

The Influence of Non Physical Work Environment and Job Satisfaction on Employee Performance PT. Sinar Sosro Palembang

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Review articles from Journals: International Journal of Marketing & Human Resource Research

e-ISSN: 2746-4040, Vol. 3, No. 2 April 2022

Abstract

This study aims to analyze the effect of non-physical work environment and job satisfaction on the performance of employees of PT. Sinar Sosro Palembang. This study uses primary data and secondary data sources. Respondents in this study were 47 respondents. The analytical method used in this research is multiple linear regression. The results showed that the non-physical work environment had a significant positive effect on the performance of PT. Sinar Sosro Palembang. While job satisfaction has no effect on the performance of employees of PT. Sinar Sosro Palembang. This research is useful for companies to pay more attention to the non-physical work environment so that employee performance can continue to be improved.

Keywords: non-physical work environment, job satisfaction, employee performance.

1. Introduction

The era of globalization demands competition from several countries in competing for the highest in a field of economy, politics, social culture and others. In every country is not able to avoid a global competition because the best will be selected and able to survive to move forward. The development of human resources has always been an important factor in carrying out the goals and functions of a company. Every company must be able to maintain the viability of a company. One that plays an important role in maintaining the viability of a company needs to be considered, namely welfare and comfort (Eka, et al, 2016).

Human resources who have high competence are needed in maintaining the viability of PT. Sinar Sosro in the midst of intense competition that is currently happening, if the environment in which employees work gives an uncomfortable impression, employees will tend to be lazy to work, so that it will reduce the level of performance of employees in the company. One of the efforts to improve the performance of employees is by creating a comfortable, safe, conducive, and pleasant work environment. Employees will feel at home in their work environment and affect their performance. Non-physical work environment factors are all conditions that occur in the work environment that are related to work relationships, both subordinate and superior relationships, as well as relationships among co-workers. Non-physical work environment and employee satisfaction are closely related to what they produce so that they are able to produce good performance. And almost every day employees are at work, so there needs to be a comfortable, safe atmosphere at work so that employee satisfaction increases like other harmonious relationships that exist between employees in the company environment, so that employees are even more enthusiastic in completing the tasks

assigned to them. and the resulting performance is more optimal (Sedamayanti, 2017).

Non-physical work environment conditions found at PT. Sinar Sosro is from a work environment created in communicating and building interpersonal relationships. As well as the lack of good leadership relationships with employees at PT. Sinar Sosro in leading his subordinates to work together, as well as communication between leaders and their subordinates is also not well established, especially in terms of conveying the aspirations felt by employees, employees lack close communication relationships with fellow co-workers because they focus on doing company tasks. Based on the phenomena that occur, the researchers also found problems. The phenomena that occur in this section are based on the results of observations made by researchers by asking one of the employees, namely, the relationship between superiors and subordinates is not so close. Apart from that what happens is the relationship between fellow co-workers looks less harmonious. Employees in this section seem to rarely greet each other, they are only busy with their respective jobs, not only during working hours, even during breaks the work employees look busy with their business. Thus the non-physical work environment and job satisfaction are important things that are needed by employees in improving performance in a company. So that it can have a positive impact for the common good.

1.2 Problem Formulation

1. How is the influence of the non-physical work environment on the performance of employees at PT. Sinar Sosro Palembang Branch?
2. How does job satisfaction affect employee performance at PT. Sinar Sosro Palembang branch.
3. How is the influence of the non-physical work environment and job satisfaction simultaneously on the performance of employees at PT. Sinar Sosro Palembang Branch?

1.3 Research Objectives

Based on the problem formulation that has been described above, the objectives to be achieved in this study are:

1. to determine the effect of non-physical work environment on employee performance at PT. Sinar Sosro Palembang.
2. to determine the effect of job satisfaction on employee performance at PT. Palembang Rays
3. to determine the effect of non-physical work environment and job satisfaction on employee performance at PT. Sinar Sosro Palembang.

2. Literature Review

2.1 Management

According to Afandi (2018) management is working with people to achieve organizational goals by implementing the functions of planning (planing), organizing (organizing), preparation of personnel or staffing (staffing), direction and leadership (leading), and supervision (controlling). Management is a typical process, which consists of planning, organizing, moving actions. Meanwhile, according to Hasibuan (2014) explains that

management is a science and art that regulates the process of utilizing human resources and other resources effectively to achieve certain goals. Human resource management is the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping to realize the goals of employee and community agencies (Hasibuan, 2010).

2.2 Non-Physical Work Environment

Sedamayanti (2011) suggests that the non-physical work environment is all conditions that occur related to work relations, both relationships with superiors and relationships with subordinates, fellow co-workers, or relationships with subordinates. According to Stefano in Fath (2015) the non-physical work environment is a reflection of the work atmosphere that occurs in an organization. According to Duane, et al in Mangkunegara and Prabu (2011: 105), the non-physical work environment is all physical, psychological aspects of work, and work regulations that can affect job satisfaction and productivity achievement. Non-Physical Work Environment Indicator as follows

1. Working Hours
2. Rest Time
3. Boredom
4. Work watching

2.3 Job satisfaction

According to Kasmir (2016) job satisfaction is a happy or happy job, or the feeling of liking someone before and after doing a job. If employees feel happy or excited or like the work to work, then the results of their work will be good. Likewise, if someone is not happy or happy and does not like his work, it will also affect the work of employees. So thus job satisfaction can affect performance. According to Sutrisno (2017) said job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters concerning physical and psychological factors. According to Handoko (2014) job satisfaction is a pleasant or unpleasant emotional state with which employees view their work". Job satisfaction indicator as follows

1. Position
2. Supervision
3. The work itself
4. Colleagues
5. Wages

2.4 Employee performance

According to Sadamayanti (2011) performance is a translation of performance which means the work of a worker, a management process or an organization as a whole, where the work results must be able to show concrete and measurable evidence. Philip Moon in Titin Maryanti (2011) says that employee performance is determined by skills and knowledge, available resources, quality and existing management style, and motivation. Employee performance indicators according to Bangun (2012) are as follows

1. Number of Jobs

This dimension shows the amount of work produced by individuals or groups as requirements that become job standards. Every job has these requirements, both the appropriate knowledge, skills, and abilities.

2. Quality of Work

Every employee in the company must meet certain requirements to be able to produce work according to the quality demanded by a particular job. Every job has certain quality standards that must be adjusted by employees to be able to work according to the provisions.

3. Punctuality

Every job that has different characteristics, for certain types of work must be completed on time, because it has dependence on other jobs. So, if the work in a certain part is not completed on time, it will hamper the work in other parts, thus affecting the amount and quality of the work.

4. Presence

A certain type of work requires the presence of employees in working according to the specified time. There are types of jobs that require employees to work eight hours a day for five days a week. Employee performance is determined by the level of employee attendance in doing it.

5. Cooperation Ability

Not all work can be completed by one employee alone. For certain types of work may have to be completed by two or more employees, thus requiring cooperation between employees is needed. Performance can be assessed from the ability to cooperate with other co-workers.

2.5 Hypothesis

The hypothesis in this study is as follows

- H1 : Non-physical work environment has a significant effect on job satisfaction of employees of PT. Sinar Sosro Palembang.
- H2 : Job Satisfaction has a significant effect on the performance of employees of PT. Sinar Sosro Palembang.
- H3 : Non-physical work environment and job satisfaction affect the performance of PT. Sinar Sosro Palembang.

3. Research Method

This study uses the type of Explanatory Research which intends to explain the influence of the Non-Physical Work Environment and Work Objectives on the Employee Performance of PT. Sinar Sosro Palembang. The object of research under study are employees at PT. Sinar Sosro Palembang. The place of this research was carried out at PT. Sinar Sosro is located on

Camat I street, Km 17 Sukajadi Talang Kelapa Banyuasin Palembang, South Sumatra, Sukamoro. The population in this study were all employees who worked at PT. Sinar Sosro Palembang which opened 91 employees. The sample in this study were 47 employees. Data collection techniques using a questionnaire. To analyze the research data using quantitative analysis methods that use the numbers obtained from the respondents' answers to the questionnaire and use a likert scale. The analysis technique uses SPSS V.20 For Windows to determine the effect of accuracy on whether there is an influence between the independent and dependent variables.

4. Findings and Discussions

Based on the results of data processing using SPSS.20, all question items from the Non-Physical Work Environment and Job Satisfaction variables obtained the results of r count $>$ r table value, thus all question items were declared valid. Based on the results of the reliability test, it shows that the standardized items of Croanbach's Alpha, the variables of the Non-Physical Work Environment, job satisfaction, and employee performance are in the standard reliability index of 0.657, meaning that the data is declared reliable. Based on the results of the normality test data that has been carried out using the One-Sample Kolmogorov-Smirnov Test method, it is known that the significant value is $0.951 > 0.05$, which means the data is normally distributed.

4.1 Uji Parsial (t-Test)

In measuring variables, statistical t-test was used to measure the independent variable on the dependent variable. According to (Sugiyono, 2015), to determine whether or not the influence of the independent variable on the dependent variable is used, a probability of 5% ($\alpha = 0.05$). The following are the results of the t-test for non-physical work environment variables

Table 1. T-test results for non-physical work environment variables

Coefficient
s^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	30,042	5,249		5,723	,000
Total_X1	,328	,127	,360	2,587	,013

a. Dependent Variable: Total_Y

Source: Data Processed with SPSS V.20

Based on the significant value, the significant value for the non-physical work environment variable is less than 0.05 ($0.13 < 0.05$), it can be concluded that the non-physical work environment partially has a positive and significant effect on employee performance. While

the results of the t-test on the employee job satisfaction variable on employee performance are as follows:

Table 2. Results of the t-test of job satisfaction variables

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	36,057	5,868		6,145	,000
Total_X2	,178	,138	,188	1,287	,205

a. Dependent Variable: Total_Y

Source: Data Processed with SPSS V.20

Based on table 2 above, the significant value on the job satisfaction variable is more than 0.05 ($0.205 > 0.05$), it can be concluded that job satisfaction partially does not significantly affect employee performance.

4.2 Simultaneous Test Results (F)

In testing the results of the F test data, measurements were made using the F value and were significant in the ANOVA table. The results of the F test can be seen in the following table

Table 3. Results of the F-test

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	38,288	2	19,144	3,811	,030 ^b
Residual	221,031	44	5,023		
Total	259,319	46			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

From the results of managing the data in the table above, it was found that the calculated F value $>$ F table and a significant value of $0.030 > 0.05$ which means that the non-physical work environment and job satisfaction have a positive influence on the employee performance variable.

Review:

From the discussion above, after being studied further, it would be better if the discussion regarding Employee Performance was deepened by taking references from (Yumhi, Y., Sutisna, A. J., & Muhtar, 2025), (Noor et al., 2023), (Yumhi & Noor, 2022), (Ana Ima Sofana, 2024), (Yumhi et al., 2024), (Rudiyanto et al., 2022), (Yumhi, 2022), (Yumhi et al., 2023), (YUMHI et al., 2021), (Yumhi, 2021), (Yumhi et al., 2022), (Irawan et al., 2020), (Noor et al., 2024), (Afriliansyah et al., 2020), (Maghfur et al., 2020), (Khairunnisa et al., 2020), (Yumhi et al.,

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