average UN Score (Mathematics)	Average UN Score (Indonesian)	Average UN Score (English)	Average UN Score (IPA)
2022	78.5	84.4	81.7	79.5
2021	80.8	85.2	83.0	80.5
2020	81.0	86.5	84.5	82.0

Source : Primary Data processed, 2024

The data listed in table 1.1 above, is the result of the average UN score of SMPN 21 Bekasi City from 2020 to 2022, Based on the data, it can be concluded that the average UN score of SMPN 21 Bekasi City has decreased over the last 3 years.

The score of the national exam can be a benchmark to assess the performance of a teacher, the low UN score reflects the low performance of the teacher in teaching,

because the results of the exam reflect the effectiveness of the teaching activities provided by the teacher during the learning process at school. and the score of the exam results describes the extent to which the teacher is successful in transferring knowledge and equipping students with the necessary knowledge.

The low performance of teachers can occur due to several factors, one of which is work stress and also the physical work environment. This is in line with the research that has previously been carried out by Ni Luh Wira Dewiyanti, et al. (2022: 107) with the title "The Influence of Physical Work Environment and Work Stress on Employee Performance" with the results stating that work stress and physical work environment affect the performance of an employee. If the level of work stress at the workplace in a company is getting higher, it will have an impact on declining performance and if the physical work environment in a company is good, it will increase employee performance.

The first variable that affects employee performance studied in this study is work stress which can be explained as follows. According to Hasibuan (2014: 4), work stress is a tension that can result in an imbalance in an employee's psychological state that can affect his way of thinking, emotions, and condition. Puteri Aniversari (2022: 14) Work stress is one of the factors that affect employee performance, The higher the stress experienced by a person, the worse the impact on a person's performance. It can be understood that if human resources in a company experience a high level of stress, it will have an impact on decreasing employee performance, high stress can make employees experience anxiety, unstable emotions, decreased focus, and a sense of fatigue which will later have an impact on the employee's performance.

Another factor that can affect the performance of teachers studied in this study is the physical work environment. Sedarmayanti (2017: 92) argues that the work environment is any physical or non-physical condition that is around the workplace either directly or indirectly that will affect employees. It can be understood that a company needs to pay attention to the physical work environment around its company, both from providing bright lighting, comfortable room temperature and controlling the availability of items needed in employee work activities because the work environment can affect the performance of employees in a company.

In the world of work, teachers are faced with a complex work environment that makes teachers have to meet with the wider community, teachers are required to be

able to adapt themselves to the changes that occur if the teacher cannot adjust himself to his work environment will affect the teacher's performance.

SMPN 21 Bekasi, as a junior high school with a vision and mission of "Sincerity, Quality, Imtaq and Care for the Environment" in achieving the vision and mission requires teachers to have high performance in carrying out their learning system, from the problems found in SMP Negeri 21 Bekasi, so this is what decided for the author to choose the title: "The Influence of Work Stress and Work Environment on Teacher Performance Case Study at SMP Negeri 21 Bekasi."

RESEARCH METHOD

A. Scope of Research

1. Focus

The focus of this research is the teachers of SMPN 21 Bekasi City with problems related to the variables studied by the students, namely work stress (X1), and work environment (X2), on teacher performance (Y)

2. Locus

This research was conducted at SMPN 21 Bekasi City which is located on Jl. Perum Villa Indah Permai Jl. Banteng Blok H23, Tlk. Pucung, North Bekasi District, Bks City, West Java 17121.

3. Research Time

The research period starts from January 2024 to March 2024.

B. Population and Sample Collection Methods

The population in this research is all teachers at SMPN 21 Bekasi City which totals 40 people. Sampling in this study is by using saturated sampling. So the sample used in this study is 40 people

C. Data Collection Methods

1. Data Primer

In this study, the researcher conducted an open and structured interview conducted with employees of SMPN 21 Bekasi City, distributed questionnaires, and observations

2.Data seconds

The researcher used literature study data. The literature study in this study was obtained through books, decrees, articles, journals, the internet, government policies.

D. Data Analysis Methods

1. Data Quality Test

a) Validity Test This test is carried out by comparing the value of r calculated with r table for Degree of Freedom (df) = n - , in this case it is the number of samples, and alpha = 0.05 (with a two-sided test).
b) Liability Test. Reliability tests are carried out to determine whether the instrument used is reliable or not. Sugiyono (2017: 198) states that a reliable instrument is an instrument that when used several times to measure the same object, will produce the same data.

2. Classic Assumption Test

a) Normality Test. Ghozali (2018: 163) stated that, the normality test is to test whether in the regression model, the perturbrating or residual variable has a normal distribution. There are two events to detect whether the residual is normally distributed or not, namely by graph analysis or statistical test.
b) Multicoloniality Test. Ghozali (2018:107) stated that the multicollinearity test was used to find out whether a correlation between independent variables was found in the regression model.
c) Ghozali Heteroscedasticity Test (2016: 134) states that, The heteroscedacity test aims to test whether in the regression model there is an inequality of variance from one residual observation to another.

3. Descriptive Test

Sugiyono (2017: 232) states that descriptive statistics are statistics that are used to analyze data by describing or describing the data that has been collected as it is without intending to make conclusions that apply to the general public or generalization.

4. Uji Hipotesis

a) Uji Simultan (Uji f)

a) Ghozali (2018: 98) stated that, the f test was carried out with the aim of showing that all independent variables were included in the model that had a common influence on the bound variables.

b) Partial Test (Test t)

c) Ghozali (2018: 98) states that, The statistical test t basically shows the extent of the influence of one independent variable individually in explaining the variation of dependent variables

5. Multiple Regression Analysis

Ghozali (2018: 98) stated that multiple linear regression aims to test the influence of two or more independent variables on one dependent variable.

RESULT AND DISCUSSION

Result

1. Profil Responden

Table 1 Gender of Respondents

Gender	Sum	Percentage
Man	12	30%
Woman	28	70%
Total	**40**	**100%**

Source: Processed Primary Data, 2024

Table 2 Age of Respondents

Age	Sum	Percentage
20-30	2	5%
31-40	8	20%
41-50	17	42,5%
51-60	13	32,5%
Total	**40**	**100%**

Source: Processed Primary Data, 2024

Table 3 Respondents' Last Education

Last Education	Scientific Concentration	Sum	Percentage
D3	Teacher Training & Education	1	2,5%
S1		32	80%
S2		7	17,5%
Total		**40**	**100%**

Source: Processed Primary Data, 2024

Table 4 Respondent Position

Position	Sum	Percentage
Vice Principal for Curriculum	1	2,5%
Vice Principal for Student Affairs	1	2,5%
Vice Principal for Facilities and Infrastructure	1	2,5%
Vice Principal for Public Relations	1	2,5%
Field of Study Representative	11	27,5%
Homeroom Teacher	25	62,5%
Total	**40**	**100%**

Source: Processed Primary Data, 2024

2. Descriptive Test

Table 5 Results of Descriptive Statistical Analysis

	N	Minimum	Maximum	Mean	Std Deviation
Work Stress	40	35	60	42,62	2,571
Work Environment	40	21	49	42,64	2,642
Performance	40	34	50	41,26	2,018
Valid N (listwise)	40				

Source: Data processed by the author, 2024

3. Data Quality Test

1. Validity Test

Table 6 Results of Validity Test of All Variables

No.	R Calculate	Sig 2 Tailed	R Table	Information
X1.01	0,779	0,000	0,2272	Valid
X1.02	0,686	0,Z000	0,2272	Valid
X1.03	0,657	0,000	0,2272	Valid
X1.04	0,753	0,000	0,2272	Valid
X1.05	0,699	0,000	0,2272	Valid
X1.06	0,802	0,000	0,2272	Valid
X1.07	0,686	0,000	0,2272	Valid
X1.08	0,650	0,000	0,2272	Valid
X1.09	0,775	0,000	0,2272	Valid
X1.10	0,702	0,000	0,2272	Valid
X1.11	0,718	0,000	0,2272	Valid
X2.01	0,706	0,000	0,2272	Valid
X2.02	0,648	0,000	0,2272	Valid
X2.03	0,655	0,000	0,2272	Valid
X2.04	0,866	0,000	0,2272	Valid
X2.05	0,767	0,000	0,2272	Valid
X2.06	0,838	0,000	0,2272	Valid
X2.07	0,904	0,000	0,2272	Valid
X2.08	0,866	0,000	0,2272	Valid
X2.09	0,904	0,000	0,2272	Valid
X2.10	0,866	0,000	0,2272	Valid
Y.01	0,589	0,000	0,2272	Valid
Y.02	0,555	0,000	0,2272	Valid
Y.03	0,657	0,000	0,2272	Valid
Y.04	0,612	0,000	0,2272	Valid
Y.05	0,715	0,000	0,2272	Valid
Y.06	0,628	0,000	0,2272	Valid

Y.07	0,514	0,000	0,2272	Valid
Y.08	0,575	0,000	0,2272	Valid
Y.09	0,623	0,000	0,2272	Valid
Y.10	0,737	0,000	0,2272	Valid
Y.11	0,555	0,000	0,2272	Valid
Y.12	0,737	0,000	0,2272	Valid

Source: Data processed by the author, 2024

2. Reliability Test

Table 7 Variable Reliability Test Results

Variable	Cronbach's Alpha	Number of Statements	Information
Work Stress	0,903	11	Reliable
Work Environment	0,935	10	Reliable
Performance	0,857	12	Reliable

Source: Data processed by the author, 2024

3. Classical Assumption Test

1. Normality Test

Table 8 Results of the Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	4,65317326
Most Extreme Differences	Absolute	,118
	Positive	,081
	Negative	,118
Test Statistic		,118
Asymp. Sig. (2-tailed)		,172[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Source: Data processed by the author, 2024

2. Multicollinearity Test

Table 9 Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	32,580	6,319		5,155	,000		
	Work Stress	,291	,127	,368	2,284	,028	,909	1,100
	Work Environment	,039	,134	,047	,292	,772	,909	1,100

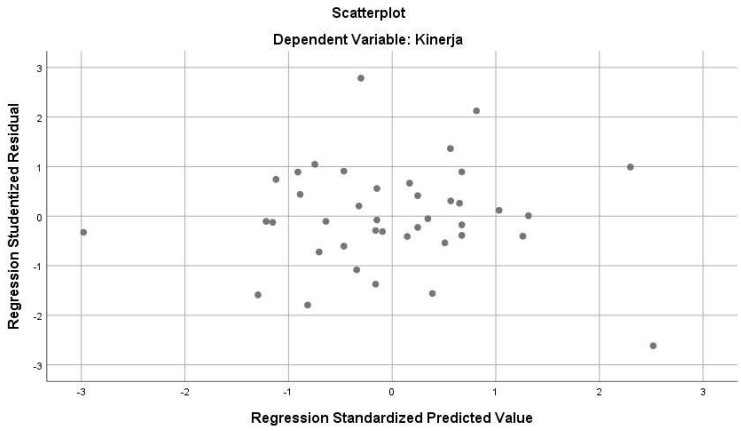
a. Dependent Variable: Kinerja

Source: data processed by the author, 2024

3. Heterokedasticity Test

Figure 1 Heterokedasticity Test Results

Figure 2 Heterokedasticity Test Results



Source: Data processed by the author, 2024

4. Uji Hipotesis

1. Uji Statistik (Uji F)

Table 10 Statistical Test Results (Test F)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	257,715	2	128,857	6,718	,003[b]
	Residual	709,660	37	19,180		
	Total	967,375	39			

Sumber: data diolah penulis, 2024

2. Statistical Test (T-Test)

Table 11 Statistical Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	39,091	5,349		7,308	,000
	Work Stress	,309	,112	,391	2,763	,000
	Work Environment	,229	,086	,378	2,670	,000

1. Source: data processed by the author, 2024

3. Multiple Linear Regression Analysis

Table 12 Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	39,091	5,349		7,308	,000
	Work Stress	,309	,112	,391	2,763	,000
	Work Environment	,229	,086	,378	2,670	,000

Source: data processed by the author, 2024

4. **Coefficient of Determination Test**

Table 13 Results of the Coefficient of Determination Test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,516[a]	,266	,227	4,379

Sumber: data diolah penulis, 2024

Discussion

Based on table 12, the multiple linear regression equation can be obtained as follows:

Y = 39,091 + 0,309X1 + 0,229X2

The value of the Constant indicates that the magnitude of the Performance value (Y). The variables of Work Stress (X1) and Work Environment (X2) were declared constant with an Employee Performance value of 39.091.

a. The regression coefficient of the Work Stress variable (X1) is 0.309 which states that there is an influence between Work Stress and Performance (Y), if the better the Work Stress in employees, then the employee's performance will increase.
b. The regression coefficient of the Work Environment variable (X2) is 0.229 which states that there is an influence between the Work Environment and Performance (Y), if the Better Work Environment in employees, then the employee's Performance will increase.
c. The significance value of the Work Stress variable (X1) and the significance value of the Work Environment variable (X2) is 0.000. Both values < 0.05 which indicates that there is a significant influence.

Based on table 13, the r square value is 0.266. In this study, the value is the amount of direct influence of Work Stress (X1) and Work Environment (X2) on Performance (Y) by calculating coefficiency (KD) using the following formula:

KD = R2 x 100%

KD = 0,266 X 100%

KD = 27%

Based on the results above, it means that there is an influence of Work Stress (X1) and Work Environment (X2) on Performance (Y) with a value of 27%. While the remaining 73% (obtained from 100% - 27%) are other aspects that have an influence on the Performance variable (Y).

CONCLUSION AND SUGGESTION

This study aims to determine the influence of Work Stress and Work Environment on Performance at SMPN 21 Bekasi City. Based on the data that has

been collected and tested using a multiple linear regression model, the conclusion of this study is that there is an effect between Work Stress (X1) on Performance (Y) partially, there is an influence between Work Environment (X2) on Performance (Y) partially, and there is an influence between Work Stress (X1) and Work Environment (X2) on performance (Y) simultaneously.

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