

# The Effect of Job Stress and Job Environment on Job Satisfaction Cooperative of Farming Business and Fisherman Nunukan

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**Keywords:** Work Stress, Work Environment, Job Satisfaction.

**Abstract:** The purpose of this study was to identify and analyze the effect of work stress and work environment on job satisfaction in the Nunukan Farming-Fishermen Multi-Business Cooperative (KSU TN), Nunukan Regency. Respondents consisted of 40 employees and the sample used in this study was a saturated sample. This research method is quantitative, while data collection is done by distributing questionnaires. Data analysis used multiple linear regression analysis using SPSS version 25 software. This study shows that work stress partially has a positive effect on employee job satisfaction. Meanwhile, work stress and work environment simultaneously affect employee job satisfaction at the Multipurpose Farmers and Fishermen Cooperatives (KSU TN).

## 1 INTRODUCTION

One of the Multipurpose Cooperatives (KSU) in Nunukan is the Multipurpose Farmers and Fishermen Cooperatives (KSU TN), namely cooperatives whose business activities are engaged in various aspects of the economy, such as in the fields of production, consumption, and services aimed at welfare community. Member of Multipurpose Farmers Cooperative. and Fishermen (KSU TN) in particular and farming and fishing communities in general, bearing in mind that in Nunukan Regency the income that the community gets comes from agricultural and fishery products. The purpose of the Multipurpose Farmers and Fishermen's Cooperative (KSU TN) is to build and develop the potential economic capabilities of members in particular and society in general to improve their economic and social welfare, actively participate in efforts to increase the resilience of the Nunukan Community Economic district and provide convenience and convenience for its members. and the surrounding community.

Based on the observations of researchers at the Multipurpose Farmers and Fishermen Cooperatives (KSU TN) there is a buildup of work due to an imbalance in the number of employees with work piling up the completion of work with predetermined deadlines. by superiors. Hard to fulfill; moreover, employees often get extra assignment of work that

must be completed first so that other work piles up and becomes a burden for employees.

In addition, it can also be seen from the working environment conditions that in general the physical condition of the Multipurpose Farmers-Fishermen's Cooperative (KSU TN) can be said to be still inadequate, where there are still some unfavorable work spaces. , for example the size of the office space that is not too big and narrow. Limited employee movement, and lighting conditions also do not match the employee's vision; this can be seen from the lack of bright lights in the room, poor ventilation of the room causing the room temperature to feel less extraordinary, sometimes even feeling stuffy. Another thing can be seen from the use of several office equipment which are still used interchangeably so that many documents and files pile up around the desk and can slow down employee work. This causes work stress which then affects employee job satisfaction. Papers will form part of conference proceedings; therefore, we ask authors to follow the guidelines described in this example and the «FormatContentsForAuthors.pdf» file also on the zip file, in order to achieve the highest quality possible. Please note that papers in technically inappropriate forms will be returned for retyping. Upon return, the script should be modified accordingly.

## 2 LITERATURE REVIEW

Work stress and work environment are factors that can affect employee job satisfaction depending on how the company's employees work and how the company can solve the problems it faces.

### 2.1 Definition of Job Stress

Job stress is a person's state of being depressed about the work being done, while job stress is a person's tension and fear with the work environment and will result in excessive psychological and physical disturbances because this will affect job satisfaction. Stress can arise due to pressure or tension that comes from misalignment between a person and his work environment, the stress experienced by employees due to the environment they face will affect their performance and job satisfaction, so management needs to improve the quality of the organizational environment for employees (Noviansyah and Zunaidah, 2010).

### 2.2 Definition of Work Environment

The work environment in a company needs to be considered; this is because the work environment has a direct influence on employees. A conducive work environment can improve employee performance, and vice versa; an inadequate work environment can reduce employee performance. The condition of the work environment is said to be good if humans can carry out activities optimally, healthy, safe, and comfortable.

### 2.3 Definition of Job Satisfaction

Job satisfaction is an individual thing. Each individual has a different level of satisfaction according to the values that apply to a person. More aspects that are fulfilled by the wishes and expectations of the individual, the higher the satisfaction a person feels. On the contrary, fewer aspects are fulfilled by an individual's wishes and expectations, lowering the satisfaction felt by a person.

### 2.4 Relationship Between Job Stress and Job Satisfaction

Job stress is one of the serious problems that afflicts every employee at work (Tunjung Sari, 2011). Stress can arise as a result of pressure or tension that comes from misalignment between a person and his work

environment, the stress experienced by employees due to the environment they face will affect their performance and job satisfaction, so management needs to improve the quality of their work. work. organizational environment for employees (Noviansyah and Zunaidah, 2010).

The impact of stress experienced by a person depends on how long the stress was experienced. Stress levels that reach the optimal point will result in good performance. However, if it is too heavy, stress will actually put the person in various obstacles or fail to meet demands, resulting in decreased performance. At a very high stress level, employee satisfaction is low. Stress that is not handled properly usually results in a person's inability to interact positively with his environment, both in terms of the work environment and outside the work environment.

### 2.5 Relationship Between Work Environment and Job Satisfaction

According to Mangkunegara in (Sedarmayanti, 2009) the intended work environment includes clear job descriptions, challenging work targets, effective work communication patterns, work climate and relatively adequate work facilities.

According to Handoko in the book (Edy Sutrisno, 2009), job satisfaction is an emotional state that is pleasant or unpleasant for employees to view their work. Job satisfaction reflects a person's feelings towards his job. This can be seen from the positive attitude of employees towards work and everything that is encountered in the work environment.

The atmosphere of a workspace often influences an employee's mindset and growth. Employees working in a positive work environment may feel more motivated to produce high-quality work consistently. Specific satisfaction with task variety, colleagues, working conditions, and workload were positively related to overall job satisfaction, as were career perspectives and job autonomy. In the workplace, it is often assumed that employees who are more satisfied with the physical environment are more likely to produce better work outcomes. Temperature, air quality, lighting and noise conditions in the office affect the work concentration and productivity.

### 2.6 Relationship Between Job Stress and Job Satisfaction

Job stress is a condition in which an employee feels tense and depressed about the work. While job satisfaction is a pleasant emotional state in which

employees view their work and feel satisfied with the work. The two are interconnected as has been explained that one of the causes of job stress is the perceived workload is too heavy.

Job stress For many people, low to moderate amounts of stress allow them to do better work as it allows them to increase their work intensity, alertness, and interaction skills, whereas prolonged high or even moderate levels of stress will eventually lead to a significant decline in performance significant and drastic. The affect individual health and have a negative impact on organizational behavior. Employees who experience stress will easily lose their jobs, quit their jobs, and suffer from serious illnesses.

The Job environment is everything that is around employees at work, both physical and non-physical that can affect employees at work. If the work environment is conducive then employees can be safe, comfortable and vice versa. The work environment is reflected in the work atmosphere, relationships with colleagues, availability of work facilities, lighting, air circulation, noise, unpleasant odors, security. A good job environment will affect employee job satisfaction for the better, but if in a good work environment there is high work stress it will reduce employee job satisfaction. Conversely, if an organization or company has a low level of work stress, it will create job satisfaction for the employees themselves.

Multipurpose Farmers and Fishermen Cooperative (KSU TN) has problems in employee job satisfaction. Factors indicated by employee job satisfaction are job stress and work environment. The level of work stress at KSU TN is still high and this causes employee job satisfaction to not be achieved. Coupled with the employee work environment which is still relatively narrow or not broad, it has an impact on job satisfaction of KSU TN employees in Central Nunukan.

### 2.7 Framework

The figure 1 below show variable independent and the dependent. Based on the figure 1, it can be seen that the independent variable (X) consists of Job Stress (X1), Work Environment (X2) while the dependent variable (Y) is Employee Job Satisfaction, which means that work stress and work environment affect employee job satisfaction at Multipurpose Cooperatives. Farmers and Fishermen (KSU TN) in Central Nunukan.

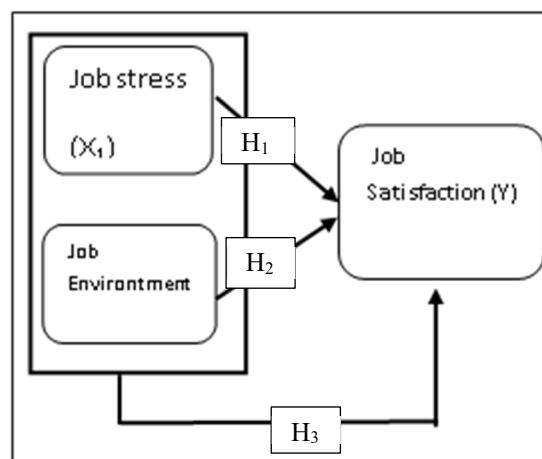


Figure 1: Framework the relationship between the hypothesis.

### 2.8 Hypothesis

A hypothesis is a temporary assumption that may be true or false so that it can be considered as a temporary conclusion, while the rejection or acceptance of a hypothesis depends on the results of research on the factors collected so that a conclusion can be drawn.

The hypotheses of this study are:

1. Hypothesis 1: Job stress has a significant and significant effect on employee job satisfaction
2. Hypothesis 2: Work Environment has a significant and significant effect on Employee Job Satisfaction
3. Hypothesis 3: Work Stress and Work Environment simultaneously have a significant and significant effect on Employee Job Satisfaction

### 3 RESEARCH METHOD

The design used in this study was experimental. This research used is quantitative research. There are variable independent and dependen. The independent variables are Job Stress (X1) and Work Environment (X2) and the dependent variable is Job Satisfaction (Y). The research conducted in Nunukan, North Kalimantan, with the object of research being the Farmers and Fishermen Business Cooperative (KSU TN), Jl. Prince Antasari RT. 021 Central Nunukan District, North Kalimantan, Indonesia. This research was conducted 2 month from 1 juny- 30 july. The population used in this study were employees of KSU Tani and Fishermen of Central Nunukan, Nunukan

Regency, totaling 40 (forty) employees. Sampling in this study is to use a saturated sample. Saturated sampling technique is done when the number of population members is relatively small. The sample of this research is the employees of KSU Farmers and Fishermen, totaling 40 employees.

Data were collected using the saturated sample technique by distributing questionnaires to respondents generated by several variables such as Job Stress, Job Environment, and Job Satisfaction. All variables consist of several indicators such as Job Stress with indicators of Workload that is felt to be excessive at work, Inadequate equipment and working time, Leadership Attitude, Work Conflict, Low remuneration and not by the Workload given, Family problems that can interfere with employee work concentration. Job environment with indicators of Lighting at work, at KSU TN, the Lighting is perfect and by the eyes of employees, Air circulation in the workplace, Air temperature according to the condition of the employee's body so that employees feel comfortable working. KSU TN employees are very concerned about the relationship between employees and noise in the workplace; for job satisfaction with indicators Job Content, Supervision (Supervision, Organization, and Management, Opportunities for Advancement, Colleagues. The following steps are testing the validity and reliability of the instrument by using the SPSS 21 version to ensure that all of the items of questions are appropriate.

## 4 RESULT AND DISCUSSION

### 4.1 Validity Test Results

This study uses questionnaire data as primary data, so it is necessary to test whether the statement is feasible or not to be used as a statement in the questionnaire. This test is used by research in regulating the validity or suitability of the questionnaire used to test in organizing and obtaining research data from participant respondents. Research questionnaires are said to be of high quality if their validity and reliability have been proven.

The basis for making decisions on the validity test are:

1. By comparing the value of rcount with rtable where if the value of  $r_{count} > r_{table}$  then the statement is said to be valid. On the other hand, if the value of  $r_{count} < r_{table}$ , then the statement is said to be invalid. The way to find the rtable

value is  $N-2$  at 5% significance, then the rtable value is 0.3120

2. By looking at the significance value (sig) where if the significance value  $< 0.05$  then the statement is said to be valid. Conversely, if the significance value (sig)  $> 0.05$  then the statement is said to be invalid.

Table 1: Output Validity Test Results.

No	Variables/indicators	r count	r Table	Sign	Sign value	Description
<b>Job Stress (X<sub>1</sub>)</b>						
1	workload	0,669	0,312	0,05	0,000	Valid
2	Equipment and time	0,711	0,312	0,05	0,000	Valid
3	Leadership attitude	0,584	0,312	0,05	0,000	Valid
4	Work conflict	0,718	0,312	0,05	0,000	Valid
5	remuneration	0,511	0,312	0,05	0,001	Valid
6	Family problem	0,697	0,312	0,05	0,000	Valid
<b>Job Environment (X<sub>2</sub>)</b>						
1	Lighting at work	0,786	0,312	0,05	0,000	Valid
2	Air circulation at work	0,774	0,312	0,05	0,000	Valid
3	Smells at work	0,784	0,312	0,05	0,000	Valid
4	Safety at work	0,713	0,312	0,05	0,000	Valid
5	Relationships between co-workers	0,568	0,312	0,05	0,000	Valid
6	Noise at work	0,699	0,312	0,05	0,000	Valid
<b>Job Satisfaction (Y)</b>						
1	Job content	0,786	0,312	0,05	0,000	Valid
2	Supervision (supervision)	0,793	0,312	0,05	0,000	Valid
3	Organization and management	0,795	0,312	0,05	0,000	Valid
4	Opportunity to advance	0,550	0,312	0,05	0,000	Valid
5	Work colleague	0,863	0,312	0,05	0,000	Valid

Based on table 1 above, it can be seen that the r count of each statement shows that  $r_{count} > r_{table}$  and the significance value of each statement indicator is  $< 0.05$  so it can be concluded that all indicators are said to be valid and significant.

### 4.2 Reliability Test

There are several basic Cronbach alpha reliability tests, namely:

1. Research questionnaires are said to be of high quality if their validity and reliability have been proven
2. The reliability test was carried out after the questionnaire items were declared valid.
3. The reliability test aims to see whether the questionnaire has consistency if the measurement is carried out with the questionnaire repeatedly
4. Reliability test can be done jointly on the questionnaire items in a research variable.

The basis for making decisions on reliability testing according to Wiratna Sujarweni (2014), the questionnaire is said to be reliable if Cronbach's alpha value is  $> 0.60$ .

Table 2: Reliable Test Output Results.

Variable	Indicators	Cronbach's Alpha value	Cronbach Alpha	Description
Job stress (X <sub>1</sub> )	Workload	0,663	0,60	Reliable
	Equipment and time	0,649	0,60	
	Leadership attitude	0,692	0,60	
	Work conflict	0,647	0,60	
	remuneration	0,734	0,60	
	Family problem	0,678	0,60	
Job Environment (X <sub>2</sub> )	Lighting at work	0,773	0,60	Reliable
	Air circulation at work	0,773	0,60	
	Smells at work	0,770	0,60	
	Safety at work	0,789	0,60	
	Relationships between co-workers	0,820	0,60	
	Noise at work	0,800	0,60	
Job Satisfaction (Y)	Job Content	0,770	0,60	Reliable
	Supervision (Supervision)	0,769	0,60	
	Organization and Management	0,766	0,60	
	Opportunity to advance	0,843	0,60	
	Work colleague	0,748	0,60	

Table III shows that all indicators measured in this study have Cronbach's Alpha values greater than 0.60 so it can be said that all indicators are reliable.

Table 3: Reliable Outputs.

Variable	Nilai cronbach's alpha	Cronbach's alpha	Description
Jon stress (X <sub>1</sub> )	0,717	0,60	Reliable
Job Environment (X <sub>2</sub> )	0,817	0,60	Reliable
Job satisfaction (Y)	0,818	0,60	Reliable

## 5 DISCUSSION

The analysis that has been carried out on the research data, it can be explained that the testing of the research instrument, namely the validity and reliability test, shows that all the instruments used are valid and reliable.

Then based on the results of the descriptive analysis test it can be seen that the level of work stress increases and employee job satisfaction also increases because the descriptive analysis based on age can be seen that most of the respondents are 36-45 years old and based on gender, it can be seen that most of the respondents are male. where at the age level of 36-45

years, men have a high level of work stress because at that age employees are required to do a lot of work and it is a challenge for male employees to learn and get job satisfaction.

Based on the results of hypothesis testing conducted by researchers, it can be seen that partial testing shows that work stress affects employee job satisfaction at the Multipurpose Farmer and Fisherman Cooperative (KSU TN). This is evidenced by the partial test of the first hypothesis of the work stress variable (X<sub>1</sub>) where the results of the partial test (t) show a significance value of 0.000 < 0.05 and a t count value of 8.293 > t table 2.0261, while the work environment also affects job satisfaction. employees in aquaculture and fisheries cooperative (KSU TN). This is evidenced by the partial test of the second hypothesis of the Work Environment variable (X<sub>2</sub>) where the results of the partial test (t) show a significance value of 0.046 < 0.05 and a t-count value of 2.068 > t-table 2.0261.

Simultaneous hypothesis test results indicate that work stress and work environment affect employee job satisfaction in agricultural and fishery cooperatives (KSU TN). It can be seen from the results of the F test output that after seeing the significance value or comparing the calculated F value with the F table, a significant value is obtained for the effect of Work Stress (X<sub>1</sub>) and Work Environment (X<sub>2</sub>) simultaneously. on Employee Job Satisfaction (Y) of 0.000 < 0.05 and the value of F arithmetic 132.480 > F table 3.24 so it can be concluded that there is a significant influence between work stress and work environment simultaneously on employee job satisfaction at Multipurpose Farmers and Fishermen Cooperatives (KSU TN).

Based on the results of the R<sup>2</sup> test, it can be explained that work stress and work environment affect employee job satisfaction at the Multipurpose Farmers and Fishermen Cooperative (KSU TN) simultaneously and can be shown in the form of the percentage of Adjusted R Square results, which is 0.871 (87.1%) in the Cooperative. . Multipurpose Farmers and Fishermen (KSU TN) and 12.9 percent were not studied by researchers.

In addition to the results of the tests carried out, it can also be seen that the employees of the Multipurpose Farmer and Fisherman Cooperative (KSU TN) experience a buildup of work so that work with deadlines is difficult to fulfill, especially because employees often get additional tasks that must be completed first so that other jobs pile up. Not only that, it can also be seen from the work environment in the Multipurpose Farmers and Fishermen

Cooperative (KSU TN) where there is a work space layout such as an office space that is still relatively narrow which makes employee movement limited, the ventilation air feels stuffy and there are some office equipment used regularly. regular. alternately so that it can slow down the work of employees. Based on the above phenomenon, it can be seen that work stress and work environment affect employee job satisfaction. However, this does not make employees feel work stress because KSU TN employees continue to carry out their work and complete their work according to the predetermined target and feel happy with their work.

The results of research conducted by researchers are different from the results of research conducted by (Rudianto, 2019), regarding the Effect of Facilities, Environment and Job Stress on Job Satisfaction (Empirical Study on Department Stores & Supermarkets in Magelang City. From this study it can be concluded that partially facilities work has a positive and significant effect on job satisfaction of Gardena Department Store & Supermarket employees in Magelang City, partially the work environment variable has a positive and significant effect on job satisfaction of Gardena Department Store & Supermarket employees in Magelang City work stress variable has a negative and partially significant effect on job satisfaction Work The work of Gardena Department Store & Supermarket employees in Magelang City Simultaneously, the variables of work facilities, work environment and work stress have a significant effect on job satisfaction of Gardena Department Store & Supermarket Employees in Magelang City.

In addition, it can also be seen from the factors that experience stress but are still satisfied with their work. This is because the tasks they do are full of challenges and fun and there is effective communication between employees at KSU Tani and Fishermen so that it can be said that the higher the level of work stress, the higher the job satisfaction of employees.

## 6 CONCLUSION

Based on the results of the analysis and discussion conducted by researchers using SPSS tools, it can be concluded as follows:

1. Job stress has a significant effect on employee job satisfaction at the Multipurpose Farmers and Fishermen Cooperative (KSU TN).

2. The work environment has a significant effect on employee job satisfaction at the Multipurpose Farmers and Fishermen Cooperative (KSU TN).
3. Work stress and work environment simultaneously affect employee job satisfaction at the Multipurpose Farmers and Fishermen Cooperative (KSU TN).

The researcher's suggestion to increase employee job satisfaction, the company is expected to pay attention to the conditions of a conducive work environment so that employees can work comfortably.

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