



The Effect of Work Environment, Pressure, and Social Support on Employee Performance at PT. Tani Prima Makmur

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Abstract: The purpose of this study is to analyze the influence of the work environment, work pressure, and social support on the performance of employees at the palm oil processing factory of PT. Tani Prima Makmur. This research was conducted at the office of the palm oil processing factory located in Lerehoma, Anggaber District, Konawe Regency. A questionnaire was used as the primary tool for data collection, with a Likert scale employed to measure the responses to various statements related to the work environment, work pressure, social support, and employee performance. Multiple linear regression analysis was applied to examine the relationships between the independent variables (work environment, work pressure, and social support) and the dependent variable (employee performance). The results of the t-test revealed that the significance value of the work pressure variable (X2) is 0.000, which is smaller than the 5% threshold ($0.000 < 0.05$), indicating that work pressure significantly affects employee performance. Similarly, the significance value for the social support variable (X3) is 0.000, which is also smaller than 0.05, suggesting that social support has a significant impact on employee performance. In contrast, the significance value for the work environment variable (X1) is 0.615, which is greater than 0.05 ($0.615 > 0.05$), indicating that the work environment does not significantly affect employee performance in this case. These findings suggest that while work pressure and social support are crucial factors influencing employee performance, the work environment may not play as significant a role in improving performance at PT. Tani Prima Makmur. The study highlights the importance of providing adequate support and managing work pressure to enhance employee productivity in the palm oil processing industry. Further research may explore other potential factors that could contribute to improving employee performance in similar contexts.

Keywords: Employee performance; Social support; Work environment; Work pressure

1. Introduction

One of the sawdust companies in Konawe Regency, Southeast Sulawesi, is PT Tani Prima Makmur, which has steadily grown into a sawdust company with a long history. To maintain business sustainability, our company continues to develop internally. Furthermore, the company's independent farmers can increase the level of economic activity in the surrounding community and contribute to national development and prosperity.

Increasing revenue is the main goal of starting a business in order to fund the complete development of other goals. Human resources are essential to all businesses, regardless of size. In order to achieve plantation development objectives, PT Tani Prima Makmur aspires to be a sustainable business. One of a company's most significant sources of excellence is its human capital. This is due to the fact that every resource has distinct qualities of its own, particularly with regard to capacities. All resources will continuously benefit a business if this procedure is followed. In addition to being an essential part of a business, human resources have the power to help it achieve its goals. Effective human resource management is essential if workers are to actively contribute to the accomplishment of organizational objectives.

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The work results that an individual or group of individuals in a company can achieve in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, without breaking the law, and without going against morals and ethics are referred to as performance, according to Afandi (2018). According to their respective authorities, performance is the outcome of employee labor that can be accomplished by an individual or group of individuals inside an organization in order to meet organizational goals (Sinambela, 2018).

Wijaya and Susanty (2017) state that employee performance can be influenced by an individual's ability to perform their work, the level of effort devoted to their work, and organizational support. These individual employee abilities include talents, interests, and personality factors. Individual abilities are abilities possessed by employees, such as knowledge, understanding, abilities, technical skills, and interpersonal skills. A person's work environment in carrying out work is influenced by the physical environment where they work such as lighting, noise, and temperature of the work environment (Bimantara and Triastuti, 2018). According to Triatna (2015) work stress is a condition of a person, where his physical and/or psychological condition is disturbed either from within or from outside himself, resulting in tension and causing the emergence of unusual behavior (categorized as deviant) both physically, socially and psychologically.

According to Sedarmayanti (2018), it is well recognized that a number of elements, including the work environment, have an impact on employees' enthusiasm and passion for their jobs. Increasing worker and company productivity is the primary objective of workplace management. Handoko (2011) asserts that excessive work pressure can lead to employee dissatisfaction and worse performance, whereas little pressure might result in subpar performance. Employee performance can be enhanced by pressure, enabling them to perform even better. Every employee performs their obligations within the company, which means that they all have responsibilities that they must fulfill in compliance with current laws and the standards set by their employer (Arisandhi, 2018).

Social support is a social resource in facing an event that puts pressure on helping behavior which has a positive impact on each individual in facing an event that puts pressure on helping behavior which provides individuals who need support, social support has a positive impact on each individual in facing psychological problems because social support can reduce excessive anxiety and other disorders in general (Sofian and Novieyana, 2020).

According to Wiryanti (2018), the benefits of the workplace include fostering a passion for one's profession, which boosts productivity. In the meanwhile, working with motivated individuals has the advantage of enabling work to be done correctly. This indicates that the work is finished on schedule and in compliance with the appropriate standards. The person in question keeps an eye on its performance, which does not demand a lot of oversight or a strong determination to succeed.

Each employee's performance is significantly influenced by their work skills, which can boost the production of the organization (Lie & Darmasetiawan, 2018). Asih and Dewi (2018) list the following as elements that affect social support: (1) physical requirements, such as clothing, food, and shelter, might affect social support. Social needs: If a person's physical requirements are not satisfied, they will have less social support; if they have strong self-actualization, they will be more well-known in the community than those who have never interacted with others. (3) Curiosity, a sense of security, and religious sentiments are among the psychological needs of pre-operative patients that cannot be met without assistance from others. Furthermore, in order to feel valued, cared for, and loved, a person who is experiencing difficulties no matter how minor or serious will typically turn to those in his immediate vicinity for social support.

The problem that occurs is in the work environment where when working, noise in the workplace makes employees feel disturbed and unable to focus on work and when employees do not work well, the work they do will not run smoothly. One of the factors in the work environment is noise that makes employees feel uncomfortable, apart from that, the sound of machines from the factory where they work can also disturb the peace of work.

Workers at PT Tani Prima Makmur must also focus more on their performance in order to finish tasks efficiently. In addition, since enhancing employee performance will benefit the company, they must also be able to survive in their current environment. Employees, even those engaged in work, are at risk if their surroundings are unfavorable or uncomfortable. This is one of the things that makes them less inclined to work. Because the quality of its employees determines its ability to achieve goals and survive, attempts to boost employee labor absorption are crucial or even more serious. As can be seen from the above description, the goal of this study is to examine how the work environment, pressures at work, and social support affect employees' performance at the palm oil processing factory owned by PT Tani Prima Makmur.

2. Proposed Method

Location This research was conducted at the palm oil processing factory office of PT. Tani Prima Makmur located in Lerehoma, Anggaber District, Konawe Regency. According to Sugiyono (2017), a sample taken from the population must be truly representative of the number and characteristics of the population. The sample size is the number that will be taken from a population. Based on this research, because the population is not larger than the respondents, the author took 100% of the population at the PT. Tani Prima Makmur Palm Oil Factory in Konawe Regency, namely 83 respondents. Thus, the use of the entire population without having to have many research samples as observation units is called a census technique. To measure the Influence of Work Environment, Work Pressure, and Social Support on the performance of PT. Tani Prima Makmur Palm Oil Factory Employees,

a questionnaire was used as a measuring instrument. The answer categories for questions used a Likert scale. The Likert scale is a psychometric scale that is generally used in questionnaires and is the most widely used scale in survey research (Sugiono 2017). Multiple linear analysis is used to obtain a comprehensive picture of the variables Work Environment (X1), Work Pressure (X2), and Social Support (X3) on Employee performance (Y).

3. Results and Discussion

3.1 General Description of Research Location

PT. Tani Prima Makmur is located in the Lerchoma Village Plantation, Anggaber District, Konawe Regency, Southeast Sulawesi. This company is engaged in oil palm plantations which have an area of 6,953.58 hectares of oil palm plantations. PT. Tani Prima Makmur has two estates/plantations, namely the Lahambuti estate and the Konawechea estate, each estate has five divisions, namely Abuki, Tongauna, Anggasura, Lawulo and Anggoota are included in the Lahambuti estate while Matabura, Amonggedo, Woeari, Wawotobi and Sambutule are included in the Konawechea estate. In 2020, PT. Tani Prima Makmur has established a palm oil mill that has been operating until now and has produced CPO, Shell, Kernel, and Solid Oil. PT. Tani Prima Makmur currently has a workforce of 1524 employees.

3.2 Multiple Linear Regression Analysis

Multiple linear regression analysis is used in this study with the aim of determining whether or not there is an influence of the independent variable on the dependent variable and to determine whether the model is representative of the population model, it is necessary to test the regression parameters based on their statistical values by means of simultaneous testing with the F test statistic and partial testing with the t test.

Table 1. Results of Multiple Linear Analysis

Coefficients ^a			
Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	6,165	4,085
	work environment	0,059	0,117
	work pressure	0,581	0,087
	Social support	0,323	0,073

a. Dependent Variable: employee performance

Source: Primary Data Processing Results 2025.

Based on the calculation results above, the multiple linear regression equation obtained is:

$$Y = + 0,059X_1 + 0,581 X_2 + 0,323 X_3$$

The multiple linear regression equation model that can be written from the results above can be explained as follows:

- a. A constant of 6.165 means that if the Work Environment, Social Support, and Organizational Culture are all 0, then employee performance will be 6.165.
- b. The regression coefficient for the Work Environment (X1) is 0.059, which is positive, indicating the influence of the Work Environment on employee performance. In other words, the equation above indicates that a good Work Environment will improve employee performance.
- c. The regression coefficient for Work Pressure (X2) is 0.581, which is positive, indicating the influence of Work Pressure on Employee Performance. In other words, the equation above indicates that good Work Pressure will improve employee performance.
- d. The regression coefficient for Social Support (X3) is 0.323, which is positive, indicating the influence of Social Support on employee performance. In other words, the equation above indicates that good Social Support will improve employee performance.

3.3 Simultaneous Test Results (F Test)

The F statistical test basically shows whether all independent variables included in the model have a joint influence on the dependent variable.

Table 2. F Test Results (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2803,959	3	934,653	33,472	.000 ^b
	Residual	2205,920	79	27,923		
	Total	5009,880	82			

- a. Dependent Variable: employee performance
- b. Predictors: (Constant), Social Support, Work Pressure, Work Environment

Source: Primary Data Processing Results 2025.

Based on table 2, the results of the multiple regression calculations above show that F count is 33.472, which is greater than F table 2.91, and the significance value is 0.000 at a 95% confidence level (0.05) which is less than 0.05. This means that simultaneously it is concluded that the Work Environment (X1), Work Pressure (X2), and Social Support (X3) have a positive and significant effect on Employee Performance.

3.4 Partial Test Results (t-Test)

The t-test was conducted to determine whether there was a partial influence of the independent variables (Work Environment, Work Pressure, and Social Support) on the dependent variable (Employee Performance). The partial influence of these independent variables on the dependent variable is shown in Table 3 below:

Table 3. Results of the T-Test (Partial)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,165	4,085		1,509	0,135
	work environment	0,059	0,117	0,040	0,506	0,615
	work pressure	0,581	0,087	0,527	6,665	0,000
	Social support	0,323	0,073	0,370	4,447	0,000

a. Dependent Variable: employee performance

Source: Primary Data Processing Results 2025.

Based on Table 3 above, the direction and significance of each independent variable (Work Environment, Work Pressure, and Social Support) can be seen. The basis for the t-test decision is explained by comparing the calculated t value with the t-table value. Given that the sample in this study consisted of 83 respondents, the t-table obtained with a significance level of 95% or $\alpha = 0.05$ is 2.036. The calculation results can be explained as follows:

- The t-test for the Work Environment variable (X1) obtained a calculated t of 0.506 and a t-table of 1.509 ($0.506 > 1.509$), with a significance level of 0.615 of less than 5% ($0.615 < 0.05$), thus, the Work Environment variable (X1) has no partial effect on Employee Performance.
- The t-test on the Work Pressure variable (X2) obtained a calculated t of 6.665 and a t-table of 1.509 ($6.665 < 1.509$) with a t-significance of 0.000 less than 5% ($0.000 < 0.05$) so that partially the Work Pressure variable (X2) has a significant effect on Employee Performance.
- The t-test on the Social Support variable (X3) obtained a calculated t of 4.447 and a t-table of 1.509 ($4.447 > 1.509$) with a t-significance of 0.000 less than 5% ($0.000 < 0.05$) so that partially the Social Support variable (X3) has a significant effect on Employee Performance.

3.5 Coefficient of determination (R²)

The R Square value is said to be good if it is above 0.5 because the R Square value ranges from 0 to 1. The results of the coefficient of determination analysis can be seen in table 4 as follows. Table 4. Results of the Determination Coefficient Test

Tabel 4. Hasil Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.748 ^a	0,560	0,543	5,28423

- Predictors: (Constant), Social Support, Work Pressure, Work Environment
- Dependent Variable : employee performance

Source: Primary Data Processing Results 2025.

Based on Table 4, it can be seen that the R2 value is 0.543, meaning that the relationship between the Work Environment, Work Pressure, and Social Support on Employee performance is 54.3%, meaning that the relationship is close. This indicates that 54.3% of Employee performance at the PT. Tani Prima Makmur Palm Oil Factory in Konawe Regency can be explained by the Work Environment, Work Pressure, and Social Support. While the remaining 45.7% is explained by other variables not included in this study.

3.6 The Influence of Work Environment, Work Pressure and Social Support

3.6.1 On Employee Performance

The multiple regression results above show that the calculated F is 33.472, which is greater than the Ftable of 2.91, and the significance value is 0.000 at the 95% confidence level (0.05), which is less than 0.05. This means that simultaneously, the Work Environment (X1), Work Pressure (X2), and Social Support (X3) have a positive and significant effect on Employee Performance.

These results indicate that these three variables collectively have a positive and significant effect on employee performance. When employees have a good and optimal Work Environment, they will have a good balance between their personal and work lives. Furthermore, a good work environment facilitates work performance, and adequate facilities and infrastructure can foster harmonious attitudes and work relationships between fellow employees and superiors, creating a comfortable and conducive work environment.

This research aligns with research conducted by Kartika Yuliantari and Ines Prasasti (2020), which found that the work environment and performance are significantly related, and that there is a significant correlation between the work environment and employee performance. The results of this

4. Conclusions

Based on the results of the t test, the significance value of t is 0.000 which is smaller than 5% ($0.000 < 0.05$), so partially the Work Pressure variable (X2) has a significant effect on Employee Performance and the Social Support Variable (X3) has a significance of 0.000 which is smaller than 5% ($0.000 < 0.05$), so partially the Social Support variable (X3) has a significant effect on Employee Performance. While the value of the Work Environment variable, the significance value of t is 0.615 which is greater than 5% ($0.615 > 0.05$), so partially the Work Environment variable (X1) has no effect on Employee Performance.

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