The Influence of the Work Environment on Work Productivity of Land Acquisition Sub directorate Employees

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Abstract

The main problem of the Sub Direktorat Pengadaan Tanah is the non-physical work environment, such as work relationships between leaders and subordinates as well as work relations between fellow employees. This research aims to analyze the influence of the work environment on work productivity. The research method used is quantitative with an associative method to determine the relationship between environmental variables and productivity variables. In the t test, the value of $t < t$ table is obtained (1.026 < 2.021). Regarding the partial correlation analysis, there is no influence of the work environment on work productivity, so H_o is accepted. From the results of the analysis, an R of 0.160 was obtained, which shows that there is no strong relationship between the environment and productivity. The results of the coefficient of determination show an R squared figure of 0.160 or 0.026%, which means that work environment variables influence work productivity by 0.026% while 0.074% is influenced by other factors not examined in this research. It can be concluded that there is no influence of the work environment on the work productivity of employees of the Sub Direktorat Pengadaan Tanah.

Abstrak

Masalah utama Subdirektorat Pengadaan Tanah adalah lingkungan kerja *non* fisik, seperti hubungan kerja antara pimpinan dan bawahan maupun antara hubungan kerja sesama pegawai. Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja terhadap produktivitas kerja. Metode penelitian yang digunakan adalah kuantitatif dengan metode asosiatif untuk mengetahui hubungan antara variabel lingkungan dengan variabel produktivitas. Dalam uji t, nilai t < t tabel diperoleh (1,026 < 2,021). Terkait dengan analisis korelasi parsial tidak ada pengaruh lingkungan kerja terhadap produktivitas kerja, maka H_o diterima. Dari hasil analisis diperoleh R sebesar 0,160, yang menunjukkan tidak terdapat hubungan yang kuat antara lingkungan dan produktivitas. Hasil koefisien determinasi menunjukkan angka R kuadrat sebesar 0,160 atau 0,026%, yang artinya adalah variabel lingkungan kerja dalam mempengaruhi produktivitas kerja sebesar 0,026% sedangkan 0,074% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini. Dapat disimpulkan tidak ada pengaruh lingkungan kerja terhadap produktivitas kerja pegawai Subdirektorat Pengadaan Tanah.

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1. INTRODUCTION

Every company or organization has its own work environment and culture. So, the problems they face will be quite diverse. The work environment problems encountered in the Sub directorate of Land Acquisition are non-physical work environments, for example the work relationship between leaders and subordinates as well as work relations between fellow employees. A supportive physical and non-physical work environment has a big influence on employee productivity. Feeling uncomfortable at work can be a challenge for employees which can ultimately affect performance and productivity.

Every company or organization in general really wants the company's goals to be achieved. Human resources play a very important role in the company to achieve these goals. Therefore, companies need to manage human resources well.

According to Edy Sutrisno (2019:04) states that "human resources are employees who are ready, capable, and alert in achieving organizational goals. In order to be able to compete, one aspect within an organization to get the best results is the human resources aspect which plays an important role in running an organization or company."

The work environment is everything that is outside the company, but has an influence on the growth and development of the company. In general, the work environment cannot be controlled by the company, so the company must adapt to its environment. There are many factors that influence the work environment, both internal to the employee and the environment itself. These include environmental factors, population factors, health service factors and community behavior factors themselves. Azwar Aras, lazuare (2022).

The work environment is a very important component for employees in carrying out their work. A work environment condition is said to be good or suitable if humans can carry out activities optimally, healthily, safely and comfortably. In the overall work environment or every aspect of the socio-cultural phenomena that surround or influence employee work productivity, this is a very important factor in supporting the success of an agency. High productivity can benefit both the agency and human resources, especially employee welfare. Human resources are the most valuable main capital for increasing productivity. Therefore, agencies need to manage human resources well, namely by paying attention to the health of their employees.

According to Sedarmayanti (2017) the work environment is factors outside humans, both physical and non-physical, in an organization. These physical factors include work equipment, temperature in the workplace, crowding and crowding, noise, work space area, while non-physical factors include work relationships formed in the agency between superiors and subordinates and between fellow employees which support employee productivity so that productivity will increase.

From this theory, researchers can conclude that the work environment is one of the factors that influences work productivity. In the overall work environment or every aspect of socio-cultural phenomena will surround or influence employee work productivity in supporting the success of an agency.

Employee work productivity is a very important factor in supporting the success of an agency. High productivity can benefit both the agency and human resources, especially employee welfare. Human resources are the most valuable main capital for increasing productivity. Therefore, agencies need to manage human resources well, namely by paying attention to the health of their employees.

Edy Sutrisno (2019:100) "states that work productivity is a mental attitude, an attitude that always looks for improvements to what already exists. A belief that one can do a job better today than yesterday and tomorrow better than today." This theory concludes that productive employees are employees who always try to be the best and are able to increase agency productivity.

From the productivity theory above, the author concludes that productivity is one tool for measuring the success of an agency, with healthy employees it will further increase employee productivity. Employee productivity in an agency is a major factor so that if employees are productive they will gain added value for themselves and the agency. In general, every agency employs human resources, demanding high productivity in carrying out its duties, this is also the case applied by the Sub directorate of Land Acquisition which has the main objective of building toll roads for the public interest.

Sub directorate of Land Acquisition which is an implementation element in preparing plans and preparations for land acquisition for freeways, namely toll roads. The work environment and employee work productivity are closely related, a work environment that focuses employees on improving performance and encouraging productivity, and vice versa, an inadequate work environment can reduce employee productivity, because the work environment can encourage employees to work more optimally.

Researchers found that there were several previous studies which stated that there was an influence between the work environments on employee work productivity. Among them is research from Sri Wahyuningsih (2018), Dharmawangsa University. In his research on "The Influence of the Work Environment on Work Productivity", from the results of respondents' perceptions it was found that the work environment had a positive and significant effect on the work productivity of working employees. This can be interpreted as that by improving a good work environment, work productivity will also increase along with the increase in the independent variable. Conversely, if there is a decrease in work environment variables, then work productivity will also decrease. From the results of this research, the work environment greatly influences work productivity.

2. REVIEWREFERENCES
Work environment

The growth and development of a company cannot be separated from the surrounding environment. In other words, the environment can have both positive and negative effects on a company. Therefore, environmental issues should not be ignored in a company. The work environment is a place to carry out work in accordance with previously agreed work agreements.

According to Sedarmayanti in the journal Sri Wahyuningsih (2018) defines "Physical work environment in the sense that all conditions around the workplace will affect employees both directly and indirectly".

According to Sedarmayanti in the book Surajiyo et.al (2020:52), the elements of the Work Environment are:

1. Space layout, the layout of the work space must be such that it refers to the flow of work, in order to achieve increased work efficiency, effectiveness or productivity, the company must create a comfortable and clean work space so that employees feel comfortable and can help employees in their work. By arranging a clean and comfortable work space, employees will feel at home working, this can help employees increase their work productivity
2. Lighting, lighting in the work environment must be considered and made good enough to make it easier for employees to carry out and complete their duties and responsibilities well. Poor lighting can not only hinder the completion of employees' work but also increase the burden on employees so that employees have to work extra and have side effects the employee's health.
3. Air Circulation, the air in a company's work environment must be circulated so that the air temperature does not stay in the same place so that it can have bad effects on employees such as respiratory problems and so on.
4. Security in the workplace, several factors that must be considered to meet the need for more security are office equipment and machines, data document terminals and office equipment, the more valuable a company is, the more important the security that must be provided.

According to Marwansyah in the book Surajiyo et.al (2020:56). Factors that influence the work environment are:

1. The external environment is the main forces outside the organization that have the potential to influence the success of an organization in achieving its goals.
2. The internal environment is the general factors or conditions within an organization that influence organizational management.

According to Sedarmayanti (2017:45) the dimensions and indicators of the Work Environment are as follows:

1. Physical Work Environment
   a. Lighting
   b. Workspace circulation
   c. Space layout
   d. Noise
   e. Facility
2. Non-Physical Work Environment
   a. Relationship between superiors and subordinates
   b. Relationships with coworkers

Work productivity

To further clarify the meaning of Work Productivity, the following researchers quote several definitions put forward by several experts:

According to Candra Wijaya and Ojak Manurung (2013: 19), work productivity is defined as the relationship between real and physical results in the form of goods or services and actual input. Work productivity also means a comparison between the results achieved and the total resources used, which is related to a productive mental attitude.

According to Sinungan (2014:12) defines Work Productivity as follows, Work productivity is a measure of the quality and quantity of work that has been done, taking into account the cost of resources used to do the work. Work productivity is defined as the level of efficiency in producing goods or services.

According to Sondang P. Siagian (2015:75) defines work productivity as a comparison between the results of an employee's work and the sacrifices that have been made. And the ability to obtain maximum benefit from the available facilities and infrastructure by producing optimal output, even if possible the maximum.

From the opinions of experts, it can be concluded that work productivity is the ability to produce goods and services from various sources or production factors which are used to improve the quality and quantity of work produced in a company.

Factors that influence work productivity are:

1. Education level
2. Age
3. Work experience
4. Gender

In terms of work productivity, proper techniques are needed. So that the results of the measurements are also precise and correct. Not only because of that, a good measurement technique mechanism will provide a good picture of work productivity for individuals and organizations.

According to Sutrisno in the journal Wahyu Ningrum (2018) to measure work productivity you can use the following indicator theory:

1. Ability
2. Increasing the results achieved
3. Spirit at work
4. Self-development
5. Quality

6. Efficiency

3. RESEARCH METHOD

This research is a design for how research will be carried out. This design is used to obtain answers to the formulated research questions. This research uses an associative quantitative research design. According to Sugiyono (2018:37) Associative research is research that aims to determine the influence or relationship between two or more variables.

The research variables are determined as follows:

a. The environment functions as an independent variable which is then given the notation X.

b. Work Productivity functions as a dependent variable which is then given the notation Y.

Samples and Sampling Techniques

According to Sugiyono (2018:80) the sampling technique is a sampling technique. For determine the samples that will be used in research, there are various sampling techniques used.

Saturated sampling is a sample determination technique when all members of the population are used as sample. This is often done when the population is relatively small, less than 100 people or researchers want to make generalizations with very small errors. Another term for a saturated sample is a census, where all members of the population are sampled.

So researchers can use samples taken from the population of land acquisition sub-directorate employees and totaling 42 respondents.

Research Instrument

According to Sugiyono (2017:102) Research instruments are tools or means used by researchers to measure or collect data related to research variables. Instrument plays an important role in the data collection process and the form and type of instrument will depend on the data collection method used in the research. The instrument used in this research was a questionnaire that the researcher compiled himself based on operational variables that had been prepared previously.

The instrument used in this research is intended to produce accurate data, namely by using a Likert scale. In the context of research, researchers will change variable of research into more detailed indicators and these indicators will be used as a basis for compiling instrument items.

The answer to each instrument item using a Likert scale has a gradation from very positiveuntilvery negative, which can be any word.

Table 2. Alternative Answers and Value Weights

Alternative Answers	Value Weight (+)
Strongly agree	5
Agree	4
Doubtful	3
Don't agree	2
Strongly Disagree	1

In testing research instruments, researchers used Validity Tests and Reliability Tests. Technique of data analysis using Simple Linear Regression Analysis and Coefficient of Determination Analysis. To test the hypothesis, researchers used the partial Regression Coefficient Test (t test) and Correlation Coefficient.

4. RESULTS AND DISCUSSION

Validity test

The validity test shows a measure of the level of validity or determination of an instrument. A valid instrument has high validity. Conversely, an instrument that is less valid means it has low validity. Valid means the instrument can be used to measure what should be measured. Validity testing was carried out by conducting a two-sided test with a significance level of 0.05.
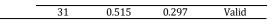
Test criteria are as follows:

1. If r count > r table (two-sided test with sig. 0.05) then the instrument or statement items are significantly correlated with the total score (declared valid).
2. If r count < r table (two-sided test with sig 0.05) then the instrument or statement items do not correlate significantly with the total score (declared invalid).

From the results of the analysis, the correlation value between item scores and the total score was obtained. Value this then compared with the r table value, the r table is searched for a significance of 0.05 with a two-sided test and the amount of data is n=43, then the r table is obtained at 0.297.

The results of the validity calculations for all statement items can be seen in (Table 3).

Table 3. Validity Calculation Results

Variable	Items	r Count	r Table	Information
	1	0.710	0.297	Valid
	2	0.473	0.297	Valid
	3	0.706	0.297	Valid
	4	0.693	0.297	Valid
	5	0.607	0.297	Valid
	6	0.473	0.297	Valid
	7	0.514	0.297	Valid
	8	0.662	0.297	Valid
	9	0.369	0.297	Valid
	10	0.313	0.297	Valid
Work	11	0.509	0.297	Valid
Environment	12	0.322	0.297	Valid
(X)				
	1	0.388	0.297	Valid
	2	0.346	0.297	Valid
	3	0.449	0.297	Valid
Productivity	4	0.442	0.297	Valid
Work (Y)	5	0.442	0.297	Valid
	6	0.572	0.297	Valid
	7	0.474	0.297	Valid
	8	0.649	0.297	Valid
	9	0.719	0.297	Valid
	10	0.754	0.297	Valid
	11	0.638	0.297	Valid
	12	0.666	0.297	Valid
	13	0.462	0.297	Valid
	14	0.647	0.297	Valid
	15	0.767	0.297	Valid
	16	0.648	0.297	Valid
	17	0.415	0.297	Valid
	18	0.647	0.297	Valid
	19	0.551	0.297	Valid
	20	0.505	0.297	Valid
	21	0.546	0.297	Valid
	22	0.736	0.297	Valid
	23	0.556	0.297	Valid
	24	0.532	0.297	Valid
	25	0.418	0.297	Valid
	26	0.736	0.297	Valid
	27	0.736	0.297	Valid
	28	0.638	0.297	Valid
	29	0.665	0.297	Valid
	30	0.310	0.297	Valid

| 31 | 0.515 | 0.297 | Valid |

Based on the results of the analysis, the correlation value of the items is more than 0.349, so it can be concluded that the research instrument items Work Environment (X) and Productivity of Work(Y) is declared valid.

Reliability Test

Reliability Test is testing whether the results of the questionnaire can be trusted or not. Testing reliability Instruments can be carried out externally or internally. Externally, it can be done with test retest (stability), equivalent, and a combination of both. Reliability testing is a continuation of validity testing, where the items tested are only valid items.

The reliability test is carried out at a significance level of 0.05, meaning that the instrument can be reliable if the alpha value is large (>) than critical r*product moment.* So the questionnaire items used are reliable or consistent. Based on the results of data processing using SPSS, reliability results were obtained as shown in Table 4 and Table 5.

Table 4. Work Environment Reliability Test Results (X)

Case Processing Summary

		N	%
	Valid	42	100.0
Cases	Excludeda	0	.0
	Total	42	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,774	12

From the table above it can be seen that the results of the work environment variable reliability test obtained a Cronbach's Alpha value of 0.774. It can be concluded that the value $0.774 \geq 0.6$. So that variable of the work environment is declared reliable.

Table 5. Work Productivity Reliability Test Results (Y)

Case Processing Summary

		N	%
	Valid	42	100.0
Cases	Excludeda	0	.0
	Total	42	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,930	33

From the table above it can be seen that the results of the reliability test for the work productivity variable obtained a Cronbach's Alpha value of 0.930. It can be concluded that the value $0.930 \geq 0.6$. So that variable of work productivity is stated to be reliable.

Simple Linear Regression Analysis

Simple linear regression analysis is one of the analytical tools used to find out direction of the relationship between the independent variable (X), namely the work environment, and

the dependent variable (Y), namely work productivity, whether positive or negative, and to predict the value of the dependent variable if the value of the independent variable increases or decreases. Based on the results of data processing with the help of SPSS, the results obtained are as shown in Table 6.

Table 6. Results of Simple Linear Regression Analysis

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	121,545	20,541		5,917	,000
	Work environment	.404	,393	,160	1,026	.311

a. Dependent Variable: Work Productivity

Based on a result of the simple regression analysis that has been carried out, in this research the regression function model is obtained as follows:

Y1 = a + bx
= 121.545 + 0.404
Information:
Y1 = Work Environment
X = Work Productivity

The meaning of this equation is that if there is no work environment, then work productivity will be worth 121,545 units. However, if there is an increase of one unit/work environment variable unit, it is influenced by an increase in work productivity of 0.404.

Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is to show the percentage of influence of work environment on work productivity. The coefficient of determination was processed using SPSS (Table 7).

Table 7. Analysis of Determination Coefficient

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.160a	.026	,001	9,404

a. Predictors: (Constant), Work Environment

Based on the table above, the numbers are obtainedR^2 (R Square) is 0.026 or (0.026%), which means that the Work Environment variable in influencing Work Productivity in the Sub directorate of Land Acquisition is 0.026%, while 0.074% is influenced by other factors not examined in this research.

Based on table above, it can be seen that the coefficient value (R) is 0.160.

Kd = R^2 x 100%
Kd = $(0.160)^2$ x 100% = 0.026%

Table 8. Interpretation of Determination Coefficient

0%≤KD≤100%	Relationship Level
81% - 100%	Very high
49% - 80%	Tall
17% - 48%	High enough
5% - 16%	Low but sure

0% - 4%	Low or very weak

Source: Sugiyono (2013:183)

From the table above it is clear that the coefficient of determination value that has been calculated is 0.26%, then it is included in the criteria of low or very weak. So it can be concluded that there is no high influence of the monkey environment on work productivity in the Subdirectorate of Land Acquisition.

Partial Regression Coefficient Test

The partial test or what is usually called the t test is a test carried out to find out whether service quality has a significant effect on the level of patient satisfaction or not. This test uses a significance level of 0.05 and is 2-sided.

In this research, there are the following hypotheses:

Ho = There is no influence of the work environment on work productivity for employees of the Sub directorate of Land Acquisition.

Ha = There is an influence on work productivity of employees of the Sub directorate of Land Acquisition.

Table 9. T test U results

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	121,545	20,541		5,917	,000
Work environment	.404	,393	,160	1,026	.311

a. Dependent Variable: Work Productivity

Based on the calculation above, the t count is 1.026 < t table 2.021, it can be concluded that H0 is accepted and Ha is rejected because the t count is smaller than the t table. Thus, it can be concluded that there is no influence of the work environment on the work productivity of employees of the Sub directorate of Land Acquisition.

Correlation Analysis

Correlation analysis is used to determine the relationship between two or more variables. The independent variable in this research is the work environment, while the dependent variable is productivity. Based on the results of data processing using Pearson Product Moment correlation with the help of SPSS software, the results obtained are as shown in Table 10.

Table 10. Correlation Test Results

Correlations

		Work environment	Work productivity
Work environment	Pearson Correlation	1	,160
	Sig. (2-tailed)		.311
	N	42	42
Work productivity	Pearson Correlation	,160	1
	Sig. (2-tailed)	.311	
	N	42	42

Table 11. Guidelines for Interpreting Correlation Coefficients

Based on Table 11 above, it can be seen that the correlation coefficient value of service quality with patient satisfaction is 0.311. This shows that there is no significant correlation between the Work Environment variable and the Work Productivity variable. The value of this relationship is included in the Very Low category.

Interval Koefisien	Tingkatan Hubungan
0,00 - 0,19	Sangat Rendah
0,20 - 0,39	Rendah
0,40 - 0,59	Sedang
0,60 - 0,79	Kuat
0,80 - 1,00	Sangat Kuat

5. CONCLUSION

The results of the research prove that there is no influence of the working environment on the work productivity of employees of the Land Acquisition Sub-Directorate.

Based on the results of the analysis carried out using SPSS, it was found that the value of the influence of the Work Environment (X) on Work Productivity (Y) can be narrated using the regression formula Y= a+bX, so the regression value resulting from the calculation inabove is Y = 121,545 + 0.404X. The constant value (a) is = 121.545 while the coefficient value (b) = 0.404. The meaning of this equation is that if there is no work environment, then work productivity will be worth 121,545 units. However, if there is an increase of one unit/unit of the work environment variable, it will be affected by an increase in work productivity of 0.404.

Thus the t table: if the error level α = 5% (0.05%) and the two-sided test df = n – 2 (42 – 2 = 40), then the t table value is 2.021. Based on the calculation above, the t count is 1.026 < t table 2.021, it can be concluded that H0 is accepted and Ha is rejected because the t count is smaller than the t table.

6. SUGGESTION

This research is far from perfect, therefore it is recommended that researchers who want to research on the work environment on work productivity in the future are expected to use more extensive data, so that the research is better and can be broader by developing this research into a reference. Researchers must understand the focus of the study that will be researched by increasing literature studies related to the focus of the study that will be researched and for future researchers, it is recommended to increase accuracy both in terms of completeness of data obtained from the research site.

Based on the results and research that have been described, allow the researcher to provide suggestions or input as follows:

1. It would be better for the head of the sub-directorate of land acquisition to pay more attention to the level of the work environment through employee achievements in order to further increase the work productivity of his employees with excellent results.
2. It is recommended that the land acquisition sub-directorate further improve employee work standards in measuring the level of work productivity to achieve common goals.

7. ACKNOWLEDGEMENT

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