

Effect of Work Environment on Employee Performance at PT. Perkebunan Nusantara XIV (Persero) Makassar

Mujahid^{1*}, Nasyirah Nurdin², Syamsul Riyadi³, Erwin⁴

^{1,2,3,4}Universitas Fajar

(*)Email Author: mujahid@unifa.ac.id

ABSTRACT

This study aims to determine the influence of the work environment on the performance of employees. This study uses a quantitative approach. With the method of data collection the distribution of questionnaires, with 30 respondents who are employees of PT. Perkebunan Nusantara XIV (Persero) Makassar. The technique of data analysis was carried out using simple linear regression, which was used to determine the effect of the independent variable and the dependent variable, namely the influence of the working environment on employee performance. Based on the results of the partial regression coefficient (t-test) research, it shows that the value of tcount is $4.780 > 1.699$ with a significance level of $0.000 < 0.05$, which means that the hypothesis H0 is rejected and H1 is accepted. It can be concluded that there is a significant effect between work environment variables (X) on employee performance (Y).

Keywords: Work Environment; Employee Performance

INTRODUCTION

The work environment is everything that surrounds an employee and that can affect their job performance. Work environment refers to the work structure and infrastructure that exists around employees performing work that may affect their ability to perform their work, such as workplace, facilities, cleanliness, lighting, safety and labor relations.

In an organization, people are the most important element of the organization. Without the role of humans, an organization will not function, even if all the necessary elements are in place. Because humans are the drivers and determinants of an organization's course. Therefore, organizations should focus on improving their human resources and provide proactive advice on these elements.

People are an organization's most important asset. Because humans create goals, innovate, and work to achieve organizational goals. If these factors are supported by good working environment conditions, humans can perform their activities well, achieve optimal results, and a positive, healthy, safe and comfortable working environment is organizational productivity that encourages sexuality. The achievement of the entity's objectives is carried out more efficiently.

The success of an organization is highly dependent on the success of talent management within the organization. In this case, the agency takes into account the needs, wants, desires, talents and skills of the employees, and including the working environment in it, thus enabling people to motivate employees. . Do a good job for the organization. optimized and ultimately impacting employee productivity. A good working

environment increases employee motivation and comfort, which directly affects employee performance.

As Stephen P. Robbins (2010) said, what affects employees at work is the working environment in which they work. "One of the job satisfactions determined by comfortable working conditions is feeling comfortable and supporting one's duties," he said. Those who do not contribute to demotivating employees and making them feel uncomfortable when this directly affects their motivation to work.

Another researcher led by Muhammad Ari Rusyadi and Pahlawansjah Harahap (2012) titled "The Influence of Leadership, Motivation and Environment on Employee Performance", found that work environment has a positive and positive on employee performance, showing a significant effect. Two factors that make an employee work well are a motivating factor (motivator) and the need for occupational health (hygiene factor). One of the factors that affect an employee's work is the work environment, in terms of the condition of the workspace that creates satisfaction and comfort during work for the employee. The opposite happens when the workforce is less supportive and does not offer employees peace. As a result, employees lose motivation at work.

PT. Perkebunan Nusantara XIV (Makassar) is a government institution that operates in the areas of plantation and livestock. This institution has a positive vision, innovative, strong and endowed with a personality while contributing to the development of the country. Based on the results of the observations that were made, the state of the work environment at PT. Perkebunan Nusantara XIV (Makassar) did not help the employees to work comfortably which is seen in the inadequate working space so that in a room there are many employees, it can also cause friction between a employee and another, that if in a room there are a lot of people who exceed the capacity of the room, it can disturb the concentration of employees during work, the appearance of noise also during the conversation can disturb other employees because not all employees like noise at work.

According to Nitisemito (2013), he explains that "the work environment is everything that surrounds an employee and that can have an impact on the way he performs the tasks assigned to him, such as the presence of an air conditioner". According to this definition, the work environment is everything that surrounds employees and that can have an impact on their satisfaction in doing their job and obtaining the best results. Encourage workers to complete the required tasks. rely on the worker to improve the work of other team members. According to Siagian (2010), in order to create a positive work environment, many factors must be taken into account; Contraction works of activity places, wide scope of activity, air ventilation, availability of prayer rooms, and easy and convenient access for special employees.

METHOD

This research uses quantitative research. The location of the research conducted in the province of South Sulawesi, Jl Urip Sumaharjo No. 76. At PT. Perkebunan Nusantara XIV Makassar. The population of this study consisted of PT employees. There are 30 people in PT. Perkebunan Nusantara XIV (Persero) Makassar. The sample used in this study was 30 individuals. Data were collected through: field research, observation, interviews, questionnaires and library research.

Data analysis involves testing data obtained from respondents' responses and then analyzing it using Program Analysis in Research (SPSS). The data analyzes used in this research are descriptive statistical analysis, classical hypothesis testing, simple linear regression analysis and hypothesis testing.

DISCUSSION

In this study, gender in this study was used to determine the number of male and female employees at PT. Perkebunan Nusantara XIV (Persero) Makassar. The following are characteristics of respondents with gender differences. Gender Male 58% and Female 42%, based on education SMA/SMK Equivalent 10%, Stratum one (S1) 90%.

The validity test, seen from the test performed by comparing the value of Rcount with Rtable. If Rcount is greater than Rtable, then the variable is declared valid. Work environment (X); Based on the results of the validation test, it is seen that the entire Rcount of the work environment variable flag (X) has a value greater than Rtable. We can therefore conclude that all the flags of the working environment variable (X1) are declared valid. Employee performance (O); Based on the test results, it can be seen that the total value of Rcount of the employee work variable indicator (Y) has a value greater than Rtable. We can therefore conclude that all the indicators of the wage labor variable (Y) are declared valid.

Reliability test, working environment (X1); Based on the Cronbachs alpha value for the variable Work environment (X), which is 0.806 and has a value greater than 0.6, it can be concluded that the variable X meets the requirements of the reliability test. Employee performance (O); Based on the Cronbachs alpha value for the employee performance variable (Y) which is 0.740 which has a value greater than 0.6, it can be concluded that the variable X2 meets the reliability test requirements. Simple linear regression analysis, based on the table of coefficients, a regression equation can be formed, as follows:

$$Y = 3.648 + 0.645 X + e$$

- a. The constant is 3.648, which means that without any change in the variable X, the constant of Y is 3.648
- b. 0.645 X, which means that the magnitude of the influence of variable X on Y is 0.645
- c. e (error)

Hypothesis test, based on the table of coefficients, it can be seen that: The influence of the variable Work environment (X) can be seen from the table tcount 4.780 > 1.6991 t with a significance of 0.000, therefore the significance < 0.05 (0.000 < 0.05) can be concluded that the environmental variable Work (X) has a positive and significant effect on Employee Performance (Y). Coefficient of determination test, from the summary model, we can see that R squared is 0.441 or we can conclude that the ability of all independent variables to explain the dependent variable is 44.1%, the rest is influenced by other variables not examined in this study.

Quality employee performance can be achieved if the work environment supports the process of achieving employee performance and if all employee needs are available to create workplace comfort. Based on the results of the statistical tests, it is found that the influence of the work environment has a positive and significant effect on the performance of employees. The work environment has a positive effect, which means that the work environment plays an important role in the performance of employees. The hypothesis proposed in this study is the influence of work environment on employee performance at PT. Perkebunan Nusantara XIV Makassar based on SPSS V22 t-test results shows that work environment has a positive effect on employee performance, this can be seen from work environment tcount of 4.778 and ttable of 1.677 then tcount > ttable

(4778 > 1677), then the significance value obtained is 0.000, so the significance < 0.05 (0.000 < 0.05). Based on this value, it can be concluded that H_0 is rejected and H_1 is accepted, which means that the work environment has a positive effect on employee performance.

This is in line with the findings of research conducted by Syahrifadilla with the title Influence of Work Environment and Employee Development on PT Employee Performance. Carsurindo Superintend Medan (2012) where research t-test results obtained indicate that work environment and employee development have a positive and significant effect on employee performance. Nasution Iskandar (2011) with the title the effect of work motivation and work environment on employee performance at PT. Medan Industrial Estate (Persero) with t-test results indicating that the X2 work environment has a significant effect, while work motivation needs to be increased again on employee performance at PT. Medan Industrial Zone (Persero). Dana Cahya (2015) with thesis title on the influence of work ability and work environment on employee performance in Gayamsari sub-district, with t-test results indicating that ability work and working environment affect the performance of employees in Gayamsari District, Semarang City, where the working environment has a great influence on performance. This is in line with research by Astri Nadira (2015) with the research title on the influence of individual characteristics and work environment on the performance of employees in the HR division at PT. Perkebunan Nusantara III (Persero) Medan, whose t-test results show that individual characteristics and work environment together have a positive and significant influence on employee performance.

All agencies want their employees to perform well in order to achieve the organization's goals, and if they want employees to perform well, this is of course supported by several factors, and the company's role in satisfying needs of each employee, one of which is the work environment, where employees do all their activities at work, such as lighting in the work room, adequate lighting is important because it can affect someone at work, the temperature in the room, the temperature in the room is also something that must be taken into account, one of which is temperatures such as hot and cold, because it is necessary to condition the working space in order that every worker in the room can feel comfortable while working without feeling hot or cold, then safety and cleanliness in the workplace, workers can work more calmly and comfortably whether their environment is clean and healthy, as well as safety and security. Security is guaranteed by the company.

CONCLUSION

Based on the results of the study, the data and the t-test tests performed showed that $t_{count} 4.780 > t_{table} 1.699$ with a significance of $0.000 < 0.05$ so that the H_1 hypothesis was accepted, which leads to the conclusion that there is a positive and significant effect between the work environment variable (X) on the employee performance variable (Y) in the study titled the effect of work environment on employee performance at PT. Perkebunan Nusantara XIV (Persero) Makassar.

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