THE EFFECT OF WORK ENVIRONMENT AND WORKLOAD ON EMPLOYEE PERFORMANCE IN PT. SOCFIN INDONESIA MEDAN

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ABSTRAK
The purpose of this study was to determine and analyze the effect of the work environment and workload on the performance of employees of PT. Socfin Indonesia Medan. The population in this study were employees of PT. Socfin Indonesia Medan.This research method uses a quantitative approach and uses associative reseach with questionnaire data collection techniques. with a sample of 126 people with a saturated sample. The data analysis technique in this study uses classical assumptions, multiple linear regression, F test and coefficient of determination. The results of this study can be concluded that together the work environment and workload have a significant effect on employee performance. This study resulted in a calculation that the work environment and workload had a significant effect on the performance of PT. Socfin Indonesia Medan. These results can be seen from the Fcount test of 58.139 from a significant level of 0.000 which is smaller = 0.05 and also the work environment and workload have a significant effect on employee performance as indicated by the R-square obtained by 0.486 (48.6%) , shows that 48.6% of employee performance variables can be explained by the work environment and workload variables, or practically it can be said that the contribution of the work environment and workload to employee performance is 48.6%, the remaining 51.4% is influenced by other variables. not researched.
Keyword : Work Environment, Workload, Employee Performance

INTRODUCTION

Human resources are one of the important factors in an organization or company. Therefore, human resources must be managed properly to increase the effectiveness and efficiency of the organization, as one of the functions within the company known as human resource management (Sunyoto, 2016). Human resources will produce performance as the desired output of the organization. If human resources have high quality, it will produce a strong organizational output and result in a competitive advantage for the organization. Not only that, human resources must also be mobilized to produce maximum performance (Felinda & Nugraheni, 2016).

An organization is said to be successful if it can effectively and efficiently utilize resources, especially existing employees, optimally and professionally. In line with this, problems related to human resources in an organization, be it the private sector or government, cannot be denied, manpower is the lifeblood, the most important element needed by an organization. The biggest real threat to economic stability is the workforce that is not ready to face the challenges and changes that occur around it (Fahmi, 2016).

The success of an organization is strongly influenced by the individual performance of its employees. Therefore, efforts to improve employee performance are the most serious management challenges because success in achieving the goals and survival of the company depends on the quality of the performance of the human resources in it (Jufrizen, 2018).

Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned legally, not violating the law and in

accordance with morals and ethics. So performance is important for a company or organization. Efforts to improve employee performance, including by paying attention to the work environment. The work environment is everything that is around the workers that can affect them in carrying out the tasks assigned by Nitisemito in (Arianty, 2016).

A good working environment is one of the factors supporting employee productivity which in turn has an impact on increasing the level of employee performance. The division of the work environment cannot be separated from one another. Between the two must be balanced, because both the physical and non-physical work environment both affect the performance of employees. To balance the two requires awareness of the management of the company. Therefore, a conducive work environment is needed to support the performance of employees in carrying out their work, so that the work results obtained can be achieved optimally (Julita & Arianty, 2019).

Next is the problem of the workload factor. Employee workload is one of the factors that are considered in determining employee performance. What must be avoided is an employee's workload that is too excessive as a result of an unbalanced work with the number of employees, or an employee's workload that is too low due to too many employees (Lukito & Alriani, 2018). Workload greatly affects employee performance at work. A heavy workload can make employees feel uncomfortable and feel uncomfortable at work. Therefore, it is necessary to calculate the workload for employees (Polakitang et al., 2019). Employee performance is not achieved due to work stress suffered by employees as a result of conflicts that occur between employees, excessive workloads, and the urgent time given by the company to achieve targets can trigger a workload that will have an impact on performance that is not achieved.

The results of the temporary study through observations and interviews with researchers at the Information Technology Division, General, and Sales division, where each division selected one employee as an informant, indicating that there are several problems being faced by employees of PT. Socfin Indonesia related to employee performance, among others, are: Lack of effective communication between leaders and employees, tends to lead more to individual attitudes, so that it can lead to a cooperative attitude from employees towards policies made by leaders, Leaders let employees receive gifts from customers in the form of goods and money, the existence of high work pressure and working time outside normal limits make employees feel their work is a burden so they are not comfortable at work, if the target is not achieved then the leadership will easily be hard on employees, this makes many employees less loyal so there are employees who resigned on this matter.

The phenomenon of work environment problems found by researchers through initial observations also shows that, the state of the work environment at PT. Socfin Indonesia in the Information Technology Division, General, and the working environment conditions in the Sales division have not supported employees to work comfortably. This can be seen that there are several problems that occur first, the lack of lighting in several places. Lack of lighting will be the main cause in poor work quality and efficiency. (Christy & Amalia, 2018) eye fatigue will increase if the light level in the workplace is not appropriate which will cause employees to experience eye strain, thus affecting their physical appearance. In addition, insufficient lighting causes the eyes to tire quickly, resulting in mental fatigue and eye damage. Second, the air temperature in some parts is not the same as in other parts due to the lack of room temperature controllers. Temperature or air temperature must be considered because it can affect the body temperature of employees who are working (Lestary & Harmon, 2017).

Furthermore, the researchers found that the problem of workload received by employees, this can be seen from the company's policy in assigning tasks to employees with a fairly high level of difficulty in completing tasks, as well as the time in completing the tasks

given by the company is quite short. From some of the problems experienced by some employees are considered capable of influencing employee performance, so that it will cause employee performance that is less than optimal.

METHODS

This type of research is a quantitative research. Quantitative research. Quantitative research according to (Sugiyono, 2018) is research whose analysis generally uses data measured on a numerical scale (numbers) which is tested using statistical analysis because it proves hypotheses, using survey methods and questionnaires.

RESULTS AND DISCUSSION
Result
Classic assumption test

Before performing multiple regression analysis, a linear constraint pass test or classical assumption test is performed. The purpose of doing the classical assumption test is to find out whether a variable is normal or not. Normal here in the sense of having a normal data distribution. Normal or not the data is based on the normal distribution of the data with the same mean and standard deviation. So the classical assumption basically has the following criteria.
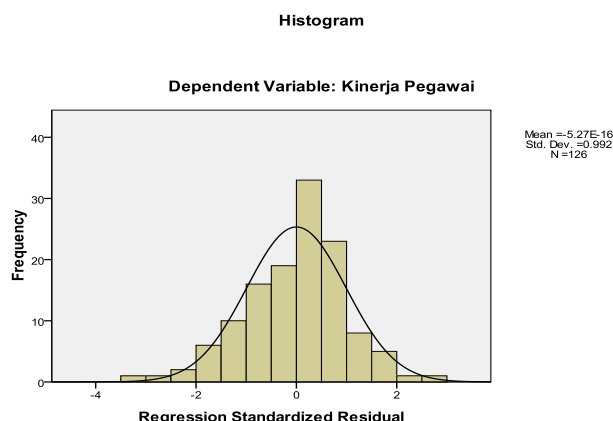
Normality test

The normality test was conducted to determine whether the variables in a regression model, namely the dependent variable and the independent variable, were normally distributed or not.
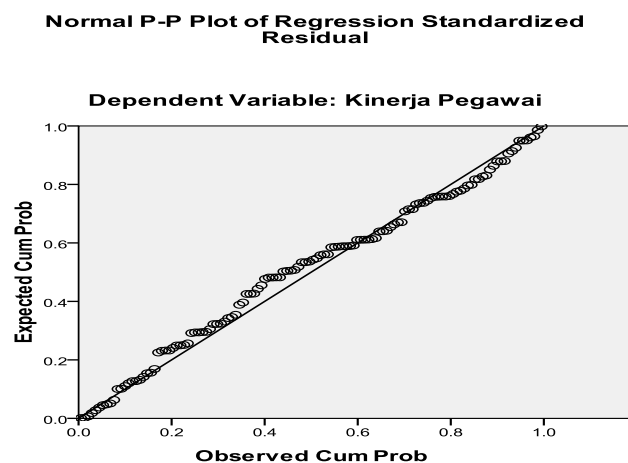
Sumber : Data Diolah SPSS Versi 24
Gambar 1 Hasil Uji Normalitas

Histogram

Dependent Variable: Kinerja Pegawai

Sumber : Data Diolah SPSS Versi 24
Gambar 2 Histogram

In the normal p-plot graph, it can be seen in the image above that the normal graph pattern is seen from the points that spread around the diagonal line and the distribution follows the direction of the diagonal line and the histogram shows a normal distribution pattern, it can be concluded that the regression model has met the assumption of normality.

Multicollinearity Test

Tabel 1 Hasil Uji Multikolinearitas
Coefficients^a

| Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Lingkungan Kerja	.649	1.541
	Beban Kerja	.649	1.541

a. Dependent Variable: Kinerja Pegawai

Sumber : Data Diolah SPSS Versi 24

From the table above, it can be seen that the work environment variable has a tolerance value of 0.649> 0.10 and a VIF value of 1.541 < 5. The workload variable has a tolerance value of 0.649> 0.10 and a VIF value of 1.541 < 5. Each variable has a value of tolerance > 0.1 and VIF value < 5, thus it can be concluded that there is no multicollinearity symptom in this study.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model, there is an inequality of variance from the residual of one observation to another observation. If the residual variance from one observation to another observation remains, it is called homoscedasticity and if it is different it is called heteroscedasticity. There are several ways to test the presence or absence of a heteroscedasticity situation in the error terms variance for the regression model. In this study, the chart method (Scatterplot Diagram) will be used.

Scatterplot

Dependent Variable: Kinerja Pegawai
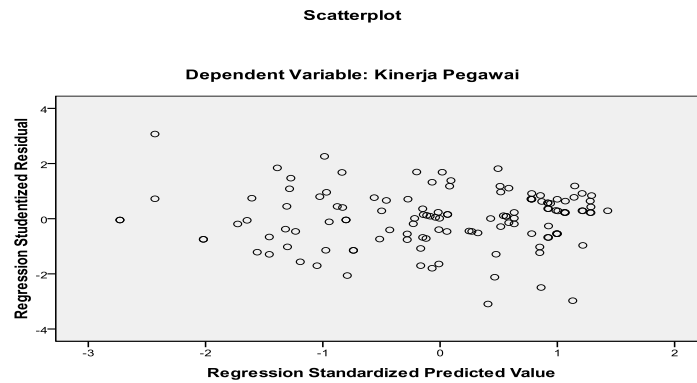
Sumber : Data Diolah SPSS Versi 24

Gambar 3 Hasil Uji Heteroskedastisitas

Based on Figure 4.3 above, it can be seen that the data (dots) spread evenly above and below the zero line, do not gather in one place, and do not form a certain pattern so that it can be concluded that in this regression test there is no heteroscedasticity.

Multiple Linear Regression

Tabel 2 Hasil Regresi Linier Berganda

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	12.168	2.253		5.400	.040
Lingkungan Kerja	.321	.070	.368	4.591	.000
Beban Kerja	.348	.068	.412	5.138	.000

a. Dependent Variable: Kinerja Pegawai

Sumber : Data Diolah SPSS Versi 24

From the table above, it is known that the constant value = 12.168, the work environment = 0.321, and the workload = 0.348. These results are entered into the multiple linear regression equation so that the following equation is obtained:

$$Y = 12{,}168 + 0{,}321 \ X1 + 0{,}348 \ X2$$

Hypothesis test
**t test (Partial)**

Tabel 3 Hasil Uji t

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	12.168	2.253		5.400	.040
Lingkungan Kerja	.321	.070	.368	4.591	.000
Beban Kerja	.348	.068	.412	5.138	.000

a. Dependent Variable: Kinerja Pegawai

Sumber : Data Diolah SPSS Versi 24

The results of statistical tests in the table above can be explained as follows:

1. The Influence of the Work Environment on Employee Performance

H_0 ditolak H_0 diterima H_0 ditolak

- 4,591   - 1,979   1,979   4,591
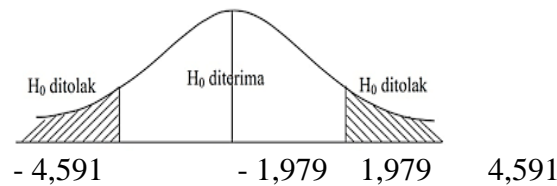
Gambar 4 Kriteria Pengujian Uji t Lingkungan Kerja

The t_{count} value for the work environment variable is 4,591 and t_{table} with a = 5% is known to be 1,979, thus t_{count} is greater than t_{table} and a significant value of 0.000 <0.05, meaning that from these results it can be concluded that Ho is rejected (Ha is accepted) indicating that there is an influence positive and significant between the work environment on the performance of employees of PT. Socfin Indonesia Medan.

2. The Effect of Workload on Employee Performance

H_0 ditolak H_0 diterima H_0 ditolak

-5,138- 1,979   1,979 5,138
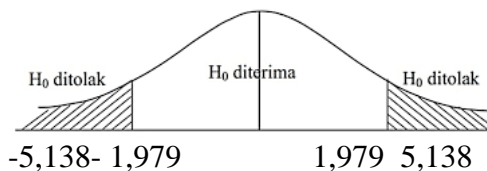
Gambar 4 Kriteria Pengujian Uji t Beban Kerja

The t_{count} value for the workload variable is 5.138 and t_{table} with a = 5% is known to be 1,979, thus t_{count} is greater than t_{table} and a significant value of 0.000 <0.05, meaning that from these results it can be concluded that Ho is rejected (Ha is accepted) indicating that there is an effect positive and significant relationship between workload and employee performance at PT. Socfin Indonesia Medan.

F Test (Simultaneous)

Tabel 4 Hasil Uji F

ANOVA[b]

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	2720.749	2	1360.374	58.139	.000[a]
Residual	2878.053	123	23.399		
Total	5598.802	125			

a. Predictors: (Constant), Beban Kerja, Lingkungan Kerja

b. Dependent Variable: Kinerja Pegawai

Sumber : Data Diolah SPSS Versi 24

From the results above, it can be seen that the F_{count} value is 58,139 with a significant level of 0.000. While the value of F_{table} is known to be 3.07. Based on these results, it can be seen that $f_{count} > f_{table}$ (58.139> 3.07) means that Ho is rejected. So it can be concluded that the work environment and workload variables together have a significant effect on employee performance at PT. Socfin Indonesia Medan.
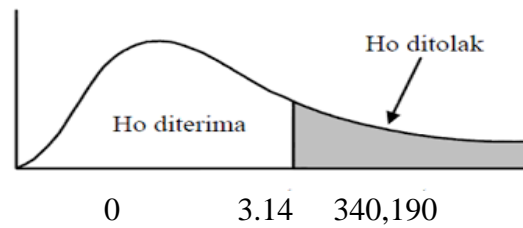
0   3.14   340,190
Gambar 5 Kriteria Pengujian Uji F

Determinant Coefficient

The R-square value of the coefficient of determination is used to see how the variation in the value of the dependent variable is influenced by the value of the independent variable. The value of the coefficient of determination is between 0 and 1. If the R-square value is closer to one, the greater the influence of the independent variable on the dependent variable. Here are the results of statistical testing:

Tabel 5 Hasil Uji Koefisien Determinan
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697[a]	.486	.478	4.837

a. Predictors: (Constant), Beban Kerja, Lingkungan Kerja

b. Dependent Variable: Kinerja Pegawai

Sumber : Data Diolah SPSS Versi 24

Based on the table above, it can be seen that the value of R square is 0.486 which means 48.6% and this states that the work environment and workload variables are 48.6% to influence the employee performance variable. Then the difference is 100% - 48.6% = 51.4%. this shows that 51.4% is another variable that does not contribute to employee performance research.

DISCUSSION

The Influence of the Work Environment on Employee Performance

Based on the results of the study, it can be seen that a good working environment is one of the factors supporting employee productivity which in turn has an impact on increasing the level of employee performance. The division of the work environment cannot be separated from one another. Between the two must be balanced, because both the physical and non-physical work environment both affect the performance of employees. To balance the two requires awareness of the management of the company. Therefore, a conducive work environment is needed to support employee performance.

The Effect of Workload on Employee Performance

The arrangement of the workload portion should be evaluated more intensively and periodically, adjusting to the company's priority scale and the potential of the employees. The results of a review of a mature workload arrangement will produce a strategy to utilize the skills and abilities of employees optimally without having to stress the workers.

The Influence of Work Environment and Workload on Employee Performance

Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics. So performance is important for a company or organization. Efforts to improve employee performance, including by paying attention to the work environment. The work environment is everything that is around the workers that can affect themselves in carrying out the tasks assigned.

CONCLUSION

PT. Tirta Mahakam Resources Tbk, which was listed on the IDX during the 2017-2021 period, experienced problems in its finances or commonly known as financial distress. By using the Altman Z-Score model to see the level of financial distress that the company at PT. Tirta Mahakam Resources Tbk proved bankrupt. Where the Z-Score value in 2017 was (0.977), and for 2018 it was (0.941), in 2019 the company's Z-Score value was (0.336), in 2020 the company's Z-Score value was (-5.810), and finally in in 2021 the company's Z-Score is (-5.541). If the results of these values are adjusted to the cut-off point value of the first Altman Z-Score model, the company will experience financial problems which will result in bankruptcy, because the results of the company's Z-Score value are far from 2.99.

This problem is supported by the factors that cause the company to experience financial distress , namely a decrease in working capital, a decrease in total company assets and a decrease in sales and company profits, both operating and net profits experience a negative number (loss).

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