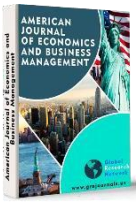

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Article

The Influence of the Work Environment on Employee Performance at the Hulu Sungai Tengah District Office of the Ministry of Religion

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Abstract: The work environment which consists of physical and non-physical dimensions that are attached to employees cannot be separated to achieve the goals of a company. At the Office of the Ministry of Religion of Hulu Sungai Tengah Regency there is a work environment that is not yet optimal, there are several workspaces that are too narrow which creates a feeling of discomfort for employees, the large number of files piled up that are not arranged so that it is difficult for employees to find files again and seem old, and several electronic devices which are not functioning normally, such as fans, air conditioners (AC) and printers that are inadequate, preventing employees from carrying out their work. Based on this, this study aims to find out how the performance of employees of the Office of the Ministry of Religion of Hulu Sungai Tengah Regency and determine the effect of the work environment on the performance of employees of the Office of the Ministry of Religion of Hulu Sungai Tengah Regency. This research uses a quantitative approach with a quantitative descriptive type. Data collection techniques used are questionnaires, observation and documentation. The population in this study amounted to 72 people and the data source was taken through random sampling using the solvency formula, totaling 61 people. After the data was collected, it was analyzed using statistical calculation techniques consisting of a normality test and a simple linear regression test. The results of this study are that the work environment for the office of the ministry of religion in Hulu Sungai Tengah district is classified as good because seen from the physical work environment, most of it is included in the good category and the availability of workplace buildings, work equipment, rest areas and places of worship. As for the non-physical work environment, good communication is established between employees so as to minimize the occurrence of miscommunication between employees. Based on the results of the T test, there are sig (2-tailed) 0.000 <0.05 where at the 5% test level it proves that the work environment affects employee performance at the office of the ministry of religion in Hulu Sungai Tengah district significantly, which means that the hypothesis in this study is accepted, and based the results of the R-square test have a percentage of 0.709 or 70.9% influence. So based on the results of the research it can be suggested for employees of the Ministry of Religion Office of Hulu Sungai Tengah Regency to be able to maintain a comfortable work environment that has been established and can add facilities or infrastructure that are lacking to avoid delays in completing work.

Keywords: Work Environment, Employee Performance, Physical and Non-Physical Work Environment, Quantitative Descriptive Research, Ministry of Religion Office.

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1. Introduction

Background

For an organization to achieve its goals, it needs qualified employees. In this case, employees who can work well are skilled, experienced, disciplined, diligent, creative, idealistic, and willing to strive for good work results, thus achieving work performance. The Hulu Sungai Tengah District Religious Affairs Office, as one of the government organizations responsible for religious affairs, provides services in the religious field. With a staff of 72 people, the efforts made to create good and effective performance in this office are still not optimal [1], [2], [3], [4], [5]. Creating high-quality performance requires optimal work improvement and the ability to utilize the human resource potential of employees to achieve organizational goals, which will contribute positively to organizational development. Employee performance can be considered good when work results achieve the desired goals, and no work is left unfinished due to internal factors such as the work environment. The work environment, which consists of physical and non-physical dimensions inherent to employees, cannot be separated from the achievement of a company's goals. Creating a good and conducive work environment, such as proper lighting, air circulation, comfortable workspaces, cleanliness, layout, relationships with colleagues and superiors, and good communication, can lead to the most satisfying performance and contribute to achieving company goals. A good work environment is one that meets certain criteria, including a safe and comfortable physical work environment. Ideally, a good work environment is one that is cleaned every day. There is someone who ensures that employees can work comfortably in that space. Sufficient lighting, room temperature cooling, room tidiness, no trash, no dust, and no insects near the work area. Electronic devices that are not functioning normally, such as fans, air conditioners, and inadequate printer machines, hinder employees from carrying out their work. Based on the background that has been outlined and the phenomena and problems found in the field, the author has chosen the research title "The Influence of the Work Environment on Employee Performance at the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs." [6], [7], [8], [9], [10].

Problem Formulation

1. Does the work environment affect employee performance at the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs?
2. How much does the work environment influence employee performance at the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs?

Research Objectives

Based on the problem formulation, this research aims to:

a. To determine the performance of employees at the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs.
b. To determine the influence of the work environment on the performance of employees at the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs.

Theoretical Review

Influence, According to the Great Indonesian Dictionary. Influence is the power that exists or arises from something (a person or object) that contributes to shaping a person's character, beliefs, or actions. From this definition, influence is a power or force that arises from something, whether it be a person, an object, or anything else in nature, and that affects everything around it. Influence is divided into two types: positive and negative. When someone has a positive influence on society, they encourage people to follow their wishes. However, if someone's influence on society is negative, people will distance themselves and no longer respect them. Employee Performance Theory According to Bennardin and Russel (Purwanta et al. 2022:51), employee performance is defined as a record of the results obtained from specific job functions or activities over a certain period

of time [11]. Gibson (Purwanta et al., 2022:51) states that employee work performance is work related to organizational goals in determining results in terms of quantity, quality, efficiency, effectiveness, and the level of personnel compliance in carrying out structural and functional positions across the entire organizational personnel ranks [11]. Fortwengler (Purwanta et al. 2022:51) states that employee performance is the level of achievement of results from carrying out specific tasks in accordance with goals [11]. Irawan (Purwanta et al. 2022:51) states that work is the concrete result of labor that can be observed and measured according to the expected targets and realization [11]. Dessler (Purwanta et al. 2022:51) states that employee performance is the achievement of optimal work results according to measurable standards [11]. Based on the opinions of several experts above, the researcher concludes that employee performance is any form of effort by employees in the work process to achieve the desired goals or the best results they are capable of.

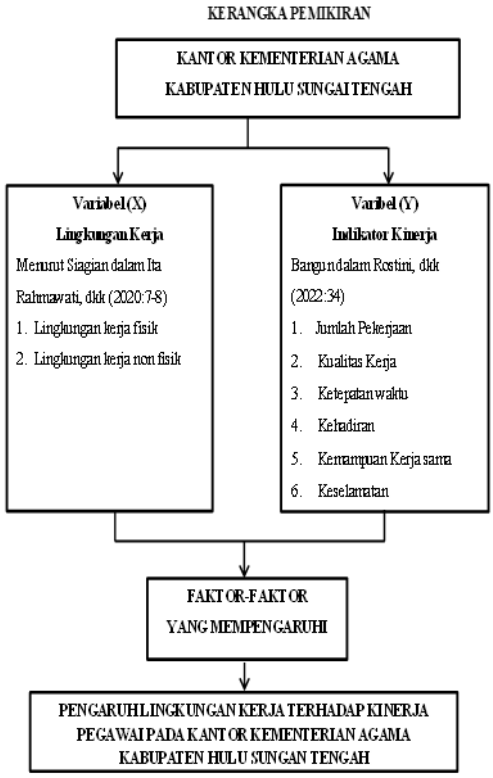

Figure 1. Framework.

2. Materials and Methods

Research Approach

This study uses a quantitative approach. Quantitative research methods are research methods that heavily rely on the use of numbers, from data collection and interpretation to the presentation of results. This research is a type of field research. Field research is one of the methods for collecting data and information obtained directly from respondents.

Research Type

This research uses a quantitative descriptive research type. Quantitative descriptive research is research intended to investigate a condition, situation, or other event, and the results will be presented in the form of a research report.

Data Collection Techniques

The data collection techniques used in this study are as follows: 1. Questionnaire 2. Observation 3. Documentation Validity and Reliability Testing Validity Testing Validity is

concerned with the question of "whether the instrument intended to measure something can indeed accurately measure what it is intended to measure." In short, the validity of a research instrument addresses whether the instrument can measure what it is intended to measure. This validity test is conducted to measure whether the research data obtained through questionnaires is valid or not. The validity of a measuring instrument depends on its ability to accurately and precisely measure the object being measured. If a question is able to reveal something that the questionnaire will measure, then the data is considered valid. To determine the validity level of the research instrument, the SPSS program was used. The steps used to measure the validity of the questionnaire in this study using SPSS version 22 are as follows:

a. Enter the data into SPSS by opening a new worksheet and going to variable view to enter variable names and properties.
b. Go to data view and input the data according to the variables.
c. Next, the steps for calculating the validity of the test items are to click analyze-correlate-bivariate.
d. Enter all variables into the variables box, check the Pearson section, Two-tailed, and Flag Significant Correlations.
e. Click OK. The interpretation of rxy is obtained by comparing the rxy value obtained from the calculation with the r value in the predetermined product-moment critical value table, which is 0.368. If rxy ≥ rtabel, then the item is valid.

Reliability Test

If the measuring instrument has been declared valid, the reliability of the instrument is then tested. Reliability is a value that indicates the consistency of a measurement tool in measuring the same phenomenon. A measurement tool is considered reliable if it produces the same results even when measured repeatedly. To determine the reliability of the questionnaire, it was calculated with the help of SPSS version 22 software. The data obtained is calculated using the following steps:

a. Click the Analyze-Scale-Reliability Analysis menu.
b. Move items 1, 2, 3, up to item 20. Only valid items can be moved to the items box.
c. Click statistics-descriptive for (scale, item, scale if item deleted), continue, then OK.
d. The output section will show the results of the item reliability calculation.

The interpretation of r11 is obtained by comparing the price of r11 obtained from the calculation with the price of r at a significance level of 5%. If r11 ≥ rtabel, then the item is reliable.

Data Analysis Techniques

The data analysis steps used in this study are normality tests and simple linear regression tests.

Normality Test

Sugiyono (Slamet Riyanto et al. 2020:85) states that the normality test used is the Kolmogorov-Smirnov test if the sample size is > 50 [12]. This test has the advantage of being simple and does not cause differences in perception between observers, which often occurs with normality tests using graphs.

Simple Linear Regression Test

According to Wahid Sulaiman (Dikson Silitonga 2022:36), if a researcher faces problems related to paired variables (2 variables), they can solve them using simple regression analysis [13].

3. Results and Discussion

Based on the results of the descriptive analysis of respondents, a total of 61 research respondents were obtained. From the results of the respondents' questionnaire responses,

an average of 147.7 answers was obtained. Before analyzing all the data, the researcher conducted tests for data validity, data reliability, and data normality. In the data validity test, there were no invalid or unreliable data for both X and Y variables, so all data could be analyzed to test their influence using a simple linear test consisting of the T-test and the R-squared test. After conducting the validity and reliability tests, the researcher also tested the normality of the data. Based on the test results, the X variable showed a significance of 0.150 > 0.05, and the Y variable showed a significance of 0.200 > 0.05. Therefore, both datasets showed significance values greater than 0.05, indicating that the data were normally distributed. After all the data was proven to be valid, reliable, and normally distributed, the researcher conducted the final tests, namely the T-test and the R-squared test, which were used to measure the relationship and percentage of influence of variable X (work environment) on variable Y (employee performance). The data processing results showed that the work environment variable had a significant effect on employee performance, with a significance level based on the T-test of 0.000 < 0.05 because p-value < alpha. At the 5% test level, there was sufficient evidence that the work environment (X) significantly influenced performance (Y). Furthermore, the R-squared

This means that based on the analysis of the research data, it is evident how significant the influence of the environment is on good employee performance. A clean and comfortable work environment can provide more motivation to employees. Not only a comfortable work environment, but also good facilities and infrastructure can support employees' work to be completed more quickly. Besides boosting morale and speeding up work completion, the non-physical work environment is also a key factor that keeps employees engaged in their jobs. For example, good communication and cooperation among employees can make it easier for an agency to achieve its work goals [14], [15].

4. Conclusion

Based on Siagian's theory in Ita Rahmawati et al. regarding a good work environment, it can be concluded that the work environment of the Hulu Sungai Tengah Regency Ministry of Religious Affairs office is already good because, based on the physical work environment, most of it falls into the good category, and work buildings, equipment, rest areas, and places of worship are available. As for the non-physical work environment, good communication also exists between employees, which minimizes the occurrence of miscommunication.

Based on the results of the T-test, the sig (2-tailed) value is 0.000 < 0.05, which at a 5% significance level proves that the work environment significantly affects employees' performance at the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs. This means the hypothesis in this study is accepted. Based on the R-square test results, the percentage of influence is 0.709 or 70.9%.

Suggestions

1. To the head of the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs, please maintain the existing comfortable work environment and add any missing facilities or infrastructure to avoid delays in completing work.
2. For employees of the Hulu Sungai Tengah District Office of the Ministry of Religious Affairs, it is recommended to improve time discipline in starting work and maintain good communication to avoid misunderstandings in the workplace.

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