Work Environment on Employee Performance  
*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.

**INTRODUCTION**  
Background 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 a 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.  

One important factor that must be considered by the company in an effort to increase work productivity is the comfort of the work environment. 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. 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, new discoveries to improve work methods, but also a comfortable work environment that is able to support the smooth completion of work. 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 so that 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 been on leave. Employee productivity can also decrease if the employee cannot compete with other employees, is often absent, works carelessly and is often absent.

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 in order 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".

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.

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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 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 a 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.

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 also the English keywords "The influence of the work environment" or "Employee Performance". The literature data used 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.

RESULT AND DISCUSSION

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) this 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.

Gambar 1. Scatterplot Uji Heteroskedastisitas

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 windows program.

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.

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:

hypothesis

\( H_0 : b_1 = 0 \) means that the work environment has no effect on work productivity.

\( H_1 : b_1 \neq 0 \) means, the work environment has a positive influence on work productivity.

Hypothesis testing

If tcount > ttable (\( \alpha, N-k-1 \)), then H0 is rejected, meaning that the work environment has a significant influence on work productivity and if tcount < ttable, 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 tcount is 7.210.

With \( \alpha = 5\% \), ttable (5%; 48) obtained a ttable value of 1.676. From this description it can be seen that tcount (7.210) > ttable (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.

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 value of the coefficient of determination is determined by the value of R square as can be seen in Table 1.

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 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.

<table>
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<td>Disiplinkerja  (X2)</td>
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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 2, 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 2, 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 H1 is accepted and Ho 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.

CLOSING

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

Conclusion

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.

Suggestion

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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