

The Influence of Work Environment on Employee Performance at PT Surya Pratama Kreasindo Medan

Willie Willie¹, William Vincent^{2*}, Susanto³

¹ Program Studi Manajemen Perusahaan, Politeknik, Cendana, Medan, Indonesia

^{2*} Program Studi Manajemen, Politeknik, Cendana, Medan, Indonesia

³ Program Studi Manajemen Pemasaran, Institut Bisnis Teknologi dan Bisnis, Medan, Indonesia

Email: ¹williewenwork@gmail.com, ^{2*}williamvnc@gmail.com, ³susanto.chang@gmail.com

Abstract

The purpose of this research is to find out whether there is a partial influence of work environment on employee performance at PT. Surya Pratama Kreasindo, Medan. Researchers used a descriptive and causal approach. The population in this study is all employees of PT. Surya Pratama Kreasindo, Medan in the finance and accounting department with 30 employees and the sample obtained 30 respondents. Based on the results of research through the coefficient of determination test, it can be seen that the R Square value obtained is 0.829, meaning that the Employee Performance variable can be explained by the Work Environment variable of 82.9% while the remaining 17.1% is influenced by other factors originating from outside the model this research such as training, job satisfaction and work stress. Based on the partial test, it is concluded that work environment has influences employee performance.

Keyword: Work Environment, Employee Performance

1. INTRODUCTION

In an era of increasingly tight business competition, companies in various industrial sectors realize that employee performance is one of the main factors that can influence their success. In the midst of an ever-changing work environment and rapid technological developments, it is important for companies to understand how a good work environment and effective training can influence employee performance. A good work environment includes aspects such as a healthy organizational culture, open communication, harmonious relationships between colleagues, and a supportive management role. A healthy organizational culture creates a positive atmosphere in the workplace, emphasizing work ethics, integrity and respect for employees. This can increase employee motivation and confidence in the organization. Based on a research journal created by (Sandora & Permadani, 2021), the work environment is a place where employees carry out their activities and everything that can help them carry out their work in accordance with their authority and responsibilities. Performance is the result obtained by an organization, whether the organization is profit oriented or non-profit oriented, which is produced over a period of time (Leonardi et al., 2021). Good performance will result in good work and vice versa, poor performance will affect the individual himself at work (Kusmiati et al., 2021).

In this research, the author chose PT. Surya Pratama Kreasindo, Medan as a research object. The company which was originally called PT. Surya Pacific Kencana was founded in June 2002 and has grown steadily in size and reputation. Various assets such as mechanical equipment and heavy civil equipment have been added to support company management in carrying out comprehensive mechanical, electrical and civil engineering work planning. After that they changed their name to PT. Surya Pratama Kreasindo, Medan. PT. Surya Pratama Kreasindo, Medan faces several problems in employee performance such as difficulties in organizing and managing work time, coordination and communication problems between teams, inability to complete work according to deadlines, difficulties in understanding and applying technical specifications, and lack of supervision of employee performance which can impact on unsatisfactory work results. The problem that occurs in the work environment is unpleasant odors in the workplace, this is because it is often found that company toilets have a very fishy smell. There is a problem with noise in the workplace, where the seating distance between employees is very close together so that if an employee is talking in the room, it will be heard clearly in the room. Based on the problems stated above, the author is interested in carrying out research entitled.

Work Environment

According to (Santi & Mustangin, 2023) the work environment is the things and conditions that exist in the surrounding environment and can influence the work activities of employees in a company. Therefore, a good work environment needs to be considered so that the work process runs well.

According to (Enny, 2019) indicators of the work environment are as follows:

1. Lighting/light in the workplace, light or illumination is very beneficial for employees in order to ensure safety and smooth work, therefore it is necessary to pay attention to the presence of lighting (light) that is bright but not dazzling. Light that is not clear (not enough) results in less clear vision, so that work will be slow, there will be many errors, and ultimately cause less efficiency in carrying out work, making it difficult to achieve organizational goals.
2. Air circulation in the workplace, Oxygen is a gas needed by living creatures to maintain life, namely for metabolic processes. The surrounding air is said to be dirty if the oxygen level in the air has decreased and has been mixed with gases or odors that are harmful to the body's health. The main source of fresh air is the plants around the workplace. Plants produce oxygen which is needed by humans.

3. Noise in the workplace, one type of pollution that is quite busy for experts to overcome is noise, namely sounds that are unwanted by the ear. It is undesirable, because especially in the long term, this sound can disturb the peace of work, damage hearing, and cause communication errors, and according to research, serious noise can even cause death.
4. Unpleasant odors in the workplace, the presence of odors around the workplace can be considered pollution, because they can interfere with concentration at work, and odors that occur continuously can affect olfactory sensitivity. Proper use of "air conditioner" is one method that can be used to eliminate annoying odors around the workplace.
5. Safety at work, in order to keep the place and working environment in a safe condition, it is necessary to pay attention to work safety. Therefore, the safety factor needs to be realized. One effort to maintain safety in the workplace.

According to (Enny, 2019) The benefit of a work environment is that it creates passion for work, so that productivity and work performance increases. Meanwhile, the benefit gained from working with motivated people is that the work can be completed properly. Which means the work is completed according to the correct standards and within the specified time scale. Work performance will be monitored by the individual concerned, and will not cause too much supervision and fighting spirit will be high.

There are many things to create a conducive work environment, but what is certain is that superiors or leaders and subordinates have the same vision of how the work environment provides a sense of security and comfort for everyone in it. The company cares and pays attention to its employees, and vice versa. Which ultimately can increase employee work motivation and company performance. According to (Enny, 2019) Factors that influence the work environment are:

1. Personal/individual factors, including: knowledge, skills, abilities, self-confidence, motivation and commitment possessed by each individual.
2. Leadership factors, including: quality in providing encouragement, enthusiasm, direction and support provided by managers.
3. Team factors, including: the quality of support and enthusiasm provided by teammates, trust in fellow teams, the cohesiveness and closeness of team members.
4. System factors, including: work systems, work facilities or infrastructure provided by the organization, organizational processes, and performance culture within the organization.
5. Contextual (situational) factors, including: pressure and changes in the external and internal environment.

According to Enny (2019:58) the work environment has several types as follows:

1. Physical Work Environment

The physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly. The physical work environment can be divided into two categories, namely:

- a. Environment that is directly related to employees (such as: work center, chairs, tables and so on)
- b. The intermediate environment or general environment can also be called the work environment which influences human conditions, for example: temperature, humidity, air circulation, lighting, noise, mechanical vibrations, unpleasant odors, color and others.

To be able to minimize the influence of the physical environment on employees, the first step is to study humans, both regarding their physique and behavior as well as their physique, then use this as a basis for thinking about an appropriate physical environment.

2. Non-physical work environment

The non-physical work environment is all conditions that occur that are related to work relationships, both with superiors and fellow co-workers or relationships with subordinates. This non-physical work environment is a work environment that cannot be ignored. Companies should be able to reflect conditions that support cooperation between superiors, subordinates and those who have the same position status in the company. The conditions that should be created are a family atmosphere, good communication and self-control. Building good relationships between colleagues, subordinates and superiors must be done because we need each other. The working relationships that are formed greatly influence employee psychology. To create harmonious and effective relationships, leaders need to:

- a. Taking time to study employees' emotional aspirations and how they relate to the work team and creating an atmosphere that enhances creativity.
- b. Management of work relationships and emotional control in the workplace really needs to be paid attention to because it will have an impact on employee work performance. This is because humans work not as machines. Humans have a feeling of being appreciated and not just working for money.

Employee Performance

According to (Asmike & Sari, 2022) Employee performance is a representation of the overall condition of an object from time to time, results or performance are influenced by the object's activities when using resources. According to (Silaen et al., 2021) There are six indicators to measure employee performance, namely:

1. Quality of Work, the perfection of employee skills and abilities as well as employee perceptions of the quality of work produced are measures of job quality.
2. Work Quantity, the amount expressed in units and the activity cycle completed is the amount produced which is expressed in quantities.
3. Punctuality, complete activities on time and maximize available time with other activities.
4. Effectiveness, increasing the results of each unit in the use of resources by maximizing the level of use of existing organizational resources (labor, money, raw materials).
5. Commitment, the level to which an employee can carry out his job functions and responsibilities to the agency or company is called commitment.

According to Silaen et al (2021:06), people who have high performance have the following characteristics: (1) Have high commitment; (2) The risks faced are brave enough to be taken and borne; (3) Have realistic goals; (4) Struggle to realize your dreams and have a thorough work plan; (5) Feedback from all work activities carried out can be utilized (6) Plans that have been programmed can be realized.

According to (Silaen et al., 2021) the benefits of employee performance are as follows:

1. Performance Improvement, performance appraisals can be used as feedback for employees, managers, and human resources departments to improve employee performance.
2. Compensation Adjustments, in determining wage increases, bonuses and various forms of compensation, performance appraisal can be used as an indicator for decision makers.
3. Placement Decisions, Performance appraisals can also be used as a basis for training, transfers and demotions. Training and Development Needs Every employee must be able to develop themselves because poor performance indicates that the employee needs training and development.
4. Career Development Program, the decision-making process about the specifics of an employee's career can be assisted by feedback from performance.
5. Irregularities in the Employment Process, the strengths and weaknesses of the employee procurement process in an organization or company can be reflected in good or bad performance.
6. Inaccurate Information, HR plans, job analysis information or matters related to human resource management systems are poor performance appraisal measures.
7. Job Design Mistakes, Incorrect job design is a symptom of poor performance appraisal.
8. Equal Employment Opportunity, Internal placement decisions can be made without distinction if performance appraisals are conducted accurately.
9. External Challenges, Health factors and financial conditions are factors outside the work environment that can influence performance appraisals.

2. RESEARCH METHODS

2.1 Research Type

The research method of this research is a form of quantitative research method. Researchers used a descriptive and causal approach. According to (Hardani et al., 2020) Descriptive research is research that is directed at providing symptoms, facts or events systematically and accurately, regarding the characteristics of a particular population or region. Quantitative research can be defined as a systematic and structured type of research with clear stages, aimed at explaining or describing an existing social phenomenon (Hardani et al., 2020).

2.2 Population and Sample

According to (Hardani et al., 2020), population is all research objects consisting of humans, objects, animals, plants, symptoms, test scores, or events as data sources that have certain characteristics in a study. The population that will be used in this research is all employees of PT. Surya Pratama Kreasindo, Medan in the finance and accounting department with 30 employees.

According to (Hardani et al., 2020) The sample is part of the population taken using sampling techniques. Sampling techniques can basically be grouped into two, namely probability sampling and non-probability sampling. The sampling technique used is non-probability sampling. According to (Hardani et al., 2020) non-probability sampling is a sampling technique that does not provide an equal opportunity for each element or member of the population to be selected as a sample. Saturated sampling is a sample selection technique when all members of the population are sampled (Hardani et al., 2020). Based on the explanation above, the entire population that will be used in this research will be used as samples in this research, namely all employees of PT. Surya Pratama Kreasindo, Medan in the finance and accounting department with 30 employees. A questionnaire is data collection carried out by giving a set of questions or written questions to respondents to answer (Tjandra et al., 2022).

2.3 Data Analysis

Data analysis in this research consists of:

1. The normality test is carried out to test whether in the regression model the independent variable and dependent variable or both have a normal distribution or not (Ghozali, 2021).
2. Simple linear regression analysis is a linear relationship between an independent variable and a dependent variable (Ghozali, 2021).
3. The coefficient of determination (R^2) basically measures how far the model's ability is to explain variations in the dependent variable. The value of the coefficient of determination is between zero and one, so the adjusted value R^2 is used, where the adjusted value R^2 can increase or decrease if one independent variable is added (Ghozali, 2021).
4. The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not (Ghozali, 2021).

3. RESULT AND DISCUSSION

3.1 Normality Test

The results of the normality test are as follows:

Table 1. Normality Test

		Unstandardized Residual	
N			30
Normal Parameters ^{a,b}	Mean		42,7666667
	Std. Deviation		3,22863113
Most Extreme Differences	Absolute		,114
	Positive		,114
	Negative		-,093
Test Statistic			,114
Asymp. Sig. (2-tailed)			,200 ^{a,b}

a. Test distribution is Normal.

b. Calculated from data.

Source: Processed data (2023)

In Table 1 above, it can be seen that the results of the Kolmogorov-Smirnov normality test prove that the significant level value produced is greater than 0.05, namely 0.200, so it can be concluded that the normality statistical test is classified as having a normal distribution.

3.2 Simple Regression analysis

The results of the Simple Regression analysis are as follows:

Table 2. Simple Regression analysis
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,866	4,080		2,663	0,013
	Work Enviroment	0,760	0,097	0,829	7,858	0,000

a. Dependent Variable: Employee Performance

Source: Processed data (2023)

The following are the results of the simple linear regression analysis test

$$\text{Employee Performance} = 10,866 + 0,760 \text{ Work Enviroment} + e$$

So, it can be explained as follows:

1. Employee performance = 10.866 shows a constant value, if the value of the Work Enviroment has a value of 0, then the Employee performance is fixed at 10.866.
2. Work Enviroment = 0,760 This means that for every increase in Work Enviroment by 1 unit, Employee performance will increase by 0,760.

3.3 Hypothesis Test

3.3.1 Coefficient of Determination

The results of the coefficient Determination are as follows:

Table 3. Coefficient Determination
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.829 ^a	0,688	0,677	2,213

a. Predictors: (Constant), Work Enviroment

Source: Processed data (2023)

Based on Table 3, the results of the determinant coefficient test above, it can be seen that the R Square value obtained is 0.829, meaning that the Employee Performance variable can be explained by the Work Enviroment variable of 82.9% while the remaining 17.1% is influenced by other factors originating from outside the model this research such as training, job satisfaction and work stress.

3.3.2 T Test

The results of t test such as:

**Table 4. t test
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	10,866	4,080			2,663	0,013
	Work Enviroment	0,760	0,097	0,829		7,858	0,000

b. Dependent Variable: Employee Performance

Source: Processed data (2023)

Based on the table above, show that Work Enviroment have value of $t_{count} (7.858) > t_{table} (2.048)$ with a significant level of $0.000 < 0.05$ so it can be concluded that Work Enviroment have influence on Employee Performance at PT. Surya Pratama Kreasindo, Medan.

3.4 The Influence of Work Enviroment on Employee Performance

Based on the results of hypothesis testing using the t test, it is known that the Work Enviroment have value of $t_{count} (7.858) > t_{table} (2.048)$ with a significant level of $0.000 < 0.05$ so it can be concluded that Work Enviroment have influence on Employee Performance at PT. Surya Pratama Kreasindo, Medan.

The results of this research are in line with previous research conducted by (Ahmad et al., 2022), where the research results show that the work environment variable has a positive and significant effect on employee performance.

4. CONCLUTION

Based on the research results above, it is concluded that Work Enviroment have influence on Employee Performance at PT. Surya Pratama Kreasindo, Medan. Based on the coefficient of determination test, it can be seen that the R Square value obtained is 0.829, meaning that the Employee Performance variable can be explained by the Work Enviroment variable of 82.9% while the remaining 17.1% is influenced by other factors originating from outside the model this research such as training, job satisfaction and work stress. Suggestions that can be given to academics are, it is hoped that companies will pay more attention to cleanliness in the building, especially in the toilet area. This can be done by regularly checking the toilets and other rooms. If a fishy smell is found, it is hoped that they will immediately clean it, and hoped that more material will be added to make employees feel interested in taking part in the upcoming training because some old employees feel that they already know exactly about the training held by the company so they are not interested in taking part in the training held by the company.

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