



Research Paper

The Influence of the Work Environment on Employee Performance at PT. PD Paya Pinang

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ABSTRACT: This research aims to see whether there is an influence of the work environment on employee performance. This research is a type of quantitative research with the sample being employees who work at PT. PD Paya Pinang, totaling 144 employees. The research instrument uses a Likert scale with 5 answer choices. Based on the normality test carried out in this research, the results obtained were a significance value of 0.066, meaning the p value was ≥ 0.05 . For this reason, it can be concluded that the data tested from the 2 variables is normally distributed. The data analysis method used in this research is simple regression analysis. The analysis results show the correlation value (R) is 0.588 which is positive. This explains that the relationship pattern between work environment variables and employee performance variables is unidirectional. This means that the better the working environment, the employee performance will also increase. The determinant coefficient (R Square) value of 0.346 explains that there is an influence between the work environment on employee performance, namely 34.6%. While the rest is influenced by other factors outside of this research.

KEYWORDS: Employee Performance, Work Environment, Company

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I. INTRODUCTION

Human resources or employees in a company are the main factor in the formation of a company. Employees or human resources (HR) on the one hand function as organizational resources together with other organizational resources, such as money, machines, raw materials and methods. However, human resources have the ability to mobilize other resources and carry out other organizational resource management functions, Abdullah (2014). An organization or company is formed to achieve certain goals. However, to achieve its goals effectively, good cooperation with its employees is required.

To achieve its goals, companies are required to develop the quality of their human resources so that they are not left behind by other companies. This proves that human resources are an important asset for the company, Silaen, et al (2021). However, the quality and quantity achieved by employees must be in accordance with the demands of the organization because this is done as a way to measure whether the results of employee work are good or not.

Good performance can be achieved if employees are able to meet the organization's assessment standards. Budiyanto & Mochklas (2020). According to Mangkunegara (2005) Performance comes from the words Job Performance or Actual Performance or can be interpreted as the quality and quantity of a person's work results in accordance with the responsibilities given to him. Skills in managing employee performance are one of the factors that determine the progress of an organization or business. Of course, there are several factors that influence employee performance in the workplace. According to Silaen, et al (2021), one of the factors that influences employee performance is the work environment.

Good working environment conditions will make employees feel more comfortable and calm, so that employees are able to do their work well. The work environment is everything around workers, which can influence them in carrying out their assigned tasks, Nitisemito (2014). A comfortable work environment for employees will increase their performance, and on the other hand a work environment that is uncomfortable for employees will make them less enthusiastic about working, which in turn will result in a decrease in their performance. Employees are a very important factor for the company's progress, so this needs to be considered to make them feel comfortable and at home working there, Sihalo and Siregar (2019).

This is in line with research conducted by Sofyan (2013) with research results showing that there is a significant influence between the work environment on performance, if work environment conditions improve, performance will increase.

II. LITERATURE REVIEW

Employee performance

Performance comes from the words Job Performance or actual performance (work performance or actual achievements achieved by someone). According to Mangkunegara (2005), performance itself is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. In general, performance can also be interpreted as work achievements produced by an employee based on the quantity and quality that have been mutually agreed upon, Silaen, et al (2021).

Companies usually determine employee performance measures sequentially, namely excellent (extraordinary), praise (excellent), moderate or meets the requirements (exceed the requirements), less (fair), and does not meet the standards (below standards). These performance measures are abstract, and the relationship between one value and another is not discrete but continuum or irregular, Amir (2015). Performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, vision and mission of an organization as stated in the formulation of an organization's strategic scheme.

Sinambela and Poltak (2012) say that performance is a function of motivation and ability. To complete tasks and work, an employee must have a certain level of willingness and ability. But that alone is not effective enough, without a clear understanding of what to do and how to do it, one cannot do anything well.

An employee who carries out his duties in accordance with the responsibilities given and achieves success both in quality and quantity can also be called performance. In general, performance can also be interpreted as work achievements produced by an employee based on the quantity and quality that have been mutually agreed upon, Silaen, et al (2021). Employee performance is also defined as the work results achieved by someone in carrying out the tasks assigned to them to achieve the work goals that have been set for them.

With high performance, employees can work well and produce good output. One important part of an organization's success in achieving its goals is the performance of its employees. Without good management and management, improving performance is impossible. Good management allows organizations to try harder to improve the performance of their employees, Silaen, et al (2021).

Performance is also an achievement that can be achieved by an organization in a certain period. This is in accordance with the concept of performance which is divided into 3 parts, namely: individual performance, group performance and organizational performance, Titisari (2014). Employee performance is also defined as the work results achieved by someone in carrying out the tasks assigned to them to achieve the work goals that have been set for them.

Silaen, et al (2021) say that there are several factors that can influence employee performance, namely:

1. Individual factors, these factors consist of abilities and skills, background and demographic factors such as race and gender.
2. Psychological factors, these factors consist of perception, attitude, personality and motivation.
3. Organizational factors. These factors consist of resources, leadership, structure, and job design.

Apart from that, there are also three aspects of employee performance according to Mangkunegara (2005), namely:

1. Quantity of Work Results, namely what things have been done by an employee whose quality can then be measured in the form of employee work results that comply with standards set by the organization or employee work results that are minimally error-free.
2. Quality of work results, which includes how much work is produced by an employee in a certain time as determined by the organization. Work quality can be said to be successful if it exceeds the targets determined based on the organization's work quality standards.
3. Attendance/Punctuality, which is an awareness of employees and can influence employees in completing their work. What is meant here is arriving on time and not being absent continuously without a clear reason from the employee.

Work environment

The work environment is everything that is around the worker and that can influence him in carrying out the assigned tasks. The work environment includes all the tools and materials encountered, both individually and in groups, the environment in which people work, the way they work, and their work settings, Nitisemoto (2017). Busro (2017) said that the work environment includes everything related to work, both directly and indirectly, which is still within the scope of the organization even though it is not integrated with the company's

physical environment, for example, such as the company website, laboratory and other places related to the core company business.

The work environment itself consists of physical and non-physical. The physical work environment is the physical things around employees. Non-physical work environment such as a friendly attitude between employees, an attitude that respects each other when they have different opinions, and other things that are important to continue to improve the quality of employees' thinking which will ultimately improve their performance, Farida and Hartono (2016) .

Enny (2019) said that there are many ways to make the work environment pleasant and conducive, but one thing that is certain between superiors or leaders and subordinates is that the work environment must provide a sense of security and comfort for everyone in it. Apart from that, it is also necessary to have the same vision between superiors and subordinates. The company pays attention and cares about its employees, and vice versa. Which ultimately can have an impact on employee work motivation and company performance.

Nitisemoto (2017) said that there are several things that can influence the formation of work environment conditions, namely:

1. Color, choosing the right color for the walls in the work space and for the equipment that will be used for work, the company can maintain work morale and influence the mood of employees and provide peace for employees while working.
2. Cleanliness of the work environment, a clean work environment also indirectly impacts employee mental health. Therefore, every company or organization must ensure that its work environment is always clean so that employees feel comfortable when they are at their workplace.
3. Lighting, Employees need sufficient lighting when doing their work, especially if their work requires high precision.
4. Air exchange: All employees will feel better physically if they have good air exchange.
5. Security, employee personal safety is often referred to as work safety. By having tools that support their personal safety, employees will feel calm when working. This will encourage employees to be more productive.
6. Noise is a disturbance that can disrupt a person's concentration at work and cause many mistakes made by employees while working.

There are several work environment indicators according to Nitisemoto (2017), namely:

1. Work Atmosphere, namely all the things that happen around employees that can influence how employees do their jobs.
2. Relations between co-workers, one of the factors that can ensure that employees feel at home in their workplace and remain in an organization is good relations between co-workers and that they do not hate each other.
3. Relationship between Subordinates and Superiors, in an organization, having a good relationship between subordinates and superiors is very important to increase productivity and provide a sense of calm for employees while they work.
4. Work Facilities, when the company has good and adequate work facilities that enable them to continue working well as expected by the company.

The Influence of the Work Environment on Employee Performance

An organization or company that wants to develop must pay attention to and improve the performance of its employees, including paying attention to things that can influence employee performance, such as the work environment. By paying attention to and improving employee performance, organizations can achieve goals as expected, Wibowo (2007).

A good and comfortable work environment for employees is needed to improve employee performance. The work environment is the entire work facilities and infrastructure around employees who are carrying out their work which can influence the implementation of the work. This work environment includes the workplace, facilities and work aids, cleanliness, lighting, calm, including working relationships between the people in that place, Mardiani (2021).

The work environment is everything that surrounds employees and influences how they carry out their work and responsibilities. During work, employees are faced with a physical work environment that can affect their physical and health, as well as a non-physical work environment related to their co-workers and superiors. This shows that a good work environment will certainly enable employees to carry out their work and responsibilities well, Ferawati (2017).

The work environment is the main part that can improve the quality of work productivity. The work environment is the social, physical and psychological life of an agency that can influence employee performance. The work environment is an important factor in creating good or bad employee performance (Ahmad, et al, 2022).

The work environment is a very important component for employees in carrying out work activities. By paying attention to a good working environment or creating working conditions that can provide motivation to work, it will have an influence on employee enthusiasm for work, a conducive working environment will also provide a sense of security and comfort for employees to carry out work effectively and efficiently, Putra (2016).

The work environment is one of the factors that can influence employee performance to achieve the goals expected by the company. Like previous research conducted by Dewi&Frianto (2013), the results showed that the work environment had a positive and significant effect on employee performance. Apart from that, other research was also conducted by Irwan, et al (2022) which found that there was a significant influence between the work environment on employee performance. Other research was also conducted by Yuliantari and Prasasti (2020) which found that the work environment had a positive and significant effect on employee performance, which means that the more the work environment improves, the more employee performance will increase.

III. RESEARCH METHODS

This research uses quantitative methods with employee performance as the dependent variable and work environment as the independent variable. The population and sample in this research are employees who work at the PT office. PD Paya Pinang, totaling 144 people. Researchers used the total sampling method because the population size could still be reached. This research uses a Likert scale with 5 answer choices, namely strongly agree, agree, neutral, disagree and strongly disagree. The method used to collect data uses 2 scales, namely the employee performance scale and the work environment scale.

Employee performance is measured using aspects of employee performance described by Mangkunegara (2005), namely: work quality, work quantity, and timeliness. In this research, researchers used 12 statement items that had been tested for validity and were relevant to theory and appropriate to the research location. Meanwhile, the work environment is structured based on indicators of the work environment proposed by Nitisemoto (2017), namely: work atmosphere, relationships with colleagues, relationships between subordinates and superiors and work facilities. In this research, the researcher used 10 statement items that had been tested for validity and were relevant to the theory and research location. Data analysis carried out in this research used simple linear regression, to see the relationship between one independent variable and one dependent variable.

IV. RESULTS AND DISCUSSION

Results

This research consists of 2 variables, namely, employee performance and work environment. The subjects of this research are employees who work at the PT office. PD Paya Pinang, totaling 144 people. The classification is 77 men and 67 women. The age classification is divided into early adults (18-40 years) totaling 115 people and middle adults (41-60 years) totaling 29 people. The working period classification is divided into early career stage (0-2 years) totaling 17 people, middle career stage (2-10 years) totaling 63 people and late career stage (>10 years) totaling 64 people. The data obtained will then be grouped based on categorization criteria. This categorization is used to obtain hypothetical mean and standard deviation data with the assumption that the data is normally distributed, (Azwar, S. 2012):

Comparison of Empirical Values and Hypothetical Values

Variable	Empirical Data				Hypothetical Data			
	Min	Max	Mean	elementary school	Min	Max	Mean	elementary school
Employee performance	38	60	48.15	5,269	12	60	36	8
Work environment	28	50	39.04	5,085	10	50	30	6.66

Based on the empirical mean and hypothetical mean data above, it can be seen that the hypothetical average (mean) value of the employee performance variable is 36, while the empirical average (mean) value is 48.15. The empirical average value in this study is higher than the hypothetical average value, this means that employee performance at the research location (actual situation) is higher than what was hypothesized.

The hypothetical average (mean) value of the work environment variable is 30, while the empirical average (mean) value is 39.04. The empirical average value in this study is higher than the hypothetical average value, this means that the work environment at the research location (the actual situation) is higher than what was hypothesized. Based on the explanations above, it can be concluded that the level of employee performance and work environment in the research location is relatively higher compared to the average level of employee performance and the work environment in companies in general.

The categorization of employee performance variables can be seen based on a variance scale consisting of 12 statement items with a value range of 1-5 with an assumed minimum score of 12 and an assumed maximum score of 60. To determine the high and low levels of employee performance in this research, categorization can be done as follows:

Categorization of Employee Performance Variables

Formulas	Categorization	Frequency	Percentage (%)
$X < 42.88$	Low	0	0
$42.88 \leq X \leq 53.42$	Currently	10	6.9%
$X > 53.42$	Tall	134	93.1%
Total		144	100%

Based on the categorization of employee performance variables, it can be concluded that the subject's assessment of employee performance is classified as high, namely 134 subjects with a percentage of 93.1% who gave a high assessment of employee performance, 10 subjects who gave a medium assessment of employee performance and none subjects who gave low assessments of employee performance at the research location.

The categorization of work environment variables can be seen based on a variance scale consisting of 10 statement items with a value range of 1-5 with an assumed minimum score of 10 and an assumed maximum score of 50. To determine the high and low levels of employee performance in this research, categorization can be done as follows:

Categorization of Work Environment Variables

Formulas	Categorization	Frequency	Percentage (%)
$X < 33.96$	Low	0	0
$33.96 \leq X \leq 44.12$	Currently	11	7.6%
$X > 44.12$	Tall	133	92.4%
Total		144	100%

Based on the categorization of work environment variables, it can be concluded that the subject's assessment of the work environment is relatively high, namely 133 subjects with a percentage of 92.4% of subjects who gave a high assessment of the work environment, as many as 11 subjects with a percentage of 7.6% who gave medium assessment of the work environment and no subjects gave a low assessment of the work environment at the research location.

Based on the normality test that has been carried out, the following results were obtained:

Normality Test Table
One-Sample Kolmogorov-Smirnov Test
Unstandardized Residual

N		144
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	6.17982816
Most Extreme Differences	Absolute	.085
	Positive	.085
	Negative	-.055
Test Statistic		.085
Asymp. Sig. (2-tailed)		.014 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Based on the normality test carried out in this research, the results obtained were a significance value of 0.066, meaning the p value was ≥ 0.05 . For this reason, it can be concluded that the data tested from the 2 variables is normally distributed so that the normality test is fulfilled. Next, a hypothesis test will be carried out, namely whether there is a significant influence between the work environment on employee performance using simple regression analysis.

Determinant Test Table R (R Square)
Model Summary^b

R	R Square	Adjusted R Square	Std. Error of the Estimate
.588a	.346	.342	6,202

- a. Predictors: (Constant), Work Environment
- b. Dependent Variable: Performance

Based on the table above, it can be seen that the correlation value R is 0.588, which is positive. This explains that the relationship pattern between work environment variables and employee performance variables is unidirectional. This means that the better the working environment, the employee performance will also increase. The determinant coefficient (R Square) value of 0.346 explains that there is an influence between the work environment on employee performance, namely 34.6%. While the rest is influenced by other factors outside of this research.

Table of Regression Test Results
Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26,325	4,373		6,020	,000
	Work environment	,680	,078	,588	8,671	,000

- a. Dependent Variable: Employee Performance

From the equation above, it can be seen that the direction of influence that the work environment has on employee performance is a positive direction. The constant value of 26.325 shows the following: If the work environment variable has a value of 0 then employee performance in the organization is 26.325 units. If there is a one-time increase in the work environment variable, employee performance will increase by 0.680. Based on this interpretation, it can be concluded that the hypothesis in this research can be accepted, that the work environment has a positive and significant influence on employee performance.

V. DISCUSSION

The hypothesis in this research is that there is a positive and significant influence between the work environment on employee performance at PT. PD. Paya Pinang. Based on the results of the analysis, it is known that the work environment has a positive and significant influence on employee performance, this means that the better the work environment at PT. PD Paya Pinang, employee performance will also increase. The work environment is everything that is around workers and that can influence them in carrying out the assigned tasks which includes all the tools and materials encountered, both individually and in groups, the environment in which people work, the way they work, and their work arrangements. Because this greatly influences the work carried out by employees, companies must try to maintain the work environment well so that it has a positive impact on employees while working, Nitisemoto (2017).

The results of this research are in line with previous research conducted by Irwan& Irfan (2021) which found that there is a significant influence between the work environment on employee performance. In a company, the work environment will influence employee performance. A comfortable work environment for employees will improve their performance. But on the other hand, a work environment that is uncomfortable for employees will make them less enthusiastic about working, which will ultimately result in a decrease in their performance.

Based on the research results, it is known that the work environment at PT. PD Paya Pinang is considered quite good. This can be seen from the work environment categorization results obtained, namely that 92.4% of subjects gave a high assessment of the work environment. This means that 92.4% of employees feel that the work environment at PT. PD Paya Pinang is very good. Meanwhile, the remaining 7.6% of employees gave a medium assessment of the work environment, which means that 7.6% of employees felt that the work environment at PT. PD Paya Pinang is quite good and there are no subjects who give a low assessment of the work environment at the research location, which means there are no employees who feel the work environment at PT. PD Paya Pinang is not good.

From the research results obtained, it is known that employees at PT. PD Paya Pinang feels that the existing work environment is very good so that employees can work well and optimally, which of course will also improve employee performance in accordance with the company's expectations. Based on the analysis that has been carried out, the results show that the work environment has a positive and significant influence on employee performance with an R Square Change value of 0.346. This explains that there is an influence of the work environment on employee performance, namely 34.6%. This result means that the hypothesis is accepted, namely that there is an influence between the work environment and employee performance.

VI. CONCLUSION

Based on the results of the analysis carried out in this research, it can be concluded that the work environment has a positive and significant influence on employee performance. This means that the better the working environment at PT. PD Paya Pinang, then employee performance at PT. PD Paya Pinang will also increase. The constant value of 26.325 shows the following: If the work environment variable has a value of 0 then employee performance in the organization is 26.325 units. If there is a one-time increase in the work environment variable, employee performance will increase by 0.680. Based on the results of the determinant coefficient value (R Square), which is 0.346, this explains the influence of the work environment on employee performance, which is 34.6%. While the rest is influenced by other factors outside of this research. Based on the categorization results, it is known that the subject's assessment of the work environment and employee performance at the company studied is relatively high.

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