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The Influence Of Work Stress And Work Environment On Employee Performance At Bareskrim Polres Kutai Timur Mediated By Work Motivation

Anggie Sulistiani Putri[1], Andriyastuti Suratman, S.E., M.M.[2]

[1]Student, Management Study Program, Faculty of Business and Economics, Universitas Islam Indonesia, Yogyakarta, Indonesia
[2]Lecturer, Management Study Program, Faculty of Business and Economics, Universitas Islam Indonesia, Yogyakarta, Indonesia

Email:anggiesulistianiputri@gmail.com

Abstract

This research investigates the impact of work stress and work environment on employee performance at Bareskrim Polres Kutai Timur, with work motivation as a mediating variable. A total of 95 respondents were selected using the Slovin formula to ensure representativeness. Data was collected through questionnaires and analyzed using SmartPLS 4.0 software.

The findings reveal that work stress positively influences employee performance, suggesting that moderate levels of stress may enhance productivity. Conversely, the work environment negatively affects performance, implying that an unfavorable work atmosphere reduces productivity. Additionally, work motivation does not significantly impact performance nor mediate the relationship between work stress and employee performance.Moreover, the study highlights that the work environment has a greater influence on employee performance compared to work stress and motivation. The interaction between work stress and motivation indicates that these factors collectively shape performance outcomes. A supportive work environment is crucial in optimizing employee effectiveness.

Keywords: Work Stress, Work Environment, Work Motivation, Employee Performance

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INTRODUCTION

Work stress is a common challenge in professional settings, often managed either individually or with organizational support (Muslim et al., 2023). Research by Regito (2024) indicates a negative correlation between work stress and organizational commitment. Certain professions, such as police officers, nurses, and social workers, experience higher stress levels due to the nature of their responsibilities (Purwanto & Sahrah, 2020). Social support plays a crucial role in enhancing employee performance and well-being (Faidah et al., 2024).

With globalization, human resource quality remains a significant challenge for organizations. To stay competitive, companies require highly competent employees who can contribute effectively to achieving corporate goals. Employee performance is also linked to discipline, as disciplined employees tend to fulfill their responsibilities efficiently without requiring excessive supervision (Salam et al., 2021).

A conducive work environment positively impacts productivity and morale. Organizations must ensure safe and comfortable workplaces to enhance performance (Idrus et al., 2024). Work stress has become a widespread issue affecting productivity (Perdana et al., 2020), driven by globalization, technological advancements, and competitive pressures. Employees often experience frustration when they lack control over their work (Fani & Permana, 2024).

Besides stress, the work environment significantly shapes employee performance. A positive work atmosphere fosters productivity, while a hostile work setting hampers efficiency (Nazariah et al., 2022). Additionally, work motivation plays a crucial role in aligning individual goals with organizational objectives (Yahya & Yani, 2023).

METHOD:

This study employs a quantitative research method. According to Sugiyono (2019), a quantitative approach focuses on collecting numerical data and using statistical analysis to test hypotheses or answer research questions.

-Data Collection Techniques:Primary data was collected through questionnaire distribution to selected respondents, either directly or via electronic media for easier access. Additionally, secondary data, such as employee performance reports, was used to support the analysis in this study.

-Population and Sampling:The population in this study consists of all employees of the Criminal Investigation Unit (Satreskrim) at the East Kutai Police Department (Polres Kutai Timur), totaling 95 employees. The research sample was determined using

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purposive sampling, with the criteria being employees who have at least two years of work experience and are directly involved in operations and case management. The sample size was determined using Slovin's formula, with a 10% margin of error, allowing for an acceptable level of sampling error in this research context.

-Research Variables and Data Analysis:The questionnaire was designed to measure the following variables: work stress, work environment, employee performance, and work motivation. Each variable consists of several indicators that serve as the basis for the questionnaire items.

The collected data was analyzed using Smart PLS 4.0, which was utilized to perform various tests, including:

1. Heteroscedasticity test (scatter plot)
2. Classical assumption test
3. Normality test
4. Linearity test
5. Autocorrelation test

This statistical approach ensures the reliability and validity of the findings in this study.

RESULTS AND DISCUSSION:

Classical Assumption Test

Multicollinearity:

The Inner VIF Values were analyzed to check for multicollinearity

Table 1 Multicollinearity Test

Inner VIF Values	
Performance (Y)	
Work environment(X2)	3,650
Work Motivation(Z)	3,405
Work Stress(X1)	**1,949**

Source: Processed Data, 2024

Based on the Inner VIF Values analysis, no significant multicollinearity issues were found in the model. The Work Environment (X2) variable has a VIF value of 3.650, while

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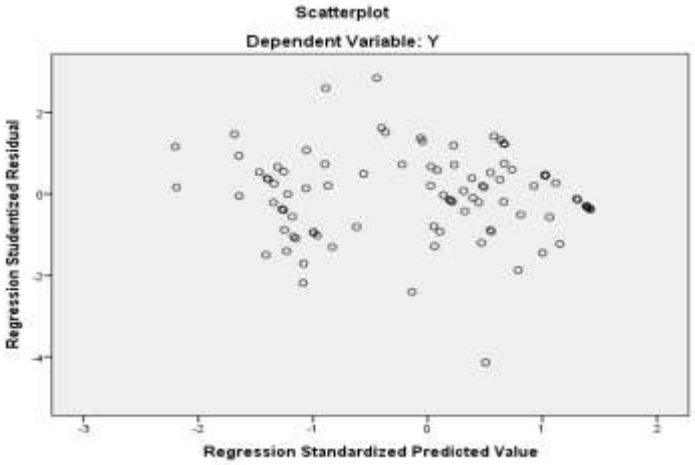
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Work Motivation (Z) has a VIF value of 3.405. Although these values slightly exceed the ideal threshold of 3.3, they are still within the acceptable range as they do not surpass the maximum limit of 5. This indicates a moderate correlation between these variables and other factors influencing Performance (Y); however, it is not strong enough to disrupt the model.

Meanwhile, the Work Stress (X1) variable has a VIF value of 1.949, which is well below the tolerance threshold, confirming the absence of multicollinearity issues for this variable.

Thus, overall, the model is considered free from serious multicollinearity, allowing further analysis to proceed without significant concern.

Heteroscedasticity test (Scatter Plot):



t

Based on the scatter plot test above, the data distribution appears to be randomly scattered above and below the zero axis. Therefore, it can be concluded that the data is free from heteroscedasticity symptoms.

Linearity Test:

Table 2 Linearity Test Table

	TStatistics (|O/STDEV|)	P Values
Work Environment (X2) → Performance (Y)	1,710	**0,088**

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Work Environment (X2) →Work Motivation (Z)	7,497	**0,000**
Work Motivation (Z) → Performance (Y)	1,622	**0,105**
Work Stress (X1) → Performance (Y)	0,801	**0,424**
Work Stress (X1) → Work Motivation (Z)	3,119	**0,002**

Source: Processed Data, 2024

Based on the results of the linearity test, it can be observed that the significance values for all independent variables (Stress at Work, Work Environment, and Work Motivation) are greater than 0.05, indicating that the relationship between these variables and Employee Performance follows a linear pattern. Therefore, it can be concluded that the assumption of linearity is met, and further analysis can proceed.

Normality Test:

Normality Test is a crucial initial step in data analysis to determine whether the data distribution follows a normal pattern. One common method used is by examining skewness and kurtosis values. Skewness indicates the extent to which data is symmetrically distributed, while kurtosis describes the shape of the data distribution peak (Ghasemi & Zahediasl, 2020).

Data is considered normally distributed if the skewness and kurtosis values fall within the range of ±2. However, some sources recommend a stricter range of ±1, especially for data that is more sensitive to the normality assumption.

Table 3 Normality Test Table

Statistics

		X1	X2	Z	Y
N	Valid	103	103	103	103
	Missing	0	0	0	0
Skewness		-.098	-.444	-.265	-.401
Std. Error of Skewness		.238	.238	.238	.238
Kurtosis		-.463	-.937	-1.270	-1.284
Std. Error of Kurtosis		.472	.472	.472	.472

Source: Processed Data, 2024

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Based on the range criteria mentioned above, it can be concluded that the data follows a normal distribution.

Autocorrelation Test:

To calculate the DW value, the Residual Score from the Calculate Algorithm results is exported to an Excel file. The data is then processed by averaging the variable scores.

Table 4.Durbin-Watson Calculation Table from Latent Variable Residual Values

Y	(Y-Y_1)^2	Y^2	X2	(X2-X2_1)^2	X2^2	Z	(Z-Z_1)^2	Z^2	X1	(X1-X1_1)^2	X1^2
-0,381		0,145	-1,781		3,171	-2,030		4,120	1,175		1,380
0,680	1,125	0,462	0,660	5,959	0,436	0,714	7,526	0,509	-0,930	4,430	0,865
-0,675	1,834	0,455	-0,691	1,826	0,477	-0,658	1,882	0,433	0,927	3,451	0,860
-0,675	0,000	0,455	-0,691	0,000	0,477	-0,658	0,000	0,433	-0,227	1,334	0,052
0,680	1,834	0,462	0,660	1,826	0,436	0,714	1,882	0,509	-0,930	0,494	0,865
-0,078	0,574	0,006	0,660	0,000	0,436	0,345	0,136	0,119	0,422	1,828	0,178
0,680	0,574	0,462	0,660	0,000	0,436	0,714	0,136	0,509	-0,708	1,276	0,501
0,463	0,047	0,215	0,450	0,044	0,202	0,714	0,000	0,509	-0,930	0,049	0,865
0,680	0,047	0,462	0,660	0,044	0,436	-0,382	1,201	0,146	1,712	6,984	2,932
-3,315	15,957	10,988	-2,762	11,716	7,631	-1,759	1,895	3,093	-0,227	3,763	0,052
0,138	11,923	0,019	0,660	11,716	0,436	0,312	4,287	0,097	0,988	1,477	0,976
-0,081	0,048	0,007	-1,294	3,819	1,674	-0,836	1,316	0,698	1,178	0,036	1,388
0,680	0,578	0,462	0,660	3,819	0,436	0,714	2,401	0,509	-0,930	4,445	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	0,218	1,317	0,047
0,680	0,000	0,462	0,660	0,000	0,436	0,526	0,035	0,277	-0,930	1,317	0,865
-1,996	7,159	3,983	-2,326	8,921	5,413	-0,658	1,402	0,433	-0,618	0,097	0,382
-0,675	1,746	0,455	-1,719	0,369	2,956	-1,036	0,143	1,073	0,339	0,916	0,115
0,680	1,834	0,462	0,660	5,663	0,436	0,714	3,061	0,509	-0,930	1,611	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
-0,929	2,588	0,863	0,450	0,044	0,202	0,131	0,340	0,017	0,475	1,976	0,226
0,680	2,588	0,462	0,660	0,044	0,436	0,714	0,340	0,509	-0,930	1,976	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	0,992	3,695	0,984

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Y	(Y-Y_1)^2	Y^2	X2	(X2-X2_1)^2	X2^2	Z	(Z-Z_1)^2	Z^2	X1	(X1-X1_1)^2	X1^2
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	3,695	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	1,881	7,903	3,538
-0,675	1,834	0,455	-0,967	2,648	0,935	-0,658	1,882	0,433	0,956	0,856	0,914
0,680	1,834	0,462	0,660	2,648	0,436	0,714	1,882	0,509	-0,370	1,759	0,137
-3,383	16,506	11,445	-3,393	16,432	11,515	-3,401	16,934	11,570	-0,227	0,020	0,052
0,680	16,506	0,462	0,660	16,432	0,436	0,714	16,934	0,509	-0,930	0,494	0,865
0,680	0,000	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,000	0,462	-0,182	0,710	0,033	0,714	0,000	0,509	-0,930	0,000	0,865
-0,185	0,748	0,034	0,660	0,710	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
0,680	0,748	0,462	0,660	0,000	0,436	0,714	0,000	0,509	-0,930	0,000	0,865
-0,130	0,656	0,017	-0,088	0,560	0,008	-0,426	1,299	0,181	1,207	4,566	1,456
-1,415	1,649	2,001	-0,855	0,588	0,731	-1,018	0,350	1,036	1,150	0,003	1,322
-0,427	0,976	0,182	-1,178	0,104	1,387	-0,645	0,139	0,417	0,755	0,155	0,571
-0,372	0,003	0,138	-0,752	0,181	0,566	-2,438	3,215	5,946	1,572	0,668	2,473
0,432	0,646	0,186	0,188	0,885	0,035	-0,310	4,529	0,096	1,200	0,139	1,440
-0,640	1,149	0,410	-0,480	0,447	0,231	-0,092	0,048	0,008	1,659	0,211	2,751
-2,390	3,061	5,711	-0,111	0,137	0,012	-2,393	5,296	5,728	1,088	0,325	1,184
-0,347	4,175	0,120	-0,465	0,126	0,217	0,134	6,388	0,018	1,322	0,054	1,747
-0,456	0,012	0,208	-0,672	0,043	0,452	-0,610	0,553	0,372	0,984	0,114	0,969
-0,165	0,085	0,027	0,169	0,708	0,029	-0,709	0,010	0,502	1,572	0,346	2,473
JML	101,043	51,000		99,170	51,000		87,439	51,000		63,779	51,000

Conclusion: Since the value of dU < average DW < 4 - dU (1.6739 < 1.722 < 2.3261), it can be concluded that the data does not experience autocorrelation issues.

Autocorrelation occurs if the DW value is smaller than dU or greater than 4 - dU. Since the average DW value falls within this range, it can be stated that there is no indication of autocorrelation in the tested data.

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Hypothesis Testing:

Hypothesis testing is conducted using the bootstrapping technique to examine the significance of relationships between variables. Based on the analysis results, the t-statistic and p-value for each relationship can be seen in

Table 5 Hypothesis Testing

	Original Sample (O)	T Statistics (|O/STDEV|)	P Values
Lingkungan Kerja(X2) -> Motivasi Kerja (Z) -> Kinerja (Y	-0,248	2,224	**0,027**
Stress Kerja (X1) -> Motivasi Kerja (Z) -> Kinerja (Y)	-0,126	1,446	**0,149**

The results of the hypothesis testing indicate differences in the significant influence of variable relationships with Work Motivation (Z) as a mediating variable.Based on the path analysis, the structured explanation is as follows:

1. Path: Work Environment (X2) → Work Motivation (Z) → Performance (Y):
   - The Original Sample value of -0.248 indicates a negative influence between Work Environment (X2) and Performance (Y) through Work Motivation (Z).
   - The t-Statistic value of 2.224 and P-Value of 0.027 (less than 0.05) suggest that this relationship is significant.
   - Therefore, it can be concluded that Work Motivation (Z) significantly mediates the relationship between Work Environment (X2) and Performance (Y), although the influence is negative.
2. Path: Work Stress (X1) → Work Motivation (Z) → Performance (Y):
   - The Original Sample value of -0.126 indicates a negative influence, but it is weaker compared to the first path.
   - The t-Statistic value of 1.446 and P-Value of 0.149 (greater than 0.05) indicate that this relationship is not significant.
   - Thus, Work Motivation (Z) does not significantly mediate the relationship between Work Stress (X1) and Performance (Y).

CONCLUSION

Only the relationship between Work Environment (X2) and Performance (Y), mediated by Work Motivation (Z), shows a significant effect, despite its negative direction.

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In contrast, the relationship between Work Stress (X1) and Performance (Y), mediated by Work Motivation (Z), does not have a significant effect.

DISCUSSION:

This analysis provides insights into how the work environment, despite having a negative effect on performance, plays a more significant role in influencing performance through work motivation. Conversely, work stress does not appear to have a significant effect through the work motivation pathway. This study offers a deeper understanding of the relationship between Work Environment, Work Stress, Work Motivation, and Employee Performance, identifying similarities and differences compared to previous research findings.

The Effect of Work Environment on Performance through Work Motivation

This study shows that the work environment significantly affects performance through work motivation, although the effect is negative (-0.248, p-value = 0.027). These findings align with Bashir et al. (2020), which also found that work motivation acts as an essential mediator in the relationship between working conditions and performance.

Additionally, these results support the study of Zhenjing et al. (2022), which suggests that a positive work environment enhances employee performance. However, a significant difference appears in the direction of influence—this study found a negative effect, which may be due to work environment pressure that reduces motivation and, ultimately, lowers performance.Unlike Ayunasrah et al. (2022), who used job satisfaction as a mediator, this study highlights the role of work motivation, providing a new perspective on the dynamics of these variables.

The Effect of Work Stress on Performance through Work Motivation

For this pathway, the study found that work stress does not significantly affect performance through work motivation (-0.126, p-value = 0.149). These findings contradict Sulastri & Onsardi (2020), who indicated that work stress has a significant negative effect on employee performance.

This discrepancy may be due to the weakness of the mediating variable (work motivation), which, in this study, is not strong enough to explain the relationship between work stress and performance. Additionally, these results do not support the findings of Umar & Norawati (2022), who stated that work motivation significantly affects employee performance.This difference may be influenced by research context, such as the type of

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job studied, organizational culture, or different levels of stress within the sampled population.

Overall Findings This study highlights the importance of the work environment in influencing performance through work motivation, even though the effect is negative. Meanwhile, the relationship between work stress and performance through work motivation does not show a significant impact, suggesting that other aspects, such as job type or organizational environment, may play a greater role in explaining these dynamics.

CONCLUSION:

Based on the research findings on the effect of Work Environment, Work Stress, and Work Motivation on Employee Performance, the following key points can be concluded:

1. The Effect of Work Environment on Performance through Work Motivation

The work environment has a significant effect on performance through work motivation, although the influence is negative. This indicates that certain work environment conditions, such as pressure or discomfort, can reduce employee motivation, ultimately leading to lower performance.

2. The Effect of Work Stress on Performance through Work Motivation

Work stress does not have a significant effect on performance through work motivation. Although work stress may influence motivation, this relationship is not strong enough to affect overall employee performance. This suggests that other factors may have a greater impact on determining employee performance in stressful situations.

3. The Role of Work Motivation as a Mediating Variable

Work motivation plays an essential role as a mediator in the relationship between the work environment and performance. However, work motivation is not strong enough to mediate the relationship between work stress and performance. This indicates that while motivation can influence performance in the context of the work environment, in the case of work stress, other factors play a more dominant role in influencing employee performance.

Final Thought Overall, this study provides an understanding that a negative work environment can lower employee motivation and performance, whereas work stress does not significantly impact performance directly, even though it is related to motivation.

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