THE INFLUENCE OF WORK ENVIRONMENT TOWARD THE WORKERS PERFORMANCE IN DAIMA HOTEL PADANG

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Abstract

This research aims to analyze the influence of work environment towards employee performance at Hotel Daima Padang. The research type is quantitative with a causal approach. The population of this research are employees of Hotel Daima Padang with the samples amounted to 43 people. The sampling technique is simple random sampling. The work environment are primary data which collected by using questionnaire with likert scale that have been tested the validity and reliability. The employee performance uses secondary data that was taken at Daima Hotel Padang. The result of the research shows that: (1) The overall work environment is in bad category (53%), physical work environment is in bad category with percentage 58%, non physical work environment is in bad category 51% (2) Performance Employees are in adequate categories (42%), (3) work environment affects employee performance of 27.0%.

Keywords: work environment, employee performance

1. INTRODUCTION

Human resources are an important factor to drive an organization to achieve its goals. Organizations are required to manage and optimize their human resources. According to Notoatmodjo (2009: 161), "The success of an organization or institution of work is determined by two main factors, namely human resources factors (employees or personnels), and infrastructure or facilities". HR management aims to get employees who are reliable and able to perform their duties properly and responsibly so as to improve the effectiveness of the organization in order to achieve the goal.

Suwatno (2008: 106) states, "Employees are the prime mover of any organization. Without them, the organization and other resources will never be meaningful ". Good employees are individuals with good performers.

Organization that needs good human resources to achieve good performance are the hotels. According to the Minister of Tourism and Creative Economy Republik Indinesia. Number 2 Year 2014 Article 1, "The hotel is a provider of accommodation in the form of rooms within a building equipped with food and drink services, entertainment activities and other facilities on a daily basis for the purpose of obtaining profit". Hotels must be able to process the various resources it has to achieve the company's goal of profit. Employees at Hotel Daima Padang are 68 people. Employees are divided into seven departments namely Executive Office, Front Office, Sales & Marketing, Human & Resources, F & B Product, House Keeping, Repair & Maintenance, Financial & Accounting.

Each department has a very important role in supporting the smoothness of the hotel, therefore the hotel should be able to improve the work environment of employees because every employee hopes to provide good performance for the organization. Suyadi Prawirosentono in Dewi (2012) states, "Performance is the result of work that can be achieved by a person or group of people within an organization in accordance with the authority and responsibility of each individual or group in order to achieve the organizational goals. One of the factors affecting employee performance is the work environment.

Work environment is one of the factors supporting employee performance. Notoatmodjo (2009: 157) argues that, "The work environment is a very big influence on work productivity, because the work environment is not an additional burden for employees". A good working environment can create great performance.

Statements given by employees of Hotel Daima Padang quite diverse, there are employees who stated that the work environment is good and vice versa there are also employees who say less good. Based on preliminary observations that have been done at Hotel Daima Padang, employee performance at Hotel Daima Padang are still low. Some employees do not complete their work on a predetermined time, such as tax data that must be completed by the income audit by the fifth day of each month, but often not resolved so that tax office employees often come to the hotel to collect the tax data. There are still many employees who are less disciplined so often late to come to the office. There are still employees who are not present to the office without providing information. Cooperation among employees is still lacking and initiatives in using their skills to complete the job are also lacking.

The state of the work environment at Hotel Daima Padang does not support employees to work comfortably, it is seen with the number of files scattered around the workplace so that employees interfere with comfort in work. The room temperature is not conducive because the room is too small and filled by the capacity of many employees, causing the room to become hot, and inadequate work space that limits employee space. The composition between the color of the wall with the color of the furniture in the room is not sync causing the room less pleasing to the eye, noise such as the sound of engineering welding machine is very disturbing in the comfort of work, while from non-physical dimensions, found the relationship between employees who are less good, employees who do not greet each other and there are many employees who envy each other, causing relationships among employees is less harmonious. The specific purpose of this research is to know the effect of work environment on employee performance at Hotel Daima Padang.

2. RESEARCH METHODOLOGY

This type of research is quantitative with a causal approach. The population of this research are all employees of Hotel Daima Padang, amounting to 68 people. Sampling technique using simple random sampling. The number of samples in this study amounted to 43 people.

The type of data for work environment are the primary data obtained through the spread of questionnaires prepared on the likert scale that has been tested the validity and reliability. The type of employee performance data is secondary data obtained from Human Resource Officer of Daima Padang Hotel.

Based on the validation test results, there is one item of the invalid work environment variable from the 25 items of the proposed statement. Reliability test results shows that the working environment variables have a cronbach's alpha value

of 0.777. This means that the proposed item has a high level of reliability and the crumb is used to measure work environment variables.

Data analysis technique in this research use ideal average research formula (Mi) and standard deviation (Sdi). Test requirements analysis using normality test, homogeneity test, and linearity test. Hypothesis testing using simple linear regression test to know how big influence of work environment to employee performance.

3. RESEARCH RESULTS AND DISCUSSION
a. Research Results
1) Descriptive Analysis of Work Environment Variables (X)

Based on the statistical calculation on the working environment variables, it was found that most (53%) were in the range of score <43 with bad category and 23% were classified as poor (Table 1).

Table 1. Classification of Variable Scores of Work Environment (X)

N=43

Category	Scor	f	Percentage (%)
Very good	> 81	8	19
Good	68,3 ≤ 81	2	5
Enough	65,7 ≤ 68,3	0	0
poorly	43 ≤ 65,7	10	23
Not good	< 43	23	53
Total		43	100

Source: Primary Data, 2017 (Processed)

2) Employee Performance Variable Analysis (Y)

Assessment of research results on employee performance can be seen in Table 2 below:

Table 2. Description of Employee Performance Variable Data

Category	Scor	f	Percentage (%)
Very good	>55	0	0
Good	49-55	9	21
Enough	44-49	18	42
poorly	39-44	16	37
Not good	<39	0	0
Total		43	100

Source: Primary Data, 2017 (Processed)

Based on the above table, it can be explained that from 43 respondents to employee performance variables can be grouped as follows: as many as 9 people (21%) included in good category, 18 people (42%) included in enough category, 16 people (37%) included in the poorly category.

3) Test Requirements Analysis
a) Normality Test

Based on normality test known Asymp Sig value for work environment variable is 0,241 and for employee performance is 0,168, that is value of Asymp Sig> from 0,05, hence can be said that both data is normal distributed.

b) Homogeneity Test

Based on the results of homogeneity test analysis, obtained Sig value is 0.116 with significance level> 0,05. This means that the value of data significance is greater than the level of significance. So it can be concluded that the data comes from a population that has the same variance or data is homogeneous.

c) Linearity Test

Based on the results of linearity test analysis, obtained Sig value is 0.711 with significance level> 0,05, which means there is significant liniear relationship between work environment variable (X) with employee performance (Y).

4) Simple Linear Regression Test
1) Coefficient of Determination

The result of determination coefficient test can be seen from R square value in simple linear regression analysis in Table 3 below.

Table 3. Coefficient of Determination (R Square) Variable X to Variable Y
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.520ᵃ	.270	.252	6.09456

a. Predictors: (Constant), Work environmen

a. Dependen variabel: Employee performance

Based on the above table, the value of R Square 0,270 means that the effect of work environment variable on employee performance variable is 27,0%. While the remaining 63.0% influenced by other factors.

2) Significance Test R^2

The significance test of R^2 is used to test whether there is influence of independent variable (work environment) to the dependent variable (employee performance) simultaneously. The result of significance test of R2 can be seen in following table:

Table 4. R^2 Significance Test Results

ANOVAᵇ

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	563.391	1	563.391	15.168	.000ᵃ
	Residual	1522.888	41	37.144		
	Total	2086.279	42			

a. Predictors: (Constant), Work environment

b. Dependent Variable: Employee performance

Based on the results of the anova test above obtained the value of Fcount 15.168 with sig level. 0,000 <0.05. This means that the work environment affects the performance of employees simultaneously.

3) Regression Coefficient Test

The last step of the regression result is to assess the significance of the hypothesis proposed by the researcher with the t-test. T test is used to find out the regression coefficient between work environment variable to employee performance. The t-test results can be seen in the following table:

Table 5. Regression Coefficient Results

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	44.166	1.742		25.357	.000
	LingkunganKerja	.412	.132	.360	.385	.015

a. Dependent Variable: Employee performance

From the table above obtained the regression equation as follows:

Y = a +bX = 44.166 + 0,412X

Based on the above table obtained t count 25,357 with significance 0,00. Then the work environment variables have a significant effect on employee performance. Furthermore, obtained regression coefficient of 0.412 with a value of 0.385 t count on the sig. 0.015 <0.05. This means that any increase of 1 unit of work environment will increase 0.412 units of employee performance.

b. Discussion

In general, the work environment of employees at Daima Hotel Padang including the category is not good and less good. Thus can be described employee work environment in Daima Hotel Padang as a whole is not good. Notoatmodjo (2009: 157) argues that, "The work environment is a very big influence on work productivity, because the work environment is not an additional burden for employees".

Based on the results of research on work environment variables in terms of physical work environment indicator is known that the highest percentage is in the category of bad and not good. This is not in line with the opinion of Siagian (2001: 57) that, the physical work environment, namely:

> The workplace building besides attractive to look at is also built with safety considerations, loose work space in the sense that the placement of people in a room does not create a feeling of narrow, the availability of adequate equipment, ventilation for the exit of sufficient fresh air, the availability of a resting place to release tired, like a cafeteria in the company or surrounding environment that is easy to reach employees, the availability of religious places such as mosques, both grouped organizations and nearby, the availability of transportation facilities, both employees and public transportation convenient, cheap and easy to obtain.

The result of research on work environment variables from non-physical work environment indicator can be grouped as follows: highest percentage is in bad category, with 51% percentage is in score range <7.5. This is not in accordance with the opinion of Siagian (2001: 57) which states, "Non-physical work environment is a pleasant work environment in the sense of creating a harmonious working relationship between employees and superiors, because in essence humans in work not looking for money alone, work is a form of activity that aims to gain satisfaction ".

Based on the results of employee performance data analysis, it can be explained that from 43 samples on employee performance variables can be grouped as follows: as many as 9 people (21%) included in good category, 18 people (42%) included in enough category, 16 people (37%) fall into the poorly category. So it can be concluded that the employee's performance at Hotel Daima Padang is in enough category.

According Wibowo (2012: 379), "Employee performance is an output generated by employees of the job assigned in a certain time or period. Performance in a position is not enough to satisfy guests and management, because a hotel should provide excellent work to their guests.

4. CONCLUSIONS AND SUGGESTIONS
   a. Conclusion

Working Environment in Hotel Daima Padang viewed from 2 two indicators, namely: physical work environment and non physical work environment as a whole included in the category not good. Employee performance at Hotel Daima Padang is evaluated from six indicators: quality, timeliness, attendance, cooperative ability, work initiative and working knowledge, overall included in good enough category with 42% percentage.

There is a significant influence between work environment on employee performance at Daima Padang Hotel by 27,0% with sig. 0,000.

b. Suggestions

The management of Hotel Daima Padang should pay attention and improve everything related to the quality of the work environment of the employees because a good and conducive environment can make employees feel at home in the environment and feel happy and eager to carry out their duties. In addition, management is also expected to encourage employee performance improvement, because if good employee performance will have a good impact on the company and also will generate positive thoughts of employees to the company where they work. A good working environment should be able to improve the performance of its employees because the results of research indicate the influence of work environment affect the performance.

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