

**ABSTRACT**

***EFFECT OF WORKLOAD, WORK STRESS,  
AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE***

***(A Study on Non-Manager Employees***

***PT Agri Bintang Multi Niaga)***

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*The purpose of this study was to determine and analyze the influence of Workload, Work Stress, and Non-Physical Work Environment on the Performance of Non-Manager Employees of PT Agri Bintang Multi Niaga.*

*The research method used was a survey method, data obtained directly through questionnaires to 79 respondents taken from Non-Manager Employees of PT Agri Bintang Multi Niaga. The sampling technique used the census method and the analytical method used in this study was path analysis. Based on the results of the study, it was known that workload, work stress, and non-physical work environment have a significant effect on the performance of non-manager employees of PT Agri Bintang Multi Niaga.*

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

## **ABSTRAK**

**PENGARUH BEBAN KERJA, STRES KERJA,  
DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN  
(Suatu Penelitian terhadap Karyawan *Non-Manager*  
PT Agri Bintang Multi Niaga)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis sejauh mana pengaruh Beban Kerja, Stres Kerja, dan Lingkungan Kerja Non- Fisik terhadap Kinerja Karyawan *Non-Manager* PT Agri Bintang Multi Niaga.

Metode penelitian yang digunakan adalah metode survey, data diperoleh langsung melalui kuesioner kepada 79 responden yang diambil dari Karyawan *Non-Manager* PT Agri Bintang Multi Niaga. Teknik penarikan sampel menggunakan metode sensus dan metode analisis yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa Beban Kerja, Stres Kerja, dan Lingkungan Kerja Non-Fisik berpengaruh signifikan terhadap Kinerja Karyawan *Non-Manager* PT Agri Bintang Multi Niaga.

**Kata Kunci: Beban Kerja, Stres Kerja, Lingkungan Kerja, Kinerja Karyawan**