

ABSTRACT

This study aims to analyze the influence of job stress and Nonphysical work environment on employee performance at Savings and Loan Cooperatives in Pekalongan City. The background of this research stems from performance fluctuations among employees, which are suspected to be influenced by work-related pressures and nonphysical environmental conditions such as organizational culture, interpersonal relationships, and managerial support.

The purpose of this study was to determine the effect of work stress and Nonphysical work environment on the performance of employees of the Pekalongan city service Savings and Loan Cooperative with age factor and gender used as moderation variables with the method (T test). The technique used in research types. This study uses nonprobability sampling, namely with a saturated sampling technique or census, so that this study uses a sample of Kospin Jasa employees totaling 175 respondents.

The results show that job stress and the nonphysical work environment simultaneously have a significant effect on employee performance, with a contribution rate of 52.7%. This indicates that more than half of the variation in employee performance can be explained by these two factors. Therefore, it is recommended that cooperative management take measures to manage employee stress levels and foster a supportive work environment to enhance overall productivity and performance.

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