

**Pengaruh Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik dan Stres Kerja  
Terhadap Kinerja Karyawan Selama Pandemi Covid 19  
PT Toba Pulp Lestari Tbk Sektor Aek Nauli**

**ABSTRAK**

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh lingkungan kerja fisik, lingkungan kerja non fisik dan stres kerja terhadap kinerja karyawan selama pandemi covid 19 PT Toba Pulp Lestari Tbk Sektor Aek Nauli. Fenomena penurunan kinerja karyawan, lingkungan kerja fisik. Dengan populasi dan sampel sebanyak 84 orang. Metode analisis data menggunakan regresi linier berganda. Pada pengujian data secara parsial variabel lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kinerja karyawan di PT Toba Pulp Lestari Tbk Sektor Aek Nauli, lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja di PT Maritim Era Sukses, stres kerja berpengaruh positif dan signifikan terhadap kinerja karyawan di PT Toba Pulp Lestari Tbk Sektor Aek Nauli. Dalam pengujian analisis data secara simultan, variabel lingkungan kerja fisik, lingkungan kerja non fisik dan stres kerja menunjukkan pengaruh yang positif dan signifikan terhadap kinerja karyawan selama pandemi covid 19 PT Toba Pulp Lestari Tbk Sektor Aek Nauli

**Kata Kunci : Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik ,Stres Kerja, Kinerja karyawan**

**ABSTRACT**

*This study aims to examine and analyze the influence of the physical work environment, non-physical work environment and work stress on employee performance during the COVID-19 pandemic at PT Toba Pulp Lestari Tbk Aek Nauli Sector. Phenomenon of decreasing employee performance, physical work environment. With a population and a sample of 84 people. The data analysis method used multiple linear regression. In partially testing the data, the physical work environment variable has a positive and significant effect on employee performance at PT Toba Pulp Lestari Tbk Aek Nauli sector, non-physical work environment has a positive and significant impact on performance at PT Maritim Era Sukses, work stress has a positive and significant effect on performance employees at PT Toba Pulp Lestari Tbk Aek Nauli Sector. In testing the data analysis simultaneously, the variables of the physical work environment, non-physical work environment and work stress showed a positive and significant influence on employee performance during the COVID-19 pandemic PT Toba Pulp Lestari Tbk Aek Nauli Sector.*

*Keywords: Physical Work Environment, Non-Physical Work Environment, Work Stress, Employee Performance.*