

ANALYSIS OF THE ROLE OF THE WORK ENVIRONMENT AND ABILITY TO EMPLOYEE PERFORMANCE

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ABSTRACT

Human resources have more roles in the company's operational activities. To be able to draw out the potential of every human being in the organization, human resource management is needed. This study aims to analyze and discuss the effect of work environment and work ability on employee performance. This type of research is explanatory research, the location of data collection is at the office of PT Gloster Furniture Gresik Regency. The population used is employees in the production section as many as 131 people and become the sample in this study. The analytical tool used is multiple linear regression analysis. The results of the study indicate that the work environment and work ability have a significant effect on employee performance.

Keywords: work environment, work ability, employee performance.

Introduction

Companies are continuously required to be able to improve the quality of their operations to be able to compete in the era of globalization. One of the efforts to improve operational activities is the efficient use of resources in operational activities. Every company in operation has human resources and non-human resources. In particular, human resources have a more important role in the company's operational activities. To be able to draw out the potential of every human being in the organization, human resource management is needed. One of the functions of HR management is the maintenance function where this function aims to provide comfort to employees in carrying out their duties and obligations within the organization.

One way to provide comfort to employees is to create a comfortable work environment and support the ability of employees to carry out the duties and authorities assigned to them. Employees will feel comfortable when they are

in their work environment and will affect their performance, such as color, cleanliness, air circulation, lighting, music, security, and noise with which employees will be happy with their work and can be completed on time. Companies need to pay attention to the work environment in the workplace such as facilities that will assist employees in completing their tasks.

Manning (2007) argues that the work environment is an environment that employees need to work in an organization where the environment has a significant impact on their ability to perform the tasks that the organization has asked them to do. According to Sedarmayanti (2001), the physical work environment is all physical conditions found around the workplace that can affect employees directly or indirectly. According to Sedarmayanti, the physical work environment can be divided into: lighting, air temperature, air circulation, workspace size, workspace layout, workspace privacy, cleanliness, noise, use of color, office equipment, work security, and music in the workplace. Meanwhile, the non-physical work environment is all conditions that occur related to working relationships, both with superiors and fellow co-workers, as well as with subordinates. According to Darmawan (2021), a conducive work environment will further improve employee performance than other benefits and commissions and the work environment itself can be divided into a physical work environment and a non-physical work environment.

The work ability of employees also needs to be considered because if employees work according to their abilities, employees will enjoy and finish their work faster. As in a company engaged in the furniture sector that has developed, the work environment and ability need to be considered for the progress of the company. Workability refers to an individual's capacity to perform various tasks in a particular job. Work ability has an important role in completing work. Work ability is part of the development function in the operational function of human resource management.

According to Gibson (2004), ability is an innate or learned trait that allows a person to complete his work. Darmawan (2021) classifies work ability into three groups. Technical ability capable of using knowledge of methods, techniques and equipment used to carry out tasks as well as experience and training gained. Conceptual ability to understand the complexity of the company and the adjustment of the field of motion of each unit into the overall operational field of the company, which essentially means that the individual understands his duties, functions, and responsibilities as an employee. Interpersonal relationship skills are the ability to cooperate with other people, negotiate, and so on.

With a fairly rapid level of competition among furniture companies, it must be balanced with good performance. Every company is required to have quality human resources, namely having good employee performance, because good performance will help achieve the goals of a company. While low performance will hinder the process of achieving company goals, therefore every company must anticipate that there will be low employee performance. According to Brooks (2006), good performance pays attention to three indicators, namely quantity of work, quality of work and timeliness of work. Employee performance is an important thing in the company's efforts to achieve its goals. High performance will be more guaranteed, if the organization has the right way to provide a comfortable and conducive work place for employees and at the same time can develop their work abilities. If this is done optimally along with the development of maximum work skills, the organization will obtain employees who are in accordance with the demands of the job. Based on this description, the purpose of this study was to determine the role of the work environment and work ability on employee performance. This research was conducted in one of the furniture companies in Gresik City.

Research Method

The type of research used in this research is explanatory research. Cooper and Schindler (2008) state that explanatory research is research that explains the relationship between two variables where one variable influences the other variables.

The location of data collection in this study was at the PT Gloster Furniture office located in Gresik Regency, East Java. The population used in this study were employees in the production department which were taken as many as 131 people.

Primary data obtained from the distribution of questionnaires. The variables observed in this study were the work environment (X.1), and work ability (X.2) and employee performance (Y). The work environment is everything that is around the employee and that can affect him in carrying out the tasks assigned to him. The work environment consists of a physical work environment and a non-physical work environment. Work ability is the potential or individual capacity of employees to perform tasks in a particular job. There are three indicators, namely technical ability, conceptual ability, and interpersonal relationship ability. Employee performance is the result of work in quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given to them. Measurement indicators are based on quantity of work, quality of work and timeliness of work.

The instrument testing in this study used validity and reliability tests with the help of the SPSS 26.0 for windows program. The analysis tool is multiple linear regression.

Data Analysis and Discussion

Respondents were obtained as many as 131 people consisting of. Based on table one, it can be seen that respondents were dominated by 107 male employees and 24 female employees. Employees in the age range under 30 years dominate as many as 93 people. PT Gloster Furniture's employees in the production division are dominated by men because they are required for heavier work and consistently require large amounts of energy.

The results of the validity and reliability test indicate that the instrument used in this study is valid and reliable. It is declared valid because the calculated r value is higher than the r table, and is declared reliable because the alpha coefficient value is higher than 0.6. The variables of work environment, work ability and employee performance were declared reliable.

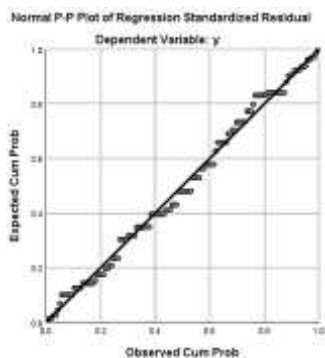


Figure 1. Normality Test

Figure 1 is the result of normality with the point distribution distributed around the diagonal. Distribution in the direction of the diagonal of the line. The regression model was declared appropriate based on normality.

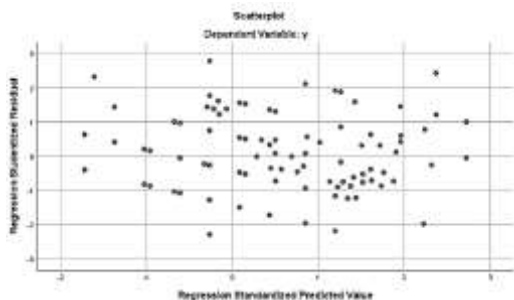


Figure 2. Heteroscedasticity Test

Heteroscedasticity has been tested as shown in Figure 2 and shows that the distribution of points on the y-axis is above and below zero and is randomly distributed. This means that there is no heteroscedasticity. Based on SPSS output, there is no problem regarding autocorrelation because Durbin Watson's value is 1.382. This means that there is no autocorrelation problem. Multicollinearity test obtained the tolerance value of the two independent variables > 0.10 with a value of 0.885. The value of $VIF < 10$ is 1.130 so that there is no multicollinearity. The results of the multiple linear tests obtained from the research data are presented in the following table.

Table 1. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.730	.561		3.083	.003		
	X.1	.456	.089	.412	5.136	.000	.885	1.130
	X.2	.209	.080	.208	2.592	.011	.885	1.130

The results of the t-test partially the work environment and work ability variables have a significant positive effect on employee performance with a value of $0.000 < 0.05$. Seen from table 1 the resulting regression equation is $Y = 1.730 + 0.456X.1 + 0.209X.2 + e$. The regression coefficient is 1.730, meaning that if the value of the work environment and work ability is considered zero (0) then the value of the employee's performance is 1.730. The regression coefficient value of the work environment variable (X.1) of 0.456 is positive and the work ability variable (X.2) of 0.209 is positive. This can be interpreted if the work environment and work ability are getting better, it is expected that there will be an increase in employee performance.

Table 2. ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	46.602	2	23.301	23.802	.000 ^b
	Residual	125.307	128	.979		
	Total	171.908	130			

The results of the F test obtained that the arithmetic value is 23,802 with a level below 5% which means that the work environment and work ability simultaneously have a significant effect on employee performance. The coefficient of determination was obtained 71.2%. Employee performance is influenced by 71.2% by the work environment and work ability.

Table 3. Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.846 ^a	.716	.712	3.494	1.382

From the data analysis, it is proven that the work environment has a significant effect on employee performance. These results are in accordance with previous research from Mardikaningsih (2014); (2016); Darmawan (2015). The work environment is a place for employees to work in the company. A good work environment is a work environment that provides facilities that can support employees in doing their jobs and can provide comfort for employees to interact with other employees, be it the relationship between superiors and subordinates or between employees within the company (Luthans, 2013). If these two conditions are met, employees can work more optimally, with the hope of improving their performance. Therefore, the work environment affects employee performance.

The work environment in the company is very important to support the performance of each employee in completing his work. The work environment can be improved on aspects of the non-physical work environment. This dimension of the physical work environment can be improved by improving communication between superiors and subordinates, superiors must better direct the work that must be carried out by their employees, superiors supervise their employees more in completing their work, if this is applied continuously then employees can help the company to achieve its goals.

Work ability is proven to have a significant effect on employee performance. This is in accordance with the findings of Aisha et al. (2013); Githinji (2014) and Mardikaningsih et al (2019). The ability to work must be owned by every employee in every company, because by having good work skills employees can work in accordance with the rules made by the company. Work ability can be improved in terms of cognitive abilities by the company must provide examples of how to share information and then convey it well, in order to identify problems and be able to solve the work problems well. So that problems that exist in the work can be resolved quickly.

Employee performance can be improved in terms of the quantity of work carried out by providing direction to employees regarding work targets that must be achieved, to improve work results in accordance with standards determined by the company, and are expected to be able to use the time as well as possible not to exceed the time that has been set. determined. This is supported by the statements of Darmawan (2012) and Issalillah (2020).

Conclusion

The results of the study indicate that the work environment and work ability have a positive effect on employee performance, so the company continues to maintain, maintain, and improve employee performance through the implementation of the work environment and work ability to achieve company goals.

In addition, the work environment has a positive effect on employee performance. Based on this, the company should continue to improve the implementation of the work environment by continuously improving the supporting facilities in the workplace as well as improving relationships with superiors and fellow employees in the company environment. so that the process of implementing the work environment can run well, and employees have good performance in carrying out work in accordance with the standards set in the company.

The results of the study state that work ability has a positive effect on employee performance, so companies need to improve the work abilities of employees by holding programs to add insight for employees, skills at work, so that employees have the enthusiasm to work seriously and have the ability good job at work.

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