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## The Influence of Self-Efficacy, Work Stress, and Work Environment on Employee Performance

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### Abstract

In an increasingly competitive business environment, improving employee performance has become a crucial concern for organizations. This study aims to analyze the influence of self-efficacy, Work stress, and work environment on employee performance. The research employed a quantitative approach with a saturated sampling technique, involving all 33 employees as respondents. Data were collected using questionnaires and analyzed through validity and reliability tests, multiple linear regression, t-test, F-test, and the coefficient of determination. The results show that self-efficacy has a positive and significant effect on employee performance. In contrast, job stress and work environment have no significant effect. However, simultaneously, the three variables significantly influence employee performance. The adjusted R square value of 0.234 indicates that self-efficacy, job stress, and work environment collectively explain 23.4% of employee performance, while the remaining 76.6% is influenced by other factors outside this study. These findings emphasize that employees' confidence in their abilities is the dominant factor in enhancing performance, whereas job stress and work environment do not show direct significant effects in this organizational context.

### Keywords

Employee Performance, Self-Efficacy, Work Environment, Work Stress.

## 1. Introduction

One of the most important elements in making a business successful is employee performance. In an era of increasingly intense business competition, companies are required to maximize the productivity of their human resources to maintain competitiveness. However, achieving optimal performance is inseparable from various factors, both internal such as self-efficacy and work stress and external, such as the work environment. Employee performance in the context of MSMEs engaged in the production of batik souvenirs, such as Vifas Batik Yogyakarta, has unique characteristics and differs from performance in the conventional batik industry. Employee performance is the result of work achieved by an individual or group in carrying out their duties and responsibilities, including aspects of quality, quantity, timeliness, and cooperation, and is measured based on the standards set by the organization (Silaen, 2021). Employee performance is influenced by various internal and external factors, including self-efficacy, work stress, and work environment (Permatasari & Prasetyo, 2018; Indriyati & Abdullah, 2024).

Self-efficacy refers to an individual's belief in their ability to perform specific tasks and overcome work-related challenges (Priska et al., 2020). It plays an important role in employee performance, as individuals with high self-efficacy tend to be more motivated, resilient, and confident in completing their duties. Empirical evidence supports this relationship. Lengkong et al. (2020) found that self-efficacy has a positive and significant effect on employee performance, indicating that confident employees are more capable of completing tasks effectively and achieving better results. Similarly, Antares and Lestariningsih (2019) reported that employees with high self-efficacy are more productive, able to handle complex tasks, and more willing to take initiative, which ultimately leads to improved performance.

Work stress refers to the pressure experienced by employees when job demands exceed their capacity, arising from conflicting tasks, family problems, heavy workloads, and other challenges (Asih et al., 2018; Onsardi, 2020). Previous studies indicate that work stress can significantly influence employee performance and may even stimulate productivity when properly managed, although excessive stress can harm mental well-being (Prabowo et al., 2018). Organizations therefore need effective stress management strategies to maintain a productive work environment. In line with this, Moi and Mujanah (2023) found that work stress does not always have a negative or significant effect, as employees who can manage stress and work in supportive environments may still perform well and complete tasks on time.

The work environment in a company is one of the important aspects to consider. The workplace directly affects the workers who carry out the production, even though it does not directly carry out the production process. While a poor workplace might lower motivation and performance, a good workplace can boost output. For instance, inadequate lighting may make it more difficult for workers to do their responsibilities. Since the workplace is where people finish the duties they are given, there is a clear connection between the two. A conducive environment is needed to facilitate production processes and task completion (Septiady, 2022).

Employee performance is impacted by the work environment, according to numerous studies. Research conducted by Lestary and Harmon (2017) states that the work environment does affect employee performance, influenced by factors such as insufficient lighting and poor air circulation. Meanwhile, research by Aniversari and Sanjaya (2022) states that the work environment has a positive effect on employee performance, although the effect is not significant. Even though the work environment has a positive influence, several aspects still need improvement to support a productive working condition.

Vifas Batik is an MSME in Yogyakarta engaged in the production and sale of batik-based souvenirs such as bags, wallets, and accessories. Unlike traditional batik

businesses that focus on the batik-making process, Vifas Batik emphasizes the production of finished batik products for souvenir and fashion needs. As an MSME, the company faces challenges in maintaining product quality and employee performance amid intense market competition. Based on the explanation above, this study aims to analyze the extent to which self-efficacy, work stress, and work environment influence employee performance at Vifas Batik Yogyakarta, as well as identify appropriate strategies to optimize these three factors for business advancement. The findings of this research are expected to benefit not only Vifas Batik Yogyakarta but also serve as a reference for similar MSMEs in managing human resources more effectively.

## **2. Literature Review and Hypothesis Development**

### **2.1. The Effect of Self-efficacy on Employee Performance**

Self-efficacy is expected to positively influence performance, as it reflects employees' confidence in their ability to carry out tasks and achieve specific goals. This concept, introduced by Bandura and widely discussed in organizational behavior, has been recognized as a strong predictor of individual motivation and workplace performance (Aziz et al., 2024). According to several scholars, individuals with high self-efficacy tend to be more motivated, persistent, and capable of overcoming work-related obstacles, which in turn enhances their effectiveness and productivity (Ardi et al., 2017; Sebayang & Sembiring, 2017; Karimah & Astuty, 2023; Mulyanti, 2024). Such confidence enables employees to approach challenging tasks with greater determination and to maintain effort even in difficult situations.

In the context of Batik MSMEs, employees are required to be meticulous, creative, and innovative in designing souvenir products. Those with high self-efficacy are generally more capable of transforming limited raw materials into valuable products efficiently, whereas low self-efficacy may reduce initiative and hinder productivity. Empirical evidence supports this relationship. Priska et al. (2020) found that self-efficacy has a positive and significant effect on employee performance, indicating that strong confidence in one's ability leads to better work outcomes. This is consistent with the findings of Lengkong et al. (2020), who also reported that self-efficacy significantly and positively influences employee performance, suggesting that employees with strong belief in their capabilities are more likely to achieve optimal results.

H1: Self-efficacy has a significant effect on employee performance.

### **2.2. The Influence of Work Stress on Employee Performance**

Work stress is generally expected to have a negative influence on employee performance, as it arises when individuals experience excessive pressure due to an inability to meet job demands or cope with heavy workloads. Setyawati et al. (2018) explain that prolonged and excessive stress can disrupt concentration, reduce job satisfaction, and ultimately lower productivity. In the context of MSMEs such as Vifas Batik, stress may emerge from high production targets, sales demands, and repetitive tasks, including sorting and designing patchwork materials for souvenir products. Although a moderate level of stress can function as a motivating factor, unmanaged and excessive stress tends to reduce performance and well-being (Bhastary, 2020). This condition is particularly critical for small and medium enterprises, which often have limited resources and systems to manage employee workload and psychological pressure effectively.

Several studies emphasize that employee performance is closely related to the level of stress experienced in the workplace. Paramita and Supartha (2022) state that variations in employee performance cannot be separated from work stress, as excessive pressure may reduce focus and physical endurance, forcing employees to

work under unfavorable conditions. Such circumstances can lead to discomfort at work and declining performance quality (Utami et al., 2024). Empirical evidence also supports this relationship. Christy and Amalia (2017) found that work stress significantly affects employee performance. Similarly, Ekhsan and Septian (2021) reported a significant relationship between work stress and performance, indicating that stress plays an important role in shaping employee outcomes. These findings suggest that while stress is an inevitable part of work, its level and management determine whether it becomes a motivating force or a factor that diminishes employee performance.

H2: Work stress has a significant effect on employee performance.

### **2.3. Effect of Work Environment on Employee Performance**

Employee performance is also said to be positively impacted by the physical and social aspects of the workplace. Productivity and job satisfaction can be increased in a welcoming and encouraging work environment. Physical aspects such as workspace layout, ventilation, lighting, and cleanliness are highly important in the production of souvenirs, which requires precision. Meanwhile, a harmonious social environment including good relationships among employees and between employees and supervisors can create a conducive work atmosphere. A supportive work environment fosters a sense of comfort for employees, enabling them to work optimally (Chaudhuri et al., 2020; Edison & Masman, 2023; Dewa, 2023).

A healthy organizational climate plays an important role in supporting employee well-being and achieving optimal performance (Lilo & Ardiansari, 2025). A work environment that is physically safe and socially supportive enhances employee comfort, encourages positive interactions with colleagues and supervisors, and fosters higher morale, which in turn contributes to better work outcomes. Empirical evidence supports this relationship. Winoto and Perkasa (2024) found that the work environment has a positive and significant effect on employee performance, indicating that improvements in workplace conditions are followed by increases in performance levels. This finding is consistent with the study by Indrayana and Putra (2024), which also confirms that a supportive work environment significantly enhances employee performance. Therefore, when key indicators of a conducive work environment are fulfilled, employee performance can be optimized.

H3: Work environment has a significant effect on employee performance.

### **2.4 Simultaneous effect on Employee Performance**

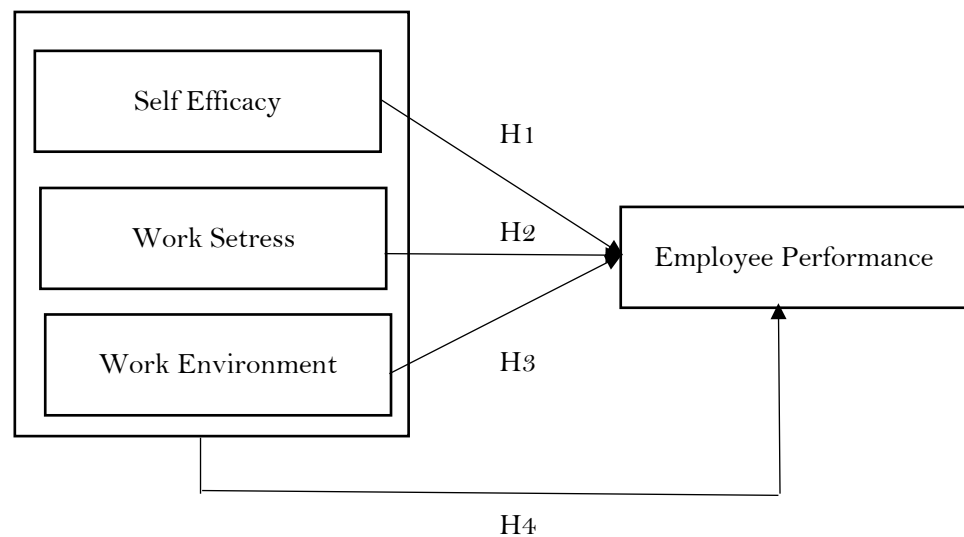
High self-efficacy tends to strengthen employees' resilience in facing work pressure, while an unsupportive work environment may trigger stress that negatively impacts productivity. Research findings indicate that employees with strong self-efficacy are able to manage work stress more effectively, enabling them to maintain or even improve their performance even in challenging work environments. The work environment serves as an external factor that can either worsen or reduce work stress. Conversely, a supportive work environment with adequate resources and positive interpersonal relationships can strengthen employees' confidence and reduce the negative effects of stress. In practical terms, organizations must create a conducive work environment while also developing programs aimed at enhancing employee self-efficacy to achieve optimal performance (Indriyati & Abdullah, 2024).

A positive work environment can enhance employees' self-efficacy by providing the support and resources needed to complete tasks effectively. When employees feel supported, their belief in their own abilities increases, which ultimately contributes to improved performance. Conversely, in an unsupportive work environment, even

employees with high self-efficacy may experience difficulties in achieving optimal performance. Therefore, it is essential for management to create a supportive work environment that facilitates the development of employee self-efficacy, thereby improving overall performance (Dheviests & Riyanto, 2020).

Because they have faith in their capacity to overcome obstacles, employees with high self-efficacy typically manage stress well. On the other hand, high levels of stress can reduce employee performance. Thus, it is necessary to build a supportive work environment where employees can strengthen their self-efficacy through training and support, while at the same time reducing sources of stress. Effectively managing these aspects can enhance employee performance and foster a dynamic work atmosphere (Gunawan & Verianto, 2014; Leonard et al., 2025).

H4: Self-efficacy, work stress, and work environment simultaneously have a significant effect on employee performance.



**Figure 1.** Research Framework

The study's conceptual framework is depicted in Figure 1, which shows the connections between employee performance as the dependent variable and self-efficacy, work stress, and the work environment as independent factors. The model explains that employee performance is directly influenced by each of these factors individually, as well as collectively, indicating that personal beliefs, job-related pressure, and workplace conditions play an important role in shaping employee performance outcomes.

### **3. Methods**

In order to test the proposed hypotheses, data are gathered using research instruments and statistically analyzed in this study's quantitative research methodology. The study was carried out at VIFAS Batik. According to Sugiyono (2023), a population is a collection of items or persons that have particular qualities chosen by the researcher to be the study's focus and the foundation for research conclusions. The study's population comprises all 33 employees of VIFAS Batik Yogyakarta. A subset of the population that reflects its features is called a sample. All members of the population are included as research respondents in this study's saturated sampling technique, yielding a sample of 33 employees. A questionnaire with respondent profiles and five-point Likert scale evaluations of the factors self-efficacy, work stress, work environment, and employee performance was used to

gather data. Google Forms was used to deliver the online questionnaire to employees who fit the sampling requirements.

Self-efficacy is reflected in employees' perceptions of task-ability fit, adaptability, confidence in work outcomes, technical competence, comparative capability, and the role of prior experience in supporting current performance (Ardanti & Rahardja, 2017). Work stress is indicated by pressures arising from task demands, role clarity, interpersonal interactions, organizational rules and procedures, and leadership styles that may intensify workload. The work environment is assessed through workplace safety, communication networks, working hours, employee autonomy, and work pace (Pailhe, 2017). Employee performance is measured by the quantity and quality of output, timeliness of task completion, attendance, and the ability to work effectively in teams (Mathis & Jackson, 2017).

To examine the effects of self-efficacy, work stress, and work environment on employee performance, data were analyzed using multiple linear regression with the assistance of SPSS software. Prior to conducting the regression analysis, instrument quality was tested through validity and reliability tests, where validity was assessed using Pearson correlation and reliability was evaluated using Cronbach's Alpha. Furthermore, classical assumption tests were performed, including the normality test, multicollinearity test, and heteroscedasticity test, to ensure that the data met the required statistical assumptions. Hypothesis testing was then carried out using the t-test and F-test to determine the partial and simultaneous effects of the independent variables, while the coefficient of determination ( $R^2$ ) was used to measure the explanatory power of the regression model.

#### 4. Results

Before conducting further statistical analysis, a validity test was carried out to ensure that each questionnaire item was able to accurately measure the research variables. By comparing the computed correlation coefficient (r-count) with the correlation coefficient's crucial value (r-table), the validity test was carried out. If the r-count value is higher than the r-table value, the indicator is deemed legitimate. Table 1 displays the findings of the validity test for every measure of employee performance, work environment, job stress, and self-efficacy.

**Table 1.** Validity and Reliability Test

Variable	Indicator	r-count	r-table	Cronbach's Alpha	Information
Self-Efficacy	X1	0.522	0.344	0.656	Valid & Reliable
	X2	0.574			
	X3	0.703			
	X4	0.690			
	X5	0.598			
	X6	0.566			
Work Stress	X7	0.631	0.344	0.932	Valid & Reliable
	X8	0.650			
	X9	0.761			
	X10	0.803			
	X11	0.860			
	X12	0.910			
Work Environment	X13	0.933	0.344	0.732	Valid & Reliable
	X14	0.686			
	X15	0.837			
	X16	0.789			
	X17	0.562			
	X18	0.747			
	X19	0.634			

Variable	Indicator	r-count	r-table	Cronbach's Alpha	Information
Employee Performance	X20	0.841	0.344	0.866	Valid & Reliable
	X21	0.710			
	Y1	0.679			
	Y2	0.854			
	Y3	0.835			
	Y4	0.815			
	Y5	0.848			

Table 1 illustrates that each questionnaire item for each variable has an r-calculated value greater than the r-table value of 0.344 and a significance value (p) < 0.05. Thus, it may be said that every questionnaire item is legitimate and appropriate for usage. Additionally, every variable utilized in this study had Cronbach's Alpha values higher than 0.60, demonstrating the validity and suitability of each questionnaire instrument.

Table 2. Normality Test

Unstandardized Residual	Item	Value
N		33
Normal Parameters <sup>a,b</sup>	Mean	0.000
	Std. Deviation	2.702
Most Extreme Differences	Absolute	0.137
	Positive	0.137
	Negative	-0.102
Test Statistic		0.147
Asymp. Sig. (2-tailed) <sup>c</sup>		0.123

The One-Sample Kolmogorov-Smirnov Test findings for normalcy are shown in Table 2. The two-tailed Asymp. Sig. value is 0.123. This value shows that the data are regularly distributed since it is higher than 0.05. Therefore, the assumption of normality is satisfied, allowing the use of parametric statistical analyses.

Table 3. Multicollinearity Test

Model	Unstandardized Coefficients			t	Sig	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	3.575	5.796		0.617	0.542		
Self Efficacy	0.599	0.171	0.550	3.496	0.002	0.967	1.034
Work Stress	0.027	0.061	0.070	0.445	0.660	0.973	1.027
Work Environment	0.085	0.199	0.066	0.425	0.674	0.993	2.007

All independent variables have tolerance values greater than 0.10 and VIF values less than 10, according to Table 4. Therefore, it can be concluded that there is no relationship between the independent variables, indicating that multicollinearity is absent from this study.

The Glejser test was used to perform the heteroscedasticity test based on Table 4. The results indicate that the variables self-efficacy (X1), job stress (X2), and work environment (X3) have significant values (Sig.) of 0.315, 0.257, and 0.167, respectively. Since all significance values are higher than 0.05, the regression model does not exhibit any signs of heteroscedasticity.

**Table 4.** Heteroscedasticity Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-1.627	3.667		-0.444	0.661
Self Efficacy	-0,111	0.108	-0.176	-1.023	0.315
Work Stress	0.045	0.039	0.198	1.155	0.257
Work Environment	0.240	0.126	0.322	1.901	0.167

Table 5 of the hypothesis testing provides an explanation of how each independent variable affects worker performance. First, self-efficacy shows a computed t-statistic of 3.496 at a significance level of 0.002 ( $p < 0.05$ ), which is more than the t-table value of 2.042. These findings demonstrate that H1 is acknowledged, indicating that self-efficacy has a favorable and significant impact on employee performance at VIFAS Batik Yogyakarta. Second, the work stress variable has a computed t-statistic of 0.445, which is lower than the t-table value of 2.042, and a significance value of 0.660 ( $p > 0.05$ ).

**Table 5.** Hypothesis Testing

Model	T-Statistic	Sig (p)	Information	Conclusion
Self-efficacy -> Employee Performance	3.496	0.002	$p < 0.05$	H <sub>a1</sub> accepted
Work Stress -> Employee Performance	0.445	0.660	$p > 0.05$	H <sub>a2</sub> rejected
Work Environment -> Employee Performance	0.425	0.425	$p > 0.05$	H <sub>a3</sub> rejected

Consequently, H2 is rejected, indicating that employee performance is not significantly impacted by work stress. Third, the work environment variable produces a computed t-statistic of 0.425 at a significance level of 0.674 ( $p > 0.05$ ), which is also lower than the t-table value of 2.042. Consequently, H3 is rejected, suggesting that the work environment at VIFAS Batik Yogyakarta has no effect on employee performance.

**Table 6.** F-test and Coefficient Determination

Test	Values
F-Statistic	4.249
Sig	0.013
R	0.553
R Square	0.305
Adjusted R Square	0.234
Std. Error of the Estimate	2.83796

Based on the F-test findings in Table 6, the resulting F-value is 4.249. Consequently, F-value  $>$  F-table ( $4.249 > 2.92$ ). Additionally, the significance value (p) is 0.013, which is less than 0.05. These findings support H4, which states that Employee Performance (Y) at VIFAS Batik Yogyakarta is significantly impacted by the factors self-efficacy, work stress, and work environment all at the same time. As a result, the regression model employed in this investigation is suitable for elucidating the fluctuations in the employee performance variable.

An Adjusted R-squared value of 0.234 is obtained from Table 6 of the coefficient of determination analysis. This implies that 23.4% of employee performance is

explained by the workplace, stress at work, and self-efficacy. Meanwhile, other factors not covered in this study have an impact on the remaining 76.6%.

## **5. Discussion**

The study's findings demonstrate that employee performance at VIFAS Batik Yogyakarta is positively and significantly impacted by self-efficacy. The first hypothesis (H1) was accepted as a result of the hypothesis test, which yielded a  $t$ -value of 3.496 with a significance level below 0.05. This research suggests that an employee's ability to work at a higher level increases with their level of self-confidence. This is consistent with Bandura's (1997) theory and previous studies by Antares and Lestariningsih (2019) and Lengkong et al. (2020), which state that self-efficacy provides a strong motivational drive for completing tasks effectively. In the context of VIFAS Batik Yogyakarta, the production process of batik souvenirs requires precision, consistency, and creativity. Employees who believe they are capable of performing technical tasks such as sewing, cutting materials, and conducting quality control tend to be more focused and achieve better performance outcomes. Descriptive results also show that the average self-efficacy score falls within the "good" category at 3.73, reinforcing the finding that most employees possess adequate confidence to support their performance. Thus, self-efficacy is an important internal factor that strongly drives employee performance at VIFAS Batik Yogyakarta.

The second hypothesis (H2) is rejected based on the  $t$ -test results, which indicate that work stress has no significant impact on employee performance ( $t$ -value of 0.445 and significance value above 0.05). This result suggests that employees' stress levels have little bearing on the caliber or results of their labor. The average score for work stress, which is 3.24, falls within the moderate category, suggesting that stress levels remain manageable for employees. Within MSMEs such as VIFAS Batik, the work environment tends to be more familial, making work pressures easier to handle. Employees are generally accustomed to the work rhythm, job demands, and interactions with colleagues, enabling them to maintain stable performance even when experiencing stress. These findings are consistent with Moi and Mujannah (2023), who reported that moderate levels of stress do not significantly affect performance because employees are still able to cope with existing pressures. Therefore, work stress is not a primary determinant of performance among employees at VIFAS Batik Yogyakarta.

The results of the  $t$ -test indicate that the work environment does not have a significant effect on employee performance, as shown by a  $t$ -value of 0.425 and a significance level greater than 0.05, which leads to the rejection of the third hypothesis (H3). Although descriptive analysis shows that the work environment is rated positively with an average score of 3.80, this condition does not significantly affect performance changes. This may be explained by the fact that the work environment at VIFAS Batik is already stable, safe, and supportive, and therefore does not act as a differentiating factor in increasing or decreasing performance. In many MSMEs, physical environmental factors such as lighting, ventilation, and workspace layout do not vary significantly, leading to similar perceptions among respondents. When response variability is low, the statistical effect on performance also becomes insignificant. These findings differ from some previous studies, such as Winoto and Perkasa (2024), which found a significant influence. However, the discrepancy may stem from the routine nature of work at VIFAS Batik, where a good work environment serves only as a supporting factor rather than a direct determinant of performance.

Additionally, the  $F$ -test results demonstrate that employee performance is significantly impacted by all three independent variables at the same time. An  $F$ -value of 4.249 with a significance level below 0.05 indicates this. This indicates that

the work environment, work stress, and self-efficacy all have an impact on employee performance when taken into account combined. High self-efficacy helps employees manage stress and remain productive even under pressure. However, an unsupportive work environment can increase stress levels and reduce employees' confidence in their abilities. Conversely, a positive work environment enhances self-efficacy and reduces stress, thereby improving performance (Indriyati & Abdullah, 2024). A conducive work environment also provides support and resources that strengthen employees' confidence in completing tasks. When the work environment is lacking, even employees with high self-efficacy may still experience performance declines (Dheviests & Riyanto, 2020). These findings indicate that managing self-efficacy, work stress, and the work environment must be carried out simultaneously, as the three variables interact with one another and collectively determine employee performance levels (Gunawan & Verianto, 2014).

## 6. Conclusion

The results of this study have a number of theoretical ramifications for the advancement of human resource management theory, especially with regard to the variables that affect worker performance in the MSME sector of the creative industry. The finding that employee performance is positively and significantly impacted by self-efficacy, which highlights the significance of self-belief as a primary motivator of productive work behavior. Additionally, this study adds new knowledge by showing that self-efficacy is a key internal component that supports steady employee performance in MSMEs like VIFAS Batik Yogyakarta.

On the other hand, a more nuanced theoretical explanation is provided by the findings that work stress and the workplace do not significantly affect employee performance. These findings imply that the relationship between stress, work environment, and performance may be different in small businesses, where the impact of these factors may be mitigated by more cordial social contacts and comparatively steady workloads. Thus, this study expands theoretical perspectives by showing that employee performance is not solely shaped by external workplace factors but is strongly influenced by internal psychological conditions, particularly self-efficacy. Moreover, it highlights that the dynamics of performance theory within MSMEs possess distinctive characteristics compared to larger organization.

Managers in MSMEs should enhance employee self-efficacy through training, mentoring, and positive feedback to sustain performance. Although work stress and environment were not significant, supportive conditions remain important for well-being. This study is limited to a single MSME and relies on self-reported data, which may affect generalizability. Future research should explore other psychological and organizational factors across multiple MSMEs, using longitudinal or mixed-method designs for deeper insights.

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