

## What is the Role of the Work Environment on Employee Performance Productivity at PT. Swarna Cinde Raya

Erna ([enasofi503@gmail.com](mailto:enasofi503@gmail.com))  
Universitas Gajah Putih

### Abstract

The primary goal of this research is to investigate the impact of the work environment on employee performance, with a focus on PT. Swarna Cinde Raya. The primary data source for this study was gathered through the approach of presenting data based on respondents' responses as well as the results of other research relevant to the item under investigation, in this instance actual data from PT. Swarna Cinde Raya. Multiple regression techniques are used throughout the data processing stage. The study's findings shed light on the relationship between the independent and dependent variables. The outcomes of this study show that the Work Environment variable, which includes both the external and internal work environments, has a substantial impact on the job productivity of PT personnel. Swarna Cindi Raya. This is supported by the F test findings, which have a significance level of less than 0.03. External and internal work environment variables have a partial and considerable impact on employee productivity. The external work environment is the most important factor determining the productivity of PT Swarna Cinde Raya personnel. This is demonstrated by the Beta coefficient of the exterior Work Environment, which is greater than the internal Work Environment, namely 0.322.

**Keywords:** Work environment; Employee Work Productivity

### Introduction

The work environment can contribute to a company's performance in accomplishing its objectives (Erna, 2022). Because the presence of these characteristics will result in a high level of labor productivity, hence supporting the company's success. On the other side, lowering workforce productivity will prevent the company from meeting its objectives (Erna, 2021).

Without a work environment, an employee cannot perform his obligations to the highest standards or even exceed them since his motivations and work environment are not met (Yusuf, 2023). Even if an employee has outstanding operational abilities, if he is not motivated at work, the end results would be unsatisfactory.

This organization should have enthusiastic employees who operate in a positive work atmosphere and carry out their tasks successfully and efficiently, resulting in high productivity in order to achieve the goals and objectives that have been established.

In accordance with the foregoing, the work environment is a critical problem in a firm because it can boost employee productivity. As a result, management's ability to establish a work environment will have a significant impact on whether or not the organization achieves its goals.

The primary goal of this research is to look into the relationship between variables, namely the impact of the external and internal work environments on the productivity of PT staff. Swarna Cindi Raya. Recognizing the importance of motivation in efforts to boost staff productivity. As a result, management's ability to establish a work environment will have a significant impact on whether or not the organization achieves its objectives. This condition is why the writer is interested in more investigation, which the writer outlines in this post.

### Methods

This type of research employs a qualitative technique, which means that the data collected is in the form of information, such as the system for giving financial recompense and its impact on enhancing employee performance. The research sample included all of PT's employees. Swarna Cindi Raya This study employs a simple random sampling technique. If the number of research subjects is less than 81, it is preferable to include all of them so that the study is population-based.

The data collection technique used is library research, which involves reading books or literature related to the research problem, and field research, which involves obtaining the necessary materials or data through field observations, questionnaires, and documentation. Using a questionnaire tool to administer a series of questions or remarks to respondents, specifically PT personnel. Swarna Cinde Raya used a Likert scale consisting of, always, frequently, sometimes, ever, and never.

## Results and Discussion

This study investigates the impact of the work environment on employee productivity at PT. Swarna Cinde Raya. This study seeks to determine the extent to which the external/internal work environment influences employee productivity at PT. Swarna Cinde Raya.

The calculated F-test analysis yielded 23.843 with a significance level of 0.000 (sig  $\alpha < 0.03$ ), indicating that both the external and internal work environments have a positive impact on employee performance and productivity. PT Swarna Cinde Raya.

The results are consistent with what happens in the field, namely that employee performance has grown as a result of the work environment they receive, such as meeting their wants, facilities, and expectations, allowing employees to offer maximum outcomes to the organization. Aside from that, the type of work environment that employees receive is in the form of praise and assistance, which helps them improve professionally.

In terms of human resource management, these findings have strategic significance for PT Swarna Cinde Raya. Company management must focus on and improve variables that can improve employee work conditions, such as providing recognition, awards, and career development chances (Erna, 2023).

## Conclusion

Based on these findings, it is concluded that the work environment has a favorable, significant, and simultaneous effect on the job productivity of temporary employees. Swarna Cindi Raya. This indicates that if employees have a good work environment, their productivity will rise. The external work environment has a greater influence on employee job productivity at PT. Swarna Cinde Raya's regression coefficient value is 0.322. A positive coefficient value implies a favorable association between the external work environment and the degree of job productivity of part-time employees. Swarna Cindi Raya.

The external work environment that has the greatest influence on productivity levels is effective communication between employees and superiors. According to study, the internal work environment that has the greatest influence on employee work productivity levels is their job performance.

It is recommended that a corporation balance the internal and external work environments supplied to employees in order to increase employee productivity, as this research demonstrates that the work environment has an impact on employee productivity. Companies should pay greater attention to the exterior work environment in communication between employees and supervisors; if employees are comfortable communicating, their work productivity will naturally increase. Because it is influenced by its surroundings. This is because the work environment strives to boost work morale, so employees can increase competence, which eventually supports the construction of high work productivity.

## References

- Erna, E. (2021). PENGARUH KUALITAS PELAYANAN TERHADAP KEPUASAN PASIEN PADA PUSKESMAS SIMPANG TIGA KECAMATAN BUKIT KABUPATEN BENER MERIAH. *Biram Samtani Sains*, 5(2), 1-10.
- Erna, E., Khairani, E., Ratnawati, R., Amna, A., Hidayah, I., & Asri, R. (2023). Pelatihan Dan Pengolahan Cabai Merah Menjadi Produk Abon Cabai Di Desa Gunung Bahgie Aceh Tengah. *Community Development Journal: Jurnal Pengabdian Masyarakat*, 4(5), 10055-10062.
- Hafeez, I., Yingjun, Z., Hafeez, S., Mansoor, R., & Rehman, K. U. (2019). Impact of workplace environment on employee performance: mediating role of employee health. *Business, Management and Economics Engineering*, 17(2), 173-193.
- Harahap, M. A. K., Yudianti, E., Erna, E., & Nururly, S. (2023). Employee Performance In Light Of Work Stress And Environment. *SEIKO: Journal of Management & Business*, 6(1), 773-785.
- Idris, I., Adi, K. R., Soetjipto, B. E., & Supriyanto, A. S. (2020). The mediating role of job satisfaction on compensation, work environment, and employee performance: Evidence from Indonesia. *Entrepreneurship and Sustainability Issues*, 8(2), 735.

- Iqbal, M. A., Saluy, A. B., & Hamdani, A. Y. (2021). the Effect of Work Motivation and Work Environment on Employee Performance Mediated By Job Satisfaction (At Pt Ici Paints Indonesia). *Dinasti International Journal of Education Management and Social Science*, 2(5), 842-871.
- Kamarudin, A. P., Khadijah, K., Khairani, E., Erna, E., Basyirah, B., Ratnawati, R., & Syarifudin, S. (2023). Pelatihan dan Pembuatan Hand Sanitizer dan Cara Mencuci Tangan yang Baik. *Communio: Jurnal Pengabdian Kepada Masyarakat*, 1(3), 112-120.
- Karoso, S., Riinawati, R., Ilham, R. N., Rais, R. G. P., & Latifa, D. (2022). Analyzing the relationship of work environment and quality of work life on employee performance: The mediating role of organizational commitment. *Journal of Madani Society*, 1(3), 167-173.
- Khairani, E., As, A. B., Surahman, B., Ratnawati, R., & Erna, E. (2022). PENINGKATAN KEMAMPUAN E-COMMERCE SEBAGAI SARANA PROMOSI PENJUALAN BAGI MAHASISWA UNIVERSITAS GAJAH PUTIH. *Jurnal Pengabdian Pada Masyarakat Indonesia*, 1(2), 52-58.
- Prasetyo, I., Aliyyah, N., Rusdiyanto, R., Chamariyah, C., Syahrial, R., Nartasari, D. R., ... & Sulistiyowati, S. (2021). Discipline and work environment affect employee productivity: evidence from Indonesia. *International Journal of Entrepreneurship*, 25(5), 1-32.
- Sinature, T., Erna, E., & Khairani, E. (2022). Pengaruh Keselamatan Kerja terhadap Produktivitas Kerja pada Koperasi Baitul Qiradh Baburrrayan Kabupaten Aceh Tengah. *Jurnal Ilmiah Ilmu Manajemen*, 4(1), 38-48.
- Sulastri, S., & Djalil, A. (2022). Pengaruh Kinerja Pelayanan Pegawai Terhadap Kepuasan Pasien Di UPTD Puskesmas DPT Bandar Kabupaten Bener Meriah. *Jurnal Ilmiah Ilmu Manajemen*, 4(1), 23-37.
- Sulastri, S., Surahman, B., & Erna, E. (2022). Faktor-faktor yang Mempengaruhi Keputusan Pembelian di Pasar Paya Ilang Kabupaten Aceh Tengah. *Jurnal Ilmiah Ilmu Manajemen*, 4(1), 49-58.
- Surahman, B., & Erna, E. (2019). Pengaruh Atribut Sepeda Motor Terhadap Keputusan Pembelian Konsumen pada Showroom Arwindo. *Biram Samtani Sains*, 2(2), 1-13.
- Surahman, B., Khairani, E., Erna, E., & Erita, E. (2020). Do Financing and Investment Determine the Capital Market Reaction? Evidence from Listed Mining Companies in Indonesia. *Journal of Accounting Research, Organization and Economics*, 3(1), 1-14.