THE INFLUENCE OF THE WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE MULTI MART SUPERVISORY STORE, GISTING ATAS BRANCH, TANGGAMUS DISTRICT

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ABSTRACT

Purpose: In the current industrial era to advance a company's business is a must that must be done by the industry and employees so that a business can develop. That way the authors conducted research on the effect of the work environment on employee performance at a multi mart supermarket gisting atas kabupaten tanggamus, in order to find out the positive results provided by the work environment to its employees.
Design/Methodology/Approach:.To get answers from the hypotheses formed, quantitative research (questionnaires) was carried out to answer the research objectives that had been prepared, namely by conducting validity tests, reliability tests, and hypotheses testing using the Smart PLS version 3 application.
Findings: From hypothesis testing, it is known that all independent variables in this study have a positive effect on the dependent variable, both in terms of validity, reliability and hypotheses.
Research implications: From the results of this study, it is known that a healthy work environment has a positive influence on employee performance with in the company.
Keywords: Work Environment; Employee Performance

ABSTRAK

Tujuan Penelitian: Pada era industri saat ini untuk memajukan sebuah bisnis perusahaan merupakan suatu hal keharusan yang wajib dilakukan oleh pihak industri serta karyawan agar suatu bisnis dapat berkembang. Dengan begitu penulis melakukan penelitian terhadap pengaruh lingkungan kerja terhadap kinerja karyawan pada toko swalayan multi mart cabang gisting atas kabupaten tanggamus, agar dapat mengetahui hasil positif yang telah diberikan oleh lingkungan kerja terhadap karyawannya.
Desain/Metodologi/Pendekatan Penelitian: Untuk mendapatkan jawaban dari hipotesis yang dibentuk maka dilakukan penelitian kuantitatif (kuesioner) untuk menjawab tujuan penelitian yang telah disusun yakni dengan melakukan uji validitas, uji reliabilitas dan uji hipotesis dengan menggunakan aplikasi Smart PLS versi 3.
Hasil Penelitian: Dari pengujian hipotesis, maka diketahui semua variabel independen dalam penelitian ini berpengaruh positif terhadap variabel dependen, baiksecara validitas, reliabilitas serta hipotesis.
Implikasi Hasil Penelitian: Dari hasil penelitian ini, maka dapat diketahui bahwa apabila suatu lingkungan kerja yang sehat akan memberikan pengaruh yang positif dengan karyawannya didalam suatu perusahaan.
Kata Kunci: Lingkungan Kerja; Kinerja Karyawan

INTRODUCTION

At this time the world economy is showing a very significant condition. It is inseparable from this that many human resources components are involved, so that the world economy becomes stable and can improve the transaction process between producers and consumers. Many industrial companies are currently inviting many of their employees to work together well so that the business they manage together can become a big business. Seeing this condition, many industrial companies have finally made a commitment to their employees. Starting from the company's commitment to providing salary bonuses which can be calculated to be more than the usual standard salary for employees who can do a good job, and the company is also committed to providing work facilities and infrastructure that are in accordance with the SOP.

As experienced by the employees of the Multi Mart Supermarket, Gisting Atas Branch, Tanggamus Regency. Many employees eventually resign, because the environment where they work is inadequate, such as the location of the Multi Mart Supermarket which is on the side of the main road so that there are lots of vehicle traffic which can damage the concentration of employees, as well as the lighting at the Multi Mart Supermarket Branch. Gisting Atas, Tanggamus Regency which is inadequate because the lighting is very minimal.

Based on the explanation above, the author took the title of research on "THE INFLUENCE OF WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN MULTI MART SUPERVERTISEMENT STORES, GISTING BRANCH AT TANGGAMUS DISTRICT".

Work environment

In general, the work environment is the main factor that can affect an employee who is carrying out his duties or work. The work environment can be interpreted as everything that is around us, such as tools and materials that we can use to carry out tasks or a job. The work environment is the whole of the tools and materials encountered, the surrounding environment where a person works his work methods and work arrangements both as individuals and as a group (Sedarmayati 2009:21).

Employee performance

Basically employee performance is everything that has been done by employees can be accounted for in a company. With the performance of employees of a company can judge whether the performance of an employee or employees is good or bad. Employee

performance refers to the level of success in completing tasks and achieving set goals (Donnelly, Gibson and Ivancevich 1994). The definition of employee performance means the quality and quantity provided by employees or employees to industrial companies from the achievement of good tasks carried out by individuals, groups and institutions (Schermerhorn, Hunt and Osborn 1991).

RESEARCH METHODS

This type of research is quantitative research. The results of this study are in the form of calculations that are depictive or intertwined of the variables surveyed with a questionnaire instrument. The level of this research is individuals with the characteristics of employees from the Multi Mart Supermarket, Gisting Atas Branch, Tanggamus Regency in 2021. This research totaled 35 respondents. Which consists of 15 male employees and 20 female employees. Test the validity of the research instrument using convergent validity by looking at the value of each indicator on the variable in the factor loading on the questionnaire items. Validity and reliability testing is done by looking at the factor loading value with a value above> 0.6. with a value above this standard, it can be said to be Valid and Reliable. Testing the effect and significance is done by looking at the significance value is less than 0.05 and 0.01. Hypothesis testing in this study was carried out with the help of a statistical structural equation modeling (SEM) tool based on partial least squares (PLS) or called Smart-PLS version 3. The variables in this study have 1 dependent variable (X), namely the influence of the work environment as X and 1 independent variable (Y), namely on employee performance as Y.

Variable Operational Definitions
Work environment

The work environment is the main factor that can affect an employee who is carrying out his duties or work. The work environment can be interpreted as everything that is around us, such as tools and materials that we can use to carry out tasks or a job. The work environment is the whole of the tools and materials encountered.

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whether the performance of an employee or employees is good or bad. Employee performance refers to the level of success in completing tasks and achieving set goals.

RESULTS AND DISCUSSION

Information :

LK : Work Environment,

KK : Employee Performance.

Validity Test Results

Table 1.
Validity Test Results

Variable	Indicator Statement	Outer Loading	Validity Criteria	Status
Work environment	LK5	0,834	0,600	Valid
	LK7	0,906	0,600	Valid
Employee performance	KK1	0,779	0,600	Valid
	KK2	0,790	0,600	Valid
	KK3	0,748	0,600	Valid

Source: Processed data, 2021

Based on the results of the tests carried out, there were several results, namely that there were several questionnaire items that were dropped because they did not meet the standard factor loading limits. In the work environment construct (LK) there are 5 items that fall. Then re-testing the validity was carried out so that all item indicator values were above the standard loading factor value above > 0.6 so that it was said to be valid (Ghozali, 2014).

Reliability Test

Table 2.
Reliability Test Results

Variable	Cronbach's Alpha	Reliability Criteria	Status
Work environment	0,686	0,600	Reliable
Employee performance	0,671	0,600	Reliable

Source: Processed data, 2021

To see the reliability of the statements used in the questionnaire, a reliability test was carried out whose value was seen from the Cronbach alpha data which is commonly used for testing research questionnaires, in the Smart PLS Version 3.0.0 application. The reliability of the questionnaire statements themselves is useful to see whether the statements that have been used can be used or reused in different places or objects, with predetermined standard values. In this study a reliable standard of > 0.6 was used which was proposed by Imam Ghazali (2014). Based on the reliability analysis that has been done, the Cronbach alpha value for each variable is obtained, namely Work Environment (X) of 0.686, Employee Performance (Y) of 0.671.

Inner Model Test Results

The inner model test itself is used to determine the percentage value that is influenced by the consumptive variable (Y) by the Work Environment (X) and Employee Performance (Y) which can be seen from the R.Square value in the analysis used with the Smart PLS application. From the analysis that has been done, seen from the R.Square value of the Employee Performance variable (Y) is 0.671 = 67.1% so it can be concluded that the employee performance variable (Y) is influenced by 67.1% by the work environment variable (X) then The remaining 68.6% is influenced by other variables and indicators.

Hypothesis Test Results

Table 3.
Hypothesis Test Results

Hypothesis	Original Sampel	P-value	Results
Work Environment $\longrightarrow$ Employee Performance	0,652	0,000	Support

Source: Processed data, 2021

Based on the tests that have been carried out, the results show that the work environment has a positive effect with the original sample value (0.652) and is significant on employee performance with a P-value (0.000 < 0.05).

CONCLUSION

This research was conducted with the aim of knowing the effect of the work environment on employee performance at Multi Mart Supermarkets, Gisting Atas Branch, Tanggamus Regency with 35 samples. 15 male employees and 20 female employees. Data analysis is assisted by using PLS (Partial Least Square) which functions to test the direct and indirect influence between the variables studied, so some conclusions can be put forward as follows:

1. The R.Square value of the work environment variable is 0.671 = 6.71% so that the work environment variable is affected by 6.71 by the employee performance variable (X).

2. In the current industrial era, the work environment has a major influence on an employee's performance. With the results of sample testing there is a positive influence with the original sample value (0.652) and significant on employee performance with a P-value (0.000 <0.05) significant between the work environment on employee performance at the multi mart supermarket, Gisting Atas branch, Tanggamus district.

SUGGESTION

By looking at the Work Environment at the Multi Mart Supermarket, Gisting Atas Branch, Tanggamus Regency, several suggestions are put forward which are expected to be taken into consideration for further steps, including the following that the work environment at the multi mart supermarket branch of Gisting Atas, Tanggamus Regency is considered good and it will be even better if the work environment is improved. Bearing in mind that the work environment is a driving force or encouragement for employees to work harder in order to improve employee performance. Employee performance at the Gisting Atas branch of the Multi Mart supermarket, Tanggamus Regency, is considered good enough and must be maintained. But it would be even better if it was improved by paying more attention to the

work environment, both the physical work environment and the non-physical work environment in the company. Thus, employee performance will certainly experience an effective increase. For researchers who want to research with the same title about the work environment,

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