

## **THE INFLUENCE OF WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN THE CITY AGUNG DISTRICT OFFICE**

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### **ABSTRACT**

The purpose of this study was to determine the effect of the work environment on employee performance at the Kota Agung sub-district office. The type of research used is comparative causal. The number of respondents who resulted from the survey amounted to 37. The data collection technique is done by survey online via Google form, using 3 scales, namely Work Environment (X1), Work Attitude (X2), and Performance (Y). The data analysis method for testing the hypothesis uses a simple linear regression method with significant data results, which means that the work environment in the sub-district office of Agung City affects employee performance. Based on the results of research that aims to determine the effect of the work environment on employee performance in the district office Grand City, It can be seen from the significant value in the data above in the form of  $0.000 < 0.05$  tends to be lower than the significant level which is 0.24. It can be concluded that the work environment variable affects the performance of employees at the Kota Agung sub-district office or can be called correlated. Thus,  $H_0$  is rejected, or in other words, there is an effect. Square Bearing R square is 0.197, which implies that the work environment variable has an independent impact on employee performance variables by 20.4 percent.

### **Introduction**

According to Suparyadi (2015), employee performance is a central issue in the life of an organization because it will be able to achieve goals, or not very much, depending on how well employees carry out the performance. Meanwhile, according to Siagin in Ginanjar (2013), employee performance is influenced by

several factors, namely organizational culture, work environment, salary, job satisfaction, communication, and others. The formulation of the problem in this study is as follows: Is there any influence of the work environment on the performance of employees in the sub-district office of Agung city.

If the employee's performance is good, it can also produce good performance for the office. Therefore, of course, we want employees who have achievements and skills because then they can carry out the maximum amount of work for government offices. In addition, by having employees who excel, the government office will be able to improve its performance optimally. Through efficient and effective utilization of human resources, the government hopes to continue to survive in the intense competition arena to obtain the best result, namely success. Many factors can affect employee performance, where the determinants of performance are "internal factors and external factors".

Internal factors, namely factors that are connected to a person's nature or factors that exist in employees, are innate and acquired when he develops, and external factors, namely factors that affect a person's performance that come from the work environment, factors such as social life, life economy, political life, cultural and religious life in society. Work stress can be seen in unstable emotions, likes to be alone, difficulty sleeping, excessive smoking, inability to relax, anxiety, tension, nervousness, increased blood pressure, feeling uneasy, and experiencing digestive disorders. Some of the problems that can be seen in the company are that the work environment used by government offices is not easy to adjust to and is too rigid, coupled with a fairly heavy workload. This can make employees uncomfortable at work and feel pressured, conditions like this certainly make employees easily stressed.

When addressing performance issues, it is important not to rule out unsatisfactory performance issues. Problems at work will not stop and can even get worse if not addressed immediately. Avoid a negative, condescending, or defensive approach when talking to employees about their underperformance. Therefore, try not to hide the problem with a pleasant chat, as this can make the conversation difficult. More specifically, focus on the performance of the employee at issue. Explain clearly how their performance has affected other jobs or customers/clients. Don't just tell "the" employees, but give them the opportunity to share their problems and how they can improve their performance. Also, avoid having private or confidential conversations with employees where other people can overhear the conversation. Steps that must be taken is to solve the problem that occurs. Brainstorm ideas about a particular issue that is of concern to you.

Provide specific examples of poor performance and explain how employees can improve their performance in the work environment.

Create a two-way conversation by giving employees the opportunity to share how they can improve their performance. Face conversations that may be difficult in a positive way and highlight areas where the employee is performing well. Write conclusions from the discussion if there is no formal performance appraisal form or process. Supervise underperforming staff to ensure that they follow established guidelines to improve their performance.

Determine how often to monitor employees based on the nature and severity of performance problems, at least twice a year. Helping employees provide an overview of how to improve their performance by providing clear and measurable goals in training and mentoring. Become more active and identify and prevent problems before they occur in the work environment. Scheduling regular meetings with employees when they are experiencing a dip in performance or not keeping them unaware of what they have been up to throughout the year. Establish a formal review process at least once a year. Conduct weekly or monthly checks on employees to understand what they are doing, discuss challenges employees may face, or provide additional training that may be needed.

Some employees will see their performance decrease, usually marked by employees who become lazy and don't care about the responsibilities given. Humans will tend to experience stress if they are less able to adjust between desires and reality. With the above phenomenon, the title "The Influence of the Work Environment on employee performance in the sub-district office of Agung City" was chosen. The hypothesis proposed in this study is as follows:

H<sub>1</sub>: There is no significant influence between the work environment and employee performance in the sub-district office of Agung City.

H<sub>2</sub>: The work environment has a significant influence on employee performance in the city of Agung's sub-district office.

## **Method**

The research method used is quantitative research with data collection carried out through online surveys, namely Google Forms. The type of research used is the comparative causal type. The respondents obtained from the survey results were 37 employees. The time used to get the results of the survey is 7 days.

The population in this study were employees at the sub-district office of Agung city, the subjects we took were all staff employees. The scale used is the Likert Scale. According to Sugiyono (2018), the Likert scale is a scale used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. This research was modified from previous research, namely from (Zain et al., 2023).

The data obtained from our research is that the value of the relationship ( $r$ ) is equal to 0.443 from the coefficient ( $r$ ) square, meaning  $R$ , square is 0.197, which means that the work environment variable has an independent effect on employee performance variables by 20.4%.

## Results and Discussion

From the test results, it can be seen that the two independent variables (work environment and work attitude) affect the dependent variable (employee performance), in more detail, the results of the analysis and testing can be explained as follows. Decision-making in a simple linear regression test can refer to two things, namely, Comparing the significance value with a probability value of 0.05.

- If the significance value is  $<0.05$ , it means that variable  $X$  affects variable  $Y$ .
- If the significance value is  $>0.05$ , it means that variable  $X$  does not affect variable  $Y$ .

$R$  square is something that shows how much the independent (exogenous) variable affects the dependent (endogenous) variable.  $R$  square is a number that ranges from 0 to 1, which indicates the magnitude of the combination of independent variables that together affect the value of the independent latent variables. The  $R$ -square value ( $R^2$ ) is used to assess how much influence certain independent latent variables have on the dependent latent variable. Kumar (2011) explains that the reliability test can be carried out jointly on all items or question items in the research questionnaire. The basis for decision-making in the reliability test is as follows:

- If the Cronbach's Alpha value is  $> 0.60$ , then the questionnaire or questionnaire is declared reliable or consistent.
- Meanwhile, if Cronbsch's Alpha value is  $<0.60$  then the questionnaire or questionnaire is declared unreliable or inconsistent.

The hypothesis proposed in this study is as follows:

$H_1$ : There is no significant influence between the work environment and employee performance in the sub-district office of Agung City.

H<sub>2</sub>: The work environment has a significant influence on employee performance in the city of Agung's sub-district office.

### Tables, Figures and Formulas

Table 1. ANOVA (Analysis of varians)

			Sum of Squares	df	Mean Square	F	Sig.
performance	Between	(Combined)	557,771	14	39,841	10.045	,000
*work	Groups						
attitude		Linearity	100,126	1	100,126	25,245	,000
		Deviation from Linearity	457,645	13	35.203	8,876	,000
Within Groups			87,256	22	3,966		
Total			645,027	36			

Note: The value of F table is searched by the formula (df) Deviation from Linearity ; Within Groups

Based on Significant Value (Sig) from the output above, the Deviation from Linearity Sig value is obtained. is  $0.000 < 0.05$ . So it can be concluded that there is a significant linear relationship between work attitude variable (X) and performance (Y). Based on F Score; from the output above, the calculated F value is  $8.876 > F$  table 2.20. because the calculated F value is greater than the F table value, it can be concluded that there is a significant linear relationship between the work attitude variable (X) and performance (Y). Based on the SPSS output above, it is known that the df value is (13; 22). Then we just have to look at the distribution of the F table values at a significance of 5% or 0.05 based on the df value. Then it was found that the value of the F table was 2.20.

Table 2. Cronbach's Alpha

Cronbach's Alpha	N of Items
,724	3

If seen from table 5 above, there is an item column, namely N which represents the number of items or items in the questionnaire. There are 3 items. Cronbach's alpha value of the numbers in the red box or the expression results for all items is 0.724. Because the results above are greater than  $> 0.60$ , it can be concluded that all items in the questionnaire are consistent or reliable.

Table 3. Regression

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	126,757	2	63,379	4.158	,024 <sup>D</sup>
	residual	518,270	34	15,243		
	Total	645,027	36			

Based on the results from table 6 above, it is known that the significance of the test results (sig) < level of significance (0.24 < 0.05), then H<sub>0</sub> rejected means that there are differences in the work environment with employee attitudes related to employee performance.

Table 4. Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,443 <sup>a</sup>	,197	,149	3.90426

a. Predictors: (Constant), work attitude, work environment

The magnitude of the relationship value (r) is equal to 0.443 from the output obtained coefficient (r) Square Bearing R square of 0.197, which implies that the work environment variable has an independent effect on employee performance variables of 20.4 percent. That the calculated f value = 4.158 means that it is not significant at 0.000 < 0.05, so the regression model is used to predict.

The results of this study indicate that the variables of the physical work environment and work attitude simultaneously have a positive and significant effect on the performance of employees at the Agung City District Office. These two independent variables together influence the dependent variable on employee performance at the Kota Agung District Office. The influence of the two independent variables on the dependent variable is included in the strong category. This means that the physical work environment and work attitudes are closely related to employee performance.

Based on the results of the T-test in this study it shows that there is a positive and significant influence of the physical work environment on employee performance in the sub-district office of Agung City, Lahat Regency. The results of this experiment are in line with the research of Rahmawanti et al. (2014), who found that the physical work environment has a positive and significant partial effect on performance. A government organization clearly cannot be separated from the environment in which its employees work. The work environment, in this

case, the physical work environment, should be able to support increased performance if it is properly considered. This means that if the physical work environment can be improved, the employee's performance will also increase. Schultz and Sydney in Mangkunegara (2005) argue that an employee who works in a physical work environment that is physically good and allows him to work optimally will also perform well conversely if an employee works in a work environment that is physically unsupportive or not enough to work optimally it will make employees feel uncomfortable, get tired quickly, lazy so that work efficiency becomes low.

Based on respondents' responses, the work environment at the Kota Agung District Office can be said to be quite good, with the highest percentage in the medium category followed by the high category. However, in the respondents' responses to the questionnaire, some respondents disagreed with this. The relationship between superiors and subordinates. This is also supported by the observation that miscommunication still occurs in the management of employee correspondence. Then, from the results of the t test, it is known that the work environment has a greater influence on performance compared to the work attitude at the Kota Agung district office, Lahat province.

The explanation above explains that there is a positive and significant influence of work environment and work attitudes on employee performance at the Kota Agung District Office, Lahat District Section. This study supports the work of Rahmawanti et al. (2014) with the title "The Influence of the Work Environment on Employee Performance in the Agung City District Office," with the results of the study showing that there is a partial influence. The physical environment has a positive and significant effect on work performance and attitudes. The more dominant influence on performance variables. Therefore, it would be nice if the work environment at the Kota Agung District Office was maintained and improved. In addition, work attitudes also need special attention and be improved so that employees feel comfortable at work and affect their work performance goals.

## **Conclusion**

Based on the results of research that aims to determine the effect of the work environment on employee performance in the sub-district office of Kota Agung . It can be seen from the significant value in the data above in the form of  $0.000 < 0.05$  tends to be lower than the significant level of 0.24. We draw the conclusion that the work environment variable influences the performance of employees at the Kota Agung sub-district office or it can be said to be correlated and thus  $H_0$  is rejected or in other words there is an effect. Square Bearing R square is 0.197

which implies that the work environment variable has an independent effect on employee performance variables by 20.4 percent. In addition to testing the hypothesis, we also conducted a prerequisite test, namely a normality test with a significant value of  $0.200 > 0.005$ , which means that the residual values are normally distributed. And also the linearity test found insignificant results.

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