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## The Effect of Work Environment on Employee Performance at PT. Sinar Citra Abadi in Pamulang

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### ABSTRACT

*This study aims to determine the effect of the work environment on employee performance at P.T. Sinar Citra Abadi in Pamulang. The method used is explanatory research with a sample of 55 respondents. The analysis technique uses statistical analysis with regression, correlation, determination and hypothesis testing. This study of the work environment variable obtained an average score of 5.616 with suitable criteria. Employee performance variable obtained an average score of 5.729 with suitable criteria. The work environment has a positive and significant effect on employee performance with the regression equation  $Y = 20.320 + 0.658X$ , and the correlation coefficient value of 0.750 or has a strong relationship with a determination value of 56.3%. Hypothesis testing obtained a significance of  $0.000 < 0.05$ .*

*Keywords: Work environment, Employee Performance.*

### INTRODUCTION

Human Resources is a very complex and fascinating discussion to learn. In business or human resources, efforts are a vital factor in sustaining business and business. When human resources can be arranged properly, it can be ascertained that the business or business will run smoothly and well.

In managing human resources, a leader must be observant and careful about the humans or workers who must be positioned in a work environment (the right man in the right place). It is essential because the proper placement of human resources will increase production results or increase company income. It is what makes human resources an exciting thing to study and research more deeply. We will learn about how to explore and explore the people we will use as workers.

The work environment is the company's social, psychological, and physical life that affects workers in carrying out their duties. Human life is inseparable from the various circumstances of the surrounding environment; between humans and the environment, there is a very close relationship. In this case, humans will always try to adapt to various circumstances in the surrounding environment. Likewise, when doing work, employees as humans cannot be separated from the various circumstances around where they work, namely the work environment. During their work, each employee will interact with various conditions in the work environment.

Employee performance of P.T. The company expects Sinar Citra Abadi maximum. Companies certainly want maximum results obtained effectively and efficiently in the management of natural resources, human resources and capital

resources. One of the three resources that most influence the company's performance or output is human resources. In companies engaged in production, the performance of human resources is always required to work optimally for the company's progress.

Effective and efficient management of human resources will encourage employees to work optimally to achieve the company's vision of becoming a professional and independent multinational company. Companies cannot be separated from the role of employee performance because employee performance will be directly proportional to the company's output. It shows that the company is very dependent on the performance of employees where they must always pay attention to their needs and demands so that employees always have maximum performance. According to Handoko (2001), employee performance is an action taken by employees in carrying out the work given by the company.

According to survey data, P.T. Sinar Citra Abadi showed a not too significant decrease in increasing sales performance in increasing customers of P.T. Sinar Citra Abadi Makassar. Another problem that triggers a decrease in employee performance is job descriptions that are not consistent with the targets set by the company. It puts pressure on the employees of P.T. Eternal Imagery Rays.

Efforts to improve employee performance include paying attention to the work environment. It is often found that employees are less enthusiastic in carrying out their work or the habit of employees chatting with their co-workers because of the uncomfortable atmosphere in the room or relationships with less familiar co-workers. No wonder many of the employees of P.T. Sinar Citra Abadi, when they are working they are less able to cooperate with their colleagues. It shows that employee relations that are not very close also reduce employee performance.

## 1. Work environment

Every organization, in general, whether large, medium, or minor, will all interact with the environment in which the organization or company is located. The environment itself changes so that an organization or company that can survive is an organization that can adapt to environmental changes. According to Nitisemito (2016), "The work environment is around the workers, which affects them in carrying out the tasks assigned".

## 2. Employee performance

In carrying out a job, the company needs to conduct a performance appraisal to know the effectiveness and success of the employee's performance. According to Mangkunegara (2019), the notion of performance is the quality and quantity of work achieved by an employee in carrying out his duties by the responsibilities given to him.

## METHOD

The type of research used is associative; the methods used to analyze the data are validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. The population in this study were respondents, amounting to 55 respondents PT. Sinar Citra Abadi in Pamulang. At the same time, the sample of this study amounted to 55 respondents.

## RESULT and DISCUSSION

### 1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

**Table 1. Results of Descriptive Statistics Analisis Analysis**

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Work environment (X)	55	44	70	56.15	6.479
Employee Performance (Y)	55	44	74	57.29	5.685
Valid N (listwise)	55				

The work environment obtained a minimum variance of 44 and a maximum variance of 70 with a rating score of 5.616 with a standard deviation of 6.479. This score is included in the scale range from 3.40 to 4.19 with good or agrees criteria. Employee performance obtained a minimum variance of 44 and a maximum variance of 74 with a rating score of 5.729 with a standard deviation of 5.685. This score is included in the scale range from 3.40 to 4.19 with good or agrees criteria.

2. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

**a. Simple Linear Regression Analysis**

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

**Table 2. Simple Linear Regression Test Results**

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20,320	4,502		4,514	.000
Work environment (X)	.658	.080	.750	8.266	.000

Based on the test results in the table above, the regression equation  $Y = 20.320 + 0.658X$  is obtained. From these equations, it is explained as follows:

- 1) A constant of 20.320 means that if the work environment does not exist, there is an employee performance value of 20.320 points.
- 2) The work environment regression coefficient is 0.658; this number is positive, meaning that every time there is an increase in

the work environment, it is 0.658 points, the employee's performance will also increase by 0.658 points.

**b. Correlation Coefficient Analysis**

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the dependent variable. The test results are as follows:

**Table 3. Results of Testing the Correlation Coefficient of Work Environment on Employee Performance.**

		Work environment (X1)	Employee Performance (Y)
Work environment (X)	Pearson Correlation	1	.750**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.750**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.750, meaning that the work environment strongly influences employee performance.

**c. Coefficient of Determination Analysis**

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

**Table 4. Results of Testing the Coefficient of Determination of the Work Environment on Employee Performance.**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750a	.563	.555	3,793

Based on the test results, the determination value is 0.563, meaning that the work environment has an influence contribution of 56.3% on employee performance, while the remaining 43.7% is influenced by other factors that were not researched.

**d. Hypothesis testing**

Hypothesis testing with a t-test is used to find out which hypothesis is accepted.

Hypothesis formulation: There is a significant effect of the work environment on employee performance.

**Table 5. Hypothesis Test Results Work Environment on Employee Performance.**

Model		Coefficients <sup>a</sup>		Standardized Coefficients	t	Sig.
		Unstandardized Coefficients	Std. Error			
	B			Beta		
1	(Constant)	20,320	4,502		4,514	.000
	Work environment (X)	.658	.080	.750	8.266	.000

Based on the test results in the table above, the value of t arithmetic > t table or (8.266 > 2.012); thus, the proposed hypothesis that a significant influence exists between the work environment and employee performance is accepted.

**1. Conditions of Respondents' Answers Work Environment Variables**

Based on the respondents' answers, the work environment variable obtained a rating score of 5.616, which is in the range of the scale of 3.40 - 4.19 with good or agreed criteria.

**2. Respondents' Answer Conditions Employee Performance Variables**

Based on the respondents' answers, the employee performance variable obtained a rating score of 5.729, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.

**3. The Influence of Work Environment on Employee Performance**

The work environment significantly affects employee performance with the regression equation  $Y = 20.320 + 0.658X$ ; the correlation value is 0.750 or has a strong relationship with the contribution of 56.3%. Testing the hypothesis obtained the value of t arithmetic > t table or (8.266 > 2.012). Thus the hypothesis proposed a significant effect between the work environment on employee performance is accepted.

**CONCLUSION**

a. The work environment variable obtained a rating score of 5.616, which is in the scale range 3.40 - 4.19 with good or agree on criteria.

b. Employee performance variable obtained by a rating score of 5.729 is in the range of a scale of 3.40 - 4.19 with good or agree on criteria.

c. The work environment significantly affects employee performance with the regression equation  $Y = 20.320 + 0.658X$ , the correlation value is 0.750 or firm, and the contribution of influence is 56.3%, while other factors influence the remaining 43.7%. Hypothesis test obtained value of  $t$  arithmetic  $> t$  table or  $(8.266 > 2.012)$ .

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