Creating Conducive Work Environments that Affects Employee Performance Improvement

Shinta Oktafien[a], Djoko Roespinedji[b], Mohd Haizam Mohd Saudi[c],
[a,b,c]Faculty of Business & Management, Widyatama University Bandung, Indonesia Email: shinta.oktafien@widyatama.ac.id

This study aims to find out how much influence the work environment has on employee performance at PT. Pikiran Rakyat Bandung. The population in this study are employees who work at PT. Pikiran Rakyat Bandung with a total of 163 people, while the number of research samples taken was 62 respondents. The research method in this study is a survey research method with processing techniques and data analysis used in the form of simple regression analysis. Based on the results of the study, it was shown that the work environment has a significant influence on the performance of employees at PT. Pikiran Rakyat Bandung. Thus, it is said that with the creation of a conducive work environment, we can improve employee performance.

Introduction

Human resources are one of the important assets of a company that needs to be nurtured and managed properly so that it can function as a driver of the overall resources owned by a company. Therefore, when a company wants its business cycle to continue to run well, it needs to improve the quality of its human resource performance which can have an impact on the overall company's performance

The low level of employee performance can be one of the problems of labour that is often faced by a company. The performance of the employee itself can be judged to be good or not based on what the employee can do while working. When an employee is able to work to fulfil his duties and responsibilities in accordance with his position, the employee concerned has been able to demonstrate a good work performance. Conversely, if the employee at work does not have the ability to carry out his obligations, then the employee can be said to not be working properly.

Table 1: Performance Variable Assessment Results

No	Dimension	Presentase (%)
1	Work quality	73.21
2	Work quantity	75,38
3	Collaboration with co-workers	78,81
4	Accuracy in completing work	70.51
	Average Score Amount	71,86

Source: 2017 HR Section

With reference to table 1, it is known that the performance of employees working at PT. Pikiran Rakyat Bandung does not show good work performance with the following explanation:

1. The average score of performance is 71.86%, which means there is still a gap of 28.14%.
2. On the dimensions of work quality, the firm only reached 73.21% which indicates that the quality of work results that have been shown by employees is still not marked by the presence of working employees who are still unable to achieve their work targets, in addition, there are still some employees who seem to be wasting time in completing work. This had an impact on achieving poor performance.
3. In the dimensions of work quantity, it reached 75.38%, which means that there are still performance problems on this dimension, including unresolved work in accordance with the set time target which results in delays in completing work.
4. In the dimensions of cooperation with co-workers, it reached 78.81%, which means that there are still performance problems related to cooperative relationships with colleagues, including work that is still less coordinated and a lack of good communication between parts. There is a section of employees who felt the most prominent role that caused the work program to be hampered was a lack of supported by other parts which had an impact on the lack of cohesiveness of the firm.
5. On the dimensions of timeliness in completing work, it achieved 70.51%, which means that there are still performance problems on this dimension, including unresolved work in accordance with the set target time which results in delays in completing work.

Achievement of high employee performance can be measured through several factors that influence it, including the work environment. The work environment itself can be defined as everything that is around the employee and can influence in carrying out the tasks assigned to him/her, for example by the presence of air conditioning (AC), adequate lighting and so on (Nitisemito in Nuraini, 2013). A conducive work environment can be one of the important factors for employees in supporting the performance it produces. A conducive work environment will give an encouragement to employees to be able to work better in achieving

company goals. When employees like the work environment, the employee can complete all the work properly. Conversely, if the working environment is not comfortable, such as the absence of good air circulation, dirty and noisy work space, or uncomfortable air temperature in the workspace, then the employee becomes uncomfortable working which has a negative impact on his/her performance. In fact, it is not impossible for employees to get sick easily, become stressed and find it difficult to concentrate, as a result of poor working conditions (Sinaga et al., 2019).

It is known that in some studies it shows that the work environment can have a positive and significant influence on employee performance (Budianto & Katini, 2015; Munparidi, 2012; Malik, Ahmad & Fernado, 2011).

Based on the explanation of the background, the authors have become interested in conducting research on Creating a Conducive Work Environment that Affects Employee Performance Improvement.

Research methods

The research method used in this study is an associative research which is a type of research that aims to determine the relationship between two or more variables studied, so that it can be known what variables can influence the problems examined in a study. In this study the researcher wants to know the relationship between variables consisting of work environment variables (X), as independent variables, with the variable of employee performance (Y) as the dependent variable. Meanwhile, the research method used in this study is a survey research method, where information and data related to the problem under study are collected through a list of written questions / questionnaires distributed to employees at PT. Pikiran Rakyat as the respondent.

This study only consisted of 2 (two) main variables studied, including work environment variable (X) as the independent variable and employee performance variable (Y) as the dependent variable.

The population in this study is all employees who work at PT. Pikiran Rakyat Bandung, amounting to 163 people. Meanwhile, for the number of samples taken, as many as 62 employees became respondents, with the sampling technique in the form of simple random sampling which is a sampling method where each analysis unit has the same opportunity to be selected into the sample (Sugiono, 2014).

Meanwhile, processing and analysis of the data used in this study is done by using a simple linear regression analysis method that conducts calculations using the help of the SPSS version 17.0 program (Saudi et al., 2019).

Success and Discussion
Data processing results
Coefficient of determination (R^2)

The coefficient of determination (R2) is a method of measurement used to find out how far the ability of the model goes in explaining the variation of the independent variable. The coefficient of determination is the number between 0 and 1.

Based on the data shown in table 2, it is shown that the coefficient of determination (adjusted R2) obtained for the variables studied in this study shows a number of 0.287, which means that as much as 28.7% of employee performance can be explained by creating a conducive work environment, as one of the contributing factors. Thus, it can be explained that by creating a conducive work environment, one can have a meaningful influence on improving employee performance, so that the two variables examined in this study are related to one another.

Table 2: Determination Coefficient (R2) Creating a Conducive Work Environment that Impacts Employee Performance Improvement

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.535[a]	.287	.275	9.354

a. Predictors: (Constant), Work Environment
      b. b. Dependent Variable: Employee Performance
      Source: Results of Primary Data Calculation

Linear regression analysis

In this study, to find out whether the variable creates a conducive work environment, as an independent variable (X), it has an effect on the variable employee performance improvement, as the dependent variable (Y), so simple linear regression analysis method is used in which statistical calculations are performed using the SPSS version 17.0 software program. Based on the results of data analysis shown in table 3, it is known that the simple linear regression equation model that is formed is as follows:

Table 3: The Results of Simple Linear Regression Create a Conducive Work Environment that Affects Employee Performance Improvement

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	4.872	9.143		.533	.596
	Lingkungan	.855	.174	.535	4.909	.000

a. Dependent Variable: Employee Performance
Source: Results of Primary Data Calculation

By referring to the results of the simple regression equation, it is known that the effect of creating a conducive work environment, which has an impact on improving employee performance, can be interpreted as follows:

- If the value of variable X is equal to (0), then the value of the variable Y = 4.872

- If the value of variable X increases by number 1 (one), then the value of variable Y will increase by .855.

$$Y = 4.872 + (.855X) + \acute{\varepsilon} \tag{1}$$

Calculation of hypothesis testing

The main hypothesis examined in this study stated that there is a significant influence between creating a conducive work environment and improving employee performance. Based on the hypothesis that has been stated, the next step is to test the hypothesis that aims to find answers to whether the existing hypothesis is acceptable or even rejected. This is calculated using the F test statistical formula which is intended to test the significance of the two variables studied.

Based on the calculation results shown in table 4, it is known that the value of ρ has a smaller number than the level of α used, that is equal to 0.05, or 0.000 <0.05, so that H_0 is rejected which means that creating a conducive work environment has an impact or has a significant influence on improving employee performance.

Table 4: Hypothesis testing
ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2108.455	1	2108.445	24.096	.000^a
	Residual	5250.023	60	87.500		
	Total	7358.468	61			

a. Predictors: (Constant), Work Environment
b. Dependent Variable: Employee Performance
Source: Results of Primary Data Calculation

Discussion

Based on the results of the calculation and processing of data, it is known that the results obtained indicate a significant influence between the two variables studied in this study. Thus, it is known that creating a conducive work environment can be one of the factors that can determine the level of performance of employees at work. These findings show results that are not much different from similar studies including research conducted by Budianto and Katini (2015) which shows that the work environment can have a positive and significant influence on employee performance. Similarly, the research presented by Dhermawan, Sudibya & Utama (2012) concluded that if the work environment for employees can be further improved, then the performance of employees can also increase.

Conclusions and Recommendations

Based on the results of the research and discussion previously stated, it was concluded that creating a conducive work environment can significantly influence employee performance improvement.

The author realizes that the research done is far from perfect. Therefore, in order future studies to improve, other variables should be examined, to test if they still have a relationship or relationships with the topics studied in this analysis; especially variables related to employee performance problems such as work motivation, job satisfaction, leadership style, work quality of life and other variables.

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