The Influence of Ability and Work Environment on Employee Performance

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Abstract

This study aims to determine the effect of ability and work environment on employee performance at Putra Masa Depan cigarette company. This research was conducted on production employees with a total of 72 respondents. The sampling technique of this study used proportional sampling. The type of research used is explanatory research. The data collection technique used was distributing questionnaires. Data analysis was performed using the SPSS statistical application using multiple linear regression. From the results of data analysis, it was found that ability has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance, and ability is the variable that most influences employee performance.

Keywords: Ability, Work Environment, Employee Performance.

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kemampuan dan lingkungan kerja terhadap kinerja karyawan pabrik rokok Putra Masa Depan. Penelitian ini dilakukan pada karyawan bagian produksi dengan jumlah 72 responden. Teknik sampling penelitian ini menggunakan *propotional sampling*. Jenis penelitian yang digunakan adalah *explanatory research*. Teknik pengumpulan data yang digunakan adalah menyebarkan kuesioner. Analisis data dilakukan menggunakan aplikasi statistik SPSS dengan menggunakan regresi linear berganda. Dari hasil analisis data ditemukan bahwa kemampuan berpengaruh positif dan signifikan terhadap kinerja karyawan, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan kemampuan merupakan variabel yang paling berpengaruh terhadap kinerja karyawan.

Kata kunci : Kemampuan, Lingkungan Kerja, dan Kinerja Karyawan.

INTRODUCTION

At this time human resources is an important war in the company. To achieve a planned goal, the role of human resources is a factor that can determine the success or failure of a company. The increasingly tight level of business competition today can result in several phenomena occurring to employees who work at PR Putra Masa Depan. In the company's operations to achieve success, good cooperation from employees is needed in the form of implementing employee performance which continues to increase from time to time which will ultimately support the achievement of company

goals. However, this does not appear in the PT. Putra Masa Depan Cigarette company. In the past three years, production employees who have experience in the performance of PR employees. Putra Future has not experienced a significant increase. The difficulty of finding workers in this company has several factors.

According to Nawawi (2011) Human resources are the same as labor, workers, employees and the potential possessed by humans to drive a company. To achieve goals in the company employees must work efficiently and effectively. In this study, it is indicated that it is difficult to find workers because companies need workers who have experience, and currently companies are getting workers who are former employees of other tobacco companies. One of the things that often happens that can reduce company performance is a low level of work ability. When doing work there are still many mistakes that occur, slow in working so the results have not reached the company's target.

Another factor that can improve employee performance is the work environment. The work environment at this company has different principles for the relationship between its employees. From a younger age point of view, workers certainly don't have much experience. If employees do not understand the differences that exist in the company, for example by tolerating each other, this can trigger a conflict that can offend other employees. Moreover, each region has various ethnic groups and different characters, accents, and speech styles in each region are also different. With this in mind, if employees have no tolerance, it will cause conflict and can offend other people. A comfortable and pleasant work environment will have an impact on employees and the company. This will be a challenge for companies in improving employee performance. Therefore, this research is designed to assess the influence of ability and work environment on employee performance.

LITERATURE REVIEW

Mangkunegara (2004) states that performance is the result of work achieved by employees in completing the company's tasks and responsibilities to employees. Gibsons (1996) states that ability is the maturity of a person, of course, related to the skills and knowledge possessed. Maturity can be obtained from one's education, training, and experience. In addition, you must have a strong physical and mental ability to complete the work to carry out the work. The more abilities and expertise, the more you will be able to complete your work correctly, according to what has been determined. This means that employees who have better abilities and skills will also provide good performance, and vice versa for employees who do not have the ability to complete their work correctly will also provide poor results, which in the end will show poor performance. Thus, ability will influence a person's performance.

Soetjipto (2008) states that a good work environment can be created with a supportive physical and non-physical work environment. The work environment is the atmosphere or conditions around the work location. If the work environment can create a comfortable atmosphere and provide calm, it will make the work atmosphere conducive, so that it can improve a person's work results for the better because they work without interruption. However, on the other hand, if the atmosphere or conditions of the work environment do not provide comfort or calm, it will result in a disturbed work atmosphere which will ultimately affect work. Thus, it can be said that the work environment influences a person's performance.

Based on the discussion of the theoretical literature review that has been described, a framework that describes it can develop relationships and linkages between one variable and another. Based on research conducted by Nurhaedah, et al. (2018), Arianty (2018), and Kara (2014)   shows that ability

has a positive and significant effect on employee performance. Employees who have good skills and expertise will give good performance and vice versa. Based on this description the hypothesis is:

H1: Ability to have a positive and significant effect on employee performance.

Based on research conducted by Suharto, et al. (2020), Nurhidayati & Erika (2020), Ronal & Hotlin (2019), Lengkong, et al. (2019), and Putri, et al. (2019) shows that the work environment has a positive and significant effect on employee performance. If the work environment at the company can provide comfort and calm, it will create a conducive working atmosphere, so that it can improve employee work results for the better. Based on this description the hypothesis is:

H2: The work environment has a positive and significant effect on employee performance.

Based on research conducted by Kara (2014) ability has a dominant influence on employee performance. Having the ability will encourage employee performance, good abilities can make it easier to do the tasks assigned to employees. Based on this description the hypothesis is:

H3: Ability most influence on employee performance.
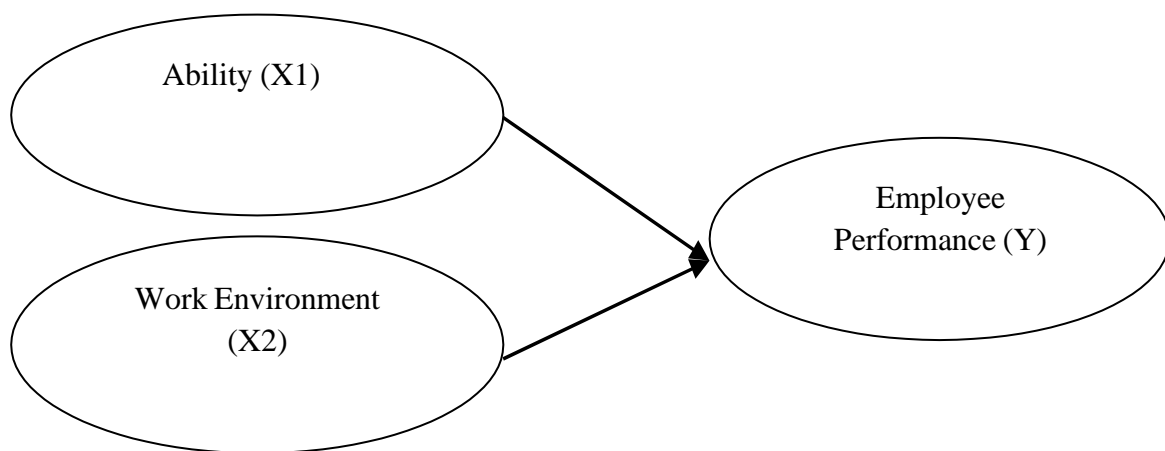
Figure 1. Research Framework

RESEARCH METHODS

This research was conducted at Putra Masa Depan cigarette company. This type of research used is quantitative research. The population in this study amounted to 72 production employees using a proportional sampling sample. The type of research used is explanatory research. The data collection technique used was distributing questionnaires. Variable measurements in this study used a Likert scale with a score of 1-5 (strongly agree to disagree). Test instruments used are validity and reliability tests. Tools used to measure and assess the criteria for research variables were carried out using a scale range table. Data analysis was performed using the SPSS statistical application using multiple linear regression. The classic assumption test consists of a normality test, autocorrelation test, heteroscedasticity test, and multicollinearity test. The hypothesis test was used namely the t-test and dominance test.

Employee performance indicators used in this study use indicators from opinions of John Miner (1998) consisting of quality, quantity, use of time at work, and cooperation. The ability indicators used in this study use indicators from Winardi (2002) which consist of knowledge, skills, and experience. The work environment indicators used by researchers refer to the theory put forward by Nitisemito

(1992), which consists of a working atmosphere, relationships with colleagues, and the availability of work facilities.

RESULTS AND DISCUSSION

The research was conducted on 72 respondents from the production department, the majority of the respondents are 100% female, 43.1% of respondents aged 18-25 years, have completed high school/vocational school education, and worked for <1 year, 44.4%. The characteristics are based on gender, level of education, age, and length of work presented in table 2 below:

Table 1. Characteristics of respondents

Information	Items	Amount	Percentage (%)
Gender	Man	0	0%
	Woman	72	100%
Age	18-25 Years	31	43.1%
	26-30 Years	21	29.2%
	31-40 Years	9	12.5%
	>40 Years	11	15.3%
Education	Junior School	4	5.6%
	Junior High School	16	22.2%
	High School	52	72.2%
Tenure	<1 Year	32	44.4%
	1-3 Years	19	26.4%
	3-6 Years	11	15.3%
	>8 Years	10	13.9%

Source: Data processed (2023)

Table 2. Validity Test

Variable	Items	r_{count}	r_{table}	Explanation
Employee	Y1	0.764	0.231	Valid
Performance	Y2	0.805	0.231	Valid
	Y3	0.807	0.231	Valid
	Y4	0.849	0.231	Valid
	Y5	0.823	0.231	Valid
	Y6	0.750	0.231	Valid
Ability	X1.1	0.885	0.231	Valid
	X1.2	0.904	0.231	Valid
	X1.3	0.903	0.231	Valid
	X1.4	0.738	0.231	Valid
	X1.5	0.727	0.231	Valid
	X1.6	0.742	0.231	Valid
Work	X2.1	0.903	0.231	Valid
Environment	X2.2	0.901	0.231	Valid
	X2.3	0.856	0.231	Valid
	X2.4	0.721	0.231	Valid
	X2.5	0.713	0.231	Valid

Source: Data processed (2023)

Based on the results of the validity test that has been carried out, it is concluded that all statement items of ability, work environment, and employee performance variables have r-counts

greater than the bigger than r-table (0.231). Thus, all statement items from the three variables in this study can be said to be valid and appropriate to be used as instruments for research data collection.

Table 3. Reliability Test Result

Variable	Cronbach Alpha (0,60)	Explanation
Employee Performance	0.893	Reliable
Ability	0.907	Reliable
Work Environment	0.880	Reliable

Source: Data processed (2023)

Based on the results of the reliability test on the research variables, it can be concluded that all research variables have a Cronbach Alpha coefficient value greater than the comparison coefficient of 0.6 so it can be said that all of the questionnaire statement items used in this study are reliable.

Table 4. Kolmogorov-Smirnov test

	Unstandardized Residual
Asymp. Sig. (2-tailed)	0.883

Source: Data processed (2023)

In the classical assumption test, based on the results of the Kolmogorov-Smirnov test, it shows asymp sig. (2-tailed) of 0.883 which means that the value is greater than 0.05, it can be said that the data is normally distributed. This shows that the regression model meets the normality assumption and is feasible to use.

Table 5. Multicollinearity Test

Variable	tolerance	VIF	Information
(X1)	0.402	2,485	There are no symptoms of multicollinearity
(X2)	0.402	2,485	There are no symptoms of multicollinearity

Source: Data processed (2023)

Based on the results of the multicollinearity test, the VIF value of the ability variable (X1) and work environment (X2) is 2.485 <10 and the tolerance value are 0.402 > 0.1, so the data does not have multicollinearity.

Table 6. Heteroscedasticity Test

Variable	SIG	Information
Ability (X1)	2,485	There are no symptoms of heteroscedasticity
Work environment (X2)	2,485	There are no symptoms of heteroscedasticity

Source: Data processed (2023)

Results of the heteroscedasticity test show that the points spread between 0 from the X and Y axes and the distribution of the data does not form a certain pattern, so heteroscedasticity does not occur.

Table 7. Autocorrelation Test

Model	Durbin-Watson
1	1,714

Source: Data processed (2023)

The results of the Durbin-Watson test can be concluded that the model of the research variable regression is free from autocorrelation problems. This finding is proven by the coefficient du (1.675) <dw (1.714) < 4-du (2.324).

Table 8. Multiple Linear Regression Test

		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
Model		B	std. Error	Betas		
1	(Constant)	4,059	1,209		3,357	001
	Ability	.473	.074	.522	6,366	.000
	Work environment	.468	088	.436	5.313	.000

Source: Data processed (2023)

Based on the table, a regression equation can be made to measure the effect of ability and work environment on the performance of Putra Masa Depan cigarette company employees the regression equation is as follows:

$$Y = a + b_1 x_1 + b_2 x_2 + e$$
$$Y = 4,059 + 0,473 x_1 + 0,468 x_2 + e$$

Score a= 4.059 indicates that the dependent variable whose value will be predicted by the performance variable (Y) is the ability variable (X1) and work environment (X2). The value of the regression coefficient (X1) is 0.473 with a sign stating that the ability variable (X1) has a positive effect on the performance variable (Y), meaning that employees who have the ability will improve performance. (X2) the value of the regression coefficient (of 0.468 with a sign stating that the work environment variable (X2) has a positive effect on employee performance (Y), meaning that employees are satisfied with the existing work environment and can improve performance. X_2)

Table 9. Determination Coefficient Test

Model	R Square
1	0.813

Source: Data processed (2023)

Based on the table, it is influenced by the coefficient value of R Square (R2) of 0.813 or 81.3% so it can be concluded that the magnitude of the influence X1variable to Y of 0.813 (81.3%).

Table 10. Test Results

Variable	t-count	Sig t
Ability (X_1)	6,366	0.000
Work Environment (X_2)	5,313	0.000

Source: Data processed (2023)

The results of the calculation show that the significance value influences ability on employee performance (Y) is 0.000 <0.05 and the t-value is 6.366 > the t-table value is 1.993, so it is accepted. This means that there is a significant influence of ability on employee performance. Based on the results of the analysis of hypothesis test data calculations in this case, it shows that the ability variable has a positive and significant effect on the performance of PR Putra Masa Depan employees. Ability has a positive and significant effect on employee performance. Employees who have high abilities and skills required for work will help in carrying out various tasks, making their work easier. This is supported by previous research by Tangkawarouw et al., (2019). states that ability has a positive effect on employee performance.

The results of the calculation of the t-test to determine the effect of the variablesX2namely indicate that the significance value of the influence of the work environment on employee performance (Y) is 0.000 <0.05 and t-count value is 5.313 > t-table value is 1.993 then accepted. This means that there is a significant influence of the work environment on employee performance. Based on the results of the analysis of hypothesis test data calculations in this case, it shows that work environment variables have a positive and significant effect on the performance of Putra Masa Depan cigarettes company employees. The work environment has a positive effect on employee performance, meaning that employees who are placed in a workplace that has a conducive, comfortable, and safe environment will be happy with their work so that the employee will improve their performance. This is supported by the results of previous research by Lengkong et al., (2019) which stated that the work environment has a positive and significant effect on employee performance.

Table 11. Dominant Test

Model	Standardized Coefficients
	Betas
Ability	0.522
Work environment	0.436

Source: Primary data processed, 2023

The table shows that the ability variable has a beta coefficient of 0.522 or 52.2%, and the work environment variable has a beta coefficient of 0.436 or 43.6%. This shows that the ability variable has the largest beta coefficient between the two variables, which means that the ability variable is the variable that has the most influence on employee performance so the hypothesis is accepted. Based on the results of the analysis of hypothesis test data calculations in this case, it shows that the ability variable has the most influence on the performance of Putra Masa Depan cigarette company employees. This is supported by the results of previous research by Kara (2014) stating that ability has the most influence on employee performance.

CONCLUSION

Based on the research results, the effect of ability and work environment on employee performance in Putra Masa Depan cigarette company shows that ability has a positive and significant effect on performance, which means that the better the ability, the higher the employee's performance. The work environment has a positive and significant effect on employee performance, which means that the better the work environment, the higher the employee's performance. The most influential variable is the ability to affect employee performance. This means that the ability to have a big influence on employee performance. Good ability will affect high employee performance as well.

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