

The Influence of the Work Environment on Employee Performance at PT. Perdana Jaya Eternal Success Palembang

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Abstract

This study aims to determine the effect of the work environment on employee performance at PT. Perdana Jaya Eternal Success Palembang. The number of samples in this study were 60 employees. The data collection technique in this study was using a questionnaire. The method of analysis in this study was simple linear regression analysis. Based on the Coefficient of Determination Test, the value of the coefficient of determination is 0.591. This means that the ability of the work environment (X) to employee performance (Y) is 59.1%. The results show that the work environment affects the performance of employees at PT. Perdana Jaya Eternal Success Palembang. The results of this study are expected to be used as a company evaluation to improve employee performance through the work environment.

Keywords: work environment, employee performance

1. Introduction

Human resource management is a part of an organization that focuses on human resource elements. Every company always has human resources to achieve company goals, these goals include getting large profits so that they can achieve their goals. Other goals that the company has. A good work environment can be useful for preventing work burnout and losses to the company, so it is related to a work environment that supports and fulfills the creation of welfare for employees (Neni & Fahmi 2018).

What is more important now is to maintain domestic businesses that use national human resources. The way to maintain is by paying attention to factors that can influence employee performance. A business that plays an important role is the employee, because the main actors in running a business are the employees themselves. If employee performance is not paid attention to, this will certainly affect the work results of the business being carried out. One of the factors that influences employee performance is the work environment (Faris Ramanda 2017).

The relationship between the work environment and employee performance is that if the work environment has a positive impact on employee performance, then a comfortable work environment causes the employee's concentration level at work to increase and this condition causes the employee's work productivity level to be optimal (Musriha 2011).

This research was conducted at PT. Perdana Jaya Sukses Abadi Palembang, this company is a housing development agency which operates in the fields of Developer, Consultant and Trading. When establishing a location, it does not pay attention to and consider the surrounding environment. In fact, the environment, which in this case is related to location, plays an important role in the prospect of service to consumers. Apart from that, it will also more or less affect employee performance at PT. Perdana Jaya Eternal Success. In the construction of housing which is used as a business premises for PT. Perdana Jaya Sukses Abadi does not

consider things that will affect employee performance. For example, the office location is still surrounded by forests, the office does not have WiFi access and there is only one computer in the finance department. Meanwhile, the administration section also requires computers to access banks, consumers and superiors to collect document data. From several indicators above, it is not suitable for employees and cannot provide a feeling of comfort in working for PT employees. Perdana Jaya Eternal Success. If employees of PT. Perdana Jaya Sukses Abadi does not get comfort, of course in carrying out work it will not achieve optimal results.

2. Literature Review

2.1 Work Environment

According to Isyadi (2015) the work environment is something that exists in the employees' environment which can influence them in carrying out their duties, such as temperature, ventilation, cleanliness of the workplace and adequate work equipment . According to Mardiana (2013) the work environment is all the facilities and infrastructure around employees who are carrying out work which can influence the work itself. According to Taiwo (2010) the work environment is everything, events, people and others that influence the way people work. The work environment is a collection of physical and non-physical factors, both of which influence the way employees work. The situation in the workplace is a non-physical work environment, while people or equipment is a physical work environment

According to Sedarmayanti (2014) , there are work environment indicators, namely:

1. Lighting or light in the workplace
2. Temperature or air temperature in the workplace
3. Air humidity in place Work
4. Air circulation in the workplace
5. Mechanical vibrations at work
6. Unpleasant odor in the workplace
7. Decoration in the workplace
8. Music at work
9. Safety at work

2.2 Employee Performance

According to Moeheriono (2012) , performance is a description of the level of achievement of an activity program or policy in realizing an organization's goals, objectives, vision and mission as outlined through an organization's strategic planning. According to Mangkunegara (2015) Performance is the achievement or ability achieved by a person in carrying out his duties in accordance with the responsibilities given to him and with the work standards set to achieve a goal within the organization. According to Simanjuntak (2015) performance is the level of achievement of results for carrying out certain tasks. According to As'ad (2015) , performance is the result achieved by a person according to the standards applicable to the job in question. And according to Potale and Uhing (2015) they provide conclusions regarding performance, namely the quality and quantity of work results achieved by an employee in carrying out their duties in accordance with the responsibilities given.

According to Robbins (2012) , to measure employee performance personally, there are six indicators, namely:

1. **Quality**
Work quality can be measured from employee perceptions of the quality of the work carried out and also the perfection of tasks regarding the employee's skills and abilities
2. **Quantity**
Quantity is the amount obtained and is expressed in terms such as number of units and number of activity cycles
3. **Punctuality**
Punctuality is when activities are completed within the specified time. Viewed from the point of view of coordination with output and also maximizing the time provided for other activities
4. **Effectiveness**
Effectiveness is the maximum use of organizational resources, energy, money, technology, raw materials by increasing results in each unit in the use of resources.
5. **Independence**
Independence is the level of an employee who can carry out his work functions.
6. **Commitment**
Commitment is the level at which employees are committed to working with the agency and the employee's responsibilities towards the office

3. Research methods

In this research the author will discuss the problem of how the work environment influences employee performance at PT. Perdana Jaya Eternal Success Palembang . According to Sujarweni (2015) data collection techniques are the method used researchers to capture or gather information from respondents according to the scope of the research. Technique collection data in study This done with use technique spread questionnaire. Questionnaire is technique collection data Which done give set question or statement written to respondents For he answered. After the questions were answered, they were returned to the researcher.

Scale measurement in research using a scale likert. With scale likert, then the variables to be measured are translated into indicator variables. Then indicators This is used as a benchmark for compiling possible instrument items in the form of a statement or question.

Table 1 . Questionnaire measurement

No	Response	Score
1	Strongly Agree (SS)	5
2	Agree (S)	4
3	Undecided (RG)	3
4	Disagree (TS)	2
5	Strongly Disagree (STS)	1

Source: Sugiyono, 2013

According to Sukmadinata (2013) population is a large group and area that is the scope of research. And according to Sabar (2015) the sample is a portion of the subjects in the population studied. So the conclusion can be drawn that the population in the study was 60 employees from PT. Perdana Jaya Sukses Abadi Palembang and the samples taken in this research were all employees from PT. Perdana Jaya Sukses Abadi, totaling 60 employees.

4. Findings and Discussions

4.1 Validity Test Results

The validity test is used to test whether the questionnaire created is valid or not. In this study the number of respondents (N) was 60 and to find the r table, namely $df (N-2)$, $60-2 = 58$ with $alpha 0.05$, the r table was obtained at 0.254. A questionnaire is declared valid if $r_{count} > r_{table}$ or $sig\ value. < a$. Test the validity of 2 (two) variables used in this research, namely Work Environment (X) and Employee Performance (Y).

Table 2. Validity test results for work environment variables

Question Items	r_{count}	r_{table}	Information
Question 1	0.815	0.254	Valid
Question 2	0.813	0.254	Valid
Question 3	0.822	0.254	Valid
Question 4	0.779	0.254	Valid
Question 5	0.794	0.254	Valid
Question 6	0.672	0.254	Valid
Question 7	0.668	0.254	Valid
Question 8	0.691	0.254	Valid
Question 9	0.680	0.254	Valid
Question 10	0.566	0.254	Valid

Based on table 2, it can be seen that the questions regarding the work environment asked to 60 respondents were declared valid. This is proven by the r -count value which is greater than the r -table as a whole.

Table 3. Validity test results for employee performance variables

Question Items	r_{count}	r_{table}	Information
Question 1	0.848	0.254	Valid

Question Items	r _{count}	r _{table}	Information
Question 2	0.874	0.254	Valid
Question 3	0.880	0.254	Valid
Question 4	0.622	0.254	Valid
Question 5	0.474	0.254	Valid
Question 6	0.663	0.254	Valid
Question 7	0.894	0.254	Valid

Based on table 3, it can be seen that the questions regarding employee performance asked to 60 respondents were declared valid. This is proven by the r-count value which is greater than the r-table as a whole.

4.2 Reliability Test Results

Reliability testing is used to measure questionnaires which are indicators of variables. A questionnaire is said to be reliable or reliable if the respondent answers each question consistently or stably over time. A questionnaire is said to be reliable if the *Cronbach Alpha value* is greater than 0.6 (Ghozali, 2005).

Table 4. Reliability test results

Variable	<i>Cronbach's Alpha</i>	N of Items	Cut Off	Information
Work Environment (X)	0.900	10	0.6	Reliable
Employee Performance (Y)	0.845	7	0.6	Reliable

Based on table 4, it can be seen that the 17 questions asked in this study have a fairly large *Cronbach's Alpha value*, namely more than 0.6, so it can be said that all the measurements for each variable from the questionnaire are reliable, which means that the questionnaire used in this study is good questionnaire.

4.3 Statistical Test Results t

The results of the t statistical test are used to determine whether or not there is an influence of each individual variable on the dependent variable which is tested at a significance level of 0.05. If the *sig value* is smaller than 0.05 and the calculated t value is $> t_{table}$ then H_0 is accepted and H_a is rejected. The results of the t statistical test can be seen in the following table:

Table 5. t test results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,901	2,241		4,419	,000
	Total_X	,669	,073	,769	9,158	,000

a. Dependent Variable: total_y

Based on table 5, the t test results are as follows: In the Work Environment variable (X) obtained that mark t_{count} amounting to 9,158 > t_{table} 2.001 and a significant value of $0.000 < 0.05$, which means H_0 is rejected, so it can be concluded that there is a significant influence between the Work Environment on PT Employee Performance. Perdana Jaya Eternal Success Palembang.

5. Conclusion

Based on the results of research conducted at PT. Perdana Jaya Sukses Abadi Palembang regarding the Influence of the Work Environment on Employee Performance of PT Employees. Perdana Jaya Sukses Abadi Palembang, it can be concluded that Based on the results of the discussion of the Static t Test, it shows that the calculated t value $9,158 > t_{table}$ 2.001 and significance value ($0.000 < 0.05$) so can interpreted that the work environment influences employee performance at PT. Perdana Jaya Sukses Abadi Palembang, this matter This means that a good work environment can improve employee performance

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