The Influence of Work Environment, Work Load, Job Stress, and Work Morate on Employee Performance Batam City Notary & PPAT Office

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ABSTRACT

This study aims to determine the effect of work environment, workload, work stress and work morale on employee performance at the Notary & PPAT Office of Batam City (Case Study of Notary & PPAT Employee Performance Vivin, S. H., M. Kn and Notary & PPAT Office Yondri Darto, S.H). The type of research used in this research is quantitative research. The population of this study were 41 people who were employees of the Notary & PPAT Office of Vivin, S. H., M. Kn and the Notary & PPAT Yondri Darto, S. H. The sampling technique in this study used a saturated sample technique so that the sample numbered 41 respondents. Data is obtained by distributing questionnaires or questionnaires that have been tested for validity and reliability. Data analysis used multiple linear regression and hypothesis testing using the t test and F test. The data were processed using SPSS version 26. The results of the study were that partially the variables Work Environment, Workload, Work Stress and Work Morale had a significant and significant effect on Employee Performance, and in a significant way Simultaneous Work Environment, Workload, Work Stress, and Work Morale have a significant and significant effect on the Performance of Notary & PPAT Office Employees Vivin, S. H., M. Kn and Notary & PPAT Office Yondri Darto, S. H.

Keywords: Work Environment, Workload, Work Stress, Morale, Employee Performance

INTRODUCTION

In a company, human resources are an important factor that determines the development of a company. According to Hasibuan (2019) Good human resource management will produce quality human resources and have an impact on achieving company goals and objectives. The achievement of the goals and objectives of the company, one of which is very dependent on the good or bad performance of the company's employees.

Satisfactory performance of employees does not just happen by itself but through a process and continuous evaluation is needed. According to Kasmir (2019) performance is the result of work and work behavior that has been achieved in fulfilling the tasks and responsibilities given during a certain period of time. To achieve good performance, many factors influence such as work environment, workload, work stress, and employee morale.

A non-conducive work environment can affect employee performance. Employees who work in a friendly and supportive environment tend to perform better than employees who work in an unsupportive environment. This is in line with research conducted by Defita Sari, Ratri (2020) where the research results stated that the work environment, work motivation and leadership style together had a positive and significant effect on improving employee performance.

In addition to the work environment, one other factor that must also be considered related to employee performance is the workload factor. Munandar's research (Harini et al., 2018) states that workload is tasks assigned to employees to be completed at a predetermined time by utilizing existing skills and work potential. In an effort to achieve work targets, sometimes companies use various ways to maximize the potential of existing employees, one of which is by increasing the workload for company employees. However, excessive workload can cause fatigue, stress, and decreased employee performance. This is in line with research conducted by Harsa

Arif (2022) where the research results stated that the workload variable had a positive effect on employee performance variables. If the workload increases it will reduce employee performance and if on the contrary the workload decreases it has the potential to increase employee performance. Employee performance will be maximum if workload indicators are met in a balanced manner such as work conditions, work standards and targets that must be achieved, the work targets set must be in accordance with the employee's abilities.

Efforts to improve employee performance are not only seen from a comfortable and safe work environment and the determination of an appropriate workload. However, you also have to pay attention to work stress on employees. An et al., (2020) explained that work stress occurs as a result of excessive work pressure and demands, stress can have a positive effect if it is able to be handled by employees and vice versa will have a negative impact if it exceeds the tolerance threshold. In the world of work stress affects employee performance, this is in accordance with research conducted by Herdianti Husain (2019) which shows that work stress has a positive and simultaneous (together) effect on employee performance. This means that there is an influence between work stress variables on employee performance. And other research, namely Erawati et al.

Work morale also plays an important role in improving employee performance in the company. Employees who have high work morale tend to have better performance and are more productive. This is because high work morale can motivate employees to give their best in their work. This is in line with research conducted by Anjani (2020), the results of this study are that high morale can improve employee performance and customer satisfaction. Factors that can influence work morale include fairness in task distribution, social support, and giving awards.

Batam City is a very strategic industrial area, Batam City is located between Singapore and Malaysia and the Malacca Strait which is one of the busiest shipping lanes in the world. Therefore, the city of Batam is very attractive and has high selling points, especially in the property sector. This is shown by data on the number of parcels of land ownership in Batam City, which are increasing every year as shown in table 1 below.

Table 1. Data on the Number of Land Ownership Sectors by Type of Rights and Districts in Batam City

Kecamatan	Jumlah Bidang Kepemilikan Tanah Menurut Jenis Hak dan Kecamatan											
	Hak Milik		Hak Guna Usaha		Hak Guna Bangunan		Hak Pakai		Hak Pengelolaan		Wakaf	
	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
Belakang Padang	1238	509	-	-	464	347	691	643	-	-	-	1
Bulang	190	142	-	-	118	87	235	195	-	-	12	2
Galang	121	120	-	-	22	18	107	109	-	-	-	-
Sungai Beduk	1216	1362	-	-	30445	31109	22	102	-	-	-	-
Sagulung	1090	945	-	-	55302	55108	61	108	-	-	-	-
Nongsa	36	198	-	-	24207	25255	33	48	-	-	-	-
Batam Kota	5302	5213	-	-	67061	67557	146	141	-	-	-	-
Sekupang	2848	2866	-	-	56224	59799	549	574	-	-	-	-
Batu Aji	441	376	-	-	30055	30986	8	15	-	-	-	-
Lubuk Baja	2970	2937	-	-	10488	10600	49	44	-	-	-	-
Batu Ampar	329	322	-	-	6031	6033	27	27	-	-	-	-
Bengkong	470	434	-	-	20278	21231	15	22	-	-	-	-
KOTA BATAM	16251	15424	-	-	300695	308130	1943	2028	-	-	12	3

Source: Central Bureau of Statistics for Batam City

Not only in the property sector, growth is also seen in the many companies that start operating in the city of Batam every year. Such as the data issued by the investment service and PTSP Batam city.

Table 2. Recapitulation of Data on the Number of Companies in Batam City

Information	Period	
	2021	**2022**
Region	Batam city	Batam city
Unit	Unit	NIB (Business Identification Number)
Data Producer	Department of Investment and PTSP	Department of Investment and PTSP
Amount	5,410	11.265
Release Date	May 30, 2022	January 12, 2023

Source: One Batam City Data

In table 3 it is clear that there is an increase in the number of companies in the city of Batam, namely the

number of companies in the Batam city area in 2021 totaled 5,410 companies and will continue to increase in 2022 to 11,265 companies.

The many requests for land, property and company management in Batam City will certainly have an impact on the files received by the Batam City Notary & PPAT office. Notary is a public official who has the right and authority to make authentic deeds and has other authorities determined by law and PPAT is a public official who has the authority to make authentic deeds regarding certain legal actions related to land rights or property rights and rights ownership of the apartment unit.

Notary & PPAT office employees are required to be able to work properly, quickly, and efficiently in producing legal documents. The high demand for property, land and company management will affect the workload of Batam City Notary & PPAT office employees. This can be seen from the data on the number of deeds at the Notary & PPAT office Vivin, SH, M.Kn and the Notary & PPAT Office Yondri Darto, SH in table 3 and table 4 below.

Table 3. Number of Deeds from Notary & PPAT offices Vivin, SH, M.Kn

YEAR		MONTH	NOTARY PUBLIC	PPAT
	2021	January	38	52
		February	42	51
		March	40	60
		April	42	57
		May	48	40
		June	60	38
		July	53	55
		August	48	43
		September	51	53
		October	50	61
		November	47	62
		December	51	55
YEAR		**NUMBER OF DEEDS**	**570**	**627**
		MONTH	NOTARY PUBLIC	PPAT
	2022	January	48	53
		February	50	54
		March	35	55
		April	45	61
		May	50	62
		June	61	55
		July	55	55
		August	58	61
		September	55	60
		October	46	60
		November	48	68
		December	50	68
		NUMBER OF DEEDS	**601**	**712**

Source: Notary & PPAT Office VIVIN, SH, M.Kn

Table 4. Number of Deeds of Yondri Darto, S. H

YEAR	TYPE OF DEED	
	NOTARY PUBLIC	PPAT
2020	1,121	899
2021	1.105	910
2022	1,224	1020

Source: Notary & PPAT Office YONDRI DARTO, SH, M.Kn

There are problems related to the workload of the Batam City Notary & PPAT office employees, where from tables 3 and 4 above it can be seen that the number of deeds at the Vivin, SH, M.Kn Notary & PPAT office

and Yondri Darto, SH Notary & PPAT Office fluctuates and has increased, this has created an overloaded work system where submitted files are often forced to be completed as quickly as possible and sometimes cut into employees' rest hours. This shows that there is an increase in the workload of employees at the Vivin, SH, M.Kn Notary & PPAT office and Yondri Darto, SH Notary & PPAT Office, which is thought to have an impact on employee performance.

Not only looking at the workload, the work environment at the office of Notary & PPAT VIVIN, SH, M.Kn and the Office of Notary & PPAT Yondri Darto, S.H is currently not conducive, which is affecting employee comfort and productivity. There are still delays in the file completion process caused by unfavorable work environment conditions, namely limited infrastructure in the form of a number of computers and printers that are still less than the number of employees, the unavailability of a generator machine to anticipate if the electricity from the PLN source goes out, and the lack of network speed internet (number of Mbps) used so that it can interfere with the online file management process. This is expected to have an impact on decreasing the performance of Notary & PPAT office employees in Batam city.

An unfavorable work environment and excessive workload cause both physical and psychological work stress as well as emotional reactions such as headaches, indigestion and increased negative emotions. This can be seen from table 5 and table 6 regarding the 2022 attendance list at the Vivin, SH, M.Kn Notary & PPAT office and Yondri Darto, SH Notary & PPAT Office, where every month there are still employees who are absent from work due to illness.

Table 5. List of Attendance in 2022 Notary & PPAT Office Vivin, SH, M.Kn

Month	Number of employees	Working days	Information	
			Permission	Sick
January	19	23	3	5
February	16	20	2	4
March	16	25	4	1
April	16	25	1	6
May	16	22	6	1
June	16	25	3	1
July	16	25	2	5
August	16	26	0	2
September	16	26	5	1
October	16	25	0	2
November	16	26	0	1
December	16	26	0	1

Source: Notary Office & PPAT VIVIN, SH, M.Kn

Table 6. 2022 Attendance List Office of Notary & PPAT Yondri Darto S.H

| NO	MONTH	INFORMATION			COME LATE	NUMBER OF EMPLOYEES
		PERMISSION	SICK	ROLL CALL		
1	January	2	1	1	3	25
2	February	1	3	0	1	25
3	March	0	3	0	2	25
4	April	2	1	0	2	25
5	May	0	2	0	3	25
6	June	1	1	0	1	25
7	July	4	2	0	0	25
8	August	0	4	1	1	25
9	September	4	2	0	1	25
10	October	3	5	1	2	25
11	November	0	1	0	0	25
12	December	4	3	0	1	25

Source: Notary Office & PPAT YONDRI DARTO S. H

Employee morale can be seen from the employee attendance list. Based on table 5 and table 6 it turns

out that in the Notary & PPAT offices the level of employee attendance in 2022 will still have high levels of employee permits and sickness. This also proves that there is still a low level of enthusiasm for the employees of the Notary & PPAT office Vivin, SH, M.Kn and the Notary & PPAT Office Yondri Darto, SH.

Based on the background description above and from the results of previous research, the authors are interested in conducting research by taking the title "EFFECT OF WORK ENVIRONMENT, WORKLOAD, WORK STRESS AND WORK SPIRIT ON EMPLOYEE PERFORMANCE OF NOTARY & PPAT OFFICE BATAM CITY (Case Study of Notary & PPAT Employee Performance Vivin , SH, M. Kn and Notary & PPAT Office Yondri Darto, S. H)".

LITERATURE REVIEW
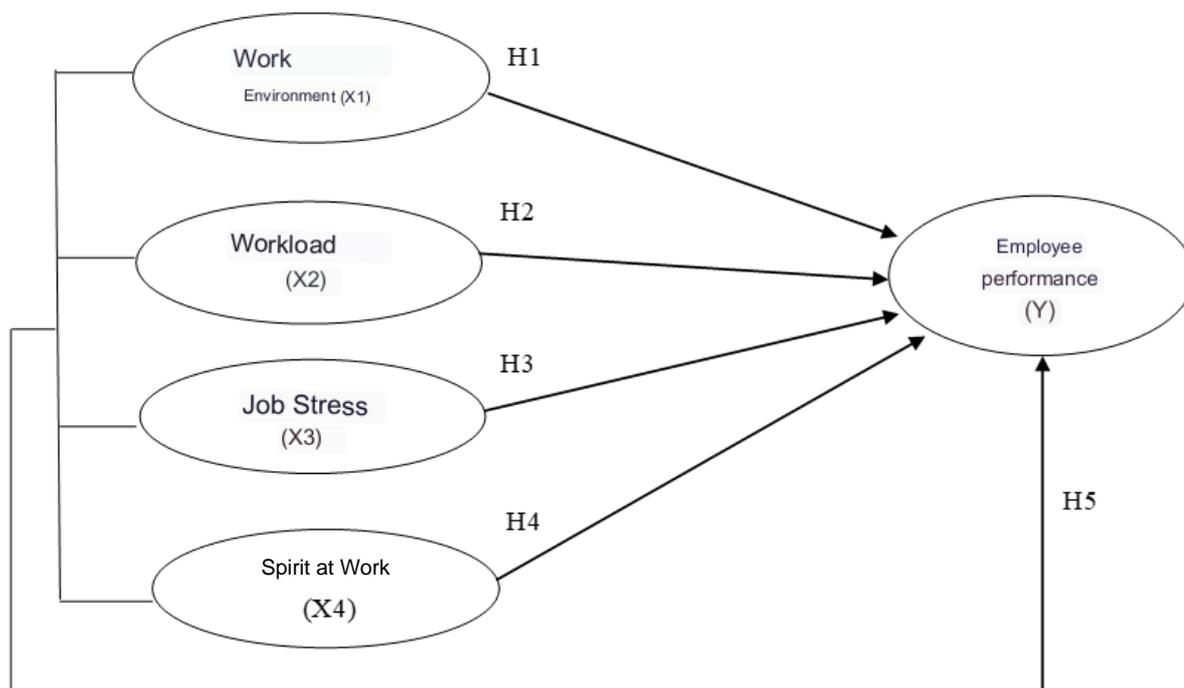
Figure 1. Thinking Framework

Source: Processed data, 2023

As for the formulation of the hypothesis on the tests carried out, among others.

H1: It is suspected that the work environment has a significant effect on employee performance at the Batam City Notary & PPAT Office.

H2: It is suspected that workload has a significant effect on employee performance at the Batam City Notary & PPAT Office.

H3: It is suspected that work stress has a significant effect on employee performance at the Batam City Notary & PPAT Office.

H4: It is suspected that work enthusiasm has a significant effect on employee performance at the Batam City Notary & PPAT Office.

H5: It is suspected that the work environment, work load, work stress and work morale have a significant influence on employee performance at the Batam City Notary & PPAT Office.

METHODOLOGY

Population And Sample

In conducting research, it is necessary to determine the population so that the research carried out obtains the data as expected. According to Handayani (2020), population is a collection of each element studied which has the same characteristics, it can be a group of individuals, events or an object being studied. In this research, the population is all employees who work at the VIVIN Notary & PPAT Office. SH, M.Kn, totaling 16 employees and all employees working at the Notary Office & PPAT YONDRI DARTO SH totaling 25 employees so that the total population is 41 employees.

According to Sugiyono (2015), the sample is a small portion of the number in the population. The sampling technique used in this research is a saturated sample technique, where all employees of the VIVIN Notary & PPAT office. SH, M.Kn, and all employees of the YONDRI DARTO SH Notary & PPAT Office were used as samples, namely 41 people. According to Sugiyono (2015) saturated sampling is a sampling technique when all members of the population are used as samples. Another term for saturated sampling is census, namely taking samples from all members of the population. where all members of the population are sampled. Because the number of population members is relatively small, less than 100 people.

RESULTS AND DISCUSSION

Description of Research Object

The Notary & PPAT Office is a company engaged in the service sector, namely providing services in managing documents for buying and selling houses, land, companies and banking, its duties are to compile, ratify, and register legal deeds and contracts. Notary & PPAT are public officials appointed by the state and given the task of serving the public. Their role is to ensure the authenticity, safety and validity of the deeds they draw up and certify. At the Notary & PPAT office there are many legal transactions, especially in the sale of property, donations, settlement of inheritance, marriage agreements, partnership agreements, loans, leases, and so on.

Notary & PPAT office VIVIN, SH, M.Kn and Notary & PPAT office Yondri Darto, S. H are Notary offices located in Batam City. To be precise, the office of Notary & PPAT VIVIN, SH, M.Kn is located in Bumi Indah Complex Block IV No. 17 and the office of Notary & PPAT Yondri Darto, S. H which is located at the Sulaiman Complex Jalan Sultan Abdul Rahman No.10. These notary offices are notary offices that have been around for quite a long time in Batam City. Notary & PPAT offices require employee performance that supports the achievement of company goals. Respondents in this study were all employees of the Notary & PPAT ffice, SH, M.Kn and the Notary & PPAT Yondri Darto, S. H office, totaling 41 people. Respondent identities were obtained based on gender, age, education and years of service.

Data analysis

Instrument Analysis Test

Validity test

After collecting research data in the form of research respondent response questionnaires, the data was then tabulated and tested on the quality of the data collected. Testing the quality of the data is done by testing the validity. Validity testing compares the calculated r and r table values using SPSS version 26 software. Validity test results are carried out using product moment (Pearson) correlation (sig.2-tailed $\leq \alpha$ 0.05).

Test criteria are as follows:

a) If r count > r table, then the instrument is declared valid

b) If r count < r table, then the instrument is declared invalid.

The table r value is obtained by the equation:

$$N-2 = 41 - 2 = 39 = 0.3081$$

If the value of r from the product moment calculation or r calculation > r table   (for a = 0.05 and degrees of freedom (df = N-2) with a value of 0,3081) then the statement is declared valid. And from the table

below, the value of r counts for all statements is obtained > r table (0.3081). This means that the measuring instrument used is valid. The following are the results of the validity test of each research variable:

Table 7. Validity Test Results

Variable	Statement	r Count	r Table	Information
Work environment (X1)	X1.1	0.586	0.308	Valid
	X1.2	0.746		Valid
	X1.3	0.657		Valid
	X1.4	0.679		Valid
	X1.5	0.726		Valid
	X1.6	0.570		Valid
	X1.7	0.725		Valid
	X1.8	0.604		Valid
	X1.9	0.398		Valid
	X1.10	0.562		Valid
Workload (X2)	X2.1	0.734	0.308	Valid
	X2.2	0.850		Valid
	X2.3	0.770		Valid
	X2.4	0.852		Valid
	X2.5	0.853		Valid
	X2.6	0.731		Valid
	X2.7	0.711		Valid
	X2.8	0.680		Valid
Job Stress (X3)	X3.1	0.768	0.308	Valid
	X3.2	0.761		Valid
	X3.3	0.842		Valid
	X3.4	0.795		Valid
	X3.5	0.465		Valid
	X3.6	0.848		Valid
	X3.7	0.425		Valid
	X3.8	0.722		Valid
	X3.9	0.783		Valid
	X3.10	0.454		Valid
	X3.11	0.615		Valid
Spirit at work (X4)	X4.1	0.732	0.308	Valid
	X4.2	0.711		Valid
	X4.3	0.665		Valid
	X4.4	0.702		Valid
	X4.5	0.729		Valid
	X6.6	0.785		Valid
Employee performance (Y)	Y.1	0.747	0.308	Valid
	Y.2	0.667		Valid
	Y.3	0.786		Valid
	Y.4	0.688		Valid
	Y.5	0.754		Valid
	Y.6	0.712		Valid
	Y.7	0.792		Valid
	Y.8	0.746		Valid

Source: Processed Primary Data, 2023

Based on table 7 it can be seen that the r count value of the respondents' answers to all variables is stated to be valid because r count > r table. Thus, it can be concluded that all items from the five variables are declared

valid.

Reliability Test

Reliability indicates the extent to which measurement results remain consistent when measurements are made twice or more for the same symptoms using the same instrument. Reliability testing uses the alphacronbachs method, and the reliability testing criteria are as follows:

1) If the Cronbach alpha value is > 0.60 then the variable is reliable.

2) If the Cronbach alpha value <0.60 then the variable is not reliable

Table 8. Reliability Test

Variable	Cronbach's Alpha	Criteria	N of Items	Information
Work Environment (X1)	0.828	>0.60	10	Reliable
Workload (X2)	0.903	>0.60	8	Reliable
Job Stress (X3)	0.889	>0.60	11	Reliable
Work Spirit (X4)	0.815	>0.60	8	Reliable
Performance (Y)	0.875	>0.60	6	Reliable

Source: Processed Primary Data, 2023

From table 8 above it can be seen that the cronbach alpha of each variable X1, X2, X3, X4 and Y is greater than the required cronbach alpha, which is 0.60. This means that the measuring instrument used is reliable or trustworthy.

Test Data Analysis

Classic assumption test

Multicollinearity Analysis Test

The multicollinearity test aims to test whether the regression model found a correlation (relationship) between the independent (independent) variables. To detect the presence of multicollinearity, the coefficient of variance inflation (VIF) and tolerance can be relied upon. The guidelines are by:

View the Tolerance value:

1) Multicollinearity does not occur if the Tolerance value is > 0.10.

2) Multicollinearity occurs, if the Tolerance value is < or = 0.10.

View the VIF (Variance Inflation Factor) value:

1) Multiconierity does not occur if the VIF value < 10.00.

2) Multiconierity occurs, if the VIF value is > or = 10.00.

Table 9. Multicollinearity Test

Coefficients^a

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	6.726	3.437		1.957	.058		
	Lingkungan Kerja	.173	.083	.215	2.085	.044	.740	1.352
	Beban Kerja	-.230	.045	-.502	-5.100	.000	.812	1.231
	Stress Kerja	.156	.064	.259	2.454	.019	.706	1.417
	Semangat Kerja	.813	.133	.653	6.092	.000	.686	1.457

a. Dependent Variable: Kinerja Karyawan

Source: Processed Primary Data, 2023

From the table above, it is obtained that the VIF values of all independent variables are < 10 and tolerance

> 0.10 means that the regression model is free from multicollinearity.

Heteroscedasticity Analysis Test

The heteroscedasticity test aims to check whether in a regression model there is an inequality of variance between the remainder of one observation and the remainder of another observation. One way to detect the presence or absence of heteroscedasticity is with a graph plot. Detecting whether there is heteroscedasticity or not can be done by looking at whether there is a certain pattern on the scatterplot graph. The results of the heteroscedasticity analysis test can be seen in this picture:
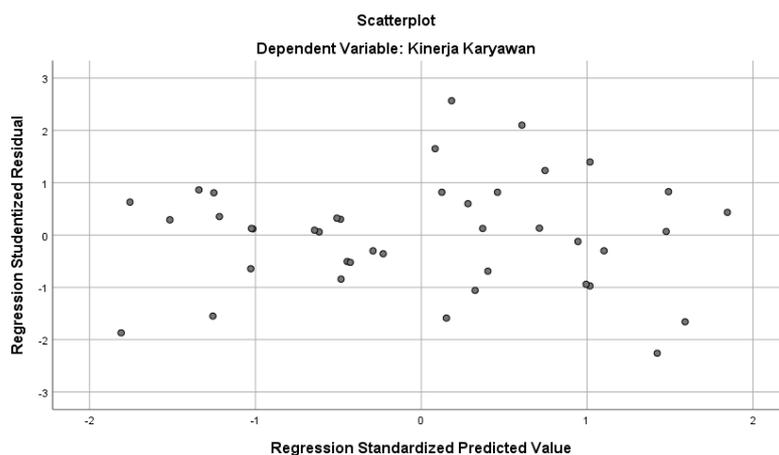

Figure 2. Heteroscedasticity Test

Source: Processed Primary Data, 2023

From the results of the scatterplot diagram in the heteroscedasticity test above, it can be seen that the points spread randomly, the distribution of pattern points does not form a clear pattern, and is spread both above and below the number 0 (zero) on the Y axis, so the regression model in this study is homogeneous or there is no heteroscedasticity.

Normality test

The normality test aims to determine whether the independent and dependent variables are normally distributed. To find out the normal distribution can use a histogram. To find out whether a distribution is normal or not, you can use a histogram chart. The normality test in this research uses residual regression histograms, normal probability plots graphs, scatterplot histograms and the Kolmogorov Smirnov test. The best model is data normally distributed or close to normal. If this assumption is violated, the statistical test becomes invalid for a small number of samples (Ghozali, 2013: 85).
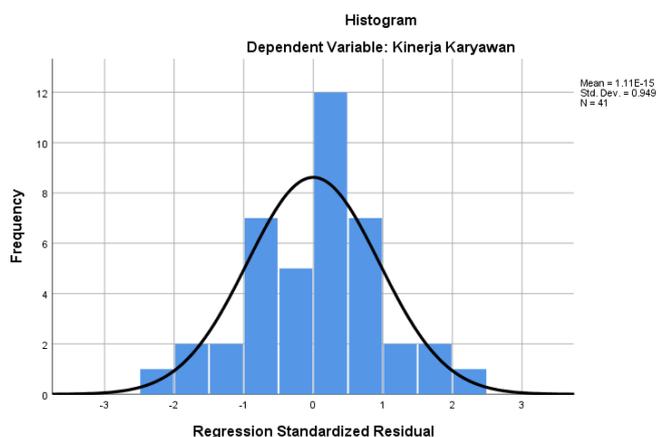
Figure 3. Normality Histogram Diagram

Source: Processed Primary Data, 2023

From Figure 3 it is known that the residual values are normally distributed, this can be seen from the shape of the curve which is described as a bell-shaped curve, that is, both sides of the curve widen to infinity. So it can be concluded that the data is normally distributed. Next, the second way to test normality is with the Normal Probability Plot graph below. If the data spreads far from or if the data goes beyond the diagonal, the regression model fails to meet the assumption of normality.
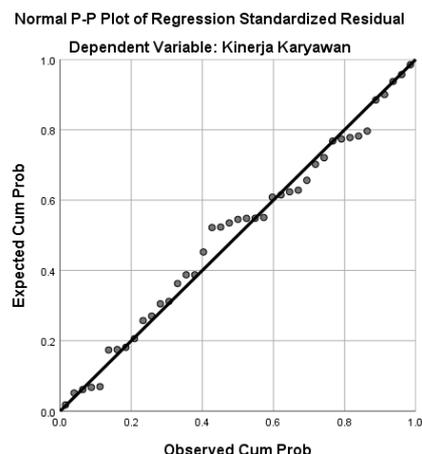
Figure 4. lP-PPLot Norm Diagram of Standardized Residual Regression

Source: Processed Primary Data, 2023

In figure 4 the Normal PP diagram of the standardized Residual regression plot you can see the dots following the diagonal line and the spread is not too far or wide. For a more accurate test, the Kolmogorov-Smirnov test is carried out as shown in the following table:

Table 10. Kolmogorov-Smirnov test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		41
Normal Parameters, b	Means	.0000000
	Std. Deviation	2.56866098
Most Extreme Differences	absolute	.108
	Positive	,070
	Negative	-.108
Statistical Tests		.108
asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
Source: Processed Primary Data, 2023

From Table 10 above, it is known that the Kolmogrov-smirnov test result with an Exact. Sig. (2-tailed) value is 0.200. It is declared significant because the Exact. Sig.(2-tailed) value is greater than 0.05, namely 0.200 > 0.05 (alpha), meaning it can be concluded that the data in this study is normally distributed.

Multiple Linear Regression Analysis

In general, regression analysis is basically a science that studies the dependence of a dependent (bound) variable on one or more independent variables (explanatory/independent variables), with the aim of estimating and/or predicting the mean or median of the population. The dependent variable is based on the known independent variable.

The results of the regression analysis are presented as coefficients for each independent variable. The

coefficient is obtained by predicting the value of the dependent variable with an equation (Ghozali 2013) expressed in the following equation:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

Information:

Y	=	Employee Performance
A	=	constant
$\beta_1, \beta_2, \beta_3, \beta_4$	=	linear regression coefficient of each variable
X1	=	Work environment
X2	=	Workload
X3	=	Work Stress
X4	=	Spirit at work
e	=	Standard error

The regression table in this research can be explained and described in the following table:

Table 11. Multiple Linear Regression Test

Y = 6.726 + 0.173X1 - 0.230X2 + 0.156X3 + 0.813X4 + e

Coefficientsa

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Betas	t	Sig.
(Constant)	6,726	3,437		1957	058
Work environment	.173	083	.215	2,085	044
Workload	-.230	045	-.502	-5,100	,000
Work stress	.156	.064	.259	2,454	.019
Spirit at work	,813	.133	.653	6,092	,000

ent Variable: Employee Performance
Source: Primary Data Processed Results, 2023

From these equations it can be explained:

(1) Constant = 6.726

The constant value (a) is 6.726. This means that if the independent variable is assumed to be zero (0), then employee performance is 6.726.

(2) Work Environment (X1) = 0.173

This value is the regression coefficient value of the Work Environment variable on Employee Performance. A positive coefficient indicates that the higher the value of the Work Environment variable (X1), the higher the value of the Employee Performance variable, which means there is a positive relationship between the Work Environment variable (X1) and the Employee Performance variable (Y). If the Work Environment variable increases by 1% or 1 point, the Employee Performance variable will increase by 0.173.

(3) Workload (X2) = -0.230

This value is the regression coefficient value of the Workload variable on Employee Performance. A negative coefficient indicates that the higher the value of the Workload variable (X2), the employee performance will actually decrease. Every increase in workload by 1% or 1 point will reduce employee performance by -0.230.

(4) Job Stress (X3) = 0.156

This value is the value of the regression coefficient of the Work Stress variable on Employee Performance. The positive coefficient indicates that the higher the value of the Job Stress variable (X3), the higher the

Employee Performance variable, which means that there is a positive relationship between the Job Stress variable (X3) and the Employee Performance variable (Y). If the Job Stress variable increases by 1% or 1 point, the Employee Performance variable will increase by 0.156.

(5) Morale (X4) = 0.813

This value is the value of the regression coefficient of the Morale variable on employee performance. The positive coefficient indicates that the higher the value of the Morale variable (X4), the higher the Employee Performance variable, which means that there is a positive relationship between the Morale variable (X4) and the Employee Performance variable (Y). If the Work Enthusiasm variable increases by 1% or 1 point, the Employee Performance variable will increase by 0.813.

Hypothesis testing

t Test (Partial)

The t test is used to determine the effect of the Independent or Free (X) variable partially on the Dependent or Bound variable (Y) by comparing the calculated t value with t table.

By testing criteria:

If the t value is calculated:

(1) If the sig value < 0.05 or the t count > t table, then there is an influence of variable X on variable Y.

(2) If the sig value is > 0.05 or the calculated t value is < t table then there is no influence of variable X on variable Y.

t table = t (α/2 ; nk-1) = t (0.025 ; 36) = 2.028

This relationship can be explained in the following (Partial) T Test table:

Table 12. (Partial) t test

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Betas		
1	(Constant)	6,726	3,437		1957	058
	Work environment	.173	083	.215	2,085	044
	Workload	-.230	045	-.502	-5,100	,000
	Work stress	.156	.064	.259	2,454	.019
	Spirit at work	,813	.133	.653	6,092	,000

a. Dependent Variable: Employee Performance
Source: Processed Primary Data, 2023

Table 12 is used to determine the effect of the independent variable X on the dependent variable Y. The partial test results in this study are explained as follows:

(1) First Hypothesis Testing Work Environment (H1)

Work Environment Variable (X1) is shown by Value $t hitung$ 2,085 > $t\ tabel$ 2.028 and a significance value of 0.044 <0.05, which means Ho is rejected and Ha is accepted, thus the Work Environment variable can be stated to have a significant influence on Employee Performance.

(2) Second Hypothesis Testing Workload (H2)

Workload Variable (X2) is indicated by value $t hitung$ -5,100 (the negative sign in front of the number does not mean the value is below 0 but is the direction of influence). So the calculated T value is taken at its absolute value or its absolute value is equal to 5.100 so that the calculated t value is 5.100 > t table is 2.028 and the significance value is 0.000 <0.05, which means that the workload variable is declared to have a significant negative effect on employee performance.

(3) Testing the Third Hypothesis of Work Stress (H3)

Work Stress Variable (X3) is indicated by value $t hitung$ 2,454 > $t\ tabel$ 2.028 and a significance value of 0.019 < 0.05 which means Ho is rejected and Ha is accepted, thus the Job Stress variable is declared to have a significant effect on Employee Performance.

(4) Testing the Fourth Hypothesis Morale (H4)

The Work Morale variable (X4) is shown with a value $t hitung$ 6,092 > $t\ tabel$ 2.028 and a significance value of 0.000 < 0.05 which means Ho is rejected and Ha is accepted, thus the Morale variable is declared to have a significant effect on employee performance.

F Test (Simultaneous)

The F test or Analysis of Variance (ANOVA) aims to determine whether the independent variable (X) simultaneously or simultaneously influences the dependent variable (Y). The F value in the ANOVA table is useful to see whether the model used is correct or not. To carry out the F test using a comparison of Sig. in the ANOVA table with a real level (alpha 0.05%) and the following criteria:

(1) If the sig value < 0.05 or the calculated F value > F table, then there is a simultaneous influence of the X variable on the Y variable.

(2) If the sig value > 0.05 or the calculated F value < F table, then there is no effect of variable X simultaneously on variable Y.

$$\text{F table} = \text{F (k ; nk)} = \text{F (4 ; 37)} = 2.63$$

Below are the results of the simultaneous F test in the following table:

Table 13. F Test (Simultaneous)

ANOVAa

	Model	Sum of Squares	df	MeanSquare	F	Sig.
	Regression	425,197	4	106,299	22,703	.000b
1	Residual	168,559	36	4,682		
	Total	593,756	40			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Morale, Workload, Work Environment, Work Stress
Source: Processed Primary Data, 2023

Based on table 13 above, it is known that the significance value for the effect of X1, X2, X3, X4 simultaneously on Y is 0.000 < 0.05 and the calculated F value is 22.703 > F table 2.63 so it can be concluded that simultaneously the variables Work Environment, Load Work, work stress and work morale together have a significant effect on employee performance, so the fifth hypothesis (H5) is accepted.

Determination Coefficient Test (R2)

The purpose of this analysis is to calculate the effect of the independent variables on the dependent variable. The value of the coefficient of determination varies from 0 to 1. A value that is close to 1 means that the independent variable provides most of the information needed to predict the variation of the dependent variable. Below are the results of the coefficient of determination test (R2) in the following table:

Table 14. Coefficient of Determination (R2)

Model Summary b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.846a	.716	.685	2,164

a. Predictors: (Constant), Morale, Workload, Work Environment, Work Stress
b. Dependent Variable: Employee Performance
Source: Processed Primary Data, 2023

From table 14 above, which explains the calculation results from SPSS, an Adjusted R square value of 0.685 or 68.5% is obtained. This means that 68.5% of the variations in the Work Environment, Workload, Work Stress and Work Morale variables have an influence. amounting to 68.5% of the Employee Performance variable,

while the difference of 31.5% (100% - 68.5%) is influenced by other variables not examined in this research.

CONCLUSION

Conclusion

This research aims to determine the influence of the Work Environment, Workload, Job Stress and Work Morale on the Performance of Batam City Notary & PPAT Office Employees. Based on the results of testing and analysis of the data that has been collected, the following conclusions can be drawn:

a. The work environment has a significant effect on the performance of Notary & PPAT Batam City Employees.

b. Workload has a significant effect on Employee Performance at Batam City Notary & PPAT Office.

c. Job Stress has a significant effect on the Performance of Batam City Notary & PPAT Office Employees.

d. Work Morale has a significant effect on the Performance of Batam City Notary & PPAT Office Employees.

e. Work Environment, Workload, Work Stress and Work Morale simultaneously have a significant effect on the Performance of Notary & PPAT Batam City Employees.

Suggestion

Based on the results of the research, discussion and conclusions presented above, the suggestions that the author can give for improvements to the Batam City Notary & PPAT Office and future researchers are as follows:

a. For the Notary & PPAT office, in line with the description of the respondents' answers on the workload indicator, in order to propose the suitability of the workload provided by the company to employees.

b. For Notary & PPAT offices, in line with the description of respondents' answers to the work facilities indicators, they are proposing additional provision of office equipment and supplies for the procurement of computers and printers, generators as well as provisions for increasing internet network speed.

c. For future researchers, they can use this research as reference material.

Limitation

The research is limited to the variables that will be studied regarding the influence of the work environment, work load, work stress and work enthusiasm on employee performance at the Batam City Notary & PPAT Office.

Recommendation

For future researchers, suggestions that can be given are related to it is hoped that this research will enable future researchers to add tools measure the dependent variable, such as leadership style, compensation as a tool for measuring employee performance to obtain more accurate results.

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