

## The Influence Of Work Environment And Facilities On Employee Performance At The Central Industrial Smokehouse Indah Wonosari Bonang Demak

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**Abstract.** This research was conducted at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, with the research objectives being (1) to determine the influence of the work environment on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, (2) to determine the influence of work facilities on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, (3) to determine the combined influence of the work environment and work facilities on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, (4) to identify which variable has the most significant influence on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak. In this research, a quantitative survey research method with a field approach was employed. The population of this study was all employees working at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, totaling 61 employees. Since the population is less than 100, all employees (61) were included as the sample. The research results indicate that: (1) The work environment (X1) significantly influences employee performance (Y) at the Central Industrial Smokehouse Indah Wonosari Bonang Demak. (2) Facilities (X2) significantly influence employee performance (Y) at the Central Industrial Smokehouse Indah Wonosari Bonang Demak. (3) The combined influence of the work environment (X1) and facilities (X2) significantly affects employee performance (Y) at the Central Industrial Smokehouse Indah Wonosari Bonang Demak. (4) The variable that has the most significant influence on employee performance is the work environment variable.

**Keywords.** Work Environment; Facilities; Employee Performance.

### INTRODUCTION

Human Resource Management (HRM) is an integral part of organizational management aimed at managing human elements to acquire a satisfied and productive workforce. Humans, as the primary drivers in an organization, determine the course of an entity. Therefore, positive guidance and attention to employee satisfaction are key to the organization's success (Khuay Guan Lionel et al., 2023) (Zhang, 2023).

An organization, as a collection of individuals with specific goals, must achieve predetermined targets in accordance with planning standards. The work environment, an inseparable factor from human life, plays a crucial role in the success of the organization (Suwardana, 2023). The suitability of the work environment can influence employee performance in the long term (Ploscaru et al., 2023).

Work facilities have a significant impact on employee morale and efficiency. Adequate facilities and infrastructure will support the smooth flow of work processes (Misau, 2023). The success of an organization depends not only on internal factors but also on environmental conditions and the work facilities provided.

This study aims to evaluate the influence of the work environment and facilities on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak.

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Initial observations indicate low employee morale, evident from frequently delayed production results, lack of responsibility, and an uncondusive work environment. Inadequate work facilities, such as frequently malfunctioning equipment and machinery, also negatively impact employee productivity.

This research is expected to provide a comprehensive overview of the importance of a conducive work environment and adequate facilities in achieving optimal employee performance. Analysis of these factors is anticipated to provide insights for the Central Industrial Smokehouse Indah Wonosari Bonang Demak to improve working conditions and facilities for the enhancement of productivity and employee satisfaction.

## **METHOD**

Quantitative survey research is a methodology that entails posing organized or systematic inquiries to a significant number of individuals and examining their replies. It constitutes a quantitative research approach utilizing surveys to amass data from participants. This methodology facilitates the documentation, processing, and scrutiny of acquired responses. Employing questionnaires in quantitative survey research furnishes a methodical structure for data collection and enables the streamlined analysis of the gathered data (Arifia & Nurdyansyah, 2022; Phuong Anh, 2023).

The population in this research consists of the officials/workers of di Sentral Industri Asap Indah Wonosari Bonang Demak, totaling 61 individuals. In this study, all the members of the population are included as samples because the population size is less than 100. The sample used is equal to the population size, which is 61 individuals.

Validity testing is used to determine the effectiveness of an instrument in measuring what it claims to measure, while reliability testing assesses the consistency and stability of data over time. Data collection for these tests is typically done through questionnaires, which contain a series of statements related to the variables being measured. Validity and reliability are separate concepts, with validity focusing on the accuracy of the instrument and reliability focusing on the consistency of the data (Sijtsma & Pfadt, 2022). In order to establish validity, researchers must ensure that the instrument covers the attribute of interest well (Rajput, 2020). Reliability, on the other hand, is determined by the degree of consistency and stability in the results obtained from the instrument (Kumar et al., 2021). By conducting validity and reliability testing, researchers can ensure that their instruments are accurate and consistent in measuring the variables of interest. Data collection is carried out through a questionnaire, which contains a series of statements related to employe performance, quality of service and motivation. The

measurement scale uses a Likert scale, with the following categories: Very Agree (VA), Agree (A), Uncertain (U), Disagree (D), and Strongly Disagree (SD).

## **RESULTS AND DISCUSSION**

### **Result**

1. The data obtained through a questionnaire that has been tested for its validity yielded valid questionnaire results for the work environment variable. The questionnaire results from 61 respondents regarding the work environment variable reflect diverse responses. The majority of respondents expressed a level of disagreement with some statements, especially the first, fifth, sixth, and tenth statements. Nevertheless, there were also a significant number of respondents who indicated a significant level of agreement, particularly with the second, fourth, and seventh statements. These results characterize the diversity of perceptions in the work environment, with some aspects receiving higher levels of agreement than others.
2. The data obtained from employees through a questionnaire, which has been validated with valid questionnaire results for the facilities variable, demonstrates varied responses. The questionnaire results from 61 respondents regarding the facilities variable show a range of responses. The majority of respondents expressed disagreement with some statements, especially the first and fifth statements. Nevertheless, a significant number of respondents indicated a noteworthy level of agreement, particularly with the fourth and seventh statements. The presence of positive responses to certain aspects of facilities, such as the eighth statement, indicates differences in perceptions within the respondent group. Thus, the questionnaire results reflect the diversity of views on the conditions of facilities in the work environment.
3. The data obtained through a questionnaire, validated with valid questionnaire results for the employee performance variable, reveals a diverse pattern of responses. Although some respondents expressed disagreement with certain statements, especially the fifth statement, there is also a significant percentage indicating a high level of agreement with other statements, such as the seventh and eighth statements. Thus, the questionnaire results reflect a variety of perspectives on employee satisfaction across various aspects, indicating complexity and diversity of perceptions within the respondent group.

### **Multiple Linear Regression Analysis**

Multiple linear regression analysis is conducted to evaluate the influence and relationship between independent variables, namely the work environment (X1) and facilities (X2), on the

dependent variable, employee performance (Y). The regression coefficients obtained from the table indicate the values used in the multiple linear regression equation, where the constant (a) is 6.735, the coefficient for the work environment (b1) is 0.661, and the coefficient for facilities (b2) is 0.194. The analysis results show that both independent variables significantly influence employee performance in a linear manner. With these coefficient values, it can be interpreted that an increase in the work environment level will be followed by a 66.1% increase in work discipline, while an improvement in facilities will contribute to a 19.4% increase in employee performance. Furthermore, the constant of 6.735 indicates the influence of other variables when both independent variables are valued at 0. This analysis provides further understanding of the factors influencing employee performance in the context of the work environment and facilities.

### **Hypothesis Testing**

#### **a. t-Test**

The t-test is conducted to evaluate the individual influence of each independent variable, namely the work environment and facilities, on the dependent variable, employee performance. The partial test results show that the work environment variable has a coefficient of 0.661 with a significance level of 5.328, and the facilities variable has a coefficient of 0.194 with a significance level of 4.386. Both variables individually exhibit a significant influence, as their significance levels are less than 0.05. Thus, it can be concluded that the work environment and facilities separately have a significant impact on employee performance.

#### **b. F-Test**

The F-test is conducted to determine whether there is a simultaneous influence between the work environment and facilities on employee performance. The test results indicate that both variables together have a significant impact on employee performance, with a significance level of 0.000, which is smaller than 0.05. Therefore, the null hypothesis ( $H_0$ ) is rejected, and the alternative hypothesis ( $H_a$ ) is accepted. This confirms that the work environment and facilities jointly influence employee performance simultaneously.

#### **c. Coefficient of Determination Test ( $R^2$ )**

The coefficient of determination ( $R^2$ ) test is used to assess how much contribution independent variables make to the dependent variable. The test results show that the Adjusted R Square coefficient is 0.761, meaning that 76.1% of the variation in employee performance can be explained by the work environment variable ( $X_1$ ) and facilities variable ( $X_2$ ). Meanwhile, the remaining 23.9% is influenced by other factors not examined in this study. The relatively high coefficient of determination indicates that the regression model effectively explains the variation in employee performance based on the identified work environment and facilities variables.

## **DISCUSSION**

### **The Influence of the Work Environment on Employee Performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak**

The research results indicate that the work environment has a significant influence on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, with a significance level of  $0.00 < 0.05$ . Therefore, the null hypothesis ( $H_0$ ) is rejected, and the alternative hypothesis ( $H_a$ ) is accepted. Thus, the work environment variable ( $X_1$ ) partially influences employee performance positively and significantly. These findings suggest that as the work environment conditions improve at that location, employee performance also increases. This conclusion aligns with the theory stating that a comfortable work environment can enhance employee motivation and well-being, leading to improved performance. Therefore, it is crucial for companies to create a conducive work environment to stimulate the enhancement of employee performance.

### **The Influence of Facilities on Employee Performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak**

Based on the research results, it can be concluded that facilities have a significant influence on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, with a significance level of  $0.01 < 0.05$ . Therefore, the null hypothesis ( $H_0$ ) is rejected, and the alternative hypothesis ( $H_a$ ) is accepted, indicating that the facilities variable ( $X_2$ ) partially has a positive and significant impact on employee performance. This means that the better and more comprehensive the facilities available at that location, the higher the employee performance. Conversely, inadequate facilities can lead to a decline in performance. This conclusion aligns with the theory emphasizing that workplace facilities, whether tools, equipment, or other supporting resources, play a crucial role in supporting the achievement of company goals and can positively influence employee performance. Therefore, companies need to ensure the availability and quality of adequate facilities to support employee productivity and well-being.

### **The Influence of the Work Environment and Facilities on Employee Performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak**

Based on the F-test results, the conclusion can be drawn that the work environment and facilities together have a simultaneous influence on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak, with a significance level of  $0.000 < 0.05$ . Therefore, the null hypothesis ( $H_0$ ) is rejected, and the alternative hypothesis ( $H_a$ ) is accepted, indicating that the work environment and facilities jointly have a significant impact

on employee performance. The results of this study indicate that the better the work environment conditions and the completeness of facilities at that location, the tendency for employee performance to increase. Conversely, if the work environment is not conducive, and facilities are inadequate, employee performance may decline. A safe and comfortable work environment can motivate employees to complete tasks effectively, while adequate facilities show attention to employees and encourage a sense of enthusiasm. Overall, fulfilling a good work environment and facilities can be a driver of employee motivation to achieve company goals.

### **The Influence of the Work Environment on Employee Performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak**

The dominant variable in this study is the work environment, as indicated by the beta value in the t-test table, which is 0.710, higher than the beta value for facilities, which is 0.185. This indicates that the work environment has a stronger influence on improving employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak compared to employee facilities. Employees at the Central Industrial Smokehouse Indah Wonosari Bonang Demak tend to prefer a comfortable, good, and supportive work environment, which ultimately contributes positively to their performance and the overall company performance. Nevertheless, it is also important to continue providing good facilities to complement and maintain the quality of employee performance.

## **CONCLUSION**

In this research, a quantitative approach was employed to investigate the influence of the work environment and facilities on employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak. The quantitative survey research method with a field approach, using a questionnaire as the data collection instrument, provided a systematic and planned overview of the variables under study.

The data analysis results indicate that the work environment and facilities have a positive and significant impact on employee performance individually. The work environment, with a beta value of 0.710, emerged as the dominant variable with a stronger influence than facilities, which had a beta value of 0.185. In other words, improving the comfortable, good, and supportive work environment significantly enhances employee performance at the Central Industrial Smokehouse Indah Wonosari Bonang Demak.

The F-test shows that collectively, the work environment and facilities simultaneously influence employee performance. This reinforces the conclusion that it is crucial to create a

conducive work environment and provide adequate facilities to optimize employee performance.

In terms of the coefficient of determination ( $R^2$ ), the research results indicate that around 76.1% of employee performance is influenced by the work environment and facilities, while the remaining 23.9% is affected by other factors not examined in this study.

Overall, this research contributes to a better understanding of the influence of the work environment and facilities on employee performance. The implications of these findings can serve as a foundation for companies to enhance work environment conditions and provide supportive facilities to achieve optimal employee performance.

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