

The Effect of Placement, Work Environment, and Job Satisfaction on The Performance of District Court Employees in South Sumatera

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Abstract

This study aims to determine whether placement, work environment, and job satisfaction affect the performance of District Court employees in South Sumatra. The type of research is associative-causality quantitative. The sample in this study were civil servants at the Palembang District Court, Pangkalan Balai, Kayuagung, Sekayu, and Baturaja, with a total of 114 people. The study uses primary data and secondary data. The results of simultaneous hypothesis testing show that simultaneous placement, work environment, and job satisfaction significantly influence the performance of South Sumatra District Court employees. The results of testing the hypothesis partially show that placement does not significantly influence the performance of District Courts South Sumatra employees. The results of testing the hypothesis show that the work environment significantly influences the performance of employees of the District Courts in South Sumatra. The results of testing the hypothesis show that job satisfaction significantly influences the performance of employees of the District Courts in South Sumatra.

Keywords: Placement, Work Environment, Job Satisfaction, and Performance

JEL Code: M12, M53, O15.

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1. Introduction

According to Huseno (2016, p. 86), high performance is a step towards achieving the goals of the organization concerned. Therefore, efforts are needed to improve this performance. Wibowo (2022, p. 70) assumes that performance can be seen as a process or result of work. According to Kasmir (2022, p. 182), performance results from work and work behaviour being achieved in completing the tasks and responsibilities given in a specific period. Rivai and Basri (2014, p. 14) said that performance is the overall result of a person during a certain period in carrying out tasks, such as work result standards, targets, goals or criteria determined in advance and agreed upon.

Siahaan and Syaiful Bahri (2019, p. 17) assume that success in labour procurement lies in the accuracy of placing new employees and old employees in new positions. Sastrohadiwiryo (2012, p. 162, as cited in Husin, 2020, p. 135) defines employee placement as the process of assigning tasks and jobs to workers who pass the selection be carried out according to the predetermined scope and can take responsibility for all risks and possibilities that occur for their duties and jobs, authority, and responsibilities.

In carrying out organizational activities, the work environment is also all conditions around the workers that either directly or indirectly can affect them in carrying out their assigned tasks. The work environment is a variety of situations and conditions around the workplace, both concerning physical and non-physical aspects, as well as those related to psychological aspects. According to Nitisemito (2007, as cited in Herlina, 2020, p. 49), the work environment is everything in the environment that can influence itself in carrying out its work. A good and comfortable work environment is needed by employees so that employees will be severe in completing the work given. Wibowo (2022, p. 70) assumes that the work environment or work situation provides comfort to encourage employee performance.

In addition, research has shown that a pleasant work environment is essential for encouraging the most productive levels of employee performance. In everyday interactions between superiors and subordinates, various other assumptions and expectations arise. As superiors and subordinates form their own, often quite different, assumptions and expectations, these differences ultimately affect performance levels.

Every human being must have needs in his life. The desire to fulfil these needs drives humans to carry out various activities. The needs that humans have are very diverse. The satisfaction of one person from one to another will vary. Therefore, satisfaction is individualized. Employees will feel more satisfied if the pay is proportional to the work done. Employee job satisfaction is a phenomenon that needs to be observed by organizational leaders because employee job satisfaction is closely related to employee performance.

According to Hartline dan Ferrel (1996, as cited in Huseno, 2016, p. 68), job satisfaction is pleasant emotions resulting from the assessment of a job due to the achievement or success of a job. According to Davis dan Newstrom (1994, as cited in Huseno (2016, p. 68), job satisfaction define as vital for organizations because one symptom of a less stable organization is low job satisfaction.

The phenomena of problems found by researchers during pre-research in the field that explain employee performance variables. Firstly, the quality of work. Some employees are often wrong in making official letters and employees who are less thorough in following up on reports on the results of regional supervision. Secondly, work quantity. There was a downward trend in

the percentage of performance achievement scores in all courts of first instance (look at Table 1 and Table 2), including the Palembang District Court (3.94%), Pangkalan Balai (1.69%), Kayuagung (7.11%) which followed by a decrease in the category predicate from A (Satisfactory) to BB (Very Good), Sekayu (5.42%), and Baturaja (4.31%). Thirdly, effectiveness. There are limitations in the number of printer machines, the number of photocopiers, limited use of technology and utilization of applications by human resources by their work duties and functions.

Table 1. Overview of Performance Accountability Evaluation Results Report First Instance Court within the Palembang High Court 2020

No.	Work Unit	Value Per Component					(%)	
		Work Planning (30%)	Performance Measurement (25%)	Performance Reporting (15%)	Internal Evaluation (10%)	Performance Achievement (20%)		
1	PN Muaraenim	25,55%	21,28%	12,82%	7,75%	13,33%	80,73	A
2	PN Kayuagung	25,25%	21,17%	13,10%	5,75%	15,00%	80,26	A
3	PN Palembang	26,00%	20,91%	11,73%	5,75%	15,00%	79,39	BB
4	PN Lubuk Linggau	26,49%	21,17%	12,00%	5,50%	13,33%	78,49	BB
5	PN Lahat	25,32%	19,90%	12,27%	5,75%	15,00%	78,23	BB
6	PN Sekayu	23,27%	20,53%	12,27%	5,75%	15,00%	76,82	BB
7	PN Baturaja	25,44%	19,08%	12,00%	5,50%	13,3%	75,36	BB
8	PN Pagar Alam	23,68%	20,1%	11,73%	5,50%	13,33%	74,26	BB
9	PN Prabumulih	24,85%	20,53%	10,63%	5,50%	11,67%	73,19	BB
10	PN Pangkalan Balai	23,55%	18,97%	10,63%	5,75%	13,33%	72,24	BB

Source: Palembang High Court Documents, 2023

Table 2 Overview of Performance Accountability Evaluation Results Report First Instance Court within the Palembang High Court 2021

No.	Work Unit	Value Per Component				(%)	
		Work Planning (30%)	Performance Measurement (30%)	Performance Reporting (15%)	Evaluation of Internal Performance Accountability (10%)		
1	PN Muaraenim	24,00%	24,90%	11,25%	18,25%	78,40	BB
2	PN Kayuagung	21,60%	22,50%	10,80%	18,25%	73,15	BB
3	PN Palembang	23,10%	23,10%	11,25%	18,00%	75,45	BB
4	PN Lubuk Linggau	21,00%	22,50%	10,80%	16,25%	70,55	BB
5	PN Lahat	21,60%	21,60%	11,25%	15,75%	70,20	BB
6	PN Sekayu	21,60%	22,50%	10,80%	16,50%	71,40	BB
7	PN Baturaja	21,00%	21,00%	10,80%	18,25%	71,05	BB
8	PN Pagar Alam	21,60%	22,50%	10,50%	15,75%	70,35	BB
9	PN Prabumulih	22,50%	22,50%	10,35%	18,25%	73,60	BB
10	PN Pangkalan Balai	21,60%	21,90%	10,80%	16,25%	70,55	BB

Source: Palembang High Court Documents, 2023

Published

The phenomena of problems found by researchers during pre-research in the field that explain the placement variable. Firstly, education. Some employees with educational qualifications need to be by the specific position (see Table 3). Secondly, work knowledge. Some still need to meet the work knowledge qualifications required in the current position. Thirdly, work skills. Some still need to gain the qualifications or work skills by the work currently assigned. Several Palembang, Pangkalan Balai, Kayuagung, Sekayu and Baturaja District Courts employees still need to learn to use information technology and applications skillfully.

Table 3 Conditions of Gaps in Employee Educational Qualifications for Positions at the Palembang District Court, Pangkalan Balai, Kayuagung, Sekayu, and Baturaja in 2023

No.	Nama	Pendidikan	Jabatan
1.	Chandra Guftha Oktaviano, ST	S1-Teknik Mesin	Jurusita Palembang District Court
2.	Fitria Nurlita, S.Kom., MM	S1-Teknik Informatika, S2-Manajemen SDM	Jurusita Pengganti Palembang District Court
3.	Marlita Gustina, SE	S1-Ekonomi Manajemen	Jurusita Pengganti Palembang District Court
4.	Triana Dian Nisa, S.Kom.	S1-Teknik Informatika	Jurusita Pengganti Palembang District Court
5.	Agus Purnomo, S.Kom.	S1-Teknik Informatika	Jurusita Pengganti Palembang District Court
6.	M. Budianto, SE	S1-Ekonomi Manajemen	Jurusita Pangkalan Balai District Court
7.	Endang Azhari	SMA Program Ilmu Sosial	Bendahara Pangkalan Balai District Court
8.	Mashuri	SMK Program Studi Mesin Produksi	Jurusita Kayuagung District Court
9.	Miftakhul Jannah, A.Md.Kom.	D-III Teknik Informatika	Pengelola Barang Milik Negara Sekayu District Court
10.	Lolyta Sianturi, A.Md	D-III Teknik Informatika	Bendahara Pengeluaran Sekayu District Court
11.	Suaibatul Islamiyah	SMA	Panitera Pengganti Baturaja District Court
12.	Ismayati, SE	S1-Manajemen	Panitera Pengganti Baturaja District Court
13.	Evi Yulianti, SE	S1-Ekonomi	Panitera Pengganti Baturaja District Court

Source: SIKEP Mahkamah Agung RI, 2023

The phenomena of problems found by researchers during pre-research in the field that explain work environment variable. Firstly, the temperature in the workplace. The server room at the Palembang District Court is integrated with the Planning, Information Technology and Reporting room. The server room at the Kayuagung District Court is integrated with the Planning, Information Technology and Reporting room. Ideally, the server room is separated from the employee's workspace so that the employee can work at a temperature that is not too cold (24-27° Celsius). In fact, the server room temperature is arranged at a temperature of 18°C. Secondly, noise in the workplace. The noises can cause hearing loss. There is an obstacle that

the courtroom is not surrounded by soundproofed when the assembly is holding at Palembang, Pangkalan Balai, Kayuagung, Sekayu, and Baturaja District Courts because the office locations in front of the main road. Thirdly, workplace decoration. Several employee workspaces do not comply with the workplace area rules, which should refer to the standards of the Regulation of the Minister of Public Works and Housing of the Republic of Indonesia Number 22/PRT/M/2018 concerning the Construction of State Buildings (at least 2.2 square meters) so that employees cannot move freely and do not facilitate evacuation during an emergency. The significant obstacle in the Palembang District Court is an old building and it is not compatible to the prototype in the Decree of the Chief Justice of the Republic of Indonesia Number: 137/KMA/SK/X/2012 dated October 24, 2012.

The phenomena of problems found by researchers during pre-research in the field that explain job satisfaction variable. Firstly, operating procedures. The leaders often give excessive workloads to subordinates to certain employees, causing subordinates to feel physical and mental fatigue—secondly, coworkers. The existence of leadership behaviour is unfair in the distribution of work tasks, which often focuses on specific subordinates (especially those who are willing to work while those who are less performing are not empowered). The behaviour of coworkers who tend to give negative comments and views towards employees who perform exceptionally well without their knowledge. Thirdly, communication. There is often a need for more communication in the work implementation process, which causes miscommunication between superiors and subordinates.

Based on the research background, the researcher is interested in conducting research with the title: The Effect of Placement, Work Environment, and Job Satisfaction on Employee Performance the District Court South Sumatera, which in this study was carried out precisely in Palembang, Pangkalan Balai, Kayuagung, Sekayu and Baturaja District Courts.

2. Literature Review

2.1. Employee Performance

Masram and Mu'ah (2017, p. 138) said that performance results from work in terms of quality and quantity achieved by an employee in carrying out his or her functions by the responsibilities given to him or her. According to Campbell (1990, as cited in Armstrong, 2000, p. 3), performance is defined as behaviour and must be distinguished from results because system factors can contaminate them. A work system combines processes, methods and techniques commonly used to complete work. Work systems can be socio-technical, meaning that a work process cannot be seen as two separate things: a technical system and a social system. Both must be seen as one unit. This socio-technical system has various aspects, such as Quality Work Circles, Total Quality Management, Self-Directed Management, Job Enrichment, Job Enlargement, and Job Rotation, which play a role in developing the design and redesign of an organization.

Donnelly, Gibson, dan Ivancevich (1994, as cited in Yusuf, 2021, p. 170) said that performance refers to success in carrying out tasks and the ability to achieve predetermined goals. Performance is declared excellent and successful if the desired goals could be reached well. According to Nurlaila (2010, p. 71, as cited in Yusuf, 2021, p. 170), performance is the result or output of a process. According to Robbins (2016, p. 260, as cited in Bintoro (2017, p. 107), a result achieved by an employee in his work according to specific criteria that apply to a job.

According to Rivai dan Basri (2005, as cited in Masram and Mu'ah, 2017, p. 138), performance is the result or overall level of success of a person during a specific period in carrying out tasks compared to various possibilities, such as standard work results, targets or goals or criteria that had been determined in advance, previously agreed. Judith A. Hale (2004, as cited in Kasmir, 2022, p. 183) said that performance is doing meaningful work in effective and efficient ways. According to Kasmir (2022, p. 182), performance is the result of work and work behaviour achieved in completing the tasks and responsibilities given in a certain period.

According to Armstrong and Baron (1998, p. 16, as cited in Wibowo, 2022, p. 84-85), the factors that influence performance are *Personal Factors, Leadership Factors, Team Factors, System Factors, and Contextual/Situational Factors*. Kasmir (2022, p. 189-193) said that the factors that influence an employee's performance are *ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline*.

The performance indicators, according to Robbins (2013, as cited in Bandari, 2016, p. 21) are quality of work, quantity of work, timeliness, effectiveness, and independence.

2.2. Placement

According to Kasmir (2022, p. 124), the placement process is defined as very crucial process in getting the competent employees that the company needs because the proper placement in the proper position can help the company achieve its expected goals. Badriyah (2022, p. 124) said that employee placement procedures are closely related to the systems and processes used. According to Sastrohadiwiryono (2003, p. 138, as cited in Badriyah, 2022, p. 123), employee placement places employees as elements of work implementation in positions based on their abilities, skills and expertise.

According to Gomes (2003, as cited in Parera et al., 2021, p. 354), placement is one of the most essential functions in human resource management. A person is proper or not in a particular position depends on the placement. If the placement function does not work out, it will automatically have fatal consequences for achieving organizational goals. Mathis & Jackson (2006, p. 262, as cited in Badriyah, 2022, p. 123) said that placement is placing a person in the proper job position. How well an employee suits his job will influence the quantity and quality of work. According to Hariandja (2005, p. 156, as cited in Badriyah, 2022, p. 123), placement is assigning or filling positions or reassigning employees to new tasks or positions or different positions.

According to Bernardin dan Russel (1993, as cited in Alhaddad, 2019, p. 20), some criteria must be fulfilled in implementing employee placement, including: (1) Knowledge, which could be classified into knowledge a person can obtain through formal and informal education, reading books, and others. (2) Ability shows a person's ability, ability to carry out the tasks and work assigned to him or her. (3) Attitude is a good and profitable evaluative statement that concerns objects, people or events where attitudes can reflect how someone feels about something (for example, right, wrong, agree, disagree).

The indicators for employee placement according to Suwatno (2003, as cited in Arifudin, 2020, p. 16) are education, work knowledge, work skills, and work experience.

2.3. Work Environment

According to Sedarmayanti (2011, p. 2, as cited in Pusparani, 2021, p. 536), the work environment is the totality of tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group.

According to Sedarmayanti (2007, as cited in Suwondo, 2015, p. 136), work environments are divided into two types, namely physical and non-physical work environments. The physical work environment is classified into two categories, namely the environment that is directly related to and near the employee (chairs, tables and others) and the intermediate environment (temperature, humidity, air circulation, lighting, mechanical vibrations, unpleasant odours, colour and others). The non-physical work environment is all conditions that occur related to work relationships, both relationships with superiors, relationships with co-workers and relationships with subordinates.

According to Sutrisno (2009, p. 118, as cited in Suwondo, 2015, p. 136), the work environment is the entire work facilities and infrastructure around employees who are doing work, which can influence the implementation of work. According to Simanjuntak (2011, p. 48, as cited in Saranani, et al., 2018, p. 22), properly arranging the work environment in the form of a workplace, equipment layout, workspace, light, ventilation or air circulation, work safety and health protection equipment can influence a person in carrying out tasks related to their position.

The indicators of work environment according to Sedarmayanti (2011, p. 28-35) such as light in the workplace, temperature in the workplace, humidity in the workplace, air circulation in the workplace, noise in the workplace, mechanical vibration in the workplace, odors in the workplace, colour management in the workplace, workplace decorations, music at work, and workplace safety.

2.4. Job Satisfaction

According to Robbins and Timothy (2013, p. 79), job satisfaction is a positive feeling about a person's job that results from an evaluation of its characteristics. According to Gibson, Ivancevich, and Donnelly (2000, p. 106, as cited in Wibowo, 2022, p. 415), job satisfaction is workers' attitude about their work. The result is from their perception of work. According to Robert Kreitner and Angelo Kinicki (2001, as cited in Badriyah, 2022, p. 228), job satisfaction is an effective or emotional response to various aspects of work.

According to Yuwono, quoted by Spector (1997, as cited in Badriyah, 2022, p. 241), the indicators of job satisfaction are salary, promotion, supervision, benefits, contingents rewards, operating procedures, coworkers, nature of work, and communication.

2.5. Previous Research

Previous research that has links with this study are the results of research conducted by Suwandi et al. (2021), Sartika et al. (2022), Fitri et al. (2021), Weol (2015), Siahaan et al. (2019), and Hamdiah, et al. (2023) have proven that placement (abilities and skills and knowledge) has a significant effect on performance. The results of research conducted by Suryanto et al. (2022), Rozak et al. (2021), and Rondo et al. (2018) prove that placement has an effect but is not significant on employee performance.

The results of research conducted by Suryanto et al. (2022), Kurniawanto et al. (2022), Weol (2015), Choiriyah et al. (2022), Potu (2013), and Rondo et al. (2018) prove that the work

environment has a significant effect on employee performance. The results of research conducted by Siahaan, et al. (2019) proves that the work environment does not have a significant effect on employee performance.

The results of research conducted by Sartika, et al. (2022), Sukmawati, et al. (2022), Kurniawanto, et al. (2022), and Hamdiah, et al. (2023) proves that job satisfaction has a significant effect on employee performance. The results of research conducted by Suwandi, et al. (2021) and Razak, et al. (2021) proves that job satisfaction has no significant effect on employee performance.

3. Research Method

This type of research is quantitative associative-causality research. Paramita (2021, p. 33) said quantitative associative-causality research because it examines cause-and-effect relationships, where there are independent variables and dependent variables. The research is needed to determine the effect of employee placement variables, work environment variables, and job satisfaction variables on employee performance variables at the Palembang District Court, Pangkalan Balai District Court, Kayuagung District Court, Sekayu District Court, and Baturaja District Court.

The object of this study is Employee Performance (Y) as a dependent variable. In contrast, as an independent variable is Placement, Work Environment, and Job Satisfaction at the District Court South Sumatera. The population in this study was all civil servants from Palembang District Court, Pangkalan Balai District Court, Kayuagung District Court, Sekayu District Court, and Baturaja District Court, with 158 employees. The sample in this study used the Yamane formula with a sampling error of 5% (0.05) from the population who were selected by using the cluster random sampling method.

The data collection techniques consist of questionnaires, interviews and documentation. Questionnaires are those submitted and collected by researchers by the Google Form link. Interviews are direct communication with the District Court South Sumatera employees to obtain information related to the necessary data. Documentation is done by collecting data related to the study under study—the regression linear analysis technique. However, previously, instrument tests and classical assumption tests will be carried out first against the data. The analysis model used is multiple linear regression analysis. The model of multiple linear regression equations is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + \varepsilon$$

Explanation:

Y	= Employee Performance
a	= Constanta
X₁	= Placement
X₂	= Work Environment
X₃	= Job Satisfaction
b₁, b₂, b₃	= Regression Coefficient
ε	= Error Term

4. Findings and Discussion

Based on a total research sample of 114 respondents, the author distributed questionnaires by the Google Form link to selected respondents from the District Court South Sumatera with the results of returning 81.4% of the questionnaires, namely 140 respondents answers which were received back. The general description respondents could be seen by the demographics of respondents, which are gender, age, education level, and position.

4.1. Instrument Test

Instrument tests include validity tests and reliability tests. The method, which is used to calculate the validity test is a Bivariate Pearson (Product Moment Person) correlation. It is done by correlating each item's score with the total score. The total score is the sum of all items. Question items that correlate significantly with the total score indicate that these items can support revealing what they want to reveal. The r-table value with a significant rate of 5% is 0.361. If $r\text{-count} \geq 0.361$, it is declared valid (meaning that the instrument or question items are significantly correlated with the total score). Otherwise, if $r\text{-count} < 0.361$, it is declared invalid. Based on the validity test, the overall indicators used in each question item in employee performance, placement, work environment, and job satisfaction are valid because the overall indicators used have a r-count value of $> r\text{-table value}$ (0.361).

Table 4 Validity Test Result

No.	Placement (X ₁)	r-count			Performance (Y)	r-table
		Work Environment (X ₂)	Job Satisfaction (X ₃)			
1.	0,863	0,605	0,442		0,842	0,361 Valid
2.	0,867	0,655	0,595		0,773	0,361 Valid
3.	0,806	0,908	0,903		0,890	0,361 Valid
4.	0,772	0,782	0,899		0,718	0,361 Valid
5.	0,901	0,799	0,902		0,736	0,361 Valid
6.	0,619	0,840	0,778		0,723	0,361 Valid

Source: Data Processing, 2023

Reliability tests are carried out jointly on all question items. If the value of Cronbach Alpha ≥ 0.6 , then it is reliable. If the Cronbach Alpha value < 0.6 , then it is not reliable. Based on reliability tests, the overall value of employee performance, placement, work environment, and job satisfaction used in this study are said to be reliable because overall, it has a value of > 0.6 .

Table 5 Reability Test Result

Variable	Cronbach's Alpha	Alpha Standard	
Performance	0,870	$> 0,600$	Reliable
Placement	0,888	$> 0,600$	Reliable
Work Environment	0,845	$> 0,600$	Reliable
Job Satisfaction	0,859	$> 0,600$	Reliable

Source: Data Processing, 2023

4.2. Test of Classical Assumption

4.2.1. Normality Test

Normality testing in this research uses the Normal Probability Plot Test (Normal P-P Plot). The basis for decision-making for this test is:

The residual value is usually distributed if the points or data are close to or follow the diagonal line.

On the other hand, if the points are spread apart or do not follow a diagonal line, the residual values are not usually distributed.

According to Santoso (2020, p. 395), the normality requirement is that if the residual comes from a normal distribution, the data distribution values will lie around a straight line.

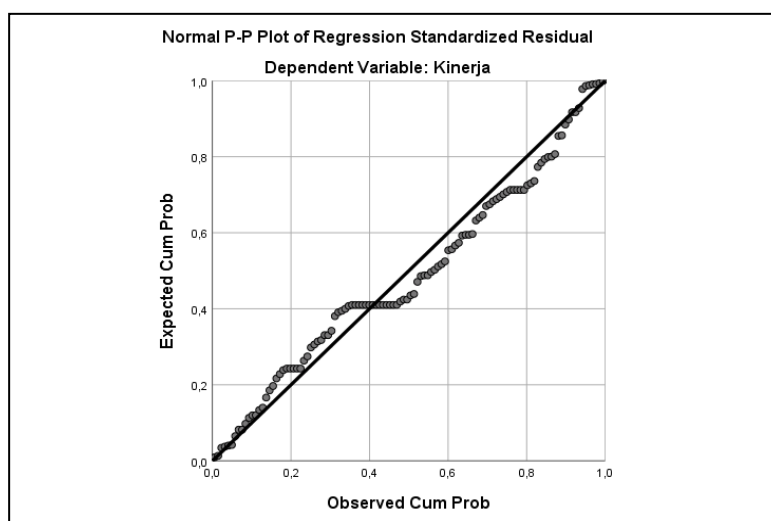


Figure 1 The Result of The Normality Test

Based on Figure 1, it concludes that the items are along the diagonal line, so it can be concluded that the variables are usually distributed.

4.2.2 Linearity Test

The data linearity test determines whether two or three variables have a significant linear or non-linear relationship.

Table 6 Linearity Results Test

			Sig.
Unstandardized residual*	Between Groups	(Combined)	,000
Unstandardized Predicted Value		Linierity	1,000
		Deviation from Linierity	,000

Source: Data Processing, 2023

Based on Table 6, it shows that the probability value (Sig.) of linearity seen from Deviation from Linearity is 0.000, and it is smaller than 0.05. It concludes that the relationship between the placement variable, the work environment variable, and job satisfaction variable with the performance variable is linear.

4.2.3 Heteroscedasticity Test

At the Scatterplot graph shown in the SPSS Vers. 26 program, namely the plot between the predicted value of the related variable, namely ZPRED and the residual SRESID, it can be determined whether there is heteroscedasticity which is to determine whether or not heteroscedasticity are if there is a specific pattern, such as dots that form a regular pattern (wavy, widened then narrowed), then it indicates that heteroscedasticity has occurred, or, if there is no clear pattern, and the dots spread above and below the number 0 on the Y axis, then there is no heteroscedasticity. The result of the Heteroscedasticity test in the following figure:

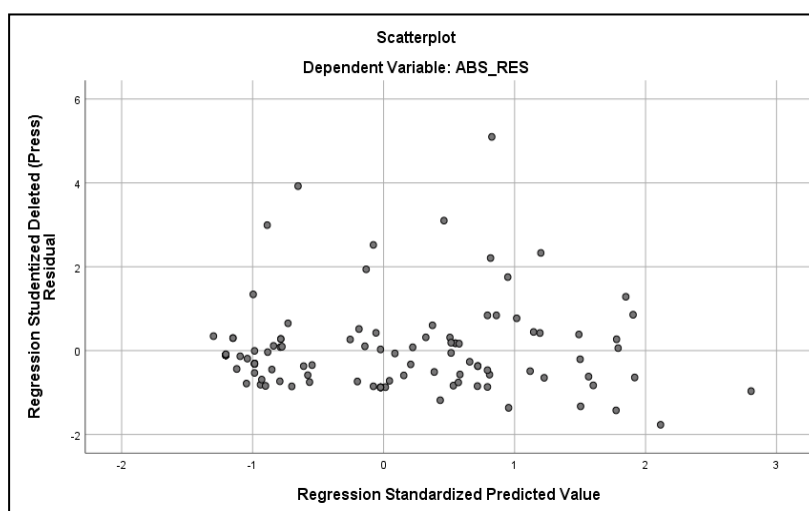


Figure 2 Result of the Heteroscedasticity Test

Based on Figure 2, it concludes that the points spread above and below the zero line (0). It means that the data used does not have heteroscedasticity.

The Spearman's Rho test results can be seen in the following table:

Table 7 Spearman's Rho Result Test

Variable	Sig. (2-tailed)Value	Standard Sig. (2-tailed)	Explanation
Placement	0,898	> α (0,05)	No Heteroscedastici ty
Work	0,554		
Environment			
Job Satisfaction	0,986		

Source: Data Processing, 2023

Based on Table 7, the Sig value. (2-tailed) each independent variable is above 0.05. It means that there is no heteroscedasticity.

4.2.4 Multicollinearity Test

It tests whether the regression model found a correlation between the independent variables and the regression model. To approach the presence or absence of multicollinearity by using a tolerance value > 0.10 or with a Variance Inflation Factor (VIF) value < 10 . The result of the analysis in the following table:

Table 8 Multicollinierity Result Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
1 Placement	0,193	5,183
Work Environment	0,210	4,772
Job Satisfaction	0,614	6,108

Source: Data Processing, 2023

Based on Table 8, it shows that placement has a tolerance value of $0.193 > 0.10$, work environment has a tolerance value of $0.210 > 0.10$, and job satisfaction has a tolerance value of $0.614 > 0.10$, so it means that there is No. Correlation between the independent variables. The VIF result on the independent variable placement shows 5.183, the work environment shows 4.772, and job satisfaction shows 6.108, so the VIF value < 10 means that there is No. Multicollinearity between the independent variables.

4.3. Multiple Linear Regression Analysis

Data analysis in this research uses multiple linear regression analysis to determine the correlation between placement (X_1), work environment (X_2), and job satisfaction (X_3). The following are the results of multiple linear regression analysis by using the IBM SPSS version 26.0 application.

Table 9 Multiple Linier Regression Result Test

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	4,984	,928	
1 Placement	,035	,083	,038
Work Environment	,381	,077	,427
Job Satisfaction	,433	,089	,477

Source: Data Processing, 2023

Based on Table 9, the regression analysis model can be modeled as a multiple linear regression equation follows:

$$Y = 4.984 + 0.035X_1 + 0.381X_2 + 0.433X_3$$

Explanation :

Employee Performance = 4.984 + 0.035 Placement + 0.381 Work Environment + 0.433 Job Satisfaction

From the equation, it can be explained, firstly, if the values of X_1 , X_2 , and X_3 equal 0, so Y value equals a value (Constanta) = 4.984. Secondly, if the placement variable is assumed to increase while other factors are considered *ceteris paribus*, the performance of the District Court South Sumatera employees will increase by 0.035. Thirdly, if the work environment variable is assumed to increase while other factors are considered *ceteris paribus*, the performance of the District Court South Sumatera employees will increase by 0.381. Fourthly, if the job satisfaction variable is assumed to increase while other factors are considered *ceteris paribus*, the performance of the District Court South Sumatera employees will increase by 0.433. From the equation above, it concludes that the variables that have most significant influence on performance are job satisfaction, work environment, and placement.

4.4. Hypothesis Test

4.4.1 F-Test

The result of simultaneous F-Test calculations are obtained as follows:

Table 10 Result F-Test

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1966,154	3	655,385	175,657	,000 ^b
	Residual	410,416	110	3,731		
	Total	2376,570	113			

Source : Data Processing, 2023

Table 10 shows that the F-count is 175.657, and a significance level of 5% can search F-table. $F\text{-table} = F(k; n-k) = F(3; 114-3) = F(3; 111)$ so that an F-table of 2.687 is obtained, so it can be seen that $F\text{-count value} > F\text{-table value}$ ($175.657 > 2.687$) with a significance of $0.000 < 0.005$, then H_0 is rejected and H_a is accepted. So it can be concluded that placement, work environment, and job satisfaction significantly influence the performance of the District Court South Sumatera employees.

4.4.2 t-Test

This t-test aims to test independent variables partially against dependent variables, with the following results:

Table 11 Result t-Test

	Model	t	Sig.
1	(Constant)	5,373	,000
	Placement	,423	,673
	Work Environment	4,937	,000
	Job Satisfaction	4,868	,000

Source : Data Processing, 2023

Based on Table 11, where the confidence interval is 5% ($\alpha=0.05$), the variables that significantly explain employee performance are variables with a significance value of less than $\alpha=0.05$. From the table above, it can be explained, firstly, the t-count value of the influence of placement on employee performance is 0.423, and the significance value is 0.673. Meanwhile, the t-table value is 1.981, and the alpha value is 0.05. The t-count value is smaller than the t-table value, and the significance value is greater than the alpha value, concluding that there is an influence but not significant placement on the performance of the District Court South Sumatera employees. Secondly, the t-count value of the influence of the work environment on employee performance is 4.937, and the significance value is 0.000. Meanwhile, the t-table value is 1.981, and the alpha value is 0.05. The t-count value is greater than the t-table value, and the significance value is smaller than the alpha value, so it concludes that the work environment has a positive and significant influence on the performance of the District Court South Sumatera employees. Thirdly, the t-count value of the influence of job satisfaction on employee performance is 4.868, and the significance value is 0.000. Meanwhile, the t-table value is 1.981, and the alpha value is 0.05. The t-count value is greater than the t-table value, and the significance value is smaller than the alpha value, so it concludes that the work environment has a positive and significant influence on the performance of the District Court South Sumatera employees.

4.5. Discussion

4.5.1 The Effect of Placement, Work Environment, and Job Satisfaction on Employees Performance

The research findings show that 28 respondents (24.6%) disagreed with the statement that employees can use the available work equipment optimally, and 9 respondents (7.9%) disagreed with the statement that employees can operate existing applications optimally. The main problem in performance lies in employees who need help to be able to use the available work equipment optimally and employees who can not operate existing applications optimally. The implication of the existing problems if left unchecked, is the poor quality of work of the District Court South Sumatera employees and the lack of success of District Court South Sumatera employees in completing their work and being unable to carry out their positions properly.

The actions or suggestions that can be given to solve these problems are that the District Court South Sumatera should pay more attention to the availability of work equipment so that employees can use it optimally in carrying out their duties and preferably so that employees can operate existing applications optimally so that training is provided or encouragement is given to attend training related to these existing applications. This is supported by the theory of Kasmir (2022, p. 189-193), that the employee work environment needs attention, where the availability of facilities and infrastructure can improve one's work results for the better. Employee abilities also need attention, where when employees have the ability and expertise, employees will be able to complete their work correctly, in accordance with what has been determined which will provide good performance.

4.5.2 The Effect of Placement on Employees' Performance

The research findings show that 31 respondents (27.2%) disagreed and 2 respondents (1.8%) strongly disagreed with the statement that employees gain knowledge before being placed in positions. In comparison, 12 respondents (10.5%) disagreed and 2 respondents (1.8%) strongly

disagreed with the statement that employees are placed according to the education study program. The main problem in placement lies in employees who do not get knowledge before being placed in positions and employees who are not placed according to their education study programs. The implication of the existing problems if allowed to continue is that employees of the District Court South Sumatera will definitely reduce the results or quality of their work which will ultimately affect their performance.

The actions or suggestions that can be given to solve these problems are that the District Court South Sumatera should provide education or training for employees of the District Court South Sumatera before being placed in positions and place employees by paying attention to their suitability for their education study programs in the future. This is supported by the theory of Kasmir (2022, p. 189-193), that someone with good knowledge about work will provide good work results and make it easier for someone to do their job.

4.5.3 The Effect of Work Environment on Employees' Performance

The research findings show that as many as 36 respondents (31.6%) disagreed. As many as 3 respondents (2.6%) strongly disagreed with the statement that the employee workspace has room soundproofing. In comparison, as many as 35 respondents (30.7%) disagreed and as many as 3 respondents (2.6%) strongly disagreed with the statement that the employee workspace is free from noise outside the room. The main problem in the placement lies in the workspace of employees who need room soundproofing and the workspace of employees who are not free from noise outside the room. The implication of the existing problems if left unchecked is that the work atmosphere will be disturbed, ultimately affecting the work of District Court South Sumatera employees.

The action or suggestion that can be given to solve these problems is that the District Court South Sumatera should provide soundproofing in each employee workspace so that the employee workspace is free from noise coming from outside the workspace. This is supported by the theory of Kasmir (2022, p. 189-193), that the employee work environment needs attention, where the availability of facilities and infrastructure can improve one's work results for the better.

4.5.4 The Effect of Job Satisfaction on Employees' Performance

The research findings show that 19 respondents (16.7%) disagreed with the statement that employees have a workload by the job description, and 8 respondents (7%) disagreed that employees have had smooth communication in carrying out work with colleagues. The main problem with job satisfaction lies in employees who have a workload that is not under the job description and employees need smooth communication in carrying out work with colleagues (peers).

If left unchecked, the implication of the existing problems is that if someone is not happy or excited and does not like their work, it will affect their work results. The actions or suggestions that can be given to solve these problems are that the District Court South Sumatera should evaluate the workload of each employee to keep it proportional, conduct a comprehensive assessment of work behavior, and provide office communication ethics training and regular coaching for employees of the District Court South Sumatera. This is supported by the theory of Kasmir (2022, p. 189-193), that job satisfaction needs attention, where if someone feels happy or happy or likes to work, the results of his work will be good.

5. Conclusion

Based on the results of research and discussion on the effect of placement, work environment, and job satisfaction on the performance of district court employees South Sumatera, it can be concluded as follows:

1. There is a significant effect of placement, work environment, and job satisfaction on employees performance in the District Court South Sumatera.
2. There is an effect of placement on employees' performance, but not significant in the District Court South Sumatera.
3. There is a significant effect of work environment on employees' performance in the District Court South Sumatera.
4. There is a significant effect of job satisfaction on employee performance in the District Court South Sumatera.

It is recommended that the District Court South Sumatera should have to pay more attention to the availability of work equipment so that the employees can use it optimally in carrying out their duties and the best way to make employees can operate existing applications optimally, they need to be given training or give encouragement to take part in training related to existing applications.

It is recommended that the District Court South Sumatera should pay more attention to the placement of employees in their positions that are by the qualifications based on their educational study program in the future.

It is recommended that the District Court South Sumatera should have to provide soundproofing in each employee's workroom so that the employee's workroom is totally free from the noise outside the workroom.

It is recommended that the District Court South Sumatera should evaluate each employee's workload so that it remains proportional, carry out a comprehensive assessment of work behavior, and provide office communication ethics training and regular coaching for the District Court South Sumatera's employees.

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