

**PENGARUH TATA LETAK KANTOR DAN STRES KERJA TERHADAP  
PRODUKTIVITAS KERJA**

***THE EFFECT OF OFFICE LAYOUT AND WORK STRESS ON WORK  
PRODUCTIVITY***

**Verdaliana<sup>1</sup> Fenty Fauziah<sup>2</sup> Askiah<sup>3</sup>**

**NASKAH PUBLIKASI**

Diajukan Sebagai Salah Satu Syarat  
Mendapatkan Gelar **Sarjana Manajemen (S.M)**



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**FAKULTAS EKONOMI BISNIS DAN POLITIK**  
**UNIVERSITAS MUHAMMADIYAH KALIMANTAN TIMUR**  
**2022**

**Pengaruh Tata Letak Kantor Dan Stres Kerja Terhadap Produktivitas Kerja**

*The Effect Of Office Layout And Work Stress On Work Productivity*

**Verdaliana<sup>1</sup> Fenty Fauziah<sup>2</sup> Askiah<sup>3</sup>**

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Has been approved by:

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APPROVAL SHEET

*The Effect of Office Layout and Work Stress on Work Productivity*

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(Dr. Fenty Fauziah, SE., M. Si., Ph.D)

## STATEMENT OF ORIGINALITY

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Samarinda, 20 July 2022

The person who make this statement,



# The Effect of Office Layout and Work Stress on Work Productivity

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**Abstract:** *This research aims to determine the effect of office layout and work stress on work productivity in companies in the field of logistics services and fuel distribution. The sample used in this journal is one of Pertamina's subsidiaries, namely PT Elnusa Petrofin Tbk Samarinda. This study uses a quantitative method with 35 respondents, and the analysis in this study was carried out using multiple linear regression and assisted by the SPSS program. The results of this study indicate that the office layout variable at PT Elnusa Petrofin Tbk Samarinda is not significant or which could mean if this variable has been running according to an aesthetic office layout strategy, work stress has a significant effect on work productivity which can be seen from the room. Limited employee movement and frequent employee changes can increase the workload, and also differences of opinion between employees or leaders can affect the conditions of the work environment, which can impact other fellow employees.*

**Keywords :** *Office Layout, Work Stress, Work Productivity*

**Abstrak:** *Penelitian ini bertujuan untuk mengetahui pengaruh tata letak kantor dan stress kerja terhadap produktivitas kerja pada perusahaan bidang jasa logistik dan distribusi BBM. Sampel yang digunakan dalam jurnal ini adalah salah satu anak perusahaan Pertamina yaitu PT Elnusa Petrofin Tbk Samarinda. Penelitian ini menggunakan metode kuantitatif dengan jumlah responden 35 orang dan analisis pada penelitian ini dilakukan dengan menggunakan regresi linear berganda serta dibantu dengan program SPSS. Hasil dari penelitian ini menunjukkan bahwa variabel tata letak kantor pada PT Elnusa Petrofin Tbk Samarinda tidak signifikan atau yang bisa berarti jika variabel ini sudah berjalan sesuai strategi tata letak kantor yang estetika, sedangkan stress kerja memberikan pengaruh yang signifikan terhadap produktivitas karyawan yang dapat terlihat dari ruang gerak karyawan yang terbatas, seringnya pergantian karyawan dapat membuat menambah beban kerja, dan juga perbedaan pendapat antara karyawan atau pimpinan yang bisa mempengaruhi kondisi suasana lingkungan kerja yang dapat berdampak ke sesama karyawan yang lain.*

**Keywords :** *Tata Letak Kantor, Stress Kerja, Produktivitas Kerja*

## INTRODUCTION

The rapid development of information technology has had a major impact on the company's business development. Nowadays, businesses and companies cannot rely on conventional methods, so many companies implement management information systems in their office activities. With very tight business competition in the current era, companies need employees who can realize the company's goals, so employee work productivity needs to be increased to achieve these goals. One example is PT. Elnusa Petrofin Tbk in Samarinda. The office management department has an essential role in the production flow, and layout arrangement is one of the many methods organizations use to increase the productivity of operational activities in the office (Meissy et al., 2019). Building a good workspace and office equipment is one way to increase employee productivity (Mulyapradana et al., 2020).

Office layouts and equipment need to be designed to support work activities, thus enabling all employees to feel comfortable at work and increase productivity. The proper office layout will increase employee productivity and facilitate the flow of production so that it can be processed and submitted into the final product (Arifianti., 2017). Arranging the workplace, furniture, and equipment with practical, efficient, comfortable, and safe movements, the human body, work, and work to achieve optimal performance following environmental functions is known as ergonomic office design (Paoki, 2021)

Office layout can affect work such as work stress on employees, which causes employees to become less comfortable and sad, and working conditions like this will no doubt create work stress on employees (Maswar et al., 2020). The increase in employee work stress results in low work productivity with signs of decreased morale and not completing the work from a

predetermined time limit. Therefore, planning an office layout that follows the atmosphere you want to create in the office is one of the essential things for a company in the future, including taking into account all equipment, supplies, accessories, and design arrangements needed for activities in the office, so that can provide a practical, efficient layout, and create an aesthetic work environment.

Elnusa Petrofin Tbk has developed into a company engaged in oil and gas products and services. This means that Elnusa Petrofin Tbk has the right to import, produce, sell and distribute fuel for sale to gas stations located in the company's marketing network. Until now, Elnusa Petrofin has an extensive business network in various major cities in Indonesia. PT Elnusa Petrofin Tbk is a company in fuel logistics and distribution services. The development of a company is the desire of every individual in the company. So with these developments, the company can compete and keep up with the times. Therefore, employees at PT Elnusa Petrofin Tbk Samarinda, in carrying out their work, can experience work stress caused by pressure where they have to manage multiple vendors in timely entry and exit of fuel, requests, and information to vendors while they are doing their job for the company. In addition, in my observations during the internship there, untimely working hours can affect employee work stress, and the layout conditions can affect the work productivity they provide to the company.

## **LITERATURE REVIEW**

Productivity is a measure of the quality and quantity of work completed while considering the cost of the resources required to complete the task (Saleh & Utomo, 2018). To measure work productivity is sometimes described as the

ratio between inputs and outputs, emphasizing the creation produced by a process (Panjaitan, 2017). Employee work productivity is influenced by internal and external elements, with internal aspects relating to the nature and personality of employees and external factors relating to the individual environment, such as the work environment (Lestari, 2019).

According to (Slack et al., 2016) Operation layout has to do with the actual location of people and facilities; it's usually the first thing most people notice when they operate, judging by its appearance. The arrangement of the workplace, furniture, and equipment with practical, efficient, comfortable, and safe movement, the human body, work, and work to achieve optimal performance following environmental functions are referred to as ergonomic office design (Paoki, 2021). Office layout is an important decision that affects long-term business efficiency, where the layout is the process of designing facilities, analyzing them, developing concepts, and creating systems for goods or services (Wibowo et al., 2016) dan (Heizer et al., 2020). As a result, office layout must start with a thorough understanding of the purpose the layout is trying to achieve (Slack et al., 2016). By setting the organization's competitive priorities in terms of capacity, procedures, flexibility, and cost, as well as the quality of work-life, customer contact, and image, the layout has a strategic meaning that can assist a company in pursuing a strategy of distinctiveness, low cost, or responsiveness (Heizer et al., 2020).

Work stress is a symptom or feeling that can develop in an employee which, if excessive, can harm a person's ability to deal with the environment, which in turn interferes with the implementation of his responsibilities, and affects his performance (Fahmi, 2017). A person's ability to deal with the environment may be threatened by

excessive stress, and it is well known that work stress has a significant and negative impact on employee job satisfaction (Giantari & Riana., 2017)

## RESEARCH METHODS

This research was conducted at PT Elnusa Petrofin Tbk Samarinda with quantitative analysis and research data collected from online questionnaires. Quantitative research uses mathematical, computational, and statistical approaches to produce numerical data and concrete facts to show a causal relationship between two variables. This type of research is also known as empirical research because it can be measured precisely and reliably using data collected by the researcher and sorted into categories, ranked, or estimated in units of measure. In quantitative research, graphs and tables of raw data can be made, making it easier for researchers to understand the results (Ahmad et al., 2019).

The method used in this research is a questionnaire by asking questions through Google Form, which is then measured using a Likert Scale. The questionnaire used in this study is a type of questionnaire or direct questionnaire because respondents only need to put a mark on one of the answers indicating the level of agreement and disagreement about the variables being tested. In this Likert Scale, the questionnaire scores for each response ranged from 1 to 5. An answer with a score of 1 (one) means strongly disagree, while a solution with a score of 5 (five) means strongly agree (Sumartini et al., 2020).

## RESULTS AND DISCUSSION

Respondents in this research amounted to 35 people who are staff at PT Elnusa Petrofin Tbk Samarinda, which men dominate. To test the extent to which spatial planning and work stress of employees at PT Elnusa Petrofin Tbk Samarinda has a significant effect on work productivity



using multiple linear regression equations, which show the following results:

**Tabel : 1 t Test**

	B	t	Sig.
Constant	1,991	0,695	0,492
Office Layout	0,490	1,646	0,110
Work Stress	0,431	2,905	0,007

Source: Data processed by SPSS (2022)

Based on the research above, the effect of the office layout variable on work productivity can be rejected, which means that the office layout variable has no effect because it has a significant value of  $0.110 > 0.05$  and has a positive impact on work productivity.

Based on the research results above, the effect of work stress on work productivity has significant results with a value of  $0.007 < 0.05$  and positively impacts work productivity.

The table above shows the regression equation model obtained with constant and variable coefficients in the Unstandardized Coefficients column B. Based on table 1, the regression equation model is obtained:  $Y = 1.991 + 0.490 X_1 + 0.431 X_2$ .

**Tabel : 2 F Test**

F	Sig.
5,638	0,008 <sup>b</sup>

Source: Data processed by SPSS (2022)

From the multiple regression analysis above, it can explain that the results of the regression equation in this study for F can be estimated at 5.638 with a significance level of  $0.008 < 0.05$ . So the results of this

study indicate that the variables of office space layout and work stress simultaneously impact work productivity.

**Tabel : 3 Coefficient of Determination Test Results**

R Square	Adjusted R Square
0,261	0,214

Source: Data processed by SPSS (2022)

Based on the table above shows that the value of  $R^2 = 0.214$ , which means 21.4%, which means that employee work productivity can be explained by office layout and work stress, while other variables can explain 78.6% outside of the research variables conducted above, such as rewards, motivation, work environment, and others.

### Classic Assumption Test

Classical assumption testing is a statistical requirement that must meet in the OLS linear regression model to become a validation for the estimator. The data analysis test was carried out using the t-test, F test, and the coefficient of determination. Multiple regression analysis is also used in this research model and must meet the classical assumption:  $Y = b_1 X_1 + b_2 X_2$ .

### Analysis and Interpretation of Regression Equations

So the linear multiple regression equations for the two variables (Office Layout and Work Stress) in table 2 are:  $Y = 1.991 + 0.490 X_1 + 0.431 X_2$

$a = 1,991$ ; if  $X_1$ (office layout) and  $X_2$ (work stress) = 0, it means  $Y$ (work productivity) = 1,991

$\beta_1 = 0,490$ . Office layout shows that the X1 variable has a significant positive effect on work productivity (Y) which has a unidirectional relationship. Work productivity will also increase if the office layout increases and vice versa. The 1% increase in office layout is equal to 0,490, where the assumption of the other independent variables is constant.

$\beta_2 = 0,431$ . Work stress shows that the X2 variable also has a significant positive effect on work productivity (Y) which has a unidirectional relationship. If work stress increases, work productivity will also increase. An increase in work stress of 1% is equal to 0,431, assuming that the other independent variables are constant.

## Hypothesis Test

### a. Partial Test

Based on data analysis, the results of this study indicate that the office layout variable does not affect work productivity. In contrast, it can be said that the office layout variable positively affects employee work productivity. This explains that there is no influence of the office layout variable on work productivity because there are no obstacles in the smooth running of work for employees at PT Elnusa Petrofin Tbk Samarinda, so whether or not the application of an aesthetic office layout will not affect employee work productivity. As previous research conducted by (Lestari, 2019) and (Haryati & Pane, 2018) which supports the analysis of this research if the office layout factor is normal and well-distributed.

Then, the results of this study indicate that the work stress variable affects work productivity. In contrast, it can be said that the work stress variable positively affects employee work productivity. Work stress

does not always have a destructive impact on individuals; basically, all forms of work stress are caused by misunderstanding or lack of knowledge which can lead to frustration, conflict, anxiety, and guilt. Work stress can also help or damage employee productivity, depending on how much pressure is experienced. Without stress, there will be no work challenges, and work productivity tends to decrease. This is because when stress levels increase, employees are more motivated to devote all their efforts to fulfil their obligations at work. As in previous research conducted by (Massie & Areros, 2018) with pressure or work stress, it can make employees even more active in their work and can improve their performance at work

It also explains that the effect of work stress on employees can be seen from the limited space for employees, frequent employee changes that increase the workload, and also differences opinion between employees or leaders that might alter working conditions and have an impact on other employees

### b. Simultant Test

The purpose of this test is to see whether all independent variables have a significant effect on the dependent variable.

Based on the results of multiple regression analysis, it is said that the results of the regression equation in the f-test study indicate that office layout and work stress simultaneously affect employee productivity. This means that if the conditions of the office layout applied are getting better, the productivity of employees will also be higher, as is the case with work stress in this study which is a good thing because the pressure can make employees motivated to be even more active in their work and can increase work productivity.

As said by (Putu, 2019) Suppose a strong work motivation can help the company improve employees' ability and willingness to produce satisfactory work results so that it can provide benefits for the company to increase productivity. But employees, in general, do not see every aspect of a company to assess a company, but these factors are the overall consideration for prospective employees when working in a company.

## **CONCLUSION**

From the analysis of the effect of work stress on employee productivity, it can be concluded that there is a substantial relationship between the two. Employees are more comfortable in an attractive workspace that includes all the elements needed to increase employee productivity and create jobs that align with company goals, where this office layout strategy has been applied at PT Elnusa Petrofin Tbk Samarinda. Therefore, this variable does not affect this study. The respondent's statement also on the variable of office layout on employee productivity is in the excellent category, which means that the design of the work system and the layout of the office space has been running smoothly.

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


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 Program Studi : SI Management International  
 Bimbingan Mulai : 18 Maret 2022  
 Judul Skripsi : The effect of office layout and work stress on work productivity

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1	18 Maret 2022	Mencari jurnal penelitian terdahulu	
2	20 Maret 2022	Pertemuan pertama zoom meeting (penulisan kata?, daftar pustaka)	
3	14 April 2022	membahas Jurnal penelitian terdahulu terkait variabel x & y (fix judul jurnal)	
4	18 May 2022	Acc kuesioner dan perbaikan indikator	
5	10 Juni 2022	Revisi bagian diskusi (kurang pembahasannya), conclusion dan references	
6	13 Juni 2022	Tambah standar defrasi, persamaan regresi, perbaikan bagian diskusi	
7	14 Juni 2022	Perbaiki strukturnya agar lebih rapi dalam pembahasannya.	
8	17 Juni 2022	Revisi hasil penelitian data spss	

20 juni 2022	Revisi literature review	
29 juni 2022	Revisi bagian pembahasan dan references	
30 juni 2022	Revisi pembahasan, memasukkan ke dalam template jurnal, translate bahasa inggris	
5 juli 2022	Mengecek jurnal dan tanda tangan persetujuan pembimbing	
6 juli 2022	Revisi pendahuluan dan tanda tangan kartu bimbingan	

Samarinda, 06 Juli 2022

Pembimbing,



Dr. Fenty Fauziah, M.Si., Ak., CA  
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Nomor : L4/624-0-EPN/2021-  
Perihal : Konfirmasi Permohonan Kerja Magang/Praktek Kerja Lapangan

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NO	NAMA	JURUSAN	KETERANGAN
1.	Verdaliana	Manajemen	-

Bersama ini disampaikan bahwa Mahasiswa tersebut diatas dapat diterima untuk melaksanakan PKL pada Perusahaan kami, terhitung mulai 19 April 2021 s.d 19 Juli 2021 dan mengikuti segala peraturan/prosedur Perusahaan yang ada.  
Demikian surat ini disampaikan, atas perhatian dan kerja samanya kami ucapkan terima kasih.

Samarinda, 14 April 2021  
PT. Elnusa Petrofin  
Head Of Operation

  
Nopa Muharawan



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## The Effect of Office Layout and Work Stress on Work Productivity

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