Analysis Of Employee Job Satisfaction With Work Stress, Work Environment And Work Life Balance As Predictors At CV Imexindo Nusantara

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Abstract . *Employees must be effectively managed as a valuable asset for a firm in order to maximize their contribution. Psychological factors relating to employee psychology, social factors relating to social interactions between employees and their superiors and coworkers, financial factors relating to employee salaries, and physical factors relating to timing, rest time, and conditions of the work environment are factors which influence employee job satisfaction. This study was conducted at CV IMEXINDO NUSANTARA, and a sample of up to 112 employees out of 155 was used. The analysis's findings indicate that factors including stress at work, the workplace environment, and work-life balance have an impact on job satisfaction variables in CV IMEXINDO NUSANTARA both alone and jointly*

Keywords: *job stress, work environment, work life balance, job satisfaction*

INTRODUCTION

Employees should be managed as effectively as possible for them to contribute as much as possible to the business as a whole. According to (Rivai, 2014) job satisfaction is a demand that will inevitably grow over time, and people will continue to work to use their current skills to meet them. Employees who feel underappreciated may experience psychological or physical damage, act aggressively and excessively, or act in retaliation for the past (Mangkunegara, 2017).

According to (Sutrisno, 2017) related employee psychology is a psychological factor, which relates social interaction between colleagues and superiors is a social factor, financial factors related to employee salaries, related to time such as rest hours are physical factors, and environmental conditions are factors that have an influence on employee job satisfaction. (S.P, Hasibuan, 2013) the indicator used in measuring it is discipline, with the level of employee attendance at work serving as a proxy for their level of discipline.

Work-life balance (also known as employee work balance) has been shown in research (Rondonuwu et al., 2018) to have an impact on job satisfaction, especially for employees of cooperative offices and small companies. The measure of job satisfaction associated with playing some role in life is called equilibrium in work life. The art of balancing one's obligations to one's work, personal needs, and relationships with family and friends is work-life balance (Nur Intan Maslichah Kadarisman Hidayat, 2017) Organizations benefit from

happy personnel due to their increased effectiveness and productivity (Rondonuwu et al., 2018).

According to research (Nur Intan Maslichah et al, 2017) job satisfaction and mood are influenced by an employee's work environment. According to (Sedarmayanti, 2017) there are two categories of work environment arrangements: physical and non-physical. Non-physical work environment is an environment where there is a relationship in the course of work, be it between subordinates and superiors, employees and co-workers, or superiors and subordinates.

(Edalmen & Isabella, 2020) work stress variables can have a negative and significant effect on work satisfaction variables, it is said that negative and significant impacts on work satisfaction factors can arise due to work stress. (Mangkunegara, 2017) Workers will feel work stress at work due to the condition of the load from work that is considered excessive compared to limited working time, the work environment is considered unhealthy, the level of supervision in working is low quality, work conflicts, giving authority that is considered inadequate when compared to responsibilities, and frustration at work due to differences in values between employees and leaders.

The negative effects of job stress include physical, psychological, and behavioral problems. Symptoms associated with stress include physiological ones such as those associated with metabolic changes, frequent headaches, elevated blood pressure and up to the occurrence of a heart attack. Stress causes the appearance of unhappiness despite the presence of psychological symptoms. Learning about job stress in many situations can help a person develop a more comprehensive understanding of the phenomenon and strategies to mitigate detrimental effects on employees' commitment to work, job satisfaction, and their productivity

Job Satisfaction

Job satisfaction is the efficiency of emotional reactions to components of the job, according to Kreitner and Kinicki. An employee's feelings about whether or not their job is enjoyable come together as satisfaction at work. A common attitude at work that shows a difference between the incentives employees actually get and those they believe they are entitled to is job satisfaction. (Robbins, P. S dan Judge, 2017) Job satisfaction, according to (S.P, Hasibuan, 2013) is an emotional, pleasant attitude, and enthusiasm for work. One part of a person's job may make them feel relatively satisfied, while one or more other aspects may make them unhappy. There are theories related to satisfaction at work:

1. According to two factors theory, the factor in motivation and the element above hygienic are two different variables in determining job satisfaction and job dissatisfaction.

2. According to the theory of value, job satisfaction arises when an individual can accept the results of work as usual. Whereas more individuals will be satisfied and vice versa if more people can accept the results.

According to (S.P, Hasibuan, 2013)there are a number of factors that indicate how satisfied a worker is with his job:

1. Adoring his work. Employees are aware of where they are going, why they choose their goals, and how to behave at work.
2. Enjoy the work. Employees are aware that their work matches their preferences and love to do it. Positive spirit at work.
3. To achieve the set goals, there must be an internal consensus within a person or organization
4. Discipline at work. created and constructed as a result of a series of actions that demonstrate the virtues of loyalty, obedience, and/or order.
5. Performance at Work. The result of one's work in completing a given task depends on time, skill, and sincerity in addition to other factors

Work Stress

According to (Robbins, P. S dan Judge, 2017) stress is a condition that is always changing as a result of possibilities, limitations, or demands related to one's desires. A person's emotions and thought processes are influenced by stress at work, which is a dependent condition. Work stress is a sad situation for an employee when they handle their work; can cause unstable emotions, feelings of discomfort, a sense of solitude, and difficulty sleeping. (Mangkunegara, 2017)

(Mangkunegara, 2017) states several indicators of work stress:

1. Work conflicts. It is a dispute between employees and causes a split in the organization.
2. The moral difference between followers and leaders. Conflicts generated from different points of view between superiors and subordinates can annoy and burden workers, stressing them out
3. The values that managers and employees hold differently. Conflict can result from different viewpoints between supervisors and subordinates, which can exacerbate the pressure of an employee's workload and generate stress.
4. Unhealthy environment at work. When individuals have different viewpoints, the workplace environment is less favorable and divisions within the company can occur.
5. Fast period of work. If the work deadline is too long, employees will feel pressured.

According to Luthans (2006) in (Gofur, 2018), organizational and non-organizational factors contribute to the prevalence of work stress Organizing elements.

1. One aspect of an organization's character, its internal structure, can be a cause of conflict among colleagues over specialization and an unfriendly working atmosphere
2. Non-organizational factors, are individual factors, including employee personality types.

Rivai &; Mulyadi, (2005) in (Gofur, 2018) stated that stress (stressor) can be caused by four main things: Additional organizational stresses, individual stressors, organizational stressors, Group Stressors

Cooper claims that workplace conditions, role-related stress, interpersonal problems, career growth, organizational structure, and family work conflict are examples of signs of work stress.

Work Environment

The general environment and the specific environment are two types of external institutions or forces that have the capacity to influence how well an organization performs, according to (Robbins, P. S dan Judge, 2017). According to (Sedarmayanti, 2017) a person's work environment consists of all the tools and materials they use, the environment in which they operate, the methods they use, and the way they work are arranged both individually and in groups.

(Sedarmayanti, 2017) situations that occur in and around the workplace that may have an impact on workers either directly or indirectly are physical work environments. Relationships in the workplace, including with superiors, co-workers, and subordinates, are conditions related to non-physical work environments. Some elements that, in some cases, impact the workplace include:

1) **Physical Work Environment**

   a. Environments that directly affect workers (workstations, furniture, etc.)
   b. Work environments that affect a person's health and well-being include factors such as temperature, air humidity, air change, lighting, noise levels, vibration, unpleasant odors, colors, and more

2) **Non-Physical Working Environment**

   Non-physical work environment, according to (Sedarmayanti, 2017), is an environment in work where it cannot be ignored

Work life balance

Work-family conflict is used in the form of conflict between roles where there is pressure on roles in work and roles in the family. In the latest study the scope is expanded into a two-way study in which not only conflicts can arise between demands in work and in the family, but also an achievement that may result from both domains and an advantage in achieving balance between the two. Work-family balance is defined as the individual's balance between work life and family life. In recent years there has been a change in terminology from work family balance to work life balance

When it comes to the idea of work-life balance, balance is balanced and considered lacking. It comes from tasks at work and in families that are functional (work well, productive, successful) and have a beneficial influence (pleasant, fun). The meaning of "work-life balance" refers to the effort that people make to achieve a balance between two or more of the roles they

play. Work-life balance, Hudson in (Nur Intan Maslichah Kadarisman Hidayat, 2017) is a measure of job satisfaction related to various responsibilities in life

Things that have an influence on equilibrium in work life (work life balance):

1. Personal traits affect life inside and outside the workplace
2. Family traits are important factors that may influence whether there is conflict between his work and personal life or not
3. Conflicts can arise both at work and in one's personal life depending on the characteristics of one's work, such as one's work schedule, workload, and amount of time at work
4. Attitude. is an evaluation of aspects of the social world.

Hudson (2005) in (Nur Intan Maslichah Kadarisman Hidayat, 2017) some aspects of work life balance: 1) Time equilibrium 2) Equilibrium in engagement 3) satisfaction

METHOD

The use of hypothesis testing, the findings of this explanatory study will explain the causal relationship between variables. The author aims to be able to explain how variables X1 (work stress), X2 (work environment), and X3 (work-life balance) relate to variable Y (job satisfaction).

Population refers to all research subjects to be examined, which are in accordance with the specified criteria (Sugiyono, 2015) The object is 155 people working at CV IMEXINDO NUSANTARA. According to the sampling methodology, the sample is part of the population (Sugiyono, 2015). Purposive simple random sampling with the Slovin formula and magnitude error 10% resulted in the collection of 112 samples for the study.

Researchers in collecting important information use primary and secondary data sources

1. Questionnaire (questionnaire) Questionnaires are written statements distributed to respondents (Sugiyono, 2015) Submission of questions / statements by utilizing existing online technology, namely using Google Form media.
2. Documentation The search for object or variable information can be done through documentation, which is relevant to the topic of investigation (Arikunto, 2016)
3. Literature Study Literature study by reading and studying theoretically also by examining books as well as related forms of literature.

The collected data is analyzed based on statistical calculations by utilizing the SPSS Application as a medium for statistical calculations. Instrument tests play an important role in quantitative type research, this is because the quality of the data obtained is determined by the quality of the instruments used.

Validity tests are carried out, according (Ghozali, 2016), in ascertaining the truth or falsity of a statement in the questionnaire. The number of r-calculated values is compared to the sum of the r-table values in this validity test, and if the number of r-calculated values is higher, the statements in the questionnaire are considered valid.

This test uses data from (Ghozali, 2016) to determine whether the indicator of a variable is reliable or not. If respondents' responses to the statement are regular or stable, the indicator is considered reliable or reliable. If the construct or variable has a Cronbach alpha value above 0.70, it is considered reliable

(Ghozali, 2016) The value of the coefficient in linear regression represents the value of each independent variable. A significance threshold of 0.05 was chosen in this study.

$Y = \alpha + b1X1 + b2X2 + b3X3 + \varepsilon$
(Y) Job satisfaction
(X1) Work Stress
(X2) Work Environment
(X3) Work-life balance;
(α) Constants
(ε) Confounding variables
(B1, B2, B3) Regression coefficient

R^2 (Coefficient of determination) is used in determining the goodness of the model which describes fluctuations in the independent variable (goodness of fit). The coefficient of determination is between zero and one, according to (Ghozali, 2016)

By determining Ho and Ha, hypothesis testing is performed. The presence or absence of the influence of the independent variable on the dependent variable is the subject of the research hypothesis. When testing only one hypothesis, the t test is used, and when testing both, the F test is used.

1. **Partial Testing (t Test)**

The statistical test of t (or t-value test) is used in showing the strength of the contribution of the independent variable to explain changes in the dependent variable (Ghozali, 2016). The criteria are: In this example, it is shown that the independent variable significantly affects the partially bound variable. If t-calculated > t in the table, interpreted Ho is rejected thus Ha is considered acceptable

2. **Simultaneous Testing (Test F)**

The statistical test of F value is used to test the interaction between independent and dependent variables (Ghozali, 2016)the criteria are: When the f-count exceeds the f-table, Ho is considered rejected with Ha accepted. Where this shows both independent variables significantly affect the dependent variable taken together2. Simultaneous Testing (Test F) The statistical test of F value is used to test the interaction between independent and dependent

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RESULTS AND DISCUSSION

The information obtained from respondents will be meaningless if not analysis on the data. In this study, data analysis was carried out statistically by utilizing the SPSS application for statistical calculation media.

Analysis and calculations for validity tests on indicators or statements in this study revealed that the r-value was calculated at a significant level of 5% above the r-table value, so everything in the questionnaire was valid

The Cronbach alpha value of all independent variables studied above the value of 0.70 is obtained through analysis and calculation in reliability testing. The above findings show that the independent variable studied is considered reliable

The results of the analysis and calculation with the application of the SPSS program are presented in table 1

Table 1. Multiple Regression Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.202	1.830		6.666	.000
Work Stress	-.170	.057	-.196	-2.974	.004
Work Environment	.422	.082	.390	5.131	.000
Work-life balance	.399	.068	.447	5.877	.000

a. Dependent variable: job satisfaction

A regression equation can be made that shows the relationship between the variables in this study:

$$Y = 12.202 + 0.399X1 + 0.422X2 - 0.170X3 + e$$

The interpretation of this equation is:

1. The standard Beta value which is the standard coefficient of regression of the independent variable X1 (work stress) - 0.196 with a sign of 0.004. This means that if the other independent variable remains while the free variable X1 (work stress) increases by 1%, the dependent variable Y (work satisfaction) will decrease by 12.202. Coefficient has a negative value which means that between the independent variable X1 (work stress) and the dependent variable Y (job satisfaction) has a negative relationship. When the independent variable X1 (job stress) increases, the dependent variable Y (job satisfaction) decreases.

2. The standard Beta value which is the standard coefficient of regression of the free variable X2 (work environment) 0.390 with a sign of 0.000. This means that if the other independent variable remains while the free variable X2 (work environment) increases by 1%, the dependent variable Y (job satisfaction) will increase by 12.202. Coefficient has a positive value which means that between the free variable X2 (work environment) and the dependent variable Y (job satisfaction) has a positive relationship. When the free variable X2 (work environment) increases, the dependent variable Y (job satisfaction) increases as well.

3. The standard Beta value is the standard regression coefficient of the free variable X3 (work life balance) 0.447 with a sign of 0.000. This means that if the other independent variable remains while the free variable X3 (work life balance) increases by 1%, the dependent variable Y (job satisfaction) will increase by 12.202. Coefficient has a positive value means that the relationship between the free variable X3 (work life balance) and the dependent variable Y (job satisfaction) that occurs is positive. When the independent variable X3 (work life balance) increases it causes the dependent variable Y (job satisfaction) to increase as well

Below is the value of R (correlation coefficient) and the value of Adj.R^2 (coefficient of determination) presented in table 2.

Table 2. R coefficient of calculation and determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.732^a	.536	.523	3.665

a. Predictor: (Constant), work stress, work environment, work life balance

Table 2 shows that the Adjusted R Square value is 0.523. This value means that the independent variables X1 (work stress), X2 (work environment) and X3 (work life balance) in this study can explain the Y bound variable (job satisfaction) by 52.3%, while the other 47.7% will be explained by the independent variable which is outside the independent variable in this study

By specifying the value of t_{table}, the value of t_{table} df= 112-3-1= 108 results in a value of t_{table} 1.659. The t (partial) test is calculated using the computer-aided SPSS calculation program as shown in Table 1.

1. Hypothesis Test is suspected that the independent variable X1 (work stress) affects the dependent variable Y (job satisfaction), formulation of the hypothesis:

From table 1 of the t test results, tests can be carried out on the independent variable X1 (work stress) to the dependent variable Y (job satisfaction) obtained a calculated t value - 2.974 < t table -1.659 sig value 0.004 < α 0.05. which means that Ho is not accepted means Ha is accepted so that the independent variable X1 (work stress) affects significantly on the dependent variable Y (job satisfaction)

2. Hypothesis Test is suspected that free variable X2 (work environment) affects the dependent variable Y (job satisfaction), hypothesis formulation:

    From table 1 of the t test results, it can be tested on the independent variable X 2 (work environment) to the dependent variable Y (job satisfaction) obtained a calculated t value of 5.131 > t table 1.659 with a sig value of 0.000 < α 0.05. which means that Ho is not accepted, meaning Ha is accepted so that the independent variable X2 (work environment) significantly affects the dependent variable Y (job satisfaction).

3. Hypothesis Test is suspected that the independent variable X3 (work life balance) affects the dependent variable Y (job satisfaction), hypothesis formulation:

From table 1 of the t test results, tests can be carried out on the independent variable X3 (work life balance) to the dependent variant Y (job satisfaction) obtained a calculated t value of 5.877 > t table 1.659 worth of sig 0.000 < α 0.05. which means that Ho is not accepted, meaning Ha is accepted so that the independent variable X3 (work life balance affects significantly on the dependent variable Y (job satisfaction)

The simultaneous test (Test F) is used in the significance test of the effect of the independent variable X1 (work stress), the free variable X2 (work environment) and the independent variable X3 (work life balance) simultaneously on the dependent variable Y (job satisfaction). Ftable value is 2,690

Table 3. F Test Results

ANOVA[b]

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1676.685	3	558.895	41.607	.000[a]
	Residual	1450.734	108	13.433		
	Total	3127.420	111			

a. Predictor: (Constant) work stress, work environment, work life balance

b. Variable dependent Y (job satisfaction)

The hypothesis test is suspected of the free variable X1 (work stress), the free variable X2 (work environment) and the free variable X3 (work life balance) simultaneously on the dependent variable Y (job satisfaction) Hypothesis formulation: Based on table 3, results are obtained that show that F calculated 41.607 > F table 2.690 is worth sign 0.000 < sign α 0.05, which means that Ho is not accepted meaning Ha is accepted so that the free variable X1 (work stress), free variable X2 (work environment) and free variable X3 (work life balance) simultaneously affect significantly to the dependent variable Y (job satisfaction).

Discussion

In the study, results were obtained that showed the independent variable X1 (work stress) affected negatively and significantly than the dependent variable Y (job satisfaction). It

can be shown in CV IMEXINDO NUSANTARA that the increasing work demands make the management at CV IMEXINDO NUSANTARA add more employees so that the workload is not too much. These results support research conducted by (Mukti Wibowo et al., (2014); Yasa & Dewi,(2019); Gofur, (2018)).

In the study, results were obtained that showed the independent variable X2 (work environment) influenced positively and significantly than the dependent variable Y (job satisfaction). The work environment at CV IMEXINDO NUSANTARA has improved starting from staff employees who work in one room in the production room to change places in the workspace with comfortable conditions. Work environment is closely related to satisfaction at work These results support research conducted by (Mukti Wibowo et al., (2014); Supriyadi & Aryaningtyas, (2022); Edalmen & Isabella, (2020); Anam & Rahardja,(2017) ; Rosyana et al., (2021))

The results showed that the independent variable X3 (work life balance) influenced positively and significantly than the dependent variable Y (job satisfaction). What happened at CV IMEXINDO NUSANTARA in relation to work life balance has been proven through employee working days for a week. There are 5 days for work and 2 days on weekends for rest or holidays. Employees get a day off to increase balance in their lives, this also helps increase satisfaction at work. These results support research conducted by (Ganapathi, 2016) which illustrates the relationship between work-life balance and job satisfaction. The results of the study are in accordance with Hutcheson's theory revealing that work-life balance is individual satisfaction in achieving equilibrium over life at work

According to the analysis and calculations for the validity test, the variables work stress (X1), work environment (X2), and work life balance (X3) all have an impact on job satisfaction (Y) at the same time. This is shown by the efforts of CV IMEXINDO NUSANTARA to improve all aspects. So that businesses can consider employee job satisfaction considerations. The findings of this study confirm previous investigations conducted by (Nur Intan Maslichah Kadarisman Hidayat, (2017); Gofur, 2018)).

CONCLUSION

Conclusion

1. Work stress affects employee satisfaction at CV IMEXINDO NUSANTARA.
2. The work environment affects employee satisfaction at CV IMEXINDO NUSANTARA
3. Work-life balance affects employee satisfaction at CV IMEXINDO NUSANTARA

4. Work stress, work environment and work-life balance simultaneously affect employee satisfaction at CV IMEXINDO NUSANTARA.

Suggestion

Suggestions that can be shown the results of this research are:

1. CV IMEXINDO NUSANTARA must also consider the level of burden on the work of its employees where the level of burden on work will prevent the emergence of work stress on its employees. Where if work stress in employees increases, it will be able to reduce the level of employee job satisfaction

2. CV IMEXINDO NUSANTARA is expected to improve the working environment for employees with the hope that job satisfaction will increase. The environment for work both in the form of a physical environment and a non-physical environment can affect employee job satisfaction.

3. CV IMEXINDO NUSANTARA is expected to make all aspects that are related to work life balance even better and the level of satisfaction in employee work will also increase

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