

## **ABSTRACT**

**(FIKRAN REDA PRATAMA / 1900861201098 / 2025 / THE EFFECT OF PHYSICAL WORK ENVIRONMENT, WORK STRESS AND WORK LOAD ON EMPLOYEE PERFORMANCE AT PT. PRIMA KONSUMEN FINANCE KOTA JAMBI / LECTURER I UBAIDILLAH, SE, MM. / LECTURER II RASDI, S.Pd, MM.)**

*Physical Work Environment, work stress and work load play a very important role in employee performance. Therefore, the purpose of this study is to describe the physical work environment, work stress, work load and employee performance at PT. Prima Konsumen Finance Kota Jambi and analyze the effect of physical work environment, work stress and work load on employee performance at PT. Prima Konsumen Finance Kota Jambi simultaneously and partially.*

*The research method in this study is descriptive and quantitative. The distribution of questionnaires with the number of samples in this study were all employees of PT. Prima Konsumen Finance Jambi City in 2024 as many as 77 people, Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results  $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$ .*

*Multiple linear regression model with the results  $Y = 1.927 + 0.386X_1 + 0.439X_2 + 0.452X_3 + e$ . The regression coefficient of the Physical Work Environment (X1) is 0.386, the regression coefficient of Job Stress (X2) is 0.439 and the regression coefficient of Workload (X3) is 0.452.*

*Determination Coefficient = R Square (R<sup>2</sup>) of 0.879, this figure states that the variables of Physical Work Environment (X1), Work Stress (X2) and Workload (X3) are able to explain the Performance variable (Y) of 87.9% and the remaining 12.1% is explained by other factors not included in this research model such as, Work Motivation, Work Environment, and others.*

*Physical Work Environment (X1), Work Stress (X2) and Workload (X3) simultaneously have a significant effect on the Employee Performance variable (Y). Physical Work Environment (X1), Work Stress (X2) and Workload (X3) partially have a positive and significant effect on Employee Performance (Y).*

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