

THE INFLUENCE OF THE WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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Abstract

The study aims to illustrate and analyze the impact of the work environment on employee performance. This research is the study of explanations. The data analysis used is a descriptive analysis and some linear regression analysis. Studies show that a descriptive analysis indicates that the respondents approved of the majority of physical and non-physical work environments that a company has improved employee performance. The results of a double regression analysis suggest that the physical environment of part-time labor has a significant impact on employee's performance and a non-physical work environment also has a significant impact on workers' performance. Test results show both the physical working environment simultaneously and the non-physical work environment has significant effects on employee performance.

Keywords: *Employee performance, work environment, employee, performance, environment*

INTRODUCTION

In today's globalization, every company is required to have good management. A good company management can certainly increase the company's effectiveness. The effectiveness of a company can be well achieved to be able to compete with others. Like human resources that are an important factor and play a large role in a company.

One of the important roles a company must emphasize to achieve its goal is to create a work environment both physically and physically employed. Such as the perception of employees regarding the work environment they get so that employees can give a different assessment of all aspects of the work environment. When the perception that an employee displays is good, it also affects an employee's performance because it can make workers feel more comfortable and

pleasant with a good working environment when the perception that an employee shows is bad. The performance of those employees will also be less.

The work environment is one of the most important components of an employee accomplishing his job. Here the work environment is that everything around the worker can influence him in carrying out the tasks he's given. The work environment has two kinds of physical work environment and a nonphysical work environment. Manual labor is all the physical surrounding circumstances that can affect employees both directly and indirectly, while the nonphysical work environment is all the circumstances that relate to relationships, both employer and peer, or subordinate relations.

Creating a comfortable, safe, and pleasant work environment is one way that companies can improve the performance of employees. Performance (performance) is

the quality and quantity labor that an employee achieves in carrying out his or her duties according to the responsibilities given to him. Employees can greatly increase their performance by supporting a suitable work environment. The impact of the work environment on employees' performance can be seen from that of providing a good working environment that has already been applied to the company in connection with tax services. So that the workers can better improve their performance, as a good or maximum performance is one important aspect of achieving the company's objectives which can be influenced by its environmental conditions.

Based on the above description, the writer would like to know more about the influence of the environment of physical work and non-physical work environment on an employee's performance to achieve the organization's goals. Thus the writer picks up a thesis title "The Influence Of The Work Environment On Employee Performance".

LITERATURE REVIEW AND HYPOTHESES

Work Environment

According to Ismiyanto (2014:13) defines: work environment is everything that exists around workers who can influence themselves in carrying out their assigned tasks. The work environment is everything around the worker and that can affect him in the performance of the duty-charged duties. The work environment as space, physically laid out, noise, appliances-tools, materials-materials and the relationships of coworkers and the quality of all have a positive effect on the quality of work produced.

A working environment is where employees do jobs or day-to-day activities-day. The work environment is all the physical aspects of apes, psychological work and labor that can affect job satisfaction and the renewal of

productivity. The work environment is the whole tool and material faced, the surroundings in which a person works, methods of work, and measures of work both as individuals and as a group.

The work environment is the full extent of the means and infrastructure around employees doing work that affects the performance of the work. The work environment is an environment in which the employees work. Thus the work environment may be an environment around the workplace both physically and physically that can give a pleasant, secure, and calming impression of the company that is essential for management attention, even if the work environment does not carry out the production process in the company, but the work environment has a direct effect on the employees who carry out the production.

Benefits of the Work Environment

The benefit of the work environment is to create a passion for work, so that the employee performance increases, meanwhile, the benefits that come from working with people-motivated people are jobs that can be properly accomplished. Which means the work is completed to the right standard and on a predetermined time scale.

A good working environment is a conducive work environment. A conducive work environment in the workplace is one of the requirements for better performance of change. A self-conducive work environment can result from good communication between superiors and subordinates as well as between one's own. If it's created like this, it makes the work environment more conducive to the creation.

One of the things to create a supportive work environment that is between superiors or leaders and subordinates who share the same vision of how the work environment gives everyone a sense of security and comfort. Companies

have to care about and care about their employees, and vice versa. That could eventually generate employee performance. Factors - factors affecting the work environment:

1. Personal/individual factors include the knowledge, skill, ability, confidence, motivation, and commitment that each individual has.
2. Leadership factors include qualities in providing the manager's encouragement, encouragement, direction, and support.
3. Team factors include the quality of support and energy given by a companion in a team, trust in a fellow team, coordination, and the effectiveness of team members.
4. System factors include work systems, work facilities, or infrastructure given by organizations, organizational processes, and performance cultures in organizations.
5. Contextual (situational) factors include external and internal environmental pressure and change.

Employee Performance

Performance is based on job performance or actual performance, which means performance or actual performance accomplished by a person. Performance is the work of both quality and quantity that one achieves in carrying out the assigned duties. Performance is the work a person or a group within an organization can accomplish, according to each one's authority and responsibilities - each to achieve the organization's goals legally neither illegal nor ethical.

Performance is either a pleasant or disagreeable emotional state. This would appear in the employee's positive attitude toward everything encountered in the work environment. Performance is closely associated with employee attitudes toward

work, work situations, co-leadership with employees, and between employees. In this sense, it can be known that performance as a result of human interaction with the work environment.

Performance is a contribution that a section can make to the completion of the company's purposes. Performance is a service sacrifice, the body and the mind to produce goods - goods or services - services for a certain achievement.

The performance as employees' work is based on quality, quantity, time and work to achieve the objectives that the organization has established. Of some of the meanings outlined above, performance may be interpreted as a good work result that can be seen from the quality, quantity, working time, and cooperation of an employee in carrying out his assignments-his assigned duties. The characteristic character of people with high performers is as follows:

1. High personal responsibility
2. You're willing to take the risk and take the risk
3. Have realistic goals
4. Has a comprehensive work plan and seeks to realize its purpose
5. Taking advantage of solid feedback in all her work activities
6. Find a chance to realize the programmed plan.

The Physical Environment

The physical work environment can be interpreted by all the circumstances surrounding the workplace, which can affect the performance of employees. The physical environment of all physical circumstances surrounding the workplace can affect the workers both directly and indirectly.

The physical condition of the company around the workplace, such as air circulation, wall color, safety, mobility, etc.

The physical work environment is one of the ingredients that a company must use to generate a sense of security, stability, and can increase good work for improving employee performance. Some of the factors affecting the physical workplace include color, cleanliness, air circulation, lighting, and security. The factors affecting the formation of a work environment include temperature, humidity, air circulation, exposure, noise, mechanical vibrations, and security.

From these foregoing Suggestions that the elements of the physical workplace include lighting, air circulation, color, cleanliness, and safety. Here are elements of the physical workplace.

1. Lighting
2. Air circulation
3. Color
4. Cleanliness
5. Security

An Unphysical Work Environment

The physical work environment is all of the circumstances that are related to work relationships, both with superiors and with fellow workers, or with subordinates. The work environment also reflects the cooperation of both employer and employee in the company.

The company's creation of the non-physical work environment involves a social atmosphere, good communication between a superior and a subordinate, and self-control. Another factor in the non-physical work environment that should not be ignored is the employees' relationships within the company.

From some of the foregoing explanations, it may be concluded that the physical work environment is another condition of the work-related physical environment that can affect employee performance. Here is an explanation of the elements of the physical workplace

1. Superior relationship with subordinate

A superior relationship with a subordinate occurs when a superior gives the task of a subordinate. The information from lead to subordinates can include such things as the tasks that subordinates, organization policies, goals to achieve, and policy changes. Relationships or interactions between superiors and subordinates must be harmoniously guarded and respectful to one another to create a comfortable working environment. A comfortable work environment will enable both top and bottom to improve their performance.

2. The relationship between employees

Relations between employees within the corporate environment are inseparably connected because they will give employees a level of sense of accomplishment. Environment situations in accomplishing work and interoffice interaction to create a smooth operation. A relationship between employees is a side relationship between employees with the same level in the organization but they have a different task. Forging good and harmonious relationships with fellow workers is a means to increase productivity and performance more.

Performance

Performance is the quality and quantity labor that an employee achieves in carrying out his or her duties according to the responsibilities given to him. Performance is the degree of attainment upon the performance of certain tasks. Performance assessment (performance appraisal) is a process used by the organization to evaluate the performance of individual employees and groups. With performance assessments, companies will have information on the level of employees'

ability to perform tasks given to the company.

Performance within each organization can be measured by using a specific method. The performance of each unit of the organization must be measured in statistical methods, especially on the quality of production. In a standard of performance measurement, it needs to be calculated to provide a comparison indicator between what is produced and what is expected, the relation to the work a person has done. The main criteria in performance measurements can be done the following way:

1. Quality measurement, which involves calculating output from the process performance of the activity.
2. Quantity measures, which involve output calculations that reflect a measure of satisfaction in how well they accomplish. It has to do with the quality of the work that results.
3. The measurement of punctuality is the type of special measurement and quantitative measurement that determines the precise completion of the work done.

The Influence Of The Work Environment On Employee Performance

Ward conditions can affect employees' performance that employees pay great attention to their work environment, both for personal comfort and for ease of doing a good job. The work environment could be distinguished into two, that is, the physical work environment and the non-physical work environment. The creation of a good working environment can affect the performance of employees. The physical and non-physical work environment also affects the motivation and spirit of employees because if the company's workplace is comfortable and enjoyable then workers can improve its performance so that the

company's objectives can be well accomplished.

CONCLUSION AND SUGGESTION

1. The work environment has a positive and not significant effect on the performance
2. Work motivation has a significant effect
3. Discipline affects significantly towards employee performance in human resources management

Table 1. Variable, Dimension and Indicator

Variable	Dimension	Indicator
Work Environment	Physical work environment	The color of the work walls, The cleanliness of the work rooms, The temperature of the workplace, The lighting, The noise, The security
	Non-physical work environment	Relationships with fellow employees, Relationships with superiors
	Quantity	The work done reached the target
	Quality	The job was done more than the target, The job was up to the company standard
Employee Performance	Punctuality	Finish the work on time, Come to the office on time, Attendance in the work
	Effectiveness	Responsible for getting the job done
	Independence	Mastered the job at hand, Meticulous at work

Hypothesis

Based on background and theory according to experts, that it can be argued that there is an environmental influence on workers' performance that the hypothesis of the writing of the final task is as follows:

H₀ = is suspected to have a significant working environment impact on employee performance

H₁ = is suspected there was no significant effect of a labor environment on employee performance

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