

THE INFLUENCE OF WORKING ENVIRONMENT TOWARDS EMPLOYEE PERFORMANCE IN PERUM DAMRI BANDUNG

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ABSTRACT. The major challenge of companies in current scenario is how to increase the job performance so that it can go beyond the company's target. Employees' performance is imperative for organizational outcomes and success. Many factor influence employee performance; and workplace environment factors stands out as the key determinants or performance. The company's management have to take a full attention toward its employees' performance. because performance is the indicator to know whether the employee has worked good enough or not. The objective of this research is to know the working environment, the employees performance, and the influence of working environment on employees performance in PERUM DAMRI Bandung. The population of this study is 50 back office employees in PERUM DAMRI Bandung. The main data gathering tool used is questionnaire, with 34 items and 2 variables are valid and reliable. To test the hypothesis and process the data, this research use IBM SPSS Statistics 20. Simple regression analysis method is used in this research. The result shown that both Working Environment and Employee Performance are categorized as good with the weight percentage of each variables are 73,15% and 75,95%. The influence of Working Environment on Employees Performance is 79,9%, based on the coefficient of determination, leaving 20,1% variance that could explained by other factors. This research has found that there is a significant influence from Working Environment towards Employees Performance in PERUM DAMRI Bandung. This research suggests that the company should pay attention to the working environment in the office in order to increase the employees' performance. Further researcher is expected to study the other variables besides the independent variable used in this research and expected to take all employees in PERUM DAMRI Bandung as the population or expand the object.

Keywords: Working Environment, Employees Performance, DAMRI, Simple Regression

INTRODUCTION:

The major challenge of companies in current scenario is how to increase the job performance so that it can go beyond the company's target. Employees' performance is imperative for organizational outcomes and success. Many factors influence employee performance; and workplace environment factors stands out as the key determinants or performance. It is the key multi character factor intended to attain outcomes and has a major connection with planned objectives of the organization^[1]. Performance is important for organizations as employee performance leads to business success and performance is important for individual as accomplishing tasks can be a source of satisfaction^[2]. The company's management have to take a full attention toward its employees' performance. Because performance is the indicator to know whether the employee has worked good enough or not.

Working Environment in a company nowadays has become a consideration for job seekers or fresh-graduate. Factors of workplace environment play an important role towards the employees' performance. The factors of workplace environment give an immense impact to the employees', either towards the negative outcomes or the positive outcomes^[3].

Previous research found that environmental conditions significantly affected job performance. It implies managers and supervisors must consider improving work environment while considering both physical psychosocial factors to promote job performance of their staff^[4]. Existing researches have established a link between working conditions and job performance^{[5][6][7]}.

High and low performance of the employees can be affected by passion and working comfort factor. Employees can feel comfortable if they find that the working environment, physically and non-physically, is supporting them. Previous research also studied about The Influence of Physical Working Environment and Non Physical Working Environment towards Workers Performance^[8]. In general, studies of the ambient features in office environments including noise, lightning, temperature, existence of windows, and others, suggest that such elements of the physical environment influence employee's attitudes, behaviours, satisfaction, and performance.

Working environment is divided into two, which are physical working environment and non-physical working environment^[9].

The objectives of this research are to know the working environment, to know the employees performance, and the influence of working environment on employees performance in PERUM DAMRI Bandung.

LITERATURE REVIEW

Human capital is the accumulation of knowledge, expertise, experience, and other workers' attributes which are relevant in the workforce of an organization and boost productivity, performance, and achievement of strategic goals^[10]. HR not seen as a primary asset, but as an asset that is valuable and can be multiplied as well as developed. Literally, human capital definition is about knowledge, expertise, abilities and skills that make human as a capital or a company's asset.

The work environment is a whole facilities and infrastructure that is surrounding the employees who are doing the work that can affect the implementation of the job. This work environment includes work places, funds facility for job aids, cleanliness, lighting, tranquility, as well as the working relationships between the people that exist in that place^[11]. In outline, the type of work environment is divided into two. Those are Physical Work Environment and Non-Physical Environment^[9].

Physical work environment is all the circumstances which in physical form and contained around the workplace that may affect the employees either directly or indirectly. Physical working environment, which related to this research there are : Work Equipment, The Air Circulation in The Workplace, Lighting in The Workplace, Noises at Work, Working Layout^{[9][12]}. Non-physical working environment is a working environment that can not detected by human senses, but it can be felt. Which are : Employee Satisfaction, The Working Relationship Between Superiors and Subordinates, and The Working Relationship Between Employees^{[8][13]}.

In philosophy, performance is a mental attitude which always try and has a view that life today is better than yesterday and tomorrow better than today. Technically, performance is a comparison between the results achieved and the overall resources used^[14]. Performance generally defined as the relationship between output (goods or services) with input (labor, materials, money)^[15]. Employees Performance dimensions in this research are : Quality of Work, Quantity of Work, Timeliness, and Organiation of Work^[9].

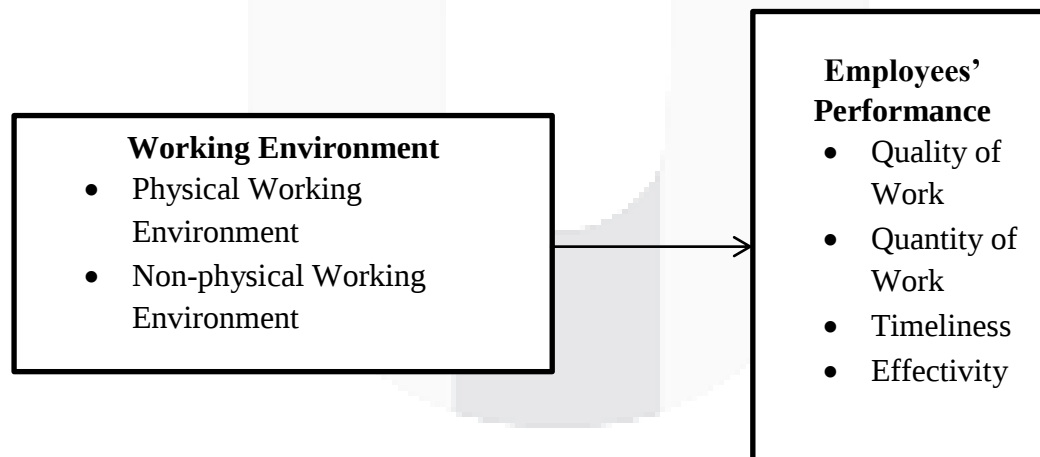


Figure 1.1. Research Framework

The hypothesis of this research is :

- H_0 : There is no significant influence between Working Environment towards Employees Performance
- H_1 : There is a significant influence between Working Environment towards Employees Performance

RESEARCH METHODOLOGY AND RESULT

In order to test the hypothesis, this research collects data from 50 respondents, through survey by using questionnaire distributed to the back office employees in PERUM DAMRI Bandung. The data collection

methods used in this research are questionnaire, pilot study, and interview. To analyze the data that is collected, the researcher used a IBM SPSS 20 program. Validity test is done with p-value of all the data are less than α (0,05), proving that the data is valid. Reliability test is also done with all the reliability coefficient are more than 0,7, proving that the data is reliable.

This research is using Descriptive Analysis technique, Method of Successive Interval (MSI), and Classic Assumption Test which consist of normality test and heteroscedasticity test, and also Simple Regression Analysis. T-test, F-test, and Coefficient of Determination (R^2).

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,500	2,035		5,159	,000
Working Environment	,375	,027	,894	13,802	,000

a. Dependent Variable: Employees Performance

Figure 1.2. Regression Analysis Result

$$Y = 10,500 + 0,375 X$$

The coefficients from the simple regression formula above can be explained as follows :

- Constants (a) of 10,500 has a meaning if Working Environment (X) is equal with zero, then Employees Performance will be a positive value of 10,500.
- Working Environment regression coefficient (b) of 0,375 has a meaning in every increase of Working Environment by 1 value, then Employees Performance will increase by 0,375.

Variable	t count	Significance	Note
Physical Working Environment (X1)	13,802	0,000	Ho rejected

Figure 1.3. T-test

As we can see in the table above, the result obtained from t-test is 0,000 significance value or less than 0,05, so that H_0 is rejected. From that we can conclude that there is a significant influence from Working Environment (X) variable towards Employees Performance (Y).

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	465,473	1	465,473	190,499	,000 ^b
	Residual	117,285	48	2,443		
	Total	582,759	49			

a. Dependent Variable: Employees Performance

b. Predictors: (Constant), Working Environment

Figure 1.4. F-test

We can see from the figure above that the result from the F-test is 0,000 as the significant value, which is less than 0,05 so H_0 is rejected. So we can conclude that the formed model is good to use and can be used for forecasting.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.894 ^a	.799	.795	1,56315

a. Predictors: (Constant), Working Environment

Figure 1.5. Coefficient of Determination

From the table above, we can see that the correlation coefficient's result obtained is 0,894. So we got the data that R^2 is 0,799. The coefficient of determination is calculated by squaring the correlation result then multiplied by 100%. Then we obtained the coefficient of determination, $0,799 \times 100\%$, equal to 79,9%. It means the independent variable's ability to explain variance from the dependent variable is equal to 79,9%, so that there are 20,1% variance of the dependent variable which explained by other factors.

CONCLUSION AND DISCUSSION

The result shown that both Working Environment and Employee Performance are categorized as good with the weight percentage of each variables are 73,15% and 75,95%. The influence of Working Environment on Employees Performance is 79,9%, based on the coefficient of determination, leaving 20,1% variance that could explained by other factors. Based on the hypothesis testing, the F-test obtained is 0,000 as the significant value, which is less than 0,05 ($0,000 < 0,05$). It means that H_0 is rejected and there is a significant influence from Working Environment (X) towards Employees Performance (Y) in PERUM DAMRI Bandung. This research suggests that the company should pay attention to the working environment in the office in order to increase the employees' performance. Further researcher is expected to study the other variables besides the independent variable used in this research and expected to take all employees in PERUM DAMRI Bandung as the population or expand the object.

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