The Influence Of Work Environment Towards Employees' Job Productivity

Stefvy[1], Robin[2], Duffin[3], Harlen Silalahi[4], Diana Afriani[5]

[1,2,3] Institut Bisnis Informasi Teknologi dan Bisnis
[4] Universitas Mandiri Bina Prestasi
[5] Politeknik Unggulan Cipta Mandiri

e-mail: stefvy@itnb.ac.id[1], robin@itnb.ac.id[2], daufquest@gmail.com[3],
harlen.silalalahi10@gmail.com[4], dianaafrianidiana2022@gmail.com[5]

Abstrak

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh lingkungan kerja terhadap produktivitas kerja karyawan di PT.Capella Mazindo Medan. Metode pengumpulan data dilakukan dengan observasi, buku, wawancara, dan angket. Dalam melakukan penelitian ini, penulis menggunakan penelitian deskriptif dalam mengumpulkan semua informasi dan data serta penelitian untuk menentukan hubungan sebab akibat antara variabel X (lingkungan kerja) terhadap variabel Y produktivitas kerja karyawan). Responden dalam penelitian ini adalah seluruh karyawan PT.Capella Mazindo Medan yang berjumlah 40 orang. Metode analisis data yang digunakan adalah validitas, reliabilitas, statistik deskriptif (mean, median, dan modus), koefisien korelasi, determinasi, regresi linier dan uji-z. Hasil penelitian menunjukkan bahwa lingkungan kerja (X) berpengaruh terhadap produktivitas kerja karyawan (Y) dapat dilihat pada uji Z, dimana Zhitung > Ztabel yaitu 2,83 > 1,96. Hasil korelasi sebesar 0,453 membuktikan adanya hubungan positif sedang antara lingkungan kerja dengan produktivitas kerja karyawan. Hasil penetapan 20,52% menunjukkan bahwa 20,52% produktivitas kerja karyawan dipengaruhi oleh lingkungan kerja. Selebihnya dipengaruhi oleh faktor lain. Penulis bermaksud memberikan beberapa rekomendasi seperti kontrol yang lebih besar terhadap karyawan, manajer yang suportif, dan program pelatihan agar karyawan memiliki komitmen yang baik terhadap perusahaan.

Kata kunci: Lingkungan Kerja, Produktivitas Kerja Karyawan

Abstract

The purpose of this study is to analyze the influence of work environment on employee's job productivity at PT.Capella Mazindo, Medan. Methods of collections data is done by observation, books, interviews, and questionnaires. In conducting this research, the writer uses descriptive research in gathering all the information and data and also research to determine causal relationships between variables X (work environment) of the Y variable employee's job productivity). Respondents in this study were all employees PT.Capella Mazindo, Medan totaling 40 people. Methods of data analysis used are the validity, reliability, descriptive statistic (mean, median, and mode), the correlation coefficient, determination, linear regression and z-test. The results show that work environment (X) has an influence on employee's job productivity (Y) can be seen in the Z-test, which Zcount > Ztable, i.e. 2.83 > 1.96. Results of correlation, is 0.453, providing evidence that there is a moderate positive relationship between work environment to employee's job productivity. 20.52% determination results showed that 20.52% of the employee's job productivity of employees affected by work environment. The rest is influenced by other factors. The writer intends to give some recommendations such as greater control over the employees, supportive manager, and

training program in order to make the employees have a good commitment towards the company.

INTRODUCTION

Employees are the human capital which contributes to the success and development of a company to a great extent. Thus, these days, companies do not see them only as factors of production from the classical perspective, but have started to value them as stakeholders and partners with whom long-term goals are achieved together. According to Byars and Rue in Sutrisno (2010:150), achievement is the level of someone's skill on tasks that include the job. This definition shows the weight in the individual's ability to meet the job requirements. Thus, job achievement is defined as the results of one's efforts are determined by the ability of personal characteristics and perceptions of its role in the work. Work productivity influenced by 2 factors, individual factor and environment. Individual factors may include businesses, properties, and behavior of individuals in carrying out the work. Whereas environmental factors include physical working conditions, working time, work materials, supervision, organizational design, and organizational commitment.

The environmental factors that affect employee productivity are a work environment in which employees perform work activities. According to Nitisemito (2002:25), Work environment is everything that is around the work can affect employee in performing the tasks assigned. Good working environment will provide a positive impact on employees' productivity improved, and vice versa.

Work environment is the sum of the interrelationship that exists within the employees and between the employees and the environment in which the employees work. In addition, work environment designed to suit employee's satisfaction and free flow of exchange of ideas is a better medium of motivating employees towards higher productivity. Work environment when appropriately designed, motivates employees toward higher productivity.

PT.Capella Mazindo, Medan is a company that engaged in car showroom specialized in selling product from Mazda. This company was established in 2008 and as a sub dealer of PT.Mazda Motor Indonesia that have headquartered at Jakarta. The efforts in selling car as many as possible are done by using many kinds of promotion media, but it's not enough if the employees don't have an effort in sales. PT.Capella Mazindo finds that there is often employees' lack of effort in their job such as they are not fast in completing their job, lack of product's knowledge, do not come on time to the office due to lack of supervision. PT.Capella Mazindo also limits the number of brochure given to the employees who have bad performance, and also training will be decline to those who have bad performance. In order to increase the job performance and job satisfaction of the employees at PT.Capella Mazindo, it is important to address a number of issues among the employees, making them feel satisfied with their job and their job environment so that they will increase their job performance.

Objectives

This research which undertaken in PT.Capella Mazindo, Medan have some objective as to understand how this factor is comprised of work environment can influence towards employees' job productivity at PT.Capella Mazindo, Medan.

Work Environment

According to Nitisemito (2002:25) argued that the work environment is everything that is around the workers and may affect them in performing the tasks assigned. In general, the work environment is an environment in which workers perform tasks and work. A problem in an enterprise environment is very important, because it is necessary for regulating and structuring the work environment factors in the implementation of the company's activities

Work Environment Factors

When assessing the workplace environment, consideration should be given to individual human characteristics such as age, sex, experience, physical stature etc., and how

well these human characteristics match the physical environment. Appropriate design of workplace environments will ensure that they accommodate a broad variety of human characteristics. The work environment should satisfy the physical and mental requirements of the people who work within it. The necessary adjustments to the work area, in terms of the heights and angles of furniture and equipment, should be made for the comfort and safety of each person. According to Levrel (2009:2) work environment indicators are:

1. Pressure This type of pressure can be associated with workplace safety issues, the type of furniture or equipment that must be used in order to perform job functions, and other variables. .
2. State State indicators relate to quality of the environment and the quality and quantity of human resources. They are designed to give an overview of the situation (the state) of the environment
3. Response Response indicator show how policies are implemented by tracking the implementation of company commitments. Responses should be designed to act on the pressures but may at the same time also have an impact modifying the indicators of state

Job Productivity

According to Kotler (2006:256). "The General definition for productivity is the accomplishment of a given task measured against preset standards of accuracy, completeness, cost, and speed". Judging an employee's productivity accurately is not always easy. Often it is even harder to convey that judgment to the employee in a constructive and painless manner and to translate feedback on past performance into future improvement. Determining appropriate compensation is a related task of great importance. Job performance is a commonly used, yet poorly defined concept in industrial and organizational psychology, the branch of psychology that deals with the workplace. It's also part of Human Resources Management. It most commonly refers to whether a person performs their job well. Despite the confusion over how it should be exactly defined, productivity is an extremely important criterion that relates to organizational outcomes and success. Among the most commonly accepted theories of job productivity comes from the work of John P. Campbell and colleagues. Coming from a psychological perspective, Campbell describes job productivity as an individual level variable. That is, productivity is something a single person does. This differentiates it from more encompassing constructs such as organizational performance or national performance which are higher level variables.

Productivity Indicators are quantifiable measurements, agreed to beforehand, that reflect the critical success factors of an organization. They will differ depending on the organization. A business may have as one of its Key Productivity Indicators the percentage of its income that comes from return customers. The productivity indicators used by the writer are effectiveness, productivity and discipline.

Theoretical Framework

Figure
Theoretical Framework

Hypothesis

According to Schutt (2015, p.52), "hypothesis is a tentative statement about empirical reality involving a relationship between two or more variables". There are basically two types namely null hypothesis and alternative hypothesis. According to Windsor (2017, p.67), "null hypothesis is hypothesis which shows no relationship between variables. Alternative hypothesis is hypothesis which show the existence of relationship between variables". The writer determines H0 (Hypothesis Null) and Ha (Hypothesis Alternative) as shown below:
Ho: Work environment doesn't have any influence towards employees' job productivity at PT.Capella Mazindo, Medan.

Ha: Work environment has an influence towards employees' job productivity at PT.Capella Mazindo, Medan

METHODS
Research Design
The research design which is used by the writer in analyzing this research is correlation research. From the research that has been done by the writer, the writer found out that there are two variables which have an influence at PT.Capella Mazindo. The writer will prove whether there are any correlations among these two variables. In doing this skripsi, the writer used descriptive method and causal research as the research design method. Descriptive method is an analysis with the aim to determine, collect, classify, the obtained data based on current facts of a population. The purpose of using this method is to test the hypothesis or to answer the question that is relevant with the current status or subject that being examined. In order to collect data, the writer conducted a survey through questionnaires and interview. At the same time, the writer also used causal research which is designed to gather evidence about the cause-and-effect relationships that exist in the research study. Causal research must be designed in such a way that the evidence regarding causality is clear. The main sources of data causal research are interrogating respondents through questionnaires.

Population and Sample
As according to Arikunto (2006) about the total sample: Apabila subjeknya kurang dari 100 lebih baik diambil semuanya sehingga penelitiannya merupakan penelitian populasi. Selanjutnya jika jumlah subjeknya lebih besar dari 100 dapat diambil antara 10-15% atau 20-25% atau lebih. (If the subject is less than 100, it is better to take all, so the research is a population research. But if the amount of the subjects is higher than 100, sample can be taken from 10-15% or 20-25% or more). Based on the theory of Arikunto above, the writer decided to take all the entire at PT.Capella Mazindo as the sample, which are 40 employees. The entire population in PT.Capella Mazindo is sufficiently small, and the researcher can include the entire population in the study. This type of research is called a census study because data is gathered on every member of the population.

Data Collection
Data collection method is defined as the way of gathering information in order to do research. In the process of writing, the writer uses two methods, which are:
1. Field Research
    Field Research is the data obtained firsthand by the researcher. It can be done through these following methods:
    a) Interview Interview was done by asking questions directly to related subject, who were the manager, the supervisors, and the sales department staff of PT.Capella Mazindo, Medan.
    b) Observation Observation was done by observing the activities of the employees during working time to gain more information.
    c) Questionnaires Questionnaires were done by distribution a list of questions to the respondents who were the employees in sales department at PT.Capella Mazindo to get direct feedback. The measurement is by using the Likert scale which is
2. Library Research Library research is the observation of literature which is done in the libraries. To gain more information about the materials and theories related to the title, the writer collected the data from sources such as books, magazines, internet, journals and articles. The data collected was called secondary data.

RESULTS AND DISCUSSION
Descriptive Statistic
After doing the research and data collection, the writer got the data of respondents (customers), to check whether there is relation between work environment and employees'

job productivity at PT.Capella Mazindo. There are 10 questions in the questionnaire which are distributed to the respondents; 5 questions for variable X which are about the work environment and 5 questions for variable Y which are about employees' job productivity The data collected is in the form of questions given a value as below: 1 = Strongly disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly agree There are 40 customer respondents and the writer will show the respondents' data based on gender

Table 5.1 Respondent's Identification: Gender

No	Gender	Value	Percentage
1	Man	22	60%
2	Woman	18	40%
	Total	40	100%

Source: PT.Capella Mazindo, Medan.

Test of Data Quality

Test of data quality is necessary for this research in order to determine whether the collected data is acceptable to be used for the analysis. In this section, the test of data quality includes the test of data validity, data reliability, correlation coefficient, determination, and regression

a. **Validity**

Variable X (Work Environment)

Respondents	Number of Total Questionnaire for Variable X					Total
	1	2	3	4	5	
1	4	4	4	4	3	19
2	3	4	3	4	3	17
3	3	3	3	3	3	15
4	4	4	3	4	3	18
5	3	4	3	3	3	16
6	4	3	3	4	3	17
7	4	4	3	4	4	19
8	3	3	3	3	3	15
9	3	4	3	3	3	16
10	3	3	4	4	3	17

Variable Y (Employees' Job Productivity)

Respondents	Number of Total Questionnaire for Variable Y					
	6	7	8	9	10	Total
1	3	3	5	4	3	18
2	4	4	4	3	4	19
3	2	3	3	4	3	15
4	3	2	3	3	4	15
5	2	3	3	3	3	14

6	3	4	4	4	3	18
7	4	3	5	5	4	21
8	3	3	4	3	3	16
9	4	4	3	4	3	18
10	3	4	3	5	3	18

b. **Reliability**

Responden t	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
1	4	4	4	4	3	3	3	5	4	3
2	3	4	3	4	3	4	4	4	3	4
3	3	3	3	3	3	2	3	3	4	3
4	4	4	3	4	3	3	2	3	3	4
5	3	4	3	3	3	2	3	3	3	3
6	4	3	3	4	3	3	4	4	4	3
7	4	4	3	4	4	4	3	5	5	4
8	3	3	3	3	3	3	3	4	3	3
9	3	4	3	3	3	4	4	3	4	3
10	3	3	4	4	3	3	4	3	5	3

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excludedª	0	.0
	Total	10	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.722	10

a. Listwise deletion based on all variablesin the procedure.

The coefficient of reliability is 0.722. This indicates the reliability of the data is acceptable used in this research. The collected data is consistent over time and reliable to be used for further analysis and testing.

c. **Correlation Coefficient**

The correlation test has a purpose to determine the relationship between two variables, which is work environment and employees' job productivity in this research. Writer is using SPSS 16 in calculating the correlation coefficient as follows:

Correlations

		VAR00001	VAR00002
VAR00001	Pearson Correlation	1	.453**
	Sig. (2-tailed)		.003
	N	40	40
VAR00002	Pearson Correlation	.453**	1
	Sig. (2-tailed)	.003	
	N	40	40

Correlations

		VAR00001	VAR00002
VAR00001	Pearson Correlation	1	.453**
	Sig. (2-tailed)		.003
	N	40	40
VAR00002	Pearson Correlation	.453**	1
	Sig. (2-tailed)	.003	

| N | 40 | 40 |

**. Correlation is significant at the 0.01 level (2-tailed).

The calculation of the correlation between work environment and employees' job productivity is 0.453. According to correlation scale, it indicates a moderate positive correlation. This means that work environment has a moderate positive relationship towards employees' job productivity at PT.Capella Mazindo.

d. **Test Of Determination**

In order to find out how strong the influence of variable X towards variable Y, the writer used the test of determination. The calculation is as follow:

D $\quad= r^2*100 \%$

D $\quad= (0.453)^2*100 \%$

D $\quad= 20.52\%$

The percentage relationship between work environment and employee's job productivity at PT.Capella Mazindo is 20.52 % and the remaining 79.48% is affected by other factors, such as organizational culture, leadership style, etc.

e. **Linear Regresion**
   Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.473	1.315		10.247	.000
	VAR00001	.229	.073	.453	3.134	.003

a. Dependent Variable: VAR00002

The substitution of a and b into linear
    regression formula:y = a + bx
    y = 13.473 + 0.229x
    x = 0 → y = 13.473 + 0.98 (0) = 13.473

    x = 1 → y = 13.473 + 0.98(1) = 14.453

    x = 2 → y = 13.473 + 0.98(2) = 15.433

    x = 3 → y = 13.473 + 0.98(3) = 16.413

    x = 4 → y = 13.473 + 0.98(4) = 17.393
    x = 5 → y = 13.473 + 0.98(5) = 18.373

f. Test of Hyphotesisi
    The last test is hypothesis test in which the writer used z-test because the number of population is bigger than 30. This test is to know whether the hypothesis is being rejected or accepted. The calculation is as follow:

$$z = \frac{r}{1 / \sqrt{N} - 1}$$

$$z = \frac{0.453}{1 / \sqrt{40} - 1}$$

$$z = 0.453 / 0.16$$

$$z = 2.83$$

$-Z_{table} < Z_{count} < +Z_{table}$: H_0 is accepted, H_a is rejected

$Z_{count} < -Z_{table}$; $Z_{count} > +Z_{table}$: Ha is accepted, H0 is rejected

H_0: work environment can't influence employees' job productivity atPT.Capella Mazindo, Medan.

H_a: work environment can influence employees' job productivity atPT.Capella Mazindo, Medan.

From the calculation above, the writer got Z_{count} equal to 2.83, while the Z_{table} is 1.96 since the confidence level is 95 %. From this we can see that $Z_{count} > Z_{table}$ (2.83 > 1.96), it means that H_0 is rejected and H_a is accepted. The writer can conclude that work environment can influence employee's job productivity at PT.Capella Mazindo, Medan.

RESULTS AND ANALYSIS

From the calculation of the results from the questionnaires, the writer concludes the results as follow:

1. The validity test of variable x and variable y, most of the statements' results from questionnaire are valid. This indicates that the questionnaire is considered as valid.
2. The test of reliability has the result 0.722. This indicates that the questionnaire has acceptable data reliability.
3. From the calculation of correlation coefficient between variable X and variable Y, which is work environment and employees' job productivity, the writer got the result of 0.453, this indicates the moderate positive correlation. This result means that work environment has a moderate positive relationship with employee's job productivity at PT.Capella Mazindo, Medan.
4. The percentage relationship between work environment and employees' job productivity at PT.Capella Mazindo is 20.52 % and the remaining 79.48% is affected by other factors, such as organizational culture, leadership style, etc.
5. From the calculation of linear regression, the writer got an equation for variable X and variable Y. When there is no work environment (X = 0), employee's job productivity is 13.473, when work environment (X = 1) employee's job productivity is increasing by 0.98, became 14.453 from13.473, and so on. This means that if company increases work environment, employees' productivity will increase, too.
6. From the calculation of hypothesis test, the Zcount is 2.83 and as the Zcount >Ztable (2.83 > 1.96), H_0 is rejected and H_a is accepted. This means that work environment can influence employees' job productivity at PT.CapellaMazindo, Medan.

CONCLUSION

From the result and analysis implemented to collected relevant data, the writerhas get the conclusion from this research, which is there is influence of work environment towards employee's job productivity at PT.Capella Mazindo, Medan.

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