

Influence of Work Environment and Organizational Culture on Employee Performance (Case Study at The PT Kualiti Jaya Semarang)

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ARTICLE INFO

Article history:

Received Mar 30, 2023

Revised Apr 10, 2023

Accepted Apr 25, 2023

Keywords:

Work Environment
Organizational Culture
Employee Performance

ABSTRACT

Business competition is a phenomenon that often occurs in order to develop a company. One of the factors affecting the success rate of the company is employee performance. Efforts to improve employee performance, including paying attention to the work environment and organizational culture. The problem in this study is whether the work environment and organizational culture affect the performance of PT Kualiti Jaya Semarang employees. This study aims to determine the influence of the work environment and organizational culture simultaneously influence the performance of employees at PT Kualiti Jaya Semarang. The sample in this study amounted to 42 employees using the census method. Data collection methods used in research are questionnaire and interview methods. The analysis used in this study used SPSS 21.00, namely multiple linear regression analysis, F test, and t-test. The results of this study illustrate that the work environment has no significant effect on the performance of PT Kualiti Jaya Semarang employees and organizational culture has a positive and significant effect on the performance of PT Kualiti Jaya Semarang employees.

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1. INTRODUCTION

Quality human resources are the most important asset for companies in the global era. Every organization always hopes to have resources that are able to work properly and correctly so that the company's goals can be achieved properly as expected. Employee performance is an achievement both in quality and quantity that is achieved to carry out tasks based on responsibilities (Sherlie and Hikmah, 2020). In addition, performance is the most important part and supporting data for establishing a long-term strategy. Performance can also be used to assess, control, and increase company productivity.

Mensah (2016: 256) says that the success or failure of a company is largely determined by employees. In other words, employees who have competence at work are able to provide the best performance for the company, so if the employee leaves, the company suffers a loss.

According to (Handriyani *et al.*, 2022) to achieve organizational goals, organizations or companies need to build strategies that are able to compete in the market competitively by improving

employee performance and each company tries to be able to perform better than competitors. Competitive advantage can be achieved if the company has high-performance employees.

The relationship between work environment and performance is based on research by (Az zuhri and Permanasari, 2019), (Ilham Ramadhiansah *et al.*, 2020), and (Fachreza, Musnadi and Majid, 2018). Musriha (2011), that the work environment has a positive impact on employee performance, meaning that a comfortable work environment causes the level of concentration of employees at work to increase, and these conditions cause the level of employee productivity to increase.

Efforts to improve employee performance, including through work environment factors because the work environment is everything that exists around workers that can affect employees in carrying out assigned tasks such as cleanliness, music, and so on. Vice versa, working conditions (work environment) Bad behavior has the potential to cause employees to fall ill easily, feel uncomfortable, get stressed easily, have difficulty concentrating, and decrease work productivity.

In addition, organizational culture factors are a crucial problem because organizational culture determines organizational success and the success of environmental change (Sundararajan *et al.*, 2020). Every organization has a specific culture that is characteristic of the organization and organizational culture has a very important role in the organization because a good organizational culture will create a sense of comfort for employees.

Says that organizational culture is a shared belief that is imbued and practiced by employees this pattern gives its own meaning and becomes the basis for behaving in the organization (Wijayanto, 2020). This means that a good organizational culture will be able to have a positive impact on employees working in the company, a good organizational culture can provide a sense of comfort and a sense of belonging to the organization. On the other hand, organizational culture can also be an inhibiting factor for the organization in achieving company performance. Based on the background above, researchers want to see how work environment factors and organizational culture affect employee performance at the PT Kualiti Jaya Semarang.

2. METHOD

This research includes explanatory study research, namely research that aims to understand the phenomenon under study (Nur Indriantoro: 2002: 87) and the population in this study are all employees of PT Kualiti Jaya Semarang as many as 42 respondents and this research uses questionnaires in collecting and the questionnaires are arranged using a scale Likert with 5 response scales using SPSS 21.00 for windows end data analysis using multiple linear regression.

3. RELUST AND DISCUSSION

After testing the validity and reliability, the next step is to test the regression equation model, to predict how much influence the independent variables have on the dependent variable.

Table 1. Results Test Determinasi, Test ANOVA, Test Linier

Equation Models	R ² Adjs	F	Beta Std	Sig
Y = a ₁ + b ₁ X ₁ + b ₂ X ₂ + e ₁	0,357	19.634		
Y = Employee Performance				
X ₁ =Work Environment			0,137	0,173
X ₂ =Organizational Culture			0,623	0,000

The summary model shows that the Adjusted R Square of 0.357 is obtained, meaning that 35.7% of changes in employee performance variables can be explained by the environment and organizational culture variables in the model, while the remaining 64.3% is explained outside the model. The results of the ANOVA or F test showed that the ANOVA test or F test obtained an f count of 19,634 with a probability of 0,000. Because the probability is much smaller than 0.05, the variables

of work environment and organizational culture joint affect employee performance, so it can be concluded that the model used meets the requirements of the goodness of fit.

It can be concluded that the correlation between the work environment with sig $0.173 > 0.05$ means that the work environment does not have a significant effect on employee performance, meaning that the higher/better the work environment, the lower the resulting employee performance and organizational culture factors with sig $0.000 < 0.05$ means that organizational culture variables have a significant effect on employee performance, meaning that the higher the organizational culture, the higher the employee performance generated in the organization

Based on the statistical analysis that has been done before, the correlation coefficient between the work environment and employee performance does not affect the performance of PT Kualiti Jaya Semarang employees with a significance level of $0.173 > 0.05$. This means that the role of the work environment has no significant effect on employee performance. So these results are in accordance with research conducted (Sundararajan *et al.*, 2020), (Aulia, Sucipto and Gunawan, 2021), Mahmudin (2020), Warongan (2022), (Suratman Hadi, 2019), (Fachreza, Musnadi and Majid, 2018), and Meiyana (2019), saying that the work environment has no significant effect on employee performance.

Organizational culture has a significant effect on employee performance at PT Kualiti Jaya Semarang with a significance level of $0.000 < 0.05$. This means that the increase in organizational culture factors has a significant effect on the performance of PT Kualiti Jaya Semarang employees. So these results are in accordance with the research of (Inna Nisawati Mardiani and Yon Darwis Sepdiana, 2021), (William Jesen Wiratama Tong, 2022), (V. J. Caiozzo, F. Haddad, S. Lee, M. Baker *et al.*, 2019), (Panggabean, Soekapdjo and Tribudhi, 2020), (Rahmawati and Juwita, 2019), (Hariyanto, Indrawati and Muninghar, 2021), (Wicaksono *et al.*, 2021), (Wahyuningsih, 2020), (Fathurahman, 2020) and (Wibawa and Putra, 2018) saying that organizational culture has a significant effect on employee performance.

4. CONCLUSION

Based on data analysis, it can be concluded as follows that the work environment has a negative effect on employee performance at PT Kualiti Jaya Semarang and organizational culture has a significant effect on employee performance at PT Kualiti Jaya Semarang. Based on the results of the coefficient of determination (Adjusted R Square) 0.357 or 35.7%, it means that the work environment and organizational culture are less able to explain employee performance variables. With the limitations in this study, it is hoped that in the future there will be new research that discusses other employee performance factors.

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