

## Analysis Of The Relationship Of Work Environment To Employee Performance BPJS Employment Jambi

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**Abstract:** This study aims to evaluate the work environment and employee performance at BPJS Employment in Kota Jambi, emphasizing the influence of the work environment on employee performance. Utilizing a quantitative descriptive method, the authors clarify objectives, plan the approach, and collect data for comparison between work environment conditions and employee performance. BPJS Employment in Kota Jambi, functioning as a government institution and Social Security program, is dedicated to providing community services with a commitment to excellence. The study identifies a positive relationship between the work environment and employee performance, with a regression coefficient of 0.949 indicating a potential 94.9% increase in performance with a 1% improvement in the work environment. The research confirms a significant impact of the work environment on employee performance, accounting for 76,7% of the variance, while the remaining 23.3% is influenced by unexplored variables.

**Keywords:** Working Environment, Employee, Performance

### BACKGROUND

The work environment includes all the factors surrounding the employee that can affect the performance of his job duties. Ini termasuk infrastruktur fisik, kebersihan, pencahayaan, ketenangan, dan hubungan interpersonal dalam lingkungan profesional (Fitri, 2018). Meningkatkan kinerja karyawan melibatkan penciptaan lingkungan kerja yang nyaman, aman, dan mendukung, meningkatkan rasa memiliki dan mempengaruhi kinerja secara positif (Adnyana & Veronica, 2023). Lingkungan kerja fisik diakui sebagai faktor penting yang mempengaruhi kinerja karyawan, didukung oleh teori yang menggambarkan korelasi antara lingkungan kerja yang lengkap dan produktivitas karyawan (Alwany, 2023).

As a government agency, BPJS employment Jambi entrusted with the mission of providing services to the local community. The implementation of BPJS Ketenagakerjaan services in Jambi is guided by a strong sense of duty, responsibility, and commitment to ensure community satisfaction.

Based on the formulation of the above problems, the purpose of this study was to assess the relationship of work environment and employee performance at BPJS Ketenagakerjaan in Jambi city, with a special focus to understand the impact of the work environment on employee performance in the same organization.

## **THEORETICAL STUDIES**

### **Manajemen Sumber Human Resource Management**

Human Resource Management, according to Simamora (2007: 3), involves the utilization, Development, Research, rewarding, and processing of individual members in other organizations or groups. In a complementary perspective, Suwanto (2011: 1) explains that resource management is an integral part of management that specifically focuses its attention on regulating the role of human resources in the activities of an organization. Manajemen sumber daya manusia sebagai perencanaan, pengorganisasian, pengarahan, dan pengawasan kegiatan terkait dengan pengadaan, pengembangan, kompensasi, integrasi, pemeliharaan, dan pelepasan sumber daya manusia dengan tujuan mencapai tujuan individu, organisasi, dan Masyarakat (Aditya, 2015). Dessler (2010: 4) further describes human resource management as a collection of training policies and strategies designed to meet the needs of employees, covering aspects such as position management, recruitment, screening, training, compensation, and employee performance appraisal.

### **Lingkungan Working Environment**

The importance lingkungan tempat of the workplace environment requires perhatian careful attention from management. Although it may not terlibat be directly involved in the production process, lingkungan the work environment greatly affects the employees involved in the activity tersebut. In accordance with Taiwo in Cynthia (2015:78), lingkungan the work environment includes various elements, such as situations, events, people, among others, that have an impact on the way individuals live or work. Mulyadi (2015: 12) characterized lingkungan the organizational environment as segala everything that can affect the continuity, existence, and aspek-aspek related aspects of the organization, both secara externally and internally.

Nitisemito (2005: 12) characterized lingkungan the work environment as the environment surrounding workers, shaping kinerja their performance in tugas yang the assigned tasks. Sedarmayanti (2009: 76) details that lingkungan the work environment includes all tools, materials, kondisi surrounding conditions, ways of working, and settings for individuals and groups. Lingkungan kerja sebagai faktor penting yang mempengaruhi kinerja karyawan (FACHREZ, 2019). Seorang pegawai yang bekerja pada lingkungan kerja yang

mendukung cenderung menunjukkan kinerja yang optimal, sedangkan lingkungan kerja yang kurang dan tidak mendukung dapat menyebabkan pegawai menjadi lesu dan cepat lelah sehingga mengakibatkan menurunnya kinerja (Hasibuan, 2008).

To foster lingkungan kerja conducive work environment kondusif, Siagian (2006:63) identified several pertimbangan key considerations:

1. Infrastructure at tempat work
2. Area kerja Large work Arealuas
3. Ventilasi yang Adequate ventilation for sirkulasi air circulation
4. Provision of space for praktik religious practice
5. Accessibility to sarana transportasi yang convenient and comfortable means of transportation for employees, both pilihan special and general options.

Evaluating employee performance is essential to offer them meaningful opportunities for career advancement while considering their strengths and weaknesses. This assessment allows companies to set appropriate salaries, promote employees, and gain an understanding of their behavior. As stated by Moehariono (2012: 109), performance indicators are associated with indirect performance, with emphasis on qualitative or unmeasured aspects.

## RESEARCH METHODS

### Methods Of Analysis

To evaluate employee responses regarding career development at BPJS Ketenagakerjaan in Jambi city used a scale of research. Prosesnya meliputi penghitungan frekuensi skor untuk setiap item pertanyaan (Sugiyono, 2011).

### Analysis Tools

#### 1. Simple Linear Regression Equation

To determine the effect of facilities and infrastructure on employee performance at BPJS employment in the city of Jambi period 2014 to 2018 used a simple linear regression formula. The calculation of this formula is carried out using the SPSS 20 program.

Description :

$$Y = a + bX + e$$

Y = Kinerja Employee Performance

b = Koefisien Regresi

a = Constanta

X = Lingkungan Working Environment

e = *error*

## 2. Coefficient Of Correlas

As explained by Agusyana (2012: 85), correlation coefficient is a statistical term that states the extent to which the linear relationship (unidirectional and not reciprocal) between two or more variables.

## 3. Coefficient of determination

This coefficient is obtained by multiplying  $r^2$  by 100% ( $r^2 \times 100\%$ ).

## 4. t-test statistics

T test is used to determine whether the work environment variable (X) has a partial effect on variables related to employee performance (Y). Hypothesis Formulation:

Ho: work environment (X) has no significant effect on performance-related variables (Y).

Hi: work environment (X) has a significant effect on performance-related variables (Y)

## RESULTS AND DISCUSSION

**Descriptive analysis of the relationship of work environment to employee performance** the following explanation for the first subtitle.

### 1. Linear Regression Analysis

Chart 1. Results Analysis Regresi Of Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1	(Constant)	.171	.2768		.613	.543
		<u>.27</u>		<u>-.87161</u>		
	LINGKUNGAN WORKING ENVIRONMENT	3.543 .949	.081		11.623	.000

a. Dependent Variable: KINERJA PEGAWAI Source: processed data

Based on the details previously given sebelumnya, the regression equation takes the form:

$$Y = 0.170 + 0.939 X + e$$

From persamaan regresi the given regression equation diberikan, it can be seen nilai konstanta that the constant value is 0.171. This shows that when variabel lingkungan the work environment variable (X) is 0, the variabel performance variable (Y) sebesar

0.171. Furthermore, based persamaan regresi the simple linear regression equation sederhana yang previously mentioned sebelumnya, there koefisien regresi is a positive regression coefficient for variabel lingkungan the work environment variable is equal to 0.949. Koefisien A positive coefficient indicates that a change in the variables lingkungan of the

working environment will result perubahan in a corresponding change sesuaiin the direction variabel of the performance variables. In the context of this study ini, the magnitude of the impact lingkungan of the work environment on performance can be evaluated, and was recorded at 0.949. This means, that an increase lingkungan in the working environment at BPJS Ketenagakerjaan by 1% will meningkatkan kinerja pegawai significantly improve employee performance signifikan by 949%.

## 2. Hasil Uji Correlation (r) and determination ( $R^2$ )

Chart 2. Correlation and determination test results

Model	R	R Square	djusted R Square		Error of the Estimate
1	.871 <sup>a</sup>	.771			.770 .13560

a. Predictors: (Constant), LINGKUNGAN KERJA

b. Dependent Variable: KINERJA PEGAWAI Source: processed data

Koefisien The correlation coefficient of 0.871 indicates a hubungan very significant relationship between lingkungan the work environment dengan and performance in BPJS Ketenagakerjaan, hal this shows a hubungan close relationship between the variables lingkungan of the work environment (X) with performance (Y). Pengujian model Summary model testing resulted nilai in a determination value ( $R^2$ ) of 0.771. This value tersebut indicates that variabel lingkungan the work environment variable (X) is able to contribute 76.7% to the variability variabel of the performance variable (Y), leaving 23.3% influenced by variabel other variables that are not explored in this study ini.

## 3. T test results

Chart 3. T test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.170277	.277881		.614	.543
LINGKUNGAN WORKING ENVIRONMENT	.939614	.081543	.881	11.623	.000

a. Dependent Variable: KINERJA PEGAWAI Source: processed data

Calculate the value of  $t$  at kondisi yang the specified conditions:  $\alpha = 0.05$  (5%) and degrees of freedom (DF) =  $41-1-1= 39$ , with the value of  $T$  the table set at 1.604. Based on the calculation, the value of the derivative  $t$  is 11.623. When compared with 2.0452, it is known that  $t$  count is greater than  $T$  table ( $11.623 > 1.604$ ). As a result  $H_0$  was rejected and  $H_1$  was accepted. By comparing tingkat the significance level of 0.05 proved  $0.000 < 0.05$ . Therefore itu, there hubungan yang is an influential relationship that should be considered between lingkungan the work environment to kinerja employee performance in BPJS Ketenagakerjaan.

## **Discussion**

### **Working environment analysis of BPJS Ketenagakerjaan**

Skor obtained dan averagenya is 154.7, which indicates that lingkungan the work environment meets kriteria yang high criteria. Perspektif yang paling The most dinilai secara empathically assessed perspectives related to the circulation of discussions in the workspace obtained skor a commendable score of 171, while sudut pandang yang paling the least favored points of view related to the udara natural air around lingkungan the work environment obtained a score of 141. Markers lingkungan of the work environment received the most positive assessments positif. The normal value patut is noteworthy at 158.6, while the indicator of relationships between rekan colleagues has skor the smallest score of 152.

### **Analisis Kinerja Pegawai BPJS Ketenagakerjaan Employee Performance Analysis**

The average response score is 160.1 which shows the high performance of BPJS Ketenagakerjaan employees. The highest value is to reach 180, related to the aspect of bearing responsibility for one's job/position. While the lowest score of 150 is associated with suitability in setting work targets that have been set. When viewed from each indicator in the performance variable, the personal quality indicator obtained the highest average score of 178.5, while the work knowledge indicator had the lowest score of 152.

### **Analysis Of The Influence Of The Work Environment On Performance**

Positive regression coefficient on work environment variable is 0.949. If the work environment coefficient is positive, then any change in the work environment variable will result in a corresponding change in the performance variable. This study allows testing the magnitude of the impact of the work environment on performance, which was measured at 0.949. That is, an increase in the working environment in BPJS Ketenagakerjaan by 1% will increase employee performance by 94.9%. The results of the hypothesis test showed that the work environment has a significant effect on employee performance in BPJS Ketenagakerjaan, as evidenced by the value of  $t$  count exceeds  $t$  table ( $11.623 > 1.604$ ), and the significance level is smaller than  $\alpha$  ( $0.000 < 0.05$ ). Work environment variables were able to contribute 76.7%

to the performance variables, while the remaining 23.3% were influenced by other variables not explored in this study.

## **CONCLUSIONS AND ADVICE**

### **Conclusion**

The conclusion of the discussion in the previous chapters, some hasil research results in the form of:

1. Work arrangements in BPJS Ketenagakerjaan rated high with an average value of 154.7. In addition, the performance of BPJS Ketenagakerjaan employees is also quite good with an average value of 178.5.
2. Through hypothesis testing, it is known that there is a considerable relationship between the work environment and employee performance in BPJS Ketenagakerjaan. This is reinforced by the comparison of calculated t values that exceed the table t ( $11.623 > 1.604$ ). The work environment was able to affect performance by 76.7%, while the remaining 23.3% was formed by other variables that were not explored in this study.

### **Advice**

Peneliti proposes rekomendasi the following recommendations:

1. It is advisable for employees to secara consistently menjunjung uphold lingkungan kerja a positive work environment positif.
2. Leaders are encouraged to continue to foster suasana kerja a conducive working atmosphere kondusif. This includes maintaining the cleanliness and order lingkungan of the physical environment, ensuring that the arrangement of the room tertata dengan is well organized to support kinerja optimal performance.

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