International Journal of Business and Quality Research
https://e-journal.citakonsultindo.or.id/index.php/IJBQR

E-ISSN: 2985-9468

The Influence Of The Work Environment On Employee Performance At Pt Toba Surimi Industries Plant I

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Abstract

One of the most important assets owned by a company is human resources because they have an influence on the company's survival. Employees in a company need to be provided with a comfortable workplace in order to produce optimal performance. The work environment is an important thing for companies to pay attention to and is one of the factors determining employee performance. The aim of this research is to find out how the work environment, employee performance and the influence of the work environment on employee performance at PT Toba Surimi Industries Plant I. This research was conducted by distributing questionnaires to 116 employees at PT Toba Surimi Industries Plant I. Based on the research that has been carried out, an equation was obtained regression Y=40,404+0.438X. The results of the research state that the work environment and employee performance at PT Toba Surimi Industries Plant I have a moderate positive relationship with a value of 0.438 and the work environment influences employee performance.

Key words: employee performance, work environment, human resources

INTRODUCTION

PT. Toba Surimi Industries is a company engaged in the production and sale of canned food. There are various variants of canned food produced by the company and the process of purchasing raw materials for canned food is carried out directly from the supplier. The types of raw materials used in making canned food are tuna fish, small crab, vaname shrimp, parrot fish, baby octopus, octopus, sentanu shrimp and other types of seafood.

One of the most important assets owned by a company is human resources because they have an influence on the company's survival. The form and objectives of the organization are created based on various visions for the benefit of humans, in carrying out its mission it is managed and administered by humans. So, humans are a strategic factor in all organizational activities. Organizations must realize the potential of their workforce as

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International Journal of Business and Quality Research
https://e-journal.citakonsultindo.or.id/index.php/IJBQR

E-ISSN: 2985-9468

the business environment becomes increasingly competitive. Having high employee performance will increase the company's productivity level and thereby increase company profits.

Human Resources (HR) play an active and dominant role in every organizational activity, because humans are planners, actors and determinants of the realization of organizational goals. Organizational goals cannot be realized without the active role of humans, no matter how sophisticated the tools the organization has, there will be no benefit to the organization, if the active role of humans is not included. Managing humans in an office environment requires adequate abilities and skills, because humans have different thoughts, feelings, status, desires and backgrounds, so humans cannot be completely regulated and controlled like machines, capital, buildings, etc. other.

Every employee needs space to carry out their work. An important factor that also determines the smooth running of tasks is an adequate work environment, namely the physical environment in the form of a comfortable office layout, a calm environment, good air exchange, color, sufficient lighting, and melodious music. A comfortable and good working environment is something that is really liked by employees in general, because this will influence the expected employee productivity in every organization, with the aim of nothing other than leading to a positive performance for the organization where the employee works. And to achieve this, an appropriate process needs to be carried out to fulfill employee needs by the leadership of the organization or company, so that the work ethic increases which has an impact on employee performance, both materially and non-materially. Fulfilling material needs is not the only determining factor that can improve performance at work. Fulfilling non-material needs such as the comfort of employees' workplace is a factor that is no less important to pay attention to.

Having a good physical work environment is expected to bring good changes in employee productivity and work performance. This is in accordance with the opinion of Siagian (2002) who states that it is generally acknowledged by both experts and management practitioners that pleasant physical conditions in the workplace are necessary and make a real contribution to increasing work productivity. An adequate physical work environment for employees can improve performance and conversely an inadequate work environment can reduce employee performance and ultimately employee work productivity.

In a company, to achieve existing goals, cooperation or good relationships are needed between workers as human resources and the company. Companies must view the human resources they have not just as employees or workers for the company, but as the most important asset the company has.

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Based on the background of the problem that has been explained, and to provide direction and objectives to be achieved in this research, the problem formulation of this research is how much influence the work environment has on employee performance at PT Toba Surimi Industries Plant I.

THEORETICAL BASIS

Work Environment

According to Sedarmayanti (2017) states that the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group. The work environment can be divided into two, namely the physical work environment and the non-physical work environment.

Physical Work Environment

The physical environment in the workplace is very important for employee performance, satisfaction, social relationships and employee health. According to Sedarmayanti (2013), the physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly.

Factors that influence the physical work environment are lighting, air temperature, humidity, air circulation and noise.

Non-Physical Work Environment

The non-physical work environment is the state of the employee's work environment in the form of a harmonious work atmosphere where there is a relationship or communication between subordinates and superiors or vertical relationships as well as relationships between fellow employees or horizontal relationships (Sedarmayanti, 2013).

Non-physical work environment factors are factors that condition the working relationship between superiors and subordinates and between fellow employees which can influence the work atmosphere and employee performance (Hamid & Hassan, 2015).

Employee Performance

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given (Mangkunegara, 2013). Lalu Hasibuan (2013) added that performance is a result achieved by a person in carrying out the tasks assigned to him. Job performance is defined as the fulfillment of work-related tasks or skills by an employee (Hamid & Hassan, 2015).

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Employee performance can be assessed using several indicators such as the quality of employee work, quantity or achievement of predetermined targets, completion of predetermined tasks, employee responsibility for the work assigned, and how employees look after themselves (Hamid & Hassan, 2015).

According to Bernardin and Russell in Sutrisno (2010) there are six primary performances that can be used to measure performance, namely:

1. Quality, is the level to which the process or results of implementing activities approach perfection or approach the expected goals.
2. Quantity, is the amount produced, for example the number of rupiah, units, and activity cycles carried out.
3. Cost Effectiveness, is the level at which secondary literature studies are carried out by looking for the use of organizational resources based on theories relevant to research (human, financial, technological and material) maximized to achieve the highest results or reduction of losses from each unit of resource use.
4. Need for Supervision, is the degree to which a worker carries out a job function without requiring the supervision of a supervisor to prevent undesirable actions.

Simanjuntak in Widodo (2015) states that performance is influenced by:

1. Quality and abilities of employees, namely matters related to education/training, work ethic, work motivation, mental attitude and physical condition of employees.
2. Supporting facilities, namely matters relating to the work environment and matters relating to employee welfare.
3. Supra means, namely matters relating to government policy and industrial management relations.

RESEARCH METHODS

Sample

The population in this study was 348 employees and the sample was 116 employees of PT Toba Surimi Industries Plant I.

Descriptive Analysis

In conducting this research the author used research using descriptive methods with a quantitative approach. Sugiyono (2014) explains that quantitative descriptive research methods can be interpreted as research methods that are based on samples of positivism philosophy, used to research certain populations or samples, data collection using research instruments, quantitative/statistical data analysis, with the aim of testing existing hypotheses. already made.

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E-ISSN: 2985-9468

Correlation Analysis

According to Silalahi (2010) states that correlation analysis is a method for measuring the degree of strength of the relationship between two or more variables, either positive or negative.

Regression Analysis

According to Sunjoyo (2012), the regression equation is a formula that finds the value of the dependent variable from the known value of the independent variable. The regression coefficient is a value that measures the magnitude of the influence of X on Y if X is increased or decreased.

RESULTS AND DISCUSSION

Descriptive Statistical Analysis

To measure work environment variables, several relevant dimensions are needed, namely lighting, temperature, humidity, air circulation, noise, employee relationships with superiors and employee relationships with fellow workers. The following are the results of descriptive analysis regarding work environment variables.

Table 1. Results of Descriptive Analysis of the Work Environment

Hasil Analisis Deskriptif Variabel Lingkungan Kerja

	N	Min	Max	Mean	Std. Deviation
Cahaya	116	1	5	3.81	.823
Suhu	116	1	5	3.11	1.065
Kelembaban	116	1	5	3.22	1.030
Sirkulasi Udara	116	1	5	3.07	1.137
Kebisingan	116	1	5	3.24	.924
Karyawan dengan Atasan	116	1	5	3.56	.810
Sesama Karyawan	116	2	5	4.10	.594
Lingkungan Kerja	116	2	5	3.44	.657
Valid N (listwise)	116				

Source: SPSS Output Data

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Table 2. Results of Descriptive Analysis of Employee Performance

Descriptive Statistics Variabel Kinerja Karyawan					
	N	Min	Max	Mean	Std. Deviation
Quality	116	2	5	4.020	.5787
Quantity	116	2	5	3.615	.6195
Timeliness	116	2	5	3.871	.5556
Cost Effectiveness	116	3	5	3.943	.5886
Need for Supervision	116	2	5	3.629	.6260
Kinerja Karyawan	**116**	**2**	**5**	**3.816**	**.48078**
Valid N (listwise)	116				

Source: SPSS Output Data

Based on Table 1, it is known that the work environment variable has the lowest average answer with a value of 2 and the highest average answer with a value of 5. The mean value of the questions above is 3.44 and falls into the interval 3.40-4.20. So it can be concluded that the average level of work environment at PTTSIPI is good. The standard deviation value of the work environment variable is 0.657, which is equal to 19.09% of the mean value. This value is below 20%, meaning that respondents' answers to the work environment variable tend to have the same perception. The dimension of employee relationships with fellow co-workers gets the highest mean score with a value of 4.1 and the air circulation dimension has the lowest mean value with a value of 3.07. Of the seven dimensions of work environment variables, there are four dimensions that are below the mean value of the variables, namely the dimensions of temperature, humidity, air circulation and noise.

To measure employee performance variables, several relevant dimensions are needed, namely quality, quantity, timeliness, cost effectiveness and need for supervision. The following are the results of descriptive analysis regarding work environment variables. Based on Table 2, it is known that the employee performance variable has the lowest average answer with a value of 2 and the highest average answer with a value of 5. The mean value of the questions above for the employee performance variable is 3.8155 and falls into the

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interval 3.40- 4.20. It can be concluded that the average level of employee performance at PTTSIPI is high/good. The standard deviation value of the employee performance variable is 0.48077, which is equal to 12.60% of the mean value. Because this value is below 20%, it means that respondents' answers to employee performance variables tend to have the same perception. The quality dimension gets the highest mean value with a value of 4.0201 and the quantity dimension has the lowest mean value with a value of 3.6149. Of the five dimensions of employee performance variables, there are two dimensions that are below the mean variable value, namely quantity and need for supervision.

CORRELATION ANALYSIS

Correlation analysis is used to find out whether there is a relationship between the work environment and employee performance at PT Toba Surimi Industries Plant I and to find out how strong or weak the relationship is between the work environment and employee performance.

Table 3. Correlation Test

		Korelasi Lingkungan Kerja	Kinerja Karyawan
Lingkungan Kerja	Pearson Correlation	1	.438**
	Sig.(2-tailed)		
	N	116	116
Kinerja Karyawan	Pearson Correlation	1	.438**
	Sig. (2-tailed)		
	N	116	116

Source: SPSS Output Data

It can be seen from table 3 that the correlation or R value between the two variables is 0.438. This illustrates that the relationship between the independent variable and the dependent variable is 43.8%. So it can be concluded that the relationship between the work environment variable (X) and the employee performance decision variable (Y) has a moderate positive relationship. This means that if the value of the work environment

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variable is increased, it will increase the value of another variable, namely the employee performance variable, even though the increase is at a moderate level.

REGRESSION ANALYSIS

According to Sunjoyo (2012), the regression equation is a formula that finds the value of the dependent variable from the known value of the independent variable. The regression coefficient is a value that measures the magnitude of the influence of X on Y if X is increased or decreased.

Table 4. Regression Analysis

Coefficients[a]					
Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	40.404	3.328		12.287	.000
	Lingkungan Kerja	.507	.059	.458	8.526	.000
a. Dependent Variable: Y						

Source: SPSS Output Data

Based on the results of table 4, we can create a regression equation by referring to the Unstandardized Coefficients column, where 40.404 is the constant (a) and 0.438 is the regression coefficient (b). The regression equation used is Y = 40,404 + 0.438X. Where Y is employee performance and X is the work environment. For simple regression values, the correlation figure is 0.438 which is the Standard Coefficients (beta). Based on this equation, we can know that Y is employee performance and X is the work environment. If the company improves the work environment by a value of 1, it will experience an increase of 0.438 which causes the performance value to be 40,878. This means that if the company makes positive changes to the work environment, employee performance will also increase even though it is a moderate increase. On the other hand, if the work environment is reduced, employee performance will decrease.

Determination Coefficient Testing

The coefficient of determination is used to determine how much influence the work environment contributes to employee performance at PT Toba Surimi Industries Plant I.

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Table 5. Coefficient of Determination

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.438[a]	.192	.185	6.510

Source: SPSS Output Data

Based on table 5, the number in the R Square column (coefficient of determination) produced is 0.192 (19.2%) which is the squared result of 0.438. In this case, it means that 19.2% of employee performance at PTTSIPI can be influenced by the work environment, while the remainder (100% - 19.2%=80.8%) is caused by other causes that are unknown and not examined in this research.

CONCLUSION

The work environment at PT Toba Surimi Industries Plant I is good. This can be seen from the mean value of the work environment variable which is on a high or good interval scale.

The performance of PT Toba Surimi Industries Plant I employees is good. This can be seen from the mean value of the employee performance variable which is on a high or good interval scale.

The influence of the work environment on employee performance at PT Toba Surimi Industries Plant I is 19.2% and the remaining 80.8% is caused by other causes not examined in this research. Based on the results, there is a positive influence from employee performance variables.

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