The Influence of the Work Environment on the Performance of Experts of the House of Representatives of the Republic of Indonesia

Dewo Ryanto Syaputra[1], Darka[2], Erik Rahman[3]
Universitas Pertiwi

Article Info	Abstract
	The House of Represe natives of the Republic of Indonesia (House of Representatives of the Republic of Indonesia) is one of the highest state institutions in the Indonesian constitutional system. The House of Representatives of the Republic of Indonesia functions as the people's representative who has the authority to make laws, supervise the implementation of laws, and give approval to the budget proposed by the government. The method used in this study is descriptive. The population in this study is the entire workforce of the House of Representatives of the Republic of Indonesia and the research sample is 50 Expert Workers of the House of Representatives of the Republic of Indonesia. The research was carried out by distributing questionnaires of 10 questions on variable X and 10 questions on variable Y.

Corresponding Author:
Dewo Ryanto Syaputra
Universitas Pertiwi
Email: dewo.ryanto22@gmail.com

1. INTRODUCTION

Work environment is the environment or conditions around the workplace, which can be in the form of space, layout, facilities and infrastructure, as well as working relationships with co-workers.(Prakoso, Astuti, and Ruhana 2014)

The work environment is a location where various groups can work together to achieve company goals that are in line with the organization's vision and goals. (Novi Ali 2021) In the framework of a unitary state, the pluralistic pattern of the nation is also recognized, as something that is maintained without causing "sparatism" or cracks in the unity and unity of the Indonesian state, then to realize this, a democratic instrument is really needed, namely a representative institution, one of which is the DPR (people's representative council).), as an embodiment of the will of the people in determining state policies through statutory regulations. The DPR is a political representation whose members are elected through elections, the DPR is a secondary organ of government while the people are primary, so that through the DPR the sovereignty of the people can be achieved as in article 1 paragraph 2 of the 1945 Constitution of the Republic of Indonesia "sovereignty is in the hands of the people and is exercised according to the Constitution"

From the definition above, it can be concluded that the work performance of experts is the result of certain planned work processes at the time and place of the experts and the organization concerned.

DPR RI which is located on Jalan Jenderal Gatot Subroto, Senayan, Tanah Abang District, Central Jakarta City, Special Capital Region of Jakarta, 10270, Indonesia, In facing

various challenges that affect the effectiveness of its performance as a complex and dynamic business legislative institution, this institution requires performance high performing experts. Therefore, this research will explore the extent of the influence of the work environment on the performance of DPR RI expert staff.

The phenomenon regarding the performance of experts is caused by the work environment. Regarding the results of the presence of some experts, the presence of several experts does not comply with the standards that have been set, the number of experts is 22 and the percentage is 30%, the smallest among the performance of the experts. Meanwhile, there are still experts who have difficulty explaining the results of their work. The number of experts is 18 and the percentage is 50%, the largest among the performance of experts. Based on this analysis, it is important to understand the impact and role of the Work Environment in improving the Performance of Experts. (Saputra 2020) To simplify the discussion in this research, it is necessary to limit the scope so that a more focused solution is obtained, so that this research can be more effective and efficient. The research questions are, What is the work environment of experts in the DPR RI, How is the Performance of Experts in the DPR RI, How much influence does the Work Environment have on the Performance of Experts in the DPR RI. Meanwhile, the aim of this research is to find out the work environment in the DPR RI, to find out the work performance in the DPR RI, to find out the magnitude of the influence of the work environment on the work performance of experts in the DPR RI.

Work environment refers to the conditions or atmosphere in the workplace that can affect the comfort, safety and productivity of employees in carrying out their duties. The work environment includes various physical aspects, such as cleanliness, temperature, lighting, as well as social aspects, such as relationships between workers and leadership style. A good work environment can increase employee motivation and performance, while a less conducive environment can have a negative impact on work morale and productivity. (Tufa 2019)

The performance of DPR RI Expert Staff refers to individuals who work within the Indonesian People's Representative Council (DPR RI). They consist of various professions and positions that support the functions and duties of the DPR RI in carrying out legislative, supervisory and state budget functions. States that the workforce is all individuals who work for the organization and contribute to the achievement of organizational goals.

Workforce characteristics include several important aspects that can influence organizational productivity and efficiency, (Nugroho, Fauzobihi, and Anggraini 2022) namely Skills and Expertise - The level of technical skills and competence possessed by the workforce greatly influences the performance and quality of work results, Education and Experience - Formal education and work experience play a role in increasing adaptability and problem solving abilities, Motivation and Work Ethic – High motivation and a good work ethic encourage the workforce to contribute optimally, Communication and Collaboration – The ability to communicate and work together in a team strengthens productivity and achieves common goals. Flexibility and Adaptability – The ability to adapt to changing technology and new work demands is the key to success in a dynamic environment. (Prayogi and Fahmi 2021)

2. METHOD

The design that the author uses in this research is a quantitative analysis method. Quantitative research methods are, "Research methods based on the philosophy of

positivism, used to research certain populations or samples. Sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative statistics with the aim of testing predetermined hypotheses. (Sugiyono 2018)

Based on this theory, the data obtained from this research sample was analyzed according to the statistical methods used. This means that both descriptive research and associative research in this study were analyzed using statistical methods. Population and sample are basic concepts in quantitative research that are often used to describe a group of individuals or objects that are the focus of research, and a small group selected from that population for analysis.(Pakpahan et al. 2021)

In this study, the population was the DPR RI Building, numbering 50 people using saturated sampling techniques and the population as a sample was 50

3. RESULT AND DISCUSSION

Based on the partial test results showing a significance value of 0.000 < 0.050 and t count (3.758) > t table (2.008), H0 is rejected and H1 is accepted, so it can be concluded that the work environment has a significant effect on the performance of experts in the DPR. RI, while the results of calculating the correlation between the Work Environment and the Performance of Expert Staff are 0.46, showing that the size of the correlation, including the correlation part, is in the range between 0.41-0.70, while the calculation of the regression equation that can be used to predict the Work Environment variable is Y' = 38.832 + 0.084 at the DPR RI. Meanwhile, the b value of 0.084 means that, if there is a one point increase in the Work Environment, it will result in the Performance of Expert Staff at the DPR RI PT increasing to 38.916. Likewise, if there is a one point decrease in the Work Environment, the Performance of Experts in the DPR RI will decrease to 38,792.

Meanwhile, by calculating the coefficient of determination, it can be concluded that the work environment has an influential contribution of 19% to the performance of experts in the DPR RI. Meanwhile, the remaining 81% is influenced by other factors

Writing can carry out analysis of the coefficient of determination because the r value in the correlation analysis calculation is simple. The following are the results of a simple correlation analysis calculation that the author used with the SPSS program

Based on the calculation above, it can be concluded that the Work Environment has an influential contribution of 19% to the Performance of Experts in the House of Representatives of the Republic of Indonesia. While the remaining 81% is influenced by other factors

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.046^a	.002	019	6.561

4. CONCLUTION

Based on the description and explanation that have been presented in the previous chapters, conclusions can be drawn from this study, which are as follows, the Work Environment contained in the House of Representatives of the Republic of Indonesia is good, because it shows a result of 37.42, meaning that in general the Work Environment is positively accepted (has increased). The standard deviation value of the Work Environment is 4.291, meaning that the Work Environment has a moderate level of data variation, the Performance of Experts contained in the House of Representatives of the Republic of Indonesia is good, because it shows a result of 36.58, meaning that in general the

Performance of Experts is accepted positively (has increased). The standard value of employee performance deviation is 5.852, meaning that Expert Performance has a moderate level of data variation, the Work Environment has a positive and significant influence on Expert Performance in the House of Representatives of the Republic of Indonesia

This is because the results of the partial test (T Test) show a significance value of 0.000 < 0.050 and t count (3.758) > t table (2.008) then H0 is rejected and H1 is accepted, so it can be concluded that the Work Environment has a significant effect on the Performance of Experts in the House of Representatives of the Republic of Indonesia.

5. SUGGESTION

Based on the findings of the problem that the experts of the House of Representatives of the Republic of Indonesia consider that the leaders in the company are sometimes still inappropriate in making a decision, because every expert feels involved with the rules, can understand the condition of problems in the workplace, the author's suggestion is for leaders to be obliged to pay attention to the working environment of their experts so that the leaders of the House of Representatives of the Republic of Indonesia know how experts can work in the office or in the field, Observing the influence of the Work Environment on the Performance of Experts, the House of Representatives of the Republic of Indonesia should strive to improve and provide transformational leadership to experts in the House of Representatives so that their performance can run as efficiently as possible.

When the Work Environment improves, the Performance of Experts will also increase. This means that every improvement in the Work Environment will result in a significant increase in the Performance of Experts in carrying out their responsibilities. For the next researcher, it is better for the leadership of the House of Representatives to improve the Work Environment to be more efficient in managing Experts in the House of Representatives and it is hoped that the Performance of Experts in the House of Representatives can be improved again, so that the targets given by the company can be achieved

6. ACKNOWLEDGMENTS

7. REFERENCE

Novi Ali, Marzuqi. 2021. "Pengaruh Job Insecurity, Job Satisfaction, Dan Lingkungan Kerja Terhadap Turnover Intention Karyawan." *Jurnal Ilmu Manajemen* 9(4): 1393–1405.

Nugroho, Arif, Fauzobihi Fauzobihi, and Dian Anggraini. 2022. "Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Instruktur PT. United Tractors Tbk. Jakarta." *Jurnal Ilmiah Mandala Education* 8(1): 872–83.

Pakpahan, Andrew Fernando et al. 2021. *Metodologi Penelitian Ilmiah*.

Prakoso, Rayka Dantyo, Endang Siti Astuti, and Ika Ruhana. 2014. "Pengaruh Lingkungan Kerja Terhadap Motivasi Kerja Dan Kinerja Karyawan." *Jurnal Administrasi Bisnis (JAB)/Vol* 14(2): 1–10.

Prayogi, Muhammad Andi, and Muhammad Fahmi. 2021. "Job Outcome: Job Involment,

Job Characteristics Dan Work Engagement Sebagai Variabel Intervening." *Jurnal Ilmiah Manajemen dan Bisnis* 22(1): 121–39.

Saputra, Redy Tri. 2020. "Pengaruh Manajemen Talenta, Perencanaan SDM Terhadap Kinerja Karyawan." 4(1): 90–99.

Sugiyono. 2018. *METODE PENELITIAN KUANTITATIF, KUALITATIF, DAN R&D*. BANDUNG: CV ALFABETA.

Tufa, Nun. 2019. "Pentingnya Pengembangan SDM Nun Tufa □." *Iqtishodiyah : Jurnal Ekonomi dan Bisnis Islam* 5(1).