

Analysis of the Effect of the Work Environment on Employee Performance at the Masamba Sub-district Office

Andi Driza B. Rahayu^{1*}, Indra Kusdianto², Ibrahim Halim³

¹University of Muhammadiyah Palopo

²University of Muhammadiyah Palopo

³University of Muhammadiyah Palopo

Correspondence Author Email: adbrahayu@student.umpalopo.ac.id

Abstrak

This research aims to determine and analyze the influence of the work environment on employee performance at the Masamba District Head Office. The population and sample in this study were 25 respondents and the sample determination method used the saturated sampling method, where the entire population was used as a sample. The data analysis method used is a simple linear regression test. The results of the simultaneous test (F Test), namely that the work environment (X) simultaneously has a significant effect on employee performance, with a significant value of $0.000 <$ when compared with an alpha level of 5% so that the hypothesis is accepted.

Keyword: Work Environment; Employee Performance

1. Introduction

Indonesia through Government Regulation number The work environment in an agency is the social life of employees. Not only social life, psychology and physical also affect the performance of employees in carrying out their duties. Because human resources are one of the important roles in achieving the goals of an agency. According to (Sedarmayanti, 2009), the physical work environment is all physical conditions around the workplace that can affect employees either directly or indirectly. Therefore, agencies need to process existing human resources as best as possible. The benchmark for the success of an agency is not only in technological excellence. The availability of good and competent human resources is the most important factor for the progress of the agency. As Nuraida (2008: 155) argues, the physical work environment includes light / lighting, color, music, air which includes temperature / temperature, humidity, circulation / ventilation, cleanliness. According to Nuraida (2008: 161) good air exchange will nourish the body and cause a sense of freshness, so that employee morale and performance can increase. [1] The results regarding sustainable mining practices underscore the importance of environmentally responsible methods for positively influencing the distribution of green economic transformation.

The existence of the ASN Law in 2014 as a replacement for the previous basic civil service law, is expected to be able to improve government management oriented towards public services because civil servants are no longer oriented to serve their superiors, but the community. This regulation places civil servants as a profession that is free from political interference and will implement an open career system that prioritizes the principles of professionalism that has competence, qualifications, performance, transparency, objectivity, and is free from KKN based on human resource management.

However, as we see and feel that some government apparatuses in the government lack performance that shows negative or unsatisfactory results. This certainly has many causative

factors so that employee performance is less or not in accordance with organizational expectations. One of the reasons for ineffective and efficient employee performance is discomfort with the employee's work environment in carrying out their work.

The work environment is the environment in which these employees work. The work environment for employees will have a great influence on the running of an agency. The work environment will affect the performance of employees so that directly or indirectly and will also affect the running or not of an agency. A good work environment and satisfying employees, with the satisfaction of employees, it will improve the performance of employees. Conversely, a bad work environment will reduce the performance of employees and indirectly also reduce the service of the agency. The work environment has a considerable contribution in improving performance. The work environment leads to several aspects including management, organizational structure, and work description, freedom, satisfactory physical environment, such as the availability of places of worship, rooms that are comfortable enough to work, good ventilation, security, appropriate working hours and meaningful tasks. Environmental conditions in relatively modest variations in temperature, noise, lighting, or regional quality can drive meaningful effects on employee attitudes and performance.

According to Siagan (2002), employee performance is influenced by several factors, namely: salary, work environment, organizational culture, leadership and work motivation, work discipline, job satisfaction, communication and other factors. From some of the factors above, to improve employee performance, one of them is to pay attention to work environment factors. Agencies as workplaces must provide a comfortable and conducive work environment that is able to provoke employees to work productively. Providing a comfortable work environment will be able to provide satisfaction to employees for the work done and give a deep impression to employees who in the end employees will have good performance.

According to (Mangkunegara, A. Anwar Prabu, 2011) "performance is the result of work produced by an employee to achieve the expected goals". According to Besnadin and Russell (1993: 135) "performance is a record resulting from the functioning of a particular job or activity over a period of time". From some of the opinions above, it can be concluded that what is meant by performance is the work achieved by each employee so that they can contribute to the Agency. Performance appraisal is a process carried out by the Agency in evaluating the performance of the Agency's work. Performance appraisal is the process of evaluating the implementation of individual work. In modern agencies, performance appraisal provides an important mechanism for management to use in explaining performance goals and standards and motivating individual performance in subsequent times (Simumora, 1997: 416).

Understanding the work environment according to (Nitisemito, Alex S., 2000), is everything that is around workers and can affect them in carrying out the tasks charged. Unhealthy work environment conditions can cause employees to be easily stressed, not enthusiastic to work, arrive late, and vice versa if the work environment is healthy, employees will certainly be enthusiastic at work, not easily sick, easy to concentrate so that work is quickly completed according to the target. The work environment itself has two dimensions,

namely physical dimensions (room coloring, lighting, cleanliness, spatial layout, etc.) and non-physical dimensions (employee welfare, work atmosphere, relationships between employees, etc.). The agency must be able to provide both dimensions in good condition so as to be able to make employees continue to work productively and cooperate with each other between employees and with leaders to achieve agency goals.

The preparation of the relationship between work environment variables and employee performance variables based on existing theory, then identified specific factors in the work environment that allegedly affect employee performance at the Masamba sub-district office.

The Masamba sub-district office is one of the government agencies engaged in community services. By doing service to the community, a conducive and friendly work environment is needed. Based on the background of the above problem, the author raised the title "Analysis of the Effect of the Work Environment on Employee Performance at the Masamba Sub-district Office".

2. Method

In accordance with the existing problem formulation, this type of research is quantitative research, and based on the level of explanation this research is associative research. Associative research is research that aims to determine the relationship between two or more variables. So the research done is an associative quantitative study. The population of this study is all employees of Masamba sub-district. The number of samples in this study was 47 people. In this study using two data collection techniques, literature research (Document Research) and Questionnaire (Questionnaire).

This study uses a Likert scale, in general, respondents' answers measured using the Likert scale (Lykert scale) are scored, namely giving numerical values such as 1, 2, 3, 4, and 5.

In quantitative research, ordinal data obtained from respondents must be transformed into interval data. To change the data, the author uses the method of successive interval. To analyze the data obtained in the framework of hypothesis testing, the author uses parametric statistics. The techniques used to test the hypothesis used product moment correlation, and simple linear regression analysis.

3. Results and Discussion

Based on the results of data testing and data analysis that has been carried out with using SPSS 23 data processing, then a discussion was carried out on the results of data analysis on how the influence of the work environment as an independent variable (X) with employee performance as a dependent variable (Y).

3.1 Validation Test

Table 1. Validation tes

Variabel penelitian	Pernyataan	r hitung	r tabel	Keterangan
Lingkungan Kerja (X)	1	0,828	0,396	Valid
	2	0,563	0,396	Valid
	3	0,720	0,396	Valid
	4	0,560	0,396	Valid
	5	0,713	0,396	Valid
Kinerja Pegawai (Y)	1	0,816	0,396	Valid
	2	0,628	0,396	Valid
	3	0,816	0,396	Valid
	4	0,628	0,396	Valid
	5	0,644	0,396	Valid

Source: Spss 25

All statements for work environment variables and employee performance have a valid status, because the calculated value (Corrected Item Total Correlation Value) > rtable of 0.396

3.2 Reliability Test

Table 2. Reliability Test

Variable	Croanbach Alpha	Syarat Reliabel	Keterangan
Lingkungan Kerja (X)	0,678	0,60	Reliabel
Kinerja Pegawai (Y)	0,723	0,60	Reliabel

Source: Spss 25

Reliability tests are performed on variable statement items declared reliable or meet the requirements.

3.3 Simple linear regression test

Table 3. Simple linear regression test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.901	1.538		.586	.564
Lingkungan kerja	.977	.071	.945	13.808	.000

a. Dependent Variable: Kinerja pegawai

The multiple liner equation is obtained as follows:

$$Y = 0.901 + 0.977X$$

Then it can be explained the regression coefficient as follows:

- The constant (a) is 0.901, meaning that the consistent value of the employee performance variable is 0.901
- The regression coefficient of the work environment variable has a value of 0.977 indicating that every 1% addition to the value of the work environment, the employee

performance value increases by 0.977 the regression coefficient is positive, so it can be said that the direction of influence of variable X on Y is positive.

- c. The regression coefficient of the work stress variable has a value of 0.669 indicating that the work stress variable has increased by one unit and assuming other variables remain, employee performance will increase by 0.669.

3.4 T Test

Table 4. Parsial Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.901	1.538		.586	.564
Lingkungan kerja	.977	.071	.945	13.808	.000

a. Dependent Variable: Kinerja pegawai

Partial testing is carried out to determine whether the variables of leadership style and work discipline affect employee performance partially. partial test results can be seen in the following table:

The Work Environment has a significant effect on employee performance partially. This is evidenced by a significant level of > 0.05 ($0.000 < 0.05$). This means that the work environment has a significant effect on employee performance, resulting in the hypothesis being accepted.

3.5 Coefficient Determination (R2 Test)

Table 5. Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.55 ^a	.94	.888	.72064

a. Predictors: (Constant), Lingkungan kerja

Determination coefficient analysis is carried out to see how much influence workload variables and work strategies have on employee performance. The following is the table of determination coefficient testing:

shows that the Adjusted R Square value obtained at .945 means that 94.5% of the dependent variable (employee performance) is explained by the independent variable (work environment) and the remaining 5.5% (100% - 94.5%) is explained by other variables outside the variables used as described in the theoretical basis according to the size used by the company.

3. Discussion

The results of the simultaneous test (Test F) i.e. the work environment (X) simultaneously have a significant effect on employee performance, with a significant value of $0.000 <$ when compared to the alpha level of 5% so that the hypothesis is accepted.

In line with the Research of Denok Sunarsi et al (2020), with the title "The influence of the work environment on employee performance at pt. Mentari persada di jakarta" stated that the influence of the work environment on employee performance of the work environment has a significant effect on employee performance.

The results of research by Nurdin Latid et al (2022), entitled "The Influence of the Work Environment on the Performance of PT. Hadji Kalla Toyota Maros Branch" Employee performance can be affected in several ways by factors in the workplace, according to the results of a partial study (t-test). It can be concluded that the performance of After Sales (Service) workers of PT. Hadji Kalla Toyota Maros Branch is influenced by the work environment because of research findings that examine the topic (Service). This shows that the more pleasant the work environment, the higher the employee's performance.

And the results of research by Kartika Yuliantari & Ines Prasasti (2020), entitled "The influence of the work environment on employee performance in LLDIKTI region III Jakarta" can be explained that the constant of 11.204 states that if there is no work environment, then performance of 11.204 and every 1 increase in the work environment will increase employee performance by 0.718. And vice versa, if performance decreases 1 time then the work environment is predicted to decrease by 0.718. So the direction of the relationship of the work environment to performance is positive, meaning unidirectional.

4. Conclusion

Based on the results of the study, it was concluded that the analysis of the work environment had a positive effect on the performance of employees at the Masamba District office, North Luwu Regency.

The value of the coefficient of determination (r^2) is obtained at 0.945, this means that 94.5% of the dependent variable is explained by the independent variable and the remaining 5.5% is explained by other variables outside the variable used.

Then in the T test this is proven by the calculation results of the t test count of 13,808, while in t table 1,714 is at the level of significance of 5% which means that H_a is accepted.

5. Suggestion

Based on the results of research, discussion, and conclusions about the analysis of the influence of the work environment on employee performance, the author put forward several suggestions as follows:

- a. For the Government: in the future, sub-district readiness is needed through strengthening human resource capacity, besides that the government also needs to provide more targeted and continuous coaching, mentoring, and monitoring to sub-districts. On the other hand, it is necessary to strengthen coordination, consolidation

and synergy in the implementation of programs/activities that are priorities for sub-district development from the Central Government, District Government, Sub-district to the Village level.

- b. For other researchers: the results of this study can be used as data to conduct similar research on the analysis of the influence of the work environment on employee performance at the Masamba Subdistrict office, North Luwu Regency.

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