

The Influence of the Work Environment on the Performance of Employees in the Production Division at PT. XYZ

Yunus Agustinus¹, Yudi Kristanto², Setiawati³

Universitas Pertiwi

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Abstract

This research is motivated by the declining performance of PT. XYZ employees which can be caused by several factors. Factors that influence performance include the work environment. The phenomena that occur include declining employee performance. The objectives of this research are: 1. To determine the Work Environment at PT. XYZ, 2. To determine the Employee Performance at PT United Steel Center Indonesia, 3. To determine whether or not the Work Environment has an influence on Employee Performance at PT. XYZ. This research, which uses a quantitative method with an associative technique, was conducted at PT. XYZ with a population of 86 employees with a data collection technique using a questionnaire. Based on the results of the research conducted, the results of the multiple linear regression equation test $Y = 7.822 + 0.905 X$ can be used to explain the form of a linear relationship between the Work Environment and Employee Performance. The simple linear regression equation $Y = 7.822 + 0.905 X$ shows that if the Work Environment and Employee Performance are measured using the instrument used in this study, then every increase of one unit in the Work Environment score (X) will be followed by an increase in the Employee Performance score of 0.905 with a constant of 7.822.

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Corresponding Author:Yudi Kristanto

Universitas Pertiwi

Email : yudi.kristanto@pertiwi.ac.id

1. INTRODUCTION

The rapid development of science and technology has increased competition between institutions/business entities. In the era of the industrial revolution 4.0, the immediate challenge faced is globalization with all its implications. With the continued rapid development of science and technology, it has created a dynamic condition and has shifted the new paradigm in the development of the world between business entities. Every business entity must be brave to face change and win the competition by managing quality resources. Resources owned by a business entity, such as capital, methods, and machines, cannot provide optimal results if not supported by human resources with optimal performance. Human resources as one element in an organization can be defined as the people who work within an organization. Therefore, companies need employees who are able to work better with high performance to achieve company goals by organizing harmonious and integrated cooperation between leaders and their subordinates. (Mukrimaa et al., 2016)

With conditions like this, it has created competition that requires serious attention from every organization/business entity that is required to have strategic and concrete capabilities in taking steps to be able to adapt to rapid technological changes. Based on these conditions, it is very necessary to think about how the social conditions of society, the many varieties of social classes, religions and educational backgrounds are concentrations that must be

taken seriously, so that human resources in a business entity or company can run in harmony. (Robert & Brown, 2004)

Human resources are a crucial factor that cannot be separated from an organization, whether a company or an institution. Furthermore, human resources are a key factor influencing a company's development. A company can thrive if it has a large pool of competent human resources. Conversely, if the human resources employed in a company are not qualified, the company's development will be hampered. As a social system that employs people, it is crucial to pay attention to the work environment, as a conducive work environment is expected to improve employee performance. Whether an employee perceives their work environment as good or bad, pleasant or unpleasant, supportive or stressful, depends on how they perceive, interpret, and interpret what happens within their work environment, including the physical conditions, the company's environment, and the interpersonal relationships within it (Eri Susan 1, 2019).

Every worker possesses abilities based on knowledge and skills, job-specific competencies, work motivation, and job satisfaction. However, workers also possess personality traits, attitudes, and behaviors that can influence their performance. This includes not only human resources but also other natural resources such as materials, equipment, technology, and the work mechanisms within the organization.

PT. XYZ is a metal manufacturing plant located in Karawang, West Java, Indonesia. As a company located in the heart of an industrial city that significantly influences competition among companies in the same industry, it is crucial for the company to pay attention to human resource management.

The role of human resources in a company is very necessary, especially considering the current business environment conditions where competition is very tight, companies must think hard to maintain HR in good performance so that the company can survive. Quality human resources are needed to serve the community well and pay attention to employee performance so that company activities run optimally, because basically if the company understands the importance of employee performance, the company's goals will be achieved, in this case employee performance is an important factor in the continuity of the company's business.

Declining employee performance will affect the company's stability. Employee performance in the Production Division of PT. XYZ is said to be suboptimal, as indicated by information obtained from Mr. Petrus Pratikno as General Manager. It is known that the decline in employee performance in the Production Division of PT. XYZ is caused by several factors in the table below. The following is a data report from the Production Division of PT. XYZ.

Table 1.1 Production Data of PT. XYZ for 2022-2024

Period	PRODUCTION PER ANNUAL (TONS)	PRODUCTION TARGET PER YEAR (TONS)	PERCENTAGE
2022	388.153	400.000	97%
2023	380.282	400.000	95%
2024	355.360	400.000	88%

Source: Production Admin (*result line A & B 2022-2024 processed data*)

The data in Table 1.1 shows a decline in production realization in PT XYZ's Production Division over the past three years. In 2022, production reached 388,153 tons, or 97% of the annual target of 400,000 tons. This figure decreased in 2023 to 380,282 tons (95%), and

then again significantly in 2024 to 355,360 tons (88%). This decline in production performance indicates internal issues that require serious attention, particularly aspects that can impact employee productivity, such as a suboptimal work environment.

The phenomenon occurring in the Production Division of PT XYZ related to the non-physical work environment can influence employee performance and productivity. This negatively impacts the company's ability to achieve its future goals. The physical work environment can also impact employee performance. The following are environmental intensity parameter values in the production area.

Table 1.2 Production Dept. Work Environment

Year	std.	act.	std.	act.
2022	28	30	350	300
2023	28	29	350	300
2024	28	30	350	300

Source: Production QC/QA (2022-2024)

Table 1.2 shows that the physical work environment intensity parameter values require attention, especially those that do not meet company standards. This should be addressed by superiors to ensure employee comfort while working. This is also supported by the results of interviews conducted in March 2024 with *Chief*(superiors) in the production department, it turns out that a problematic phenomenon occurred regarding the non-physical work environment, namely a gap in relationships between fellow coworkers due to differences in work period (seniority), this resulted in them focusing more on working with fellow employees who had the same work period. As well as relationships between superiors and subordinates that still often occur *misscom* related to work, for example, if the boss orders you to cleaning *rubber* first before continuing to the next process, but the message is ambiguous and unclear and is not written or marked inside *schedule* then it happened *misscom* with subordinates who should cleaning *rubber* first but the reality is that it goes straight to the next process.

The work environment in a company is also inseparable from the lack of awareness of the surrounding work environment among employees and superiors. This is crucial for the production department of PT. XYZ to address. It is crucial to ensure a supportive work environment and atmosphere to encourage employees to deliver their best results. A conducive work environment not only motivates employees but also increases their enthusiasm and work ethic, which can lead to optimal performance.

Providing a pleasant workplace also means fostering a sense of well-being among employees, thereby reducing and avoiding wasted time and money. A positive work environment is also expected to stimulate high employee performance, and vice versa. A work process can be considered complete when a predetermined target has been achieved. It can also be declared complete based on a specific time limit, such as the end of the year.

Every organization or company always wants its employees to have high performance, therefore in this case the leadership must understand or know what factors can influence the performance of its employees.

Based on the background explained above, and to provide direction and objectives to be achieved in this research, the author is interested in knowing more deeply about the

Influence of the Work Environment on employee performance in the Production Division of PT. XYZ.

Therefore, the author took the research title, namely "**The Influence of the Work Environment on the Performance of Employees in the Production Division at PT. XYZ**".

2. THEORY

A. Work Environment

The work environment is a crucial factor in enhancing employee performance. Management must pay attention to the work environment within an organization/company. Although the work environment does not carry out the production process within a company, it has a direct impact on the employees who carry out the production process. The work environment directly influences employees in completing their work, which ultimately improves the organization's performance. A good work environment is one that allows employees to perform their activities optimally, healthily, safely, and comfortably. Therefore, determining and creating a good work environment will significantly determine the success of achieving organizational goals. Conversely, a poor work environment can reduce motivation and work enthusiasm, ultimately leading to a decline in employee performance. Currently, the work environment can be designed in such a way as to create a working relationship that binds workers to their environment. A good work environment is one that is safe, peaceful, clean, quiet, bright, and free from all kinds of threats and disturbances that can hinder employees from working optimally. Good work conditions and atmosphere can be created through proper organizational structure.

Below are definitions of the work environment put forward by several experts:

According to Sarwoto (2017), "in general, the types of work environment are divided into 2, namely: Workplace environment/Physical work environment (*physical working environment*); and non-physical work atmosphere/work environment (*Non-Physical Working Environment*)".(Pusparani, 2021)

According to Indriyati (2022), "The work environment is everything that concerns the physical and psychological aspects that directly or indirectly affect employees in carrying out their work." (Marisya, 2022)

According to Anam (2018:46), "The work environment is something that exists around employees so that it influences someone to feel safe, comfortable, and satisfied in carrying out and completing the work given by their superiors." (Susanti & Mardika, 2021)

Sedarmayanti (2017:4) states that "The work environment is the entirety of the tools and materials encountered, the surrounding environment in which a person works, his work methods, and his work regulations both as an individual and as a group." (Pusparani, 2021)

According to Weol (2015:600) states that "The work environment is everything that exists around humans, which can influence their activities and actions, both directly and indirectly in carrying out daily activities and has a large influence on the running

of a good work system in a company's work environment." (Fadil et al., n.d.)

Based on the opinions above, it can be concluded that the work environment significantly influences employee performance. Employee performance will improve in line with the various aspects of their work environment. The most influential aspect of the work environment is the work environment, which is divided into two categories: the physical work environment and the non-physical work environment. Everything around an employee at work can influence them and their colleagues. Therefore, determining and creating a positive work environment will significantly determine the success of achieving organizational goals. Conversely, an unfavorable work environment can reduce employee performance.

B. Employee Performance

Employee performance is often defined as task accomplishment, where employees must work in accordance with the organization's work program to demonstrate the organization's level of performance in achieving the organization's vision, mission, and goals. As with any management function, human resource management activities must be developed, evaluated, and modified as necessary so that they can contribute to the competitive performance of the organization and individuals in the workplace. Factors that influence employees' performance include their ability to perform the job, the level of effort expended, and organizational support. Employee performance decreases when any of these factors are reduced or absent. For example, some employees have the ability to perform their jobs and work hard, but the organization provides outdated equipment. Performance issues are the results achieved by someone in carrying out the tasks and responsibilities assigned to them. Performance includes the quality of output and work awareness.

The following are several definitions of performance according to the opinions of experts as follows:

According to Suyadi Prawirosentono in Subekti & Jauhar (2012:193) states that "Performance is the work results that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals or ethics."

Mangkunegara (2017:67) stated that "Performance is the result of the quantity and quality of an employee in carrying out his duties according to his responsibilities." (Kerja et al., 2020)

According to Syamsir Torang (2014:74) states that "Performance (*performance*) is the quantity or quality of the work results of individuals or groups within an organization in carrying out main tasks and functions that are guided by norms, standard operating procedures, criteria and measurements that have been established or that apply within the organization." (Eni, 1967)

According to Davis in Mulyadi (2015:64) states that "Performance can be defined as the work results achieved by workers or employees in terms of quality and quantity that are in accordance with their duties and responsibilities."

According to Hamid & Hasan (2015), "performance is a result achieved by a person in carrying out the tasks assigned to him. Work performance is defined as the

fulfillment of work-related tasks or skills by an employee." (Lestary & Chaniago, 2018)

Based on the definition of performance according to the experts above, it can be concluded that performance is a manifestation of an employee's efforts to improve the work results of an employee or organization and the responsibility of each individual towards their work, helping to define job expectations. The goal of performance is to align individual performance expectations with company goals. The alignment between efforts to achieve individual goals and the achievement of company goals will be able to achieve good performance. Given the importance of the performance process in ensuring the achievement of expected goals and improving work performance, performance management is necessary.

3. RESEARCH METHOD

This type of research is a type of quantitative descriptive research, according to Sugiyono (2019:16) quantitative methods can be interpreted as research methods based on the philosophy of positivism used to research certain populations or samples, data collection using research instruments, data analysis, quantitative/statistical in nature, with the aim of testing predetermined hypotheses.

4. RESULT AND DISCUSSION

1. Based on the test results above, the simple linear regression equation $\hat{Y} = 7.822 + 0.905X$ can be used to explain the form of the linear relationship between the Work Environment and Employee Performance.

The simple linear regression equation $\hat{Y} = 7.822 + 0.905X$ shows that if the Work Environment and Employee Performance are measured using the instrument used in this study, then every one unit increase in the Work Environment score (X) will be followed by an increase in the Employee Performance score of 0.905 with a constant of 7.822.

2. The Influence of Work Environment on Employee Performance

The results of this study indicate that the work environment has a positive and significant effect on employee performance, so it can be concluded that the better the work environment system, the better the employee performance. The work environment in the Production Division of PT. XYZ has a good work environment system that is able to guarantee employee performance and the company will obtain positive attitudes and behaviors with productivity, so that it can provide benefits for the company. The results of this study are in line with attribution theory, knowing the situation or environment in the company where the more comfortable the work environment is, the better the employee performance is because the work environment can affect employee performance.

3. The Influence of Work Environment on Employee Performance

From the F-test results, the F-calculation value is 111.683 with a significance level of 0.000. Meanwhile, the F-table at a 95% confidence level ($\alpha = 0.05$) is 1.45.

Therefore, in both calculations, namely F-calculation > F-table and the significance level ($0.000 < 0.05$), it shows that the influence of the independent variable (work environment) simultaneously is significant on employee performance in the Production Division of PT. XYZ, meaning that the work environment variable can influence employee performance.

4. Findings Conclusions Influence between variables

Based on the calculation results shown in table 4.16, the correlation coefficient is $r = 0.854$ and the determination coefficient is $R = r^2 = 0.729$. The significance test for the correlation obtained $t_{count}(15,031) < t_{table}(1,988)$ on $\alpha = 0.05$, indicating that the correlation coefficient is not significant. Thus, the research hypothesis stating that there is a relationship between the work environment and employee performance cannot be accepted. This means that a better company work environment does not necessarily result in higher employee performance. Meanwhile, the coefficient of determination of 0.729 indicates that 72.9% of the variation in employee performance can be explained by variations in the work environment, with the remaining 27.1% determined by factors other than the work environment.

5. CONCLUSION

A. Conclusion

Based on the explanation discussed in the previous chapter, the following conclusions can be drawn from this research:

1. Based on the results of descriptive analysis, the work environment variable is in the poor category because there are still weaknesses in the company related to the physical work environment including lighting, noise, and temperature in the room, the non-physical environment including the relationship between superiors and subordinates, communication, superiors' attitudes towards subordinates and harmony between employees, there are still respondents who stated that they strongly disagree and disagree.
2. Based on the results of the descriptive analysis, the employee performance variable is in the poor category because there are still weaknesses in the company, including the ability to carry out main tasks, maximizing the results of achieving final results, initiative, compliance with work procedures and completing tasks on time.
3. The results of the research show that the work environment has a significant influence on employee performance. The results of the research show that $t_{count}(15,031) > t_{table}(1,988)$ on $\alpha = 0.05$ from these results it can be concluded that the Work Environment has a significant influence on Employee performance in the Production Division of PT. XYZ.
4. The results of a simultaneous study of the Work Environment on Employee Performance in the Production Division of PT. XYZ has a significant influence. The results of the study indicate that $F_{count}(111,683) > F_{table}(1.45)$ on $\alpha = 0.05$ from these results it can be concluded that simultaneously the Work Environment has a significant effect on Employee performance in the Production Division of PT. United Steel Center Indonesia

B. Suggestions

Based on the results of the discussion of the conclusions, there are suggestions or input that can be provided, including:

1. The work environment at PT. XYZ's Production Division should be further emphasized regarding its duties and responsibilities, such as work planning, accuracy in work, and compliance with agency regulations. This will impact employee performance.
2. One way to improve employee performance is by creating a comfortable and conducive work environment. Good employee performance can support the

agency's future progress.

3. For further research, it is hoped that research can be conducted with the same type of research or other types, both methods and research designs that are more developed in order to prove existing theories with existing developments, and for the Work Environment variable, more complete and more complex indicators can be added.

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