

# IMPACT OF A CONDUSIVE WORK ENVIRONMENTS TO HIGH EMPLOYEE PERFORMANCE

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## ABSTRACT

*This study aims to determine how much influence the work environment is conducive to high employee performance at PT. Taspen (Persero) Bandung Main Branch Office. In this study, the population is all employees who work at PT. Taspen (Persero) KCU Bandung with a total sample of 46 employees. For the sampling technique used in this study is the census sample method, which means the number of samples taken is the whole of the total population. Meanwhile, the research method used is a descriptive verification method with a quantitative approach. As for the results of his research indicate that a conducive work environment has a significant influence on the high employee performance at PT. Taspen (Persero) KCU Bandung. This shows that when an organization is able to create a conducive work environment, employees can also show more productive work results.*

**Keywords:** WorkEnvironment, Employee Performance

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## 1. PRELIMINARY

Human resources is one important element that needs attention in an organization or company. When an organization or company does not have professional and qualified human resources at work, then the company's activities will not run perfectly in accordance with the objectives to be achieved. Therefore, professional management of human resources is needed by a company in order to create a balance between the needs of employees with the demands and capabilities of the company. This balance is the key to the success of a company that can run its business activities well, so that in the future it is hoped that the business can be increasingly productive and reasonable, and able to create competitive advantage. Thus, in order to realize these goals, the participation of employees who are able to work professionally and show the best work performance is needed. If the employees who work in it can carry out their duties and responsibilities well, and can also develop their work skills very well, then the company's goals can be achieved.

PT. Taspen (Persero) Bandung Main Branch Office is a State-Owned Enterprise (BUMN) that has the trust of the Government to manage Civil Servants Social Insurance including the Pension Fund and the Old Age Savings Fund (THT). In carrying out its business activities, the company always strives to improve its professionalism in providing services carried out through directed and continuous human resource development. Quality human resources is closely related to the work results of employees in a company, so that in the end it can be a determining factor for the success of business activities owned by the company.

**Table 1**

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### Employee Performance Targets and Realization of PT. Taspen KCU Bandung

No	Performance Indicator	Target (%)	Realization (%)				
			2014	2015	2016	2017	2018
1	Timeliness of completing work	95	87	84	83	80	73
2	Ability to do work	95	90	87	85	81	80
3	Accuracy in doing work	95	90	82	79	77	75
4	Responsible	90	89	87	86	85	82
5	Initiative	90	88	86	80	78	77
6	Obedience and attendance of employees	90	83	81	80	75	70
7	Collaboration between teams	90	89	85	82	81	79
8	Attitudes between superiors, fellow and subordinates	90	87	82	81	76	75
9	The environment is uncomfortable and not conducive	90	85	83	83	81	80

Sumber : PT. Taspen KCU Bandung

By observing the performance data presented in the table, it is known that the performance of employees who work in this company has a level of performance that is not good or not optimal. This can be seen from the average percentage of work realization in each year that has not reached the work targets set by the company. In fact, if the percentage level of work realization from year to year is compared with the work target that must be achieved, the figure shows a declining value, which means that the performance of employees who work at the company is still unsatisfactory.

Employee performance can be influenced by many factors. One of the factors is the work environment. The work environment is the overall tools and materials faced, the surrounding environment in which a person works, his work methods, and his work arrangements, both as individuals and groups (Sedarmayanti, 2009). It was also stated that the work environment can be defined as an environment where employees can carry out their daily tasks with all the work facilities and infrastructure needed to carry out these tasks (Widodo, 2015). Sedarmayanti (2013) states that the work environment can be divided into two dimensions, including: 1) Physical work environment, which consists of several indicators, such as lighting, air temperature, humidity, air cycle, noise, mechanical vibrations, odors, color, decoration and security; and 2) Non-physical work environment, with indicators in the form of work relations and work atmosphere. Meanwhile, employee performance can be interpreted as the level of contribution made by an employee to the purpose of his work or work unit and company / organization, as a result of his behavior and application of his skills, abilities, and knowledge (Mangkunegara, 2011). Several indicators are used as measures in evaluating employee work results, including quality of work, quantity of work, responsibilities, initiatives, and cooperation (Mangkunegara, 2000).

Some previous research results indicate that a conducive work environment has a significant influence on improving employee performance at work (Yudiningsih, 2016; Cintia & Gilang, 2016; Rahmawanti, Swasto & Prasetya, 2014; Wua, 2015; Handaru, Syafiah & Parimita, 2017 ). Thus, it is known that the work environment in a company is one of the important factors that need to be considered in relation to its effect on employee performance which can be getting better or worse. If the employee is in a comfortable environment while working, then the work results generated by the employee will be even better. Conversely, if the work environment is not conducive for employees who work at a company, the work results can be decreased. The creation of a comfortable, safe and pleasant work environment is one of the ways the company can improve the performance of employees at work (Rahmawanti, Swasto & Prasetya, 2014). It was also stated that a good work environment can bring a good influence on all parties, both to the workers, leaders and the results of their work (Pandji, 2016).

Based on these explanations, the authors became interested in conducting research under the title "Impact of a Conducive Work Environment on High Employee Performance".

## 2. RESEARCH METHODS

In this research, the research method used is descriptive verification method with quantitative approach. It is stated that what is meant by the descriptive research method is a method used to describe or analyze a research result but is not used to make broader conclusions (Sugiyono, 2013). And for the verification research method is a research method that aims to determine the relationship between two or more variables (Sugiyono, 2013). This study consists of 2 (two) main variables studied, including work environment variable (X) as an independent / independent variable and employee performance variable (Y) as a dependent / dependent variable. By doing so, this study aims to determine how much influence a conducive work environment (X) has on high employee performance (Y) at PT. Taspen (Persero) Bandung Main Branch Office.

The population in this study is the total number of employees working at PT Taspen KCU Bandung with a total of 46 employees. Meanwhile, the number of samples taken in this study is the same as the total population, so the sampling technique used is census sampling technique.

Furthermore, data collection techniques are carried out using a number of ways, including data obtained through interviews and questionnaires. Interviews are conducted by asking directly to the parties that are the source of information and recording the answers with questions directed to everything related to the problem and the object under study. Meanwhile, questionnaires containing written statements were distributed to respondents in order to obtain answers as data that could be examined. In addition, data was collected through literature studies conducted by reading, studying, and understanding mandatory books (literature) and other references such as journals and various articles relating to the problem under study.

The data processing and analysis techniques used in this study were carried out using a simple linear regression analysis method, the calculation of which uses SPSS version 21.0.

## 3. RESULTS AND DISCUSSION

### a. Data processing results

#### Coefficient of determination ( $R^2$ )

The purpose of measuring the coefficient of determination ( $R^2$ ) is to find out how far the ability of the model to explain the variation of independent variables. For the coefficient of determination itself is in the number between 0 to 1.

Based on the data shown in table 2, it is known that the coefficient of determination (adjusted  $R^2$ ) obtained for the variables studied in this study shows a figure of 0.187 which means that 18.7% of high employee performance can be determined by the more safe and comfortable working atmosphere felt by employees during work which is one of the factors causing it. Thus, it can be explained that the existence of a conducive work environment can have a significant influence on employee performance that is getting better. That way, it can also be explained that the two variables examined in this study are related to one another.

**Table 2**

**Coefficient of Determination ( $R^2$ ) Impact of a Conducive Work Environment on High Employee Performance**

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.432 <sup>a</sup>	.187	.168	7.127

a. Predictors: (Constant), Work Environment

b. b. Dependent Variable: Employee Performance

Source: Primary Data Calculation Results

### Linear regression analysis

In order to find out whether a conducive work environment variable, as an independent variable (X), has an effect on high employee performance variables, as a dependent variable (Y) in this study, a simple linear regression analysis method is used which statistical calculations are performed using help with SPSS software program version 21.0. Based on the results of the data analysis shown in table 3, it is known that for the simple linear regression equation model formed is as follows:

**Table 3**  
**Simple Linear Regression Results Impact of a Conducive Work Environment on High Employee Performance Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.590	3.759		4.414	.000
	Environment	.288	.091	.432	3.180	.003

a. Dependent Variable: Performance

Source: Primary Data Calculation Results

Based on the results of the simple regression equation shown in table 3, it is known that the influence of a conducive work environment that has an impact on high employee performance can be interpreted as follows:

- If the value of variable X is equal to (0), then the value of variable Y = 16,590
- If the value of variable X has increased by 1 (one), then the value of variable Y will increase by .288.

$$Y = 16.590 + (.288X) + \epsilon \quad (1)$$

### Hypothesis test calculations

In this study, the main hypothesis is that there is a significant influence between a conducive work environment on high employee performance. To find out the truth of the formulated hypothesis, the next step is to test the hypothesis which aims to find answers whether the existing hypothesis can be accepted or even rejected, which is calculated using the F test statistic formula which aims to test the significance between the two variables studied.

Based on the calculation results shown in table 4, it is known that the value of  $\rho$  has a smaller number compared to the level of  $\alpha$  used, which is equal to 0.05, or  $0.003 < 0.05$ , so  $H_0$  is rejected, which means that a conducive work environment has a significant impact or influence or means to high employee performance.

**Table 4**  
**Hypothesis testing**  
**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	513.591	1	513.591	10.110	.003 <sup>a</sup>
	Residual	2235.214	44	50.800		
	Total	2748.804	45			

a. Predictors: (Constant), Environment

b. Dependent Variable: Performance

Source: Primary Data Calculation Results

### b. Discussion

With reference to the results of calculations and data processing that has been described, it is known that the results obtained indicate a significant or significant influence between the two variables examined in this study. Thus, it is known that the work environment that is felt safe and comfortable for employees can be one of the determinants

of the high and low levels of performance possessed by each employee in work. That way, the results of this study have outputs that are almost the same or not different from the results of other studies that discuss topics similar to this research. One example of this is research conducted by Joseph (2016) which shows that physical and non-physical work environments have a significant effect on employee productivity, either partially or simultaneously. Likewise with the results of a study conducted by Setiyanto & Natalia (2017) which concluded that the work environment, both physically and non-physically, has a positive and significant effect on the level of employee productivity at work.

#### 4. CONCLUSIONS AND RECOMMENDATIONS

With reference to the results of the research and discussion described previously, the conclusion is a conducive work environment can have a significant effect on high employee performance.

It must be realized that the research he has done has many shortcomings. Therefore, there is a need for suggestions and criticisms that can make this research more interesting in the future by making other variables that are related or related to the problems examined in this study, especially variables related to employee performance, such as work motivation, work stress, work load, work discipline, job satisfaction, leadership style, compensation, work quality and other variables.

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