

## Research Article

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# Effect of Work Environment on Employee Performance at PT. PLN (Persero) Punagaya Power Plant Implementing Uni in Jeneponto District

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**Abstract:** *The purpose of this study is to test whether the work environment variables have an influence on employee performance at PT. PLN (Persero) UPK Punagaya. The independent variable in this study is the work environment while the dependent variable is employee performance. The research was conducted using a survey method, in which data was obtained by distributing questionnaires to 57 respondents. The population in this study are employees at PT. PLN (Persero) UPK Punagaya in Jeneponto Regency, the sampling method used is simple random sampling. The collected data were analyzed using a simple linear regression equation. From the results of the simple linear regression analysis test, the following formula can be obtained  $Y = 29.006 + 0.129X$  while the coefficient of determination  $R^2/R$  Square = 0.077 means that the work environment variable has an effect of 77% on employee performance. While the rest is influenced by other factors. Partial test results for  $X$  obtained  $T_{count} > T_{tabel}$  ( $2.142 > 0.67906$ ) with a significance of 0.000, then  $H_1$  is accepted and  $H_0$  is rejected. From the results of this study, it can be concluded that the work environment is a very important thing to pay attention to the management of PT. PNL (Persero) Puangaya UPK in Jenepont district, the better the work environment that is implemented, the better the performance of employees at PT. PLN (Persero) UPK Punagaya in Jeneponto Regency.*

**Keywords:** Work Environment, Performance, Power Plant.

## Introduction

In the current era of globalization, quality human resources are needed, because the progress of a company is very important for the quality of human resources in the company. The better the quality of employees at the company, the higher the company's competitiveness against other companies. Employees are assets that need to be cared for and nurtured properly so that companies must pay attention to every detail of programs related to the development of human resources in order to produce employees who are competent and highly competitive. An organization or company, human is one very important element. Without the role of humans even though the various factors needed are available, the organization or company will not run. Human resources are the movers and determinants of the course of an organization or company. The effectiveness of an organization or company is highly dependent on the benefits of developing the resources themselves. Organizations or companies certainly expect human resources that can achieve company goals effectively and efficiently, including in the workplace of PT. PLN (Persero) Punagaya Generation Implementing Unit.. Mathis in (Wijaya & Susanty, 2017), states that an employee's performance can be influenced by an individual's ability to do the job, the level of effort put into his work and organizational support. The individual capabilities of these employees include talent, interest and personality factors. Individual abilities are abilities possessed by employees such as knowledge, understanding, abilities, technical skills and interpersonal skills. Based on initial observations made at PT. PLN (Persero) Punagaya Generation Implementing Unit is known that the working environment conditions

at PT. PLN (Persero) UPK Punagaya is inadequate, characterized by existing work support facilities, such as inadequate infrastructure and the number of existing employees. In addition, the performance of employees at PT. PLN (Persero) Puangaya Generation Implementation Unit is still not in accordance with the expected standards. Where, there is the impression that employees do nothing in the morning, there are also some employees who are very enthusiastic at work in the morning but in the afternoon their enthusiasm begins to decline because they are influenced by several factors such as fatigue, unfavorable air temperature so that sometimes it makes employees feel sleepy. And in terms of quality, it can be seen that there are still services that are not optimal, such as complaints and slow administrative services, then from a work system where the division of labor is not evenly distributed in each employee so that there is interdependence in work.

**Method**

This study aims to examine the effect of work environment variables on employee performance. The research method used in this study is a quantitative method. In this study, the population of this study refers to employees of PT. PLN (Persero) Puaagaya Generation Implementation Unit. The population in this study were 136 employees. The data collection technique uses simple random sampling, based on the slovin formula, presented as follows:

$$n = N(1+(Nx e^2))$$

$$n = 136 / (1+(136x 0.12))$$

$$n = 136 / 2.36$$

$$n = 57$$

then the number of samples in this study were 57 employees.

Data collection technique, Questionnaire method, namely researchers using questionnaires on employees of PT. PLN (Persero) Punagaya Generation Implementing Unit in Jeneponon Regency to obtain information about the work environment and employee performance. The data analysis technique used is simple linear regression analysis and the coefficient of determination test (R<sup>2</sup>).

**Results And Discussion**

**Table 1. Results of Simple Linear Regression Analysis**

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	29,006	1,885		15,389	,000
Work environment	,129	.060	,277	2,142	,037

a. Dependent Variable: Performance

Based on Table 1, it can be seen that the constant value (a) is 29.006 while the value of X (b/regression coefficient) is 0.129, so the regression equation written is:

$$Y = a + bX$$

$$Y = 29.006 + 0.129X$$

From these equations it can be explained that:

- 1) Based on the results of the simple linear regression test in table 4.10, it can be seen that the constant value is 29.006
- 2) The regression coefficient X is 0.129 which indicates that for every 1% addition to the value of the work environment, the value of the work environment increases by 0.129. The regression coefficient is positive so that it can be said that there is a positive effect of variable X on Y.

Based on the significant value of the table coefficients, a significant value of  $0.001 < 0.05$  is obtained. so it can be concluded that the work environment variable (X) has an effect on the performance variable (Y), based on the t value, it is known that the tcount is  $2.142 > t_{table} 0.679$  so it can be concluded that the work environment variable (X) has an effect on the performance variable (Y).

**Table 2. Test of the Coefficient of Determination (R2)**

Summary model b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,277a	,077	.060	4,803

a. Predictors: (Constant), Work Environment

b. Dependent Variable: Performance

Based on table 2, the R Square results obtained are 0.077, which means the ability of the work environment variable to explain employee performance is 77% while the remaining  $(100\% - 77\%) = 23\%$  is explained by other variables not examined in this study.

Based on the results of this study it is known that the work environment partially has a positive and significant effect on the performance of employees of PT. PLN (Persero) Punagaya Generation Implementation Unit in Jenepontan Regency. Where the respondents in this study were PLN employees with a total sample of 57 respondents, with characteristics divided into 4 parts namely, characteristics based on gender, age, education and years of service. Based on the results of the analysis of this study, it can be seen that the work environment variable has a positive and significant effect on employee performance. This is shown from the results of the t-test, namely the t-count value of the work environment variable is greater than the t-table value and the significant value obtained is smaller than the significant level of the study. So that the H1 hypothesis reads "The work environment has a significant effect on employee performance at PT PLN (Persero) the Punagaya Generation Implementing Unit in Jeneponto Regency." Acceptable, this is then in line with previous research conducted by Lyta Lestari (2017) where work environment factors partially have a positive and significant effect on employee performance. This shows that with a good work environment, employees will also give their best performance. Based on the results In this study, the work environment of PT PLN (Persero) Punagaya Generating Unit in Jeneponto Regency has a fairly good security. This can be proven from the 14 statements contained in the research questionnaire, almost all respondents chose to agree with a good score. Where is the statement "I feel safe at work." With a total of 27 respondents. This indicates that the agency provides good security.

Whereas the color and air temperature indicators on the work environment variable have the lowest score with the statement "The color arrangement of the room has had a positive impact on my work", "Hot air can disturb me at work". This means that agencies pay less attention to the temperature in the room and

the color arrangement used is not good. So this is what makes or interferes with the creation of a comfortable and conducive work environment.

Based on the research results, employee performance is already in a good range. This can be proven from the 12 statements included in the research questionnaire, the average respondent chooses the answer to agree.

Based on the results of this study, the work environment can be interpreted as the driving force, desire or strong encouragement possessed by employees. With a good, safe and comfortable work environment, employee performance can be optimally achieved and the deadlines set can be optimally achieved. Employee performance is a factor that determines the success of creating intellectual human beings. This is where there is a mutually influencing relationship between the work environment and employee performance.

## Conclusion

There is a positive and significant influence of the work environment on employee performance at PT PLN (Persero) UPK Punagaya in Jenepontan Regency.

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