

The Essence of the Influence of Work Environment on Employee Performance: A Narrative Literature Review

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Abstract - This study aims to determine the effect of the work environment and work discipline on employee performance. The type of research used is a narrative literature review of 3 (three) articles that discuss the influence of the work environment on employee performance in a company with the aim of identifying and summarizing previously published articles without any criticism for the articles being reviewed. From the three articles it is agreed that the results of the study state that the Work Environment and Work Discipline have a significant effect individually and jointly have a significant effect on Employee Performance. A comfortable work environment and a high level of discipline will improve employee performance. The work environment also has a positive and significant influence on work productivity, meaning that if the work environment is improved, the better it can increase work productivity.

Keywords: employee performance, work environment, work productivity.

I. INTRODUCTION

In various fields, especially organizational life, the human factor is the main problem in every activity in it. An organization is a social unit that is consciously coordinated with good human resource quality which is certainly very important for a company, this is a dominant requirement for every company. One of the parameters that can be used to assess the quality of human resources is work productivity. Therefore, the company must have indicators in the assessment of work productivity (Ali et al., 2022; Casika et al., 2022; Fikri et al., 2021; Novitasari et al., 2021; Pramono et al., 2021).

One important factor that must be considered by the company to increase work productivity is the comfort of the work environment (Gopar et al., 2022; Ismawan et al., 2022; Nugroho et al., 2022; Puji Astuti et al., 2020a). A comfortable work environment will be able to generate enthusiasm and enthusiasm for work. Paying attention to the conditions of the work environment means trying to create working conditions that are in accordance with the wishes and needs of employees as executors of work in the workplace (Agistiawati & Asbari, 2020).

Therefore, the company is obliged to provide rights in the implementation of work related to work environment facilities. Productive work not only requires work skills, and new discoveries to improve work methods but also a comfortable work environment that is able to support the smooth completion of work (Hutagalung, D., Sopa, A., Asbari, M., Cahyono, Y., Maesaroh, S., & Chidir, 2020; Kamar et al., 2020; Nadeak et al., 2021; Novitasari, D., Goestjahjanti, F. S., & Asbari, 2020; Novitasari, Asbari, et al., 2020; Novitasari, Sasono, et al., 2020; Ong et al., 2020; Puji Astuti et al., 2020b; Agus Purwanto et al., 2019; Wibowo et al., 2020; Zaman et al., 2020). A conducive work environment supports employees to feel comfortable at work so that employees can be more productive and more enthusiastic at work, but a work environment that is not conducive will cause employees to feel dissatisfied or depressed it can interfere with the employee's productivity. According to Hasibuan (Prasetyo and Wahyudin, 2006) that work productivity is a measure of work results or a person's performance with the input process as input and output as output which is an indicator of employee performance in determining how efforts to achieve high productivity in an organization. According to Mardiana (2005), the work environment is an environment where employees carry out their daily work.

Employee productivity usually increases if the employee is always present at the company, works well, wants to work hard, is never absent or absent, and the employee is not on leave (Purwanto et al., 2019; Agus

Purwanto, Asbari, Santoso, Wijayanti, et al., 2020; Agus Purwanto et al., 2022; Rohimah et al., 2022). Employee productivity can also decrease if the employee cannot compete with other employees, is often absent, works carelessly, and is often absent (Chidir et al., 2020, 2021).

The higher the productivity of an employee, the greater the opportunity for promotion and the greater the increase in salary or incentives. However, if the lower the productivity of an employee, then the opportunity for promotion and salary increase is getting smaller. If there is one or several employees whose productivity continues to decline and these employees cannot improve their work productivity, it is very likely that the company will close. As for causing the emergence of an employee productivity assessment is to monitor and see employee performance achievements and provide information about the presence of employees, participation from employees, and provide work that must be done by these employees to achieve targets that are in accordance with the company. Thus, the author can take the research title: "The Influence of the Work Environment on Work Productivity".

II. METHOD

This article aims to dig deeper into the influence of job satisfaction and job loyalty on employee performance in companies. The method used is a systematic literature review to identify and classify some of the results of research on the effect of job satisfaction and job loyalty on employee performance.

Table 1. Journal articles reviewed

No.	Author	Title	Metode	Source
1.	Elizar Tanjung (2018)	Effect of Training, competence, and work environment on employee performance	Quantitative	Google Scholar
2.	Sri Wahyuningsih (2018)	The Influence of the Work Environment on Work Productivity	Quantitative	Google Scholar
3.	Apfia Ferawati (2017)	The Effect of Work Environment and Work Discipline on Employee Performance	Quantitative	Google Scholar

Research design

This article aims to identify and summarize articles that discuss the influence of the work environment on employee performance. The method used in this article is a narrative literature review. The Narrative literature review method is a search and research of a particular topic or issue by collecting data from reading various books, journals, and other publications which will later be collected to make new scientific writing by researchers (Marzali, 2017). In this study, all sources of literature used came from national and international research articles which can be freely accessed on search engines. In this study, there are 3 different articles taken from Google Scholar regarding the influence of the work environment on employee performance in a company (Agus Purwanto et al., 2019, 2021b, 2021a; Ghojaji et al., 2022; A Purwanto et al., 2020; Agus Purwanto, Asbari, Santoso, Paramarta, et al., 2020).

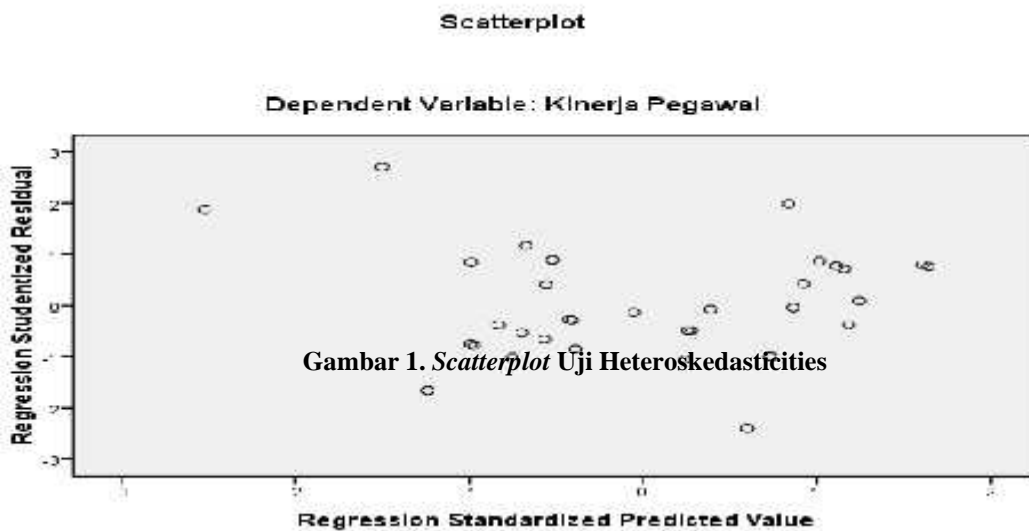
Literature Search Strategy

A literature search was carried out on national and international journal pages, namely Google Scholar with the Indonesian keywords "The Influence of the Work Environment" and "Employee Performance" and the English keywords "The Influence of the work environment" or "Employee Performance". The literature data used are from journals with the year of publication 2017-2018 with the type of research article journal that follows the IMRAD (Introduction, Method, Result, Discussion) format, and the journal can be accessed free of charge and is available in full-text pdf.

III. RESULT AND DISCUSSION

A. Result

The data normality test aims to test whether, in the regression model, the independent variables and the dependent variable have a normal distribution or not by using the Kolmogorov-Smirnov test. The test was carried out to find out whether the data distribution was normal or not. The Kolmogorov Smirnov test results show that the Asymp. Sig. (2-tailed) is 0.899 and above the significance value (0.5) which means that the residual data variables are normally distributed. Then in the Heteroscedasticity Test, this method is used to test whether in a regression model, there is a similarity of variance from the residuals from one observation to another.



In Figure 1, the scatterplot graph shows that the dots spread randomly and do not form a clear pattern, and are spread both above and below the number 0 on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model is feasible to use. to predict performance based on input variables of training, competency and work environment.

After carrying out the classical assumption test, a multiple linear regression test was carried out which aims to determine how much influence the independent variables (training, competency and work environment) have on the dependent variable on performance. The analysis was carried out with the help of the SPSS Statistics 17.0 for the Windows program.

Table 1. Coefficients

Coefficients ^a				
Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta
1	(Constant)	13.438	4.474	
	Pelatihan	.069	.108	.110
	Kompetensi	.456	.174	.478
	Lingkungan Kerja	.123	.093	.231

a. Dependent Variable: Kinerja Pegawai

Table 1 shows the multiple linear regression equation models in this study, namely $Y = 13.438 + 0.069X_1 + 0.456X_2 + 0.123X_3 + e$. Based on this equation, it can be described as follows: constant values indicate that the influence of training, competency, and work environment variables is positive, meaning that if training, competency, and work environment variables increase, performance will increase. The coefficient value of this training variable shows that every time there is an increase in the training variable by one unit, it will increase performance. The coefficient value of this competency variable shows that every time there is an increase in the

competency variable by one unit, it will increase performance. The coefficient value of this work environment variable shows that every time there is an increase in the work environment variable by one unit, it will increase performance. The t-test (partial test) was carried out to see individually the influence of the independent variables (training, competence, and work environment) partially or not having an effect on work performance.

Table 4. Test Results for the Coefficient of Determination Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731 ^a	.534	.486	1.946

a. Predictors: (Constant), Work Environment, Training, Competence

b. Dependent Variable: a. Employee Performance

Based on Table 4, it can be interpreted that the R number of 0.486 indicates that the level of correlation or relationship between training, competency, work environment, and employee performance has a fairly close relationship. The results of this study indicate that the adjusted value (R²) is 0.486 or 48.6%. This means that 48.6% of employee performance can be explained by training, competency, and work environment variables. While the remaining 52.4% is explained by other reasons not examined in this study, for example, organizational culture, leadership, and others.

Regression Test

This study uses the method of regression analysis with equations to analyze the effect of the independent variable work environment on the dependent variable work productivity. The results of the regression test can be seen in Table 1.

Tabel 1. Regresi result test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.517	4.442	.721	-3.41	.734
	Lingkungan_kerja	1.269	.176		7.210	.000

a. Dependent Variable: Produktivitas_kerja

From the results of the regression test, the regression equation is obtained: $Y = -1,517 + 1,269 X$

From Table 1 above it can be concluded that the significance value of t for the work environment variable is 0.000 which is less than 0.05. so, it can be concluded that there is a positive and significant influence between the work environment and employee work productivity, which means that a good work environment can increase work productivity.

a. F test

To test the effect of independent variables on the dependent variable tested using the F test. The results of simultaneous regression calculations are obtained as follows:

Testing the effect of the independent variables together on the dependent variable was carried out using the F test. The results of statistical calculations show that the calculated F value is 51.985. By using a significance limit of 0.000, the significance value is less than 0.05. This means that the hypothesis which states that simultaneously the work environment variables have a significant influence on work productivity can be accepted.

b. Partial Test (t-test)

Test the hypothesis of the influence of the work environment (X) on work productivity (Y). The procedure and criteria for accepting and rejecting the hypothesis are determined as follows:

a. hypothesis

H0: $b_1 = 0$ means that the work environment has no effect on work productivity.

H1: $b_1 \neq 0$ means, the work environment has a positive influence on work productivity.

b. Hypothesis testing

If $t_{count} > t_{table} (\alpha, N-k-1)$, then H0 is rejected, meaning that the work environment has a significant influence on work productivity, and if $t_{count} < t_{table}$, then H0 is accepted, meaning that the work environment does not have a significant effect on work productivity.

Based on the results of processing with the SPSS program, it is known that the t_{count} is 7.210.

With $\alpha = 5\%$, $t_{table} (5\%; 48)$ obtained a t_{table} value of 1.676. From this description it can be seen that $t_{count} (7.210) > t_{table} (1.676)$, then it can be

it can be concluded that H1 is accepted, meaning that the work environment has a significant effect on work productivity.

c. Coefficient of Determination

The coefficient of determination is a quantity that shows the variation in the dependent variable that can be explained by the independent variable. In other words, the coefficient of determination is used to measure how far the independent variable explains the dependent variable.

The table above shows that the coefficient of determination (adjusted R^2) is 0.520 indicating that work productivity can be influenced by the independent variable, namely the work environment (X) of 51%, which means that the work environment has a fairly strong influence on work productivity. While the remaining 49% is influenced by other factors not proposed in the study.

Research Variable Descriptive Analysis

The high category in the work environment variable can be seen from the 4 respondents who gave the highest rating in the form of a scale of 4 on each statement of the work environment variable or in other words only 4 respondents agreed with the statement that the work environment at the company was good enough. While other respondents answered with a scale of 3 and 4 (appendix 3) this proves the company's work environment is good enough but still needs improvement in creating a good and comfortable work environment in order to increase enthusiasm and feel comfortable at work.

The high category in the statement of work discipline variables was seen by the respondents who gave the highest scores of 3 and 4 in the statement, only 7 respondents. Meanwhile, 53 respondents gave many values of 4 and 5 to the statement of work discipline, which means they agree or strongly agree that the work discipline carried out is good.

The assessment quite agrees that performance is included in the quite good category because the work done by employees is good or in accordance with the standards desired by the company but doing a good job is considered by the company to be lacking so employees need to improve to be better.

Multiple Linear Regression Analysis

Calculation of multiple linear regression between work environment, work discipline, and understanding of taxes on employee performance with the help of the SPSS program in the calculation process can be obtained as follows:

The test results for the coefficient of determination and multiple correlation coefficients show an R-value of 0.728. This means that the relationship or correlation between the factors that affect employee performance is strong because > 0.50 .

The test results for the coefficient of determination and multiple correlation coefficients show an R-value of 0.728. This means that the relationship or correlation between the factors that affect employee performance is strong because > 0.50 . The R Square value is 0.530 or 53%, this indicates that employee performance variables that can be explained by work environment and work discipline variables are 53%, while the remaining 47% is explained by other factors not included in this research model.

Effect of work environment on employee performance. Based on the calculation results in Table 4.15, the regression coefficient value is positive and the significance value for the work environment is $\alpha = 0.000 < 0.05$ indicating that the work environment has a significant influence on employee performance. So that H1 which states that there is an influence of the work environment on employee performance is accepted.

Effect of work discipline on employee performance. The results of the calculation table 4.15, the regression coefficient value is positive and the significance value for work discipline is $\alpha = 0.018 < 0.05$ indicating that work discipline has a significant influence on employee performance. So that H2 which states that there is an influence of work discipline on employee performance is accepted.

B. Discussion

Effect of Training on Performance.

Training is a process by which people achieve certain abilities to help achieve organizational goals. Therefore, this process is tied to various organizational goals, training can be viewed narrowly or broadly. To a limited extent, training provides employees with specific and identifiable knowledge and skills used in their current jobs.

The results of hypothesis testing (H1) have proven that there is an influence between training on employee performance, through the results of the calculations that have been carried out, it is obtained that the t value is 2,638 with a significance level of 0.00 which is less than 0.05, thus H_a is accepted and H_o rejected. This test statistically proves that training has a positive effect on employee performance. This means that there is an influence between training variables on employee performance. From the results of the respondents' perceptions it is known that the work environment has a positive and significant effect on the work productivity of working employees. This can be interpreted that with an increase in a good work environment, work productivity will also increase along with the increase in these independent variables. Conversely, if there is a decrease in the work environment variable, work productivity will also decrease. From the results of these studies, the work environment is very influential on work productivity. The results of this hypothesis test are in accordance with the theory put forward by Sedarmayanti (2011: 12) which reveals one of the factors that affect work productivity is the work environment. A comfortable or conducive work environment such as a clean work space, good layout and beautiful colors, adequate air circulation, adequate lighting, away from noise that interferes with work concentration, good security and a sense of togetherness between leaders and employees and employees with fellow employees or co-workers are expected to do their work so that what is produced is in accordance with what is expected.

The Influence of the Work Environment on Performance.

The work environment is a means of supporting the smooth running of the work process, where comfort and safety at work are also very much taken into account in creating a conducive and pleasant working atmosphere for employees so that it can support the performance of employees in carrying out their work activities. The work environment is also a series of conditions or circumstances in the work environment of an agency which is the place of work for employees who work in that environment.

IV. CONCLUSION

This chapter describes a summary of the research objectives conducted by the three companies. Conclusions and suggestions are the author's school of thought based on the research methodology in CHAPTER III. The suggestions discussed are related to the author's logical and scientific arguments related to related topics. The results of the study show that the work environment has a positive and significant influence on work productivity, meaning that if the work environment is improved the better it can increase work productivity and work discipline has a positive effect on performance in a company. The company is expected to be able to improve employee work discipline so that it is better than before by still paying attention to the existing rules in the company regarding discipline and adding several new rules in the form of strict sanctions against employees who are not disciplined, especially those related to punctuality at work.

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