

THE INFLUENCE OF THE WORKING ENVIRONMENT ON EMPLOYEE PERFORMANCE IN CLASS II PUBLIC INSTITUTIONS (LAPAS) BANGKO

Anggara Bratama¹, Erianjoni²

¹) Student at Master of Public Administration Program, Faculty of Social Science, Universitas Negeri Padang, Indonesia

²) Lecturer in Master of Public Administration Program, Faculty of Social Sciences, Universitas Negeri Padang, Indonesia

Correspondence : ⁽¹⁾anggarabrata12345@gmail.com, ⁽²⁾erianjonisosiologi@gmail.com

ABSTRACT

The problem that occurs in Bangko Class II Correctional Institution (Lapas) is that the working environment in Bangko Class II Correctional Institution (Lapas) is still not good so that it can reduce employee performance. The work environment in question is a physical and non-physical work environment. The purpose of this study was to analyze the effect of the work environment on employee performance in Bangko Class II Correctional Institutions (Lapas). This study uses a quantitative approach. The study population consisted of 55 employees in Bangko Class II Correctional Institutions (Lapas). The sample in this study was determined through a total sampling technique so that the total sample was also the same, consisting of 55 respondents. Data were collected through a questionnaire with a Likert scale measurement and analyzed using a simple linear regression technique.

Keywords: Work Environment, Performance, Employees

INTRODUCTION

AA Anwar Prabu Mangku Negara (2000) said that basically performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. According to Hasibuan (2007) that performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and seriousness and time. Thus, performance can be interpreted as the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him.

Wibowo (2012) argues that performance comes from the notion of performance. According to Armstrong and Baron in Wibowo (2012) performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy. Thus performance is about doing the job and the results achieved from that job. Performance is about what to do and how to do it. Mangkunegara (2006) defines performance as the result of work achieved in quality and quantity by an employee in carrying out his duties according to the responsibilities assigned to him. Sulistiyani and Rosidah (2003) state that a person's performance is a combination of abilities, efforts, and opportunities that can be assessed from the results of his work.

Berbandin and Russel definitively in Sulistiyani and Rosidah (2003) also suggest that performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skill, experience and sincerity, and time. Hasibuan (2005) states that performance appraisal is the ratio value of real work results from the quality and quantity standards produced by each employee. Rivai and Fawzi (2004) performance is the result or level of

success of a person as a whole during a certain period in carrying out a task compared to the standard of work results, targets or targets or criteria that have been determined in advance and have been mutually agreed. Meanwhile, according to Dessler (1997) performance is work performance,

According to Sedarmayanti in Subakti Syaiin (2008) states that performance is the work that can be achieved by a person or group of people in an organization in accordance with their respective authority and responsibility in an effort to achieve the goals of the organization concerned illegally does not violate the law and is in accordance with morals. and ethics. Wirawan employee performance indicators (2009) indicators that can be used to measure employee performance in carrying out tasks are as follows: 1) quantity of work, 2) quality of work and 3) efficiency of task execution.

According to Prawirosentono (2002), the elements that can be used to assess employee / employee performance are: (1) Quality of work includes: timeliness, accuracy, skill and target accuracy, (2) The quantity of work includes: an output that is not only in the form of regular tasks but extra or urgent tasks, (3) Work relations include: job changes, coworkers and cooperation with colleagues or superiors., (4) Resilience includes: discipline, initiative, loyalty and obedience to established regulations.

Based on some of the indicators above, the researcher takes indicators that will be based on the above indicators, the researcher takes the indicators that will be used as references in the study, which are as follows: 1) quality of work, 2) timing, 3) hospitality, 4) initiative in work, and 5) willingness to cooperate. Because it is considered in accordance with the problems that exist in the Class II Bangko prison office.

Another problem in achieving employee performance is the lack of a good work environment in Bangko Class II Correctional Institutions (Lapas). The unfavorable work environment consists of physical and non-physical work environments. As a result of the poor working environment in Bangko Class II Correctional Institutions (Lapas), Bangko has resulted in less employee performance achieving such goals as the organization. According to Sedarmayanti (2009) the work environment is the whole tool, tool or material faced, the environment, work methods that are around workers and work arrangements both as individuals and groups. According to Netisemito (2000) the work environment can be interpreted as various kinds of things or something that is around the worker and can affect him in carrying out the assigned tasks.

According to Sedarmayanti (2009), in general the work environment itself is divided into two parts, namely: (1) Physical work environment, namely all things that are around the place where people work, which can directly or indirectly affect work, (2) non-physical work environment, namely all things that happen in institutions related to the work environment, both relationships with superiors and relationships with coworkers, as well as relationships with subordinates

According to Elva Dona (2013) the work environment is an important factor in creating employee performance. Because the work environment has a direct influence on employees in completing work which will ultimately improve organizational performance. A working environment condition is said to be good if employees can carry out activities optimally, healthy, safe and comfortable. Therefore the determination and creation of a good work environment will greatly determine the success of achieving organizational goals.

Netisemito (2012) states that the work environment is everything around the worker, which can affect him in carrying out his duties. According to Darvis in Ana Sri Ekaningsih

(2012), the work environment in an organization has an important meaning for individuals who work in it, because this environment will directly affect the people in it. There are three reasons for this, among others:

- 1) There is evidence to suggest that tasks can be accomplished well in a good organizational work environment.
- 2) There is evidence that the manager (leader) can influence the work environment in the organization or work unit led.
- 3) The fit between individuals and organizations has a very important role in achieving individual achievement and satisfaction in the organization.

Gibson in Ana Sri Ekaningsih (2012) states that employee performance is influenced by the work environment (organizational structure, job design, policies, rules, support, rewards, conflict situations, sanctions, value standards and resources). The work environment in the organization will give an idea that someone working will produce good output if they are suitable for the organization and their job, then the main task of the manager (leader) is to take leadership with all the technicalities.

According to Supardi (2001) the work environment is a situation around the workplace, both physically and non-physically, which can give the impression of being pleasant, secure, reassuring and the impression of feeling at home or at work. Sutrisno (2010) states that the work environment is the entire work facilities and infrastructure around employees who are doing work which can affect the implementation of work. This work environment includes workplaces, facilities and work aids, cleanliness, lighting, tranquility, including work relations between employees. The types of work environments consist of two, namely:

1. *Physical Work Environment*

According to Nitisemito (2002), the physical work environment is everything that is around the workers which can influence him / her in carrying out assigned tasks, for example lighting, air temperature, space, security, cleanliness, music and others. Work environment According to Sedarmayanti (2009), namely all physical conditions that exist around the workplace which can affect employees either directly or indirectly. The physical environment is divided into two types, namely: (a) Physical environment that is directly related to employees and is near employees such as (tables, chairs, air conditioning and others), (b) Something that can affect the human condition, for example: temperature, humidity, air circulation, noise, unpleasant odors, lighting, color and so on.

Meanwhile, according to Gie (2000) the physical work environment is a collection of physical factors and is a physical atmosphere in a workplace.

2. *Non Physical Work Environment*

According to Sedarmawati (2009) "Non-fissic work environment is all situations that occur related to work relationships, or relationships with superiors and relationships with colleagues, or relationships with subordinates". Nitisemito (2000) states that a different matter should reflect conditions that support cooperation between superiors, subordinates and those who have the same position in the company.

According to Triningsih in Ni Made (2013), it is important to pay attention to the physical work environment in companies / organizations. Companies that have a safe and comfortable physical work environment will make employees feel comfortable working. This gives employees a sense of comfort in completing work so that in the end work conditions will be better and help reduce boredom and fatigue. So that Parlinda and Wahyuddin in Ni Made (2013) concluded that an inadequate work environment can reduce employee

performance. the indicators used in this research are 1) work equipment 2) employee services, 3) working conditions, and 4) personal relationships that include cooperation between employees and superiors. Because it is considered in accordance with the problems that exist in the Bangko Class II prison office.

Based on the results of field research conducted by the author at the Bangko Class II Penitentiary, it turns out that there are still gaps that are not in accordance with idealism, it is seen that there are still employees who postpone work, there are still employees who are not on time when they go to the office, facilities and infrastructure are not complete, there are still some work spaces that do not have air conditioning or air conditioning, there are no sound absorbers that cause noise.

This must be considered by a leader of the Correctional Institution, so that as early as possible addressing the problems that will arise from this phenomenon and trying to improve the quality of management of human resources that exist in the Penitentiary. How is it possible to achieve the goals of an organization / agency many employees who do not care about the work for which they are responsible. Even though employees have a very big role in developing their potential in organizing and running and implementing good services. Of course there are many factors that make an organization / agency strive to provide solutions to existing deficiencies.

Based on the background of the problem, the author has conducted research at the Bangko Class II Correctional Institution to answer various problems as follows; 1) How do you describe the work environment in Bangko Class II Correctional Institution ?, 2) What is the picture of the performance of the Bangko Class II Correctional Institution (Lapas) employees? 3) Is there a significant effect of the work environment on the employee's performance at the Bangko Class II Correctional Institution? The formulation of this problem will be discussed in this article entitled "The Effect of Work Environment on Employee Performance of Class II Bangko Correctional Institutions (Lapas)."

METHODS

The method used by researchers is a quantitative method using structural equations, namely the causal dimension of the effect of compensation on employee performance. This research was conducted at Bangko Class II Correctional Institution (Lapas). The population in this study were all employees at Bangko Class II Correctional Institutions (Lapas). The sample in this study consisted of 55 respondents. The data were collected through the total sampling technique. This research data was collected through a questionnaire using Likert scale measurement and using 4 answer options (strongly agree, agree, disagree, and disagree). The data analysis of this research was carried out using a simple linear regression test. Before the regression test is carried out, the classical assumption test is conducted first as required in the regression test.

DISCUSSION

Working Environment on Bangko Class II Correctional Institution (Lapas)

As described in the introduction, it is assumed that the work environment can affect the performance of the Bangko Class II Correctional Institution (Lapas) employees. The work environment is a condition around the workplace, both physically and non-physically, which

can give the impression of being pleasant, secure, reassuring and the impression of being at home or at home to work. Work environment is all work facilities and infrastructure around employees who are doing work which can affect the implementation of work. This work environment includes workplaces, facilities and work aids, cleanliness, lighting, tranquility, including work relations between employees.

With the fulfillment of a good work environment in Bangko Class II Correctional Institutions (Lapas), Bangko will consciously act in a manner to fulfill promises, honesty, openness, commitment, and trust in work. So that later it can achieve good performance at work.

Based on the findings of field data, compensation in Bangko Class II Correctional Institution (Lapas) is included in the "High" category or is at an average achievement level (TCR) of 6.84 %. For more details, the mean and TCR of employee integrity variables at Padang City Health Center in this study can be seen in table 1 below:

Table 1. Description of Work Environment Variable Indicators

No.	Statement	N	Mean	TCR	Ket
				(%)	
1	Work equipment in the office is adequate (adequate).	55	3,6	72	High
2	Leaders do not have good service at work.	55	3.49	69.81	High
3	Good working conditions are not necessarily a reference in getting maximum work results.	55	3.58	71.63	High
4	The attitude of building cooperation and trust with leaders and colleagues can be a point in working success.	55	3.52	70.54	High
Variable Mean			3.55	71	High

Source: Authors' processed data for 2020

Based on the description above, it can be concluded that the compensation is in the "High" category with a mean score of 3.55 and a TCR of 71%. This means that the Head of Class II Bangko Prison is expected to be more committed to providing compensation to prison employees and pay attention to existing facilities and infrastructure in the office environment so that each employee can carry out their duties as an employee can be channeled properly. And every employee is expected to have a harmonious relationship so that the work can run well so that employee performance becomes good. This means that the Head of Class II Bangko Prison is expected to be more committed to providing compensation to prison employees and pay attention to existing facilities and infrastructure in the office environment so that each employee can carry out their duties as an employee can be channeled properly. And every employee is expected to have a harmonious relationship so that the work can run well so that employee performance becomes good. This means that the Head of Class II Bangko Prison is expected to be more committed to providing compensation to prison employees and pay attention to existing facilities and infrastructure in the office environment so that each employee can carry out their duties as an employee can be channeled properly. And every employee is expected to have a harmonious relationship so that the work can run well so that employee performance becomes good.

Class II Bangko Prison Employee Performance

Employee performance at Bangko Class II Correctional Institution is in the "High" category or is at an average achievement level (TCR) of 71.05%. For more details, the mean of employee performance variables in Bangko Class II Penitentiary can be seen in Table 2 below:

Table 2. Description of Performance Variable Indicators Employees

No.	Statement	N	Mean	TCR (%)	Ket
1	The quality of work is good and it can make my friends motivated by the way I work.	55	3.67	73.45	High
2	The number of absences at the office has decreased (minimal).	55	3.32	66.54	High
3	The friendly nature in my work environment has not been possessed by all employees.	55	3.63	72.72	High
4	My initiative in work is very high and no doubt.	55	3.61	72.36	High
5	All employees in the office are willing to work together (team work).	55	3.50	70.18	High
Variable Mean			3.55	71.05	High

Source: Authors' processed data for 2020

is in the "High" category with a mean score of 3.50 and a TCR of 70.18%. Thus it can be said that the performance of employees at Bangko Class II Correctional Institutions is still in the "High" category, this is evident from the total mean reaching 3.55 and TCR 71.05%. For this reason, it is hoped that all employees of the Bangko Class II Correctional Institution (Lapas) can always improve their performance at work. In order to achieve the desired goals in the organization. For this reason, it is hoped that all employees of the Bangko Class II Correctional Institution (Lapas) can always improve their performance at work. In order to achieve the desired goals in the organization. For this reason, it is hoped that all employees of the Bangko Class II Correctional Institution (Lapas) can always improve their performance at work. In order to achieve the desired goals in the organization.

The Effect of Work Environment on Employee Performance in Bangko Class II Correctional Institutions (Lapas)

After the classical assumption test was carried out as a regression test requirement in this study, a simple regression test was carried out on the research data. The results of the regression test can be seen in the following Table 3.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
	R	F	df1	df2	Sig. F Change	R Square Change	F Change	df1	df2
	Square Change	Change							
1	.732 (a)	.536	.527	1.16821	.536	61,256	1	53	.000

a Predictors: (Constant), _Work Environment

ANOVA (b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	83,597	1	83,597	61,256	.000 (a)
	Residual	72,330	53	1,365		
	Total	155,927	54			

a Predictors: (Constant), _Work Environment

b Dependent Variable: Kinerja_Pegawai

Based on Table 3 above, the regression equation of the influence of the work environment on employee performance in Bangko Class II Correctional Institutions (Lapas) is significant (Sig.) $0.000 < 0.05$. This shows that the proposed hypothesis is accepted and indicates that the work environment has a significant effect on employee performance in Bangko Class II Correctional Institutions (Lapas). In addition, based on the table above, it can also be explained that the truth of this conclusion can be trusted up to 100%.

Based on the description previously described, it is evident that the significance level of the influence of the work environment on employee performance in Bangko Class II Correctional Institutions (Lapas) is 0,000. The significance value obtained from testing this hypothesis shows < 0.05 . This means that H_a is accepted and H_o is rejected. From these results it can be stated that the work environment affects the performance of the Bangko Class II Correctional Institution (Lapas) employees. This is evidenced by the results of the influence of the work environment on the performance of employees in Bangko Class II Correctional Institution (Lapas) which has a significance of 0.000 and an Adjusted R Square value of 0.527. Thus it can be said that the contribution of the influence of the work environment on the performance of employees in Bangko Class II Correctional Institutions (Lapas) is 52.7%. While the remaining 47.3% is influenced by other variables not examined in this study. Furthermore, the R value is 0.732 or 73.2%, which means that the Bangko Class II Correctional Institution (Lapas) has contributed or is beneficial for 73.2%.

These findings reinforce previous findings, including; The results of research conducted by Nurul Khoiriah (2019) entitled Effect of Compensation and Work Environment on Employee Performance with Work Motivation as an Intervening Variable at PT. Perkebunan Nusantara XII, part of Blater Jember City Rubber Processing, say that Compensation and work environment have a significant effect on employee performance at PTPN XII Kebun Kotta Blater Jember. In research Yulita Silvia (2018) entitled The Influence of Work Environment Leadership Style and Organizational Culture on employee performance at PT. Sumber Usaha Saranajaya Manado. The results showed that: Simultaneously, leadership style, work environment, and organizational culture have a significant effect on employee performance. Partially leadership style and work environment have a positive but insignificant effect and organizational culture has a positive and significant effect. In research conducted by Risky Nur Adha. (2019) entitled The Influence of Work Motivation, Work Environment, Work Culture on Employee Performance of the Social Service Office of Jember Regency. The results showed that the work environment and work culture had a positive and significant effect on employee performance. Meanwhile, work motivation has no effect on employee performance.

CONCLUSION

Based on the results of research and discussion that has been stated previously about the influence of the work environment on employee performance at Bangko Class II Correctional Institutions (Lapas), conclusions can be drawn, among others:

1. The level of the Bangko Class II Penitentiary (Lapas) is in the "High" category or is at an average achievement level (TCR) of 71%
2. Employee performance at Bangko Class II Penitentiary is in the "High" category or is at an average achievement level (TCR) of 71.05%
3. The results of the influence of the work environment on employee performance at Bangko Class II Correctional Institution (Lapas) has a significance of 0.000 and an Adjusted R Square value of 0.527. Thus it can be said that the contribution of the influence of compensation on employee performance at Bangko Class II Correctional Institution (Lapas) amounted to 52.7%. While the remaining 47.3% is influenced by other variables not examined in this study. Furthermore, the R value is 0.732 or 73.2%, which means at Bangko Class II Correctional Institution (Lapas) compensation has contributed or benefited by 73.2%. The significance of the effect is 0.000 so that the truth of these conclusions can be trusted up to 100%.

Based on the research conclusions that have been stated above, through this research several suggestions can be given, including:

1. From the research results show that the contribution of the influence of the work environment on employee performance at Bangko Class II Correctional Institution (Lapas) amounted to 52.7%. This means that the remaining 47.3% has not been maximized.
2. For academics, the results of this study are only part of additional information, theory development. So that a more comprehensive research is needed.
3. For further researchers, it is advisable to carry out further research regarding employee performance by adding new theories and examining other factors that affect employee performance.

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