

THE EFFECT OF WORK ENVIRONMENT AND WORK SPIRIT ON EMPLOYEE PERFORMANCE AT PT. NADIA BARUNA JAYA

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Abstract

This study aims to (1) determine the effect of the work environment on employee performance (2) determine the effect of morale on employee performance and (3) determine the influence of the work environment and work enthusiasm jointly affect employee performance at PT. Nadia Baruna Jaya. The data used in this research are primary and secondary data with a total sample of 54 respondents. This study used a quantitative approach and was analyzed using multiple linear regression analysis with the help of SPSS data processing to prove the three hypotheses. The results of this study prove that the work environment variable has a significant effect on employee performance with a tcount of 3.425 > ttable 1.678. the variable of morale has a significant effect with a tcount of 2,529 > ttable of 1,678. It is also known that the independent variables jointly or simultaneously have a positive and significant effect on the dependent variable, namely the performance of employees at PT. Nadia Baruna Jaya. Therefore, if the work environment and morale are continuously improved, it will have an impact on the employee's own performance.

Keywords: *Work Environment, Morale, Employee Performance*

INTRODUCTION

HR is the main asset in a company which basically acts as a driver for every activity in the company. Affiliate companies will not run and develop properly without the help of good, reliable and competent human resources (Halisa, 2020). Given the existence of human resources in the company can not be measured or compared with other resources. Evolution in a Era of globalization at this stage requires every company to take part in developing or developing to maintain the continuity of the company and One of the parts that must be created is HR.

Factors that influence the progress of a company is the performance of its employees. Every company will continue to strive to further develop employee performance, hoping that the goals of the company can be realized. One of the ways taken by the company to further develop employee performance is through preparation, providing motivation and enthusiasm for work, and building a comfortable workplace. Therefore efforts to improve employee performance are not easy in HR management because the results in achieving goals and the survival of the company depend on the idea of HR in it.

In terms of his study, Naharuddin and Sadegi (2013) show that the implementation of employee performance depends on the willingness and acceptance of the workers themselves and other people in running their business. In addition, it reveals that the ability and transparency of workers in carrying out their obligations can improve employee performance which also encourages the implementation of the workers themselves.

Another variable that affects employee performance is the work environment. In the work environment the company focuses on management or managing the scope of the company which has a fairly important contribution. Although this element is excluded from the interaction of creation or production processes in the company, this component has a significant effect on the coherence of the company. One of the important things that must be underlined by the company to achieve its goals

is the arrangement of the work environment, both physical work environment and non-physical work environment. (Nela et al, 2014).

In addition to work environment factors, morale factors also play an important role in efforts to further develop employee performance. An employee who has work ethic with a good hard work attitude will provide an inspiring perspective and willingness to work. According to Badriyah (in Nasution, 2019). Enthusiasm is a state of individual who upholds himself to get the job done faster and better in the company. Faster and better working conditions are a basic illustration of the implementation of work enthusiasm in the workplace. Thus there is a direct relationship with good performance and high morale. In this case the company which is the reference to what extent work environment factors and work morale affect employee performance will be examined at PT. Nadia Baruna Jaya.

PT. Nadia Baruna Jaya is one of the companies located in Tama'la'lang village, Galesong sub-district, Takalar district. This company is engaged in the production of marine products where the main commodity of this company is the production of flying fish eggs to be supplied to larger companies. This company began operating in 2019. The results of the latest observations of researchers in 2021 at PT. Nadia Baruna Jaya has a workforce of 115 people.

Based on the results of observations made by researchers, it is known that the condition of the warehouse where the production process for flying fish eggs has several problems, including the fishy or unpleasant odor felt by employees and also the people who are around the production warehouse which is sourced from flying fish eggs. in terms of the arrangement of the warehouse itself which is closed, there is very little air circulation. This is because the production warehouse only relies on circulation from the main door and small air ducts in the production warehouse. the production warehouse becomes damp and further adds to the unpleasant odor. with decreased morale, work will be neglected so that the company cannot achieve goals that are not fully set. Likewise, in terms of an unfavorable work environment, it can lead to deviant attitudes that can reduce employee engagement and implementation in a negative direction to create unfavorable working conditions. In view of the above constraints this can create discomfort for employees if the company is not able to increase morale and improve the work environment then this can have an impact on the performance itself.

Theoretical review

a. Human Resources

According to Rivai and Jauvani (in Adamy, 2016). argues that: Human assets on the board (HRM) are a variety of information about how to make HR due which combines the parts of managing, coordinating, implementing, and controlling creative abilities, performances, and staffing in achieving goals company.

Meanwhile, according to Samsudin (in Adamy, 2016), argues that: Human resources are activities that are carried out properly so that existing human resources in the company can be used seriously and effectively to achieve various goals.

b. Work environment

According to Sutrisno (2016), the work environment is the general state of the company and the system around the company that regulates everything that can affect work, buildings and work equipment, cleanliness, lighting, calm, taking into account the functional relationship between people and the work environment.

Meanwhile according to Kuswana (in Januari, 2019). The work environment is about the conditions of the work environment such as lighting arrangements, air ventilation arrangements,

and factors that affect the physical work, such as noise, vibration, temperature and chemical waste.

From the explanation above, it is very likely that the work environment is the entire building and workplace structure, both the physical environment and the environment that is not really related to the work building and its equipment, tidiness, lighting, calm and other factors.

c. Spirit at work

According to Sangki (2014), enthusiasm is the desire and sincerity of individuals to work effectively and focus on achieving the highest efficiency. Morale can be interpreted as a perspective or approach to action from individual specialists and affiliates who make deep energy in carrying out their work to work tirelessly and reliably in achieving the goals set by Sastrohadiwirya's office (2003).

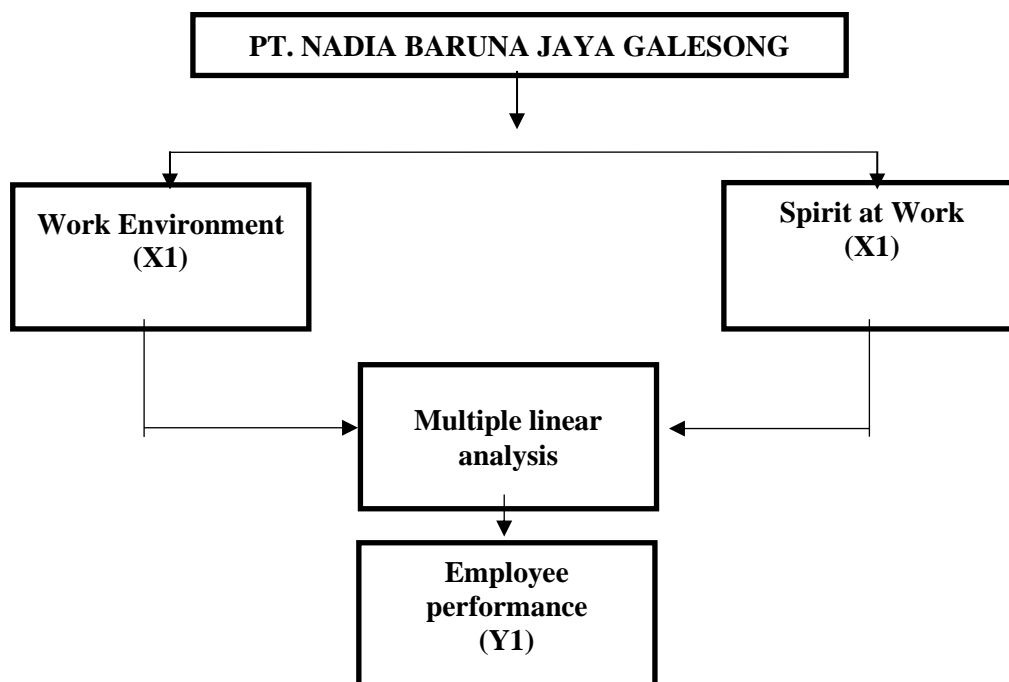
Nitisemito (2006), suggests that enthusiasm is completing work more seriously, so it is hoped that work can be faster and better. It can be concluded from the definition above that morale is a picture of a person's feelings, desire or sincerity for the company in carrying out tasks and responsibilities better and faster. because if the work is done quickly then the goals of the company can be achieved optimally and the company will avoid the negative influence of decreased morale which can be seen from the low level of absenteeism and increased enthusiasm and enthusiasm for work which greatly affects employee performance.

d. Employee performance

According to Adhari (2020), employee performance is the ability to achieve work requirements, especially when work targets can be completed brilliantly or not exceeded as far as possible so that goals will be in accordance with company ethics and morals.

Sutrisno (2016), argues that performance is a consequence of individual effort found in the quality capacity and self-impression of his work in completing work. From some of the conclusions above, it can be concluded that performance is the result of good work achieved by employees in carrying out their obligations and responsibilities to achieve the company's vision, mission and targets.

Frame of Mind



Hypothesis

H1: The work environment has a partial influence on employee performance at PT. Nadia Baruna Jaya.

H2: Morale has a partial effect on employee performance at PT. Nadia Baruna Jaya.

H3: Work environment and work enthusiasm have a simultaneous influence on employee performance at PT. Nadia Baruna Jaya.

RESEARCH METHODS

In this review, researchers used quantitative testing in which this method used data in the form of numbers obtained from PT. Nadia Baruna Jaya. By using a descriptive quantitative approach, namely an approach that uses data collection techniques, classification, and examining information obtained from the company to provide an outline of the phenomena felt by employees at the company.

The variables that will be studied in this research are independent variables or independent variables that affect or cause changes in the existence of a dependent (bound) variable. The independent variables in this study are work environment (X1) and work enthusiasm (X2) for the dependent variable or dependent variable, namely the variable that is influenced by the independent variable, namely employee performance (Y). The population in this study are employees of PT. Nadia Baruna Jaya in 2023 as many as 115 employees. Samples are important for various characteristics driven by the population used for research, samples are also taken from populations that are truly representative and valid, especially being able to measure something that should be measured, sampling using the slovin formula with a result of 54 samples. Measurement of variables in this study using a questionnaire with a Likert scale, which is a scale used to measure elements of the work environment, morale and employee performance. Respondents' responses have a score range of 4 to 1 with answer choices that are tailored to each question.

To show the hypotheses that have been proposed, the researcher uses a multiple linear regression model to determine the relationship and influence of the work environment, morale on employee performance. To determine the quantitative impact of the work environment and morale (variable X) on different occasions (variable Y). The backslide check (the fourth model) makes use of the regression conditions, specifically:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Method: describes the method used to solve the problem. Examples of methods: a) Community Education, for example counseling aimed at increasing understanding and awareness, b) Science and technology diffusion, for example activities that produce products for target groups, c) Training, for example activities accompanied by demonstrations or demonstrations to produce certain skills, d) Mediation, for example activities that show PkM implementers as intermediaries in solving problems that exist in the community, e) Advocacy, for example activities in the form of assistance to target groups

RESULTS AND DISCUSSION

1. Overview of Respondents

Respondents in the study were 54 people using characteristics: based on gender, 79.9% were female and 20.4 were male. Based on age, age 21-30 was 27.8%, age 31-40 was 20.4, age 41-50 was 37%, age >50 was 14.8%. Based on the last education, SD was 3.7%, SMP was 20.4% and SMA was 75.9%. Based on employee length of service, <1 is 46.3%, 2-3 is 37%, and 4-5 is 16.7%.

2. Validity test

The validity or validity test is to indicate the extent to which the estimating instrument can measure what needs to be quantified (a substantial measure if it effectively measures uniqueness). Validity test is done by examining the relationship between item scores and the total score of each

variable using the Pearson relationship. Questions should be substantial assuming a significance level below 0.05. The validity test will be carried out using SPSS with a total sample of 54 people.

Table 1. validity test results

	Question Items	Pearson Correlation	Sig (2-Tailed)	Information
Work environment (X1)	X1	0.852	0.000	Valid
	X2	0.728	0.000	Valid
	X3	0.728	0.000	Valid
	X4	0.732	0.000	Valid
	X5	0.718	0.000	Valid
	X6	0.645	0.000	Valid
	X7	0.781	0.000	Valid
	X8	0.628	0.000	Valid
	X9	0.534	0.000	Valid
	X10	0.704	0.000	Valid
Morale (X2)	X1	0.779	0.000	Valid
	X2	0.666	0.000	Valid
	X3	0.632	0.000	Valid
	X4	0.734	0.000	Valid
	X5	0.681	0.000	Valid
	X6	0.642	0.000	Valid
	Y1	0.703	0.000	Valid
Employee performance (Y)	Y2	0.588	0.000	Valid
	Y3	0.618	0.000	Valid
	Y4	0.726	0.000	Valid
	Y5	0.651	0.000	Valid
	Y6	0.628	0.000	Valid
	Y7	0.651	0.000	Valid
	Y8	0.487	0.000	Valid
	Y9	0.678	0.000	Valid
	Y10	0.491	0.000	Valid

the results of the validity test that has been carried out indicate that the employee performance variable (Y) that has been studied is declared valid with a sig. all questions less than 0.005.

3. Reliability test

The reliability test is an index test to what extent the measuring device is reliable. Reliability test was performed using Cronbach's alpha with a significant value of alpha 0.6. If the test result value is more than 0.6 it is considered reliable. The following are the results of the reliability experiment which are presented in the table below:

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	information
Work environment (X1)	0.654	Reliable
Morale (X2)	0.779	Reliable
Employee performance (Y)	0.824	Reliable

The reliability test shows that the value of Cronbach's alpha on the work environment variable (X1), morale (X2) and employee performance (Y) has a value above 0.6 so it tends to mean that each component used can be declared reliable. In line with that, each question used really must get consistent information and if the question is asked again it will produce the same answer as the previous answer.

4. Classic assumption test

a. Normality test

The normality test is a test directed at surveying the distribution of information in a collection of information or whether the variable is disseminated regularly or not. The Ordinary P Plot Of Residuals Normalized Linger graph is the test used in this review. With the experimental results that should be seen in the image below:

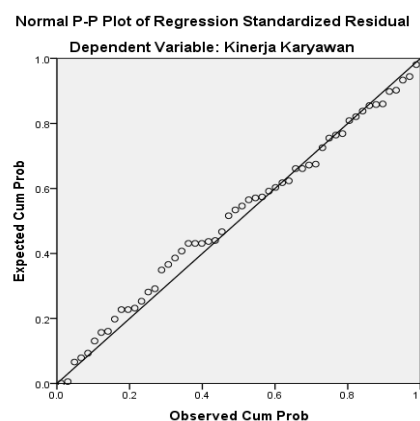


Figure 1. Normality Test Results

it can be seen very well that the spots are scattered around the slash and the direction of its spread carefully pay attention to the slash. From the results of the normality test that has been carried out, it appears that this regression model is possible to use because it fulfills the normality test.

b. Multicollinearity test

The multicollinearity test is designed to test whether the regression model follows a high or optimal relationship between the independent variables or the independent variables. This test is carried out by looking at the Tolerance value and the Variance Inflation Factor (VIF) value. If the Tolerance value is > 0.01 and $VIF < 10$, it implies that the referenced elements do not have multicollinearity or there is no relationship between the independent variables in this review. With the aim that this regression model does not experience multicollinearity problems.

Table 3. Multicollinearity Test Results Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	5,715	1730		3,303	0.002		
	Work environment	0.453	0.132	0.518	3,425	0.001	0.197	5,085
	Spirit at work	0.584	0.231	0.383	2,529	0.015	0.197	5,085

a. Dependent Variable: Employee Performance

Considering Table 4.13 above, it can be seen that the Tolerance value for each independent variable has a value > 0.10 , which is 0.197 and the Variance Inflation Factor (VIF) value is < 10.0 , 5.085 to be exact. this shows that between the two independent variables, namely work environment and work enthusiasm, there is a relationship between the two factors, so it tends to be stated that the regression model is free from the assumption of multicollinearity

c. Heteroscedasticity Test

The heteroscedasticity test expects to see whether in the repetition model there is an inequality of changes starting from one remaining observation and then moving on to the next. If the variance of the residual from one observation to another is fixed, it is called homoscedasticity and if it is different, it is called heteroscedasticity. In this survey a heteroscedasticity test will be carried out using the Scatterplot method where it is expected that the points that appear are conveyed randomly and do not frame a certain pattern and the circulation is above or below zero at the midpoint

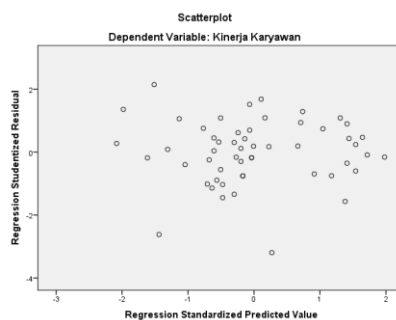


Figure 2. Heteroscedasticity Test Results

The results of the heteroscedasticity test show that the scattered spots do not form a specific pattern and the distribution of spots is above and below zero on the Y axis. This shows that there is no heteroscedasticity in the regression model used, so the regression model can be used to estimate performance employees with influencing variables, namely the work environment and work morale.

5. Multiple Linear Regression Analysis

Regression analysis is a procedure used to view and model the relationship between variables. Linear regression is often used to solve regression analysis problems that cause a relationship of at least two or more independent variables. With the test results from the regression analysis which can be seen in the table below:

Table 4. Regression Equation Model Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	5,715	1730		3,303	0.002
	Work environment	0.453	0.132	0.518	3,425	0.001
	Spirit at work	0.584	0.231	0.383	2,529	0.015

a. Dependent Variable: Employee Performance

The multiple regression equation in this study is:

$$Y = 5.715 + 0.453 X_1 + 0.583 X_2 + e$$

- 1) the fixed value of the coefficient e is 5.715. This shows that if the independent factors (work place and morale) are 0, then the value of the dependent variable (representative employee performance) is 5.715 units.
- 2) The work environment regression coefficient (b_1) is 0.453 which is a positive sign. This shows that the value of the variable Y will increase by 0.453. If the X_1 variable has increased by one unit and the other independent variables have a fixed value. The coefficient with a positive sign indicates that there is a direct relationship between work environment factors (X_1) and employee performance variables (Y). the higher the work environment, the better/higher the presentation of employee performance.
- 3) The regression coefficient of morale (b_2) is 0.583 which is positive. This shows that the value of Y will increase by 0.583. If the variable X_2 has increased by one unit and other independent factors that have a fixed value. The positive coefficient indicates that there is a direct relationship between the morale variable (X_2) and employee performance (Y), the higher the employee morale, the better/higher the employee's performance.

6. Hypothesis testing

a. Partial Test Results (t test)

Testing the hypothesis through this t test, the significance level used by the author is 5% or 0.05 two-sided testing so the significance value is 0.025 and the degrees of freedom with the formula $df = nk$ ($54 - 3 = 51$) shows a value of 1.678. The results of the t test using SPSS are as follows:

- The results of the t test for the work environment (X_1) on employee performance (Y). it is known that t_{count} is $3.425 > t_{table}$ 1.678, so at that time the results were ignored. With the

results obtained from the large correlation of quality with the level of importance, it can be seen that the level of importance is $0.001 < 0.5$. this means that H1 is accepted so it tends that the work environment influences employee performance.

- The results of the t test for the variable morale (X2) on employee performance (Y). it is known that tcount is $2.529 > t_{table} 1.678$, so at that time the results were rejected. With the results obtained from the comparison of significant values with the significance level, it can be seen that the significance is $0.015 < 0.5$. this means that H2 is accepted so it is very likely to be concluded that trust has a positive and significant effect on employee performance.

b. Simultaneous test results (Test F)

The results of the F test simultaneously influence the work environment (X1) and morale (X2) on employee performance (Y) obtained from $F_{count} > F_{table}$ ($85.587 > 3.183$) with an importance level in the F test of 0.000 which indicates a value below 0.05 ($0.000 < 0.05$). Then H_0 is rejected so that it can be concluded that the work environment and employee morale simultaneously have a significant effect on employee performance at PT. Nadia Baruna Jaya.

7. Test Results for the Coefficient of Determination (R Square Test)

this shows that employee performance is influenced by the work environment and morale by 77.0% while the remaining 33.0% is influenced by other variables not examined in this study.

DISCUSSION

1. Effect of work environment variables on employee performance

Based on the results of research that has been done based on multiple linear regression analysis, the results show that the work environment affects employee performance. With the results of the work environment variable tcount of $3.425 > t_{table} 1.678$ then H_0 is rejected and H_1 is accepted. Which can be interpreted that the work environment variable affects the employee performance variable with a regression coefficient of the work environment variable of 0.453. This means that if the work environment at PT. Nadia Baruna Jaya is repaired, it will increase employee performance by 45.3%. Assuming other variables are held constant. The coefficient is positive and significant, meaning that there is a positive relationship between the work environment and employee performance.

2. Effect of morale variable on employee performance

Based on the results of the research that has been done based on multiple linear regression analysis, it is obtained that morale has a partial effect on employee performance. With the results of tcount variable morale $2.529 > t_{table} 1.678$ then H_0 is rejected and H_2 is accepted. Which can be interpreted that the morale variable affects the employee performance variable with a regression coefficient of the morale variable of 0.584. This means that if the morale of employees at PT. Nadia Baruna Jaya can be improved, the employee's performance will increase by 58.4%. Assuming other variables are held constant. The coefficient is positive and significant, meaning that there is a positive relationship between morale and employee performance.

3. The influence of work environment variables and morale on employee performance

based on the results of research based on statistical tests with simultaneous hypothesis testing (Test F) it can be seen that the value of $F_{count} > F_{table}$ ($85.587 > 3.183$) then H_0 is rejected and H_a is accepted. This means that the variables of work environment and morale jointly affect employee performance (dependent). The results of this study indicate that the work

environment and morale affect employee performance. Shows that the better the work environment and the higher the morale given to employees of PT. Nadia Baruna Jaya will improve employee performance.

CONCLUSION

1. good working environment conditions will create a sense of comfort felt by employees, this situation results in increased employee performance. This is in line with the test results that have been carried out, it was found that the work environment partially has a positive and significant effect on employee performance.
2. high morale has a good impact on the performance of employees of PT. Nadia Baruna Jaya where employee morale must be maintained so that work activities can run smoothly and performance will be better. This is in line with the results of the research conducted. It was found that morale partially had a positive and significant effect on employee performance at PT. Nadia Baruna Jaya.
3. work environment and employee morale are two different variables but have an important role and give each other a good impact on employee performance . although these two variables differ in their effect on improving employee performance. But in this case both have a good impact on PT. Nadia Baruna Jaya, based on research results, found that the two independent variables, namely the work environment and work enthusiasm, simultaneously positively and significantly influence employee performance.

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