



THE EFFECT OF THE WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN THE BERINGIN DISTRICT OFFICE OF DELI SERDANG REGENCY

Fatimah Pohan¹

Universitas Nahdlatul Ulama, Sumatera Utara

[1fatimahpohan1976@gmail.com](mailto:fatimahpohan1976@gmail.com)

Rahimah Angkat²

Universitas Nahdlatul Ulama, Sumatera Utara

Abstract

Beringin District is one of the sub-districts in Deli Serdang Regency, has a Vision of "The realization of excellent service in Beringin District with Reliable Human Resource Support". This institution has the tagline that your satisfaction is our pride. But in its implementation there are still many obstacles that occur in the field so that it can hinder the desire of leaders in the sub-district in realizing that staff/employees can work effectively and efficiently. The purpose of this study is (1) To find out the condition of the work environment at the Beringin District Office of Deli Serdang Regency. (2) To find out the performance of employees at the Beringin District Office of Deli Serdang Regency. (3) To find out whether there is a significant influence between the work environment on the performance of employees in the Beringin District Office of Deli Serdang Regency. This research is quantitative research using simple regression analysis. The results showed that the work environment of the Beringin District Office of Deli Serdang Regency fell into the category of very good. The performance of employees of the Beringin District Office of Deli Serdang Regency falls into the category of very good. There is no positive and significant influence between the work environment and the performance of employees in the Beringin District Office of Deli Serdang Regency and those indicated by the correlation coefficient value (r) of 0.224 and the coefficient of determination (r^2) of 0.05.

Keywords: *Work Environment, Employee Performance, Beringin District Office.*

A. Introduction

An organization needs a variety of factors related to each other in carrying out activities to achieve its goals. One of the factors needed for an organization to achieve

its goals is human resources. Therefore, organizations are required to manage and optimize their human resources as best as possible. According Marihot (2005, p. 2), human resource management is very important for a company in addition to other factors such as capital. Because human resources management is done in order to get reliable employees and able to carry out their duties properly and have a good sense of responsibility. That way the company can increase the effectiveness of the running of its organization in order to achieve its goals.

According Wirawan (2015, p. 1), human resources are important because they play a role in moving and synergizing other resources to achieve organizational goals. In human resource management, if the management of human resources runs effectively, it will have a positive impact on the running of the organization. Some HR management activities such as procurement, assessment, protection, motivating employees, empowering employees, improving discipline, guidance, etc. One of the Human Resources that must be managed and optimized is employees. The organization must have employees with good performance. In other words, the continuity of an organization is largely determined by the performance of its employees.

According to Siagan (2012, p. 5), employee performance is influenced by several factors, namely: salary, work environment, organizational culture, leadership and motivation, job discipline, job satisfaction, communication and other factors. The work environment is one of the factors that support employee performance. The organization as the parent of work must provide a comfortable and conducive work environment so that employee performance can improve. Strek in Badri (2007, p. 207) explained that employees expect a comfortable work environment that can pamper employees at work. This opinion is supported by Chao, Schwartz, Milton and Burge where they say that an unhealthy and comfortable environment will reduce the level of productivity and morale of employees so that it will affect organizational penetration in achieving organizational goals.

Khairani and Pirngadi (Khairani & Pirngadi, 2021) in the results of their research revealed that, one of the variables in order to improve employee performance in a business is influenced by how much companies where employees work to *reward* their employees in improving their performance. In addition, the influence of education is also one of the important opportunities in improving the performance and achievement of a company to achieve company goals.

Beringin District is one of the districts in Deli Serdang Regency where Beringin District has a Vision of "The realization of excellent service in Beringin District with Reliable Human Resource Support". This institution has the *tagline* that your satisfaction is our pride. In order to realize the Vision and *Tagline*, Camat Beringin seeks to form a good working environment for its staff. This is done to make them comfortable which leads to an increase in their productivity. But in its implementation there are still many obstacles that occur in the field so that it can hinder the desire of Mr. Camat so that staff / employees can work effectively and efficiently. Based on the observations that have been made, the state of the work environment in the Beringin District Office is still less supportive of employee performance productivity. This can be seen with files that are still not organized, room temperature that is still not supported, inadequate workspace area, etc. In addition, the performance of employees is also still not in accordance with the expectations of the institution. This can be seen when some employees cannot meet work targets in accordance with predetermined time limits. Such problems must be addressed immediately so as not to hamper the commitment of the Beringin District Office of Deli Serdang Regency to work as well as possible in serving the community.

Based on the above statements, the author is interested in conducting a study entitled "The Effect of the Work Environment on Employee Performance at the Beringin District Office of Deli Serdang Regency". This research is expected to provide its benefits in building employee performance so that the commitment of Beringin District in serving the community with a heart can be achieved.

B. Method

The research uses a quantitative approach with a simple linear regression analysis approach and correlation analysis. The method of using this research greeting sample uses the saturated sample method. Saturated sample method is a method of determining samples when all members of the population are used as research samples. In this study, the total population was 18 people consisting of all employees in the Beringin District office of Deli Serdang Regency.

C. Results and Discussions

1. Working Environment Indicators

The results of calculating the percentage of achievements and categories per indicator of the work environment of 18 respondents in the Beringin District

Office of Deli Serdang Regency, namely the coloring of the room, entered into the category of very good (3.39), it was strengthened based on the results of the researcher's monitoring at the time of spreading and taking questionnaires that the colors used in each workspace in the area. The Beringin District Office of Deli Serdang Regency is predominantly white which has a clean impression, focus, innocence, and purity that can make employees feel calm, comfortable and enthusiastic at work. The cleanliness of the workspace and bathroom falls into the category of very good (3.39), the results are reinforced by the actual state that indeed the state of the workspace and bathroom is very clean, the workspace and bathroom are cleaned every day.

Air exchange falls into the category of very good (3.46), this can be explained because although in the Beringin District Office Deli Serdang Regency does not have a fan or air conditioning almost every room but has very many windows so that the air temperature does not interfere with the work process of employees. Lighting falls into the category of very good (3.22), the good category can be proven by the presence of sufficient lighting that comes from sunlight during the day, if it feels excessive lighting employees just close the window with curtains. Security falls into the category of very good (3.39), it is in accordance with the actual circumstances because there is a guarantee of safety when carrying out work such as there is *security* in charge of maintaining service security, accident insurance, firefighting equipment, etc.

Noise falls into the category of very good (3.33), the location of the office away from the protocol road and one complex with other government agencies causes not many people to pass by by their vehicles, so that the noise is not too heard in the area in the Beringin District Office of Deli Serdang Regency. Relationships between employees (3.48) and relationships with superiors (3.47) fall into the category of very good, it is strengthened based on the results of research monitoring, the relationship between employees and with superiors takes place well when researchers will take questionnaires that have been completed by employees working together to find and collect questionnaires.

Data on the calculation of the percentage of achievements and categories per indicator of the work environment and the results of descriptive statistical analysis of the study showed that most employees are comfortable with the existing work environment, it can be seen from all indicators into the good category. The work environment itself is everything that exists around the workplace that can affect the physical condition and psychology of employees in completing the work assigned to him either directly or

indirectly so that the work environment can be said to be good if employees can work optimally, calmly and have high productivity. The completion of the charged work will greatly affect the performance of employees so that the needs of a comfortable work environment are needed.

The work environment includes both physical and non-physical work environments. The physical work environment is in the form of color, cleanliness, air exchange, lighting, safety, and noise. The colors that exist in the work environment can be walls, clothes, work equipment etc. Workplace cleanliness, cleanliness greatly affect the health and psychiatric condition of employees. Air exchange, air exchange determines the physical freshness of employees, abnormal air exchange will result in the room temperature becoming hot. Lighting, is very important because it affects the productivity of employees, fatigue in the eyes will increase if the light level at work is not appropriate so that employees will experience strain on their eyes. Security, the security of personal property and himself will make employees feel calm at work. Noise, the presence of noise when employees work will cause employees to lose their productivity can even cause temporary or permanent hearing loss, physical and mental fatigue, tension, etc. so that noise must be immediately minimized or eliminated.

Non-physical work environments include working relationships between employees and relationships with superiors. Every employee must foster harmonious relationships both with fellow employees and with their superiors, be able to communicate in a work team and be friendly so that they will be able to create high motivation and work productivity.

2. Employee Performance Indicators

The results of calculating the percentage of achievements and categories per employee performance indicator of 9 respondents in the Beringin District Office of Deli Serdang Regency showed that the average performance of employees at the Beringin District Office of Deli Serdang Regency had very good performance (3.42), with the tendency of indicators, namely the quality of the results into the category of very good (3.44), employee attendance entered into the good category (3.44), The quantity of results falls into the category of excellent (3.44), the timeliness of the results falls into the category of excellent (3.18), and the ability to work together falls into the category of excellent (3.64).

Based on the data on the calculation of the percentage of achievements and categories per indicator of employee performance and the calculation of good tendencies whether or not the employee's performance shows that the performance of employees in the Beringin District Office of Deli Serdang Regency is good. Employee performance has an effect on the performance of the institution, if the performance of employees in an institution is low then it is certain that the performance of the institution will be low as well. Therefore, factors that affect performance must be considered because it will have a direct impact on employees. Factors that affect the performance of an employee are divided into two, namely internal and external factors. Internal factors include interests, talents, knowledge, work ethic, work motivation, and others. While external factors include company regulations, work atmosphere, economic conditions, infrastructure, and others.

The quality of an employee's own performance can be seen from various aspects, namely the quantity of his work results, the quality of his work results, the timeliness of his work results, attendance during working hours, and the ability to cooperate with other employees.

3. The Effect of the Work Environment on Employee Performance

Based on the results of the data analysis that has been carried out, there is no positive and significant relationship between the work environment and the performance of employees at the Beringin District Office of Deli Serdang Regency. This statement is evidenced by the results of the calculation of the t test which produces a t count of 0.920 while the table with a significance level of 5% is 1,746 then $t < t_{table}$ ($0.920 < 1,746$), the comparison means that H_0 is accepted and H_a rejected that there is no positive and significant relationship between the work environment and employee performance in the Beringin District Office of Deli Serdang Regency.

The results of the t test calculation were strengthened based on the correlation coefficient value (r) of 0.069 indicating that there was less fatigue between the work environment variables and employee performance. Then for the determination coefficient value (r^2) of 0.05 and the effective contribution of the work environment by 5%. So that the price explains that the influence of the work environment on employee performance in the Beringin District Office of Deli Serdang Regency, the percentage of influence is 5% and the other 95% is influenced by other things or variables that were not studied in the research conducted.

A comfortable work environment should have a direct impact on employee performance, especially in terms of the completion of the work provided. Data on the calculation of the percentage of achievements and categories per indicator of the work environment and employee performance of 18 respondents in the Beringin District Office of Deli Serdang Regency showed that the average satisfaction of respondents to the work environment was 3.47 and the average employee performance of 3.42 was included in the category of very good. As well as data from the results of trend calculations showed that 17 out of 18 respondents stated that the work environment in the Beringin District Office of Deli Serdang Regency was included in the category of very good, while 1 more respondent stated that the work environment at the Beringin District Office of Deli Serdang Regency was in the good category.

The influence of the work environment on employee performance means that employees will feel comfortable with the existing work environment conditions, if the environmental conditions are in accordance with him and do not feel disturbed when they work, so that with this comfort they are encouraged at work, this causes a lot of work can be completed properly so that their performance can be said to be good. Understanding performance itself is the result of the work of an employee during his work in carrying out the main duties of his position that can be used as a basis whether the employee can be said to have good work performance or vice versa. From the results of filling performance questionnaires, it can be seen that most employees are able to work optimally, the quality of the work results and attendance at work has a very good tendency and the quality of the work results, the timeliness of the results and the ability to work together has a good tendency.

D. Conclusion

1. The work environment in the Beringin District Office of Deli Serdang Regency based on the results of the average calculation of the percentage of achievement and category per indicator of the work environment shows that the work environment falls into the category of very good (3.4). As for the categorization, all respondents stated that the work environment in the Beringin District Office of Deli Serdang Regency was in the category of very good.
2. Employee performance in the Beringin District Office of Deli Serdang Regency based on the results of calculation of the percentage of achievements and categories per indicator of employee performance shows that the performance of its employees

falls into the category of very good (3.40) While for its categorization, namely 17 out of 18 employees in the country The Beringin District Office of Deli Serdang Regency falls into the category of very good and 1 employee falls into the good category. Quantity indicators from the quality results of results, timeliness of results and the ability to work together get a very good predicate. While the attendance indicator is well-rated.

3. There is no positive and significant relationship between the work environment and employee performance at the Beringin District Office of Deli Serdang Regency. The performance of employees in the Beringin District Office of Deli Serdang Regency was 5% influenced by the existing work environment while the other 95% was influenced by other variables not studied in this study.

Bibliography

- Efendi, M. T. (2005). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Grasindo.
- Khairani, S., & Pirngadi, R. S. (2021). The Influence of Human Resources on the Income of Small and Medium Enterprises in Galang District of Deli Serdang Regency: (Case Study of Rumah Makan Tenda Biru). *Scientific Journal of Teunuleh*, 2(4), 33-39.
- Siagian, S. D. (2012). *Manajemen sumber daya manusia*. Jakarta: Bumi Aksara.
- Sukoco, B. M. (2007). *Manajemen Administrasi Perkantoran Modern*. Jakarta: Erlangga.
- Wirawan. (2015). *Evaluasi Kinerja Sumber Daya Manusia Teori Aplikasi dan Penelitian*. Jakarta: Salemba Empat.