JURNAL WIDYA GANECWARA

ENVIRONMENT AND ITS EFFECTS ON EMPLOYEE PERFORMANCE OF PRATAMA MILLA HUSADA BOYOLALI CLINIC

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Abstract

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     The environment is an important factor in improving the performance. Apriyana's study (2016) shows that employees are able to work optimally if they are supported by a good working environment. This study aims to determine the effect of the environment on employees performance. Sutrisno (2011) and Kasmir (2016) stated that a conducive working environment gives employees a sense of comfort in carrying out the work and improves their performance. By using the quantitative descriptive method, 43 respondents were taken by saturated technique sampling. Data was collected through a questionnaire as the instrument. Data analysis uses the Multicollinearity test, Heteroscedasticity test, Multiple Linear Regression test, t test and Determination test. The Multicollinearity test results obtained tolerance values greater than 0.10 meaning that the environment doesn't occur multicollinearity so that the environment has a normal effect on performance. Heteroscedasticity test produces a significance value greater than 0.05, so that the environment has a constant effect on performance. Regression test of 0.292 indicates a positive effect environment. T test value of 3.305 and a significance level of 0.002 <0.05 shows that the environment has a significant effect on performance. The determination test of 0.465 means that the environment explains 46.5% of the effects of employee performance. The results of this study require the Pratama Milla Husada Boyolali Clinic to improve a safe and comfortable working environment to achieve the employee performance's improvement.

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1. INTRODUCTION

In general, human resources are one of the main factors that cannot be separated from an organization, institution or company, especially at the Milla Husada Boyolali Primary Clinic, supported by the quality of human resources. Attention to human resources currently includes aspects related to employee safety and comfort which will significantly influence the performance they produce. The definition of performance according to Mangkunegara (2011: 15) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Employee performance is very important to continue to be considered because it becomes the basis for services at the Milla Husada Boyolali Primary Clinic. Head of Primary Clinic Milla Husada Boyolali, dr. Didik Suprapto said that as a health service agency, employees are important assets because of their role as policy implementers and agency operational activities so that employees are encouraged to improve their performance so that the main function of health services can be said to be successful.

Referring to efforts to improve employee performance, in this study the authors focus on the efforts that can be made by Milla Husada Primary Clinic in building performance through providing a conducive environment. Nitisemito (2015: 37) states that the work environment is everything that is around the

workers, both physically and non-physically, which affects the assigned tasks. Haig (2013) states that employees will be able to work optimally if they are supported by good working conditions so that they can carry out activities optimally, healthy, comfortable and safe. A bad work environment can have consequences such as inefficient work design and can affect employee morale in carrying out their work. The purpose of this study was to empirically determine the effect of the environment on the performance of the employees of the Milla Husada Boyolali Primary Clinic. Based on the description above, the authors are interested in conducting research with the title Environment and Its Effect on Employee Performance at Pratama Clinic Milla Husada Boyolali.

2. LITERATURE REVIEW

A. Employee Performance

According to Kasmir (2016: 182), performance is the behavior and work results achieved in completing the tasks and responsibilities given in a certain period. The same thing is also stated by Hasibuan (2016: 34) that performance is a result of work in quality and quantity achieved by a person in carrying out the tasks assigned to him based on skill, experience, seriousness and time. Meanwhile, Maharjan (2012) states that performance is an outcome that is achieved because they are motivated by work and satisfied with the work they do. Performance can be improved if there is a match between work and ability.

Indicators that affect employee performance according to Kasmir (in Ammara Khairani Lubis, 2019), namely: (1). Quality, measured by employees' perceptions of the work produced and the perfection of tasks on the skills and abilities of employees. The performance measurement of Milla Husada Primary Clinic employees is shown by the quality of the work they produce in accordance with the accuracy, on time and work standards set by the Milla Husada Primary Clinic Boyolali. (2). Quantity, is the amount expressed in terms such as the number of units and activity cycles completed. The work

targets that have been set by the Milla Husada Primary Clinic have been achieved by the employees on average, and the volume of work carried out is in accordance with the expectations of the leadership. (3). Punctuality, is the level of activity completed at the beginning of the specified time. Milla Husada Primary Clinic employees show a willingness to comply with established regulations with the punctuality of attendance and return from work, as well as completing assigned tasks in accordance with predetermined time limits. (4). Cooperation, employees are able to cooperate well between colleagues and be positive about every job. In completing work, Milla Husada Primary Clinic employees are willing to help each other so that they can achieve maximum work results and in accordance with the goals to be achieved. According to Sedarmayanti (2011: 223), performance is influenced by 5 factors, namely: (1). Personal Factors, indicated by the level of skills, knowledge, abilities, self-confidence, discipline, competence, motivation and individual commitment. (2). Leadership Factors, indicated by the quality of encouragement, guidance and support provided by managers and team leaders. (3). Team Factors, shown by the quality of support, trust, cohesiveness and closeness given by colleagues. (4). System Factors, indicated by the existence of work systems, work facilities, organizational processes and performance culture given by the organization. (5). Contextual / Situational Factors, indicated by the high level of pressure and changes in the internal and external environment.

B. Environment

According to Emil Salim's (2017) opinion, the environment is defined as objects, conditions, circumstances and influences that exist in the space we occupy and affect living things including human life. In this research, what is meant by environment is the work environment. According to Nitisemito in Danang Sunyoto (2015: 37), the work environment is everything that is around workers that can influence them in carrying out their assigned duties, for example cleanliness, adequate lighting and so on. Meanwhile,

according to Sutrisno (2011: 116), all facilities and infrastructure around employees, both physical and non-physical, can be said to be a work environment. A good work environment will give employees a sense of comfort in carrying out their work that affects performance. Work environment indicators according to Nitisemito in Danang Sunyoto (2015: 37), namely: (1). Work atmosphere, is a condition that exists around employees who are doing work which can affect the implementation of the work itself. The working atmosphere at the Milla Husada Boyolali Primary Clinic has supported employees to have a positive performance. Judging from the comfortable working conditions, complete facilities and work aids, cleanliness, and work relations between employees at the clinic. (2). Relationships with colleagues, namely relationships with colleagues in harmony and without any intrigue between colleagues. One of the factors that can influence the employees of Milla Husada Primary Clinic to improve their performance is a harmonious relationship between colleagues. This is shown by the establishment of kinship that supports cooperation between employees. (3). Relationships between subordinates and leaders, a good and harmonious relationship at work are important factors that can affect employee performance. The attention and support of the Milla Husada Primary Clinic leadership has been felt by the employees where the leadership often provides increase their productivity and performance. (4). The availability of work facilities, namely equipment used to support the smooth running of work, even though it is not new, it is one of the supporting processes at work. The provision of work facilities and equipment at the Milla Husada Primary Clinic is in accordance with work needs, so it is very supportive of employees to increase their productivity and performance.

According to Sedarmayanti (2011: 28) there are several factors that affect the physical and non-physical work environment, namely: (1). Physical work environment factors include lighting, air circulation, noise, cleanliness and security. (2). Non-physical work environment factors included:
(a). The leadership's attention and support is the extent to which employees feel that the leader often provides direction, attention and appreciates them. (b). Cooperation between groups, namely the extent which employees feel good cooperation between existing groups. (c). Smooth communication is the extent to which employees feel that there is good, open and smooth communication between colleagues and leaders 'direction, attention and appreciates them. As well as smooth communication with the leadership so that there are no misunderstandings in carrying out work.

3. METHOD
In conducting this research the writer uses quantitative methods with a descriptive research approach. The use of quantitative methods is intended to test hypotheses about the effects of environmental research variables on employee performance (Sanusi, 2013). The population in this study were 43 employees of the Pratama Milla Husada Clinic where the entire population was sampled. The sample selection uses the nonprobability sampling method with saturated sampling technique, namely the technique of determining if all members of the population are sampled because the numbers are relatively small (Sugiyono, 2016). The data in this study were obtained through distributing questionnaires to all employees of the Milla Husada Boyolali Primary Clinic. The data collected were analyzed using Classical Assumption Test, Multiple Linear Regression Test and t test.

4. RESEARCH RESULT
The results of the data that have been collected show that the employees of the Primary Clinic Milla Husada Boyolali are on average 31-40 years old, where female employees dominate. Most of the employees have a D3 education background and have a work period of between 6-10 years. The results of data analysis in this study are described as follows:

Classic assumption test

Table IV.12
Multicollinearity Test Results

Collinearity Statistic	
Tolerance	VIF
0,714	1,401

Source: primary data processed, 2019

Based on the results of the multicollinearity test in table IV.12, it shows that the Tolerance value of the Environmental variable is greater than 0.10 and the VIF value is less than 10. So that the regression model for the Environmental variable in this study does not occur multicollinearity, meaning that the addition of environmental variables has an effect on employee performance.

Table IV.13
Heteroscedasticity Test Results

t	Sig
0,305	0,762

Source: primary data processed, 2019

While the results of the *heteroscedasticity* test in table IV.13 show a significance value greater than 0.05, so that the environmental variable is free from *heteroscedasticity* problems so it is called homoscedasticity, meaning that the distribution of environmental variable data from time to time is always constant.

Multiple Linear Regression Test

Table IV.15
Multiple Linear Regression Results

Model	B	t	Sig.
(constant)	6,204	1,901	0,065
Lingkungan	0,292	3,305	0,002

Source: primary data processed, 2019

From the table above, the multiple linear regression equation can be formulated as follows:

$$Y = 6.204 + 0.292X1$$

The interpretation of the multiple linear regression equation above is as follows: (1). α = 6.204, meaning that if the environmental variable is constant, the employee performance at the Pratama Milla Husada Clinic is positive, meaning that the employee is still performing. (2). β1 = 0.292, indicating that the environmental variable has a positive effect on the employee performance of the Milla Husada Primary Clinic, meaning that if the

environment is improved, employee performance will increase with the assumption of increased discipline and competence. From

the results of the multiple linear regression analysis above, the research results model framework can be described as follows:
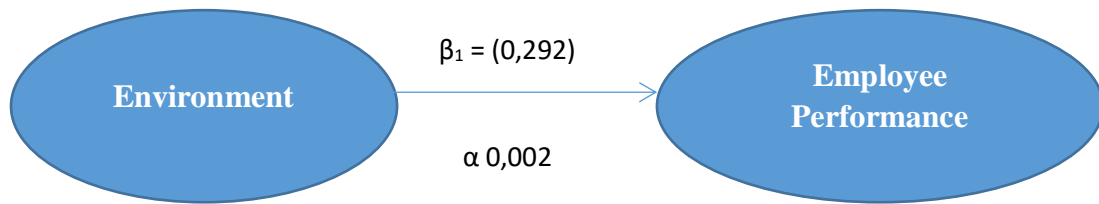

$\beta_1 = (0,292)$

Environment

Employee Performance

α 0,002

Figure II.1
Conceptual Framework

T test

Table IV.16
T test Results

t	Sig
3,305	0,002

Source: primary data processed, 2019

The t test was carried out to determine the significance of the effect of the independent variable on the dependent variable partially (Ghozali, 2013). Based on Table IV.16, it can be explained that the environment has a t-count value of 3.305 with a significance level of

0.002 <0.05, which means that the environmental variable has a significant effect on the performance of the Milla Husada Primary Clinic staff. This test shows that the environment has a significant effect on employee performance.

Determination Coefficient Test

Table IV.18
Determination Coefficient Test Results

Adjusted R Square	Std. Error Of the Estimate
0,465	1,513

Source: primary data processed, 2019

The results of the R2 test in table IV.18 show that the Adjusted R Square value is 0.465. This means that 46.5% of variations in employee performance variables can be explained by environmental variables. The remaining 53.5% is explained by other variables outside of the research variables.

5. DISCUSSION

Interpretations regarding the effects of the environment on the performance of the Primary Clinic Staff in Milla Husada Boyolali are as follows:

Environmental Effects on Employee Performance

From the results of this study it is evident that environmental variables have a positive and significant effect on the performance of the employees of the Primary Inpatient Clinic of Milla Husada Boyolali, who have a tcount of 3.305 with a significance level of 0.002 <0.05 and a positive coefficient value of 0.292. This shows that the better the environment has an effect on the increased performance of the employees of Milla Husada Boyolali Primary Inpatient Clinic.

Based on the results of observations, the environment in Milla Husada's Primary Inpatient Clinic is good. A work environment that is created with a conducive atmosphere, good communication between colleagues and superiors and complete work facilities supports the employees of the Primary Inpatient Clinic of Milla Husada Boyolali to have a positive performance. This explains the effect of the environment on employee performance as well as reinforces the view of Sutrisno (2011: 116) that a good work environment will provide a sense of comfort to employees in carrying out their work which affects performance. The results of this study mean that the work environment underlies the employees of the Primary Inpatient Clinic of Milla Husada Boyolali to have positive performance which will have an impact on the quality and quantity of their work. The results in this study support the research conducted by Ammara K. Lubis (2019), Rizky Arnanda (2019) and Faizal Herdinawan (2018) which states that the environment has a positive and significant effect on employee performance. The results of this study are different from research conducted by Rozi Fadillah (2017) which shows that environment has a positive and insignificant effect on employee performance. The implication in this research is to improve the environment so that the resulting employee performance is better. This can be done by: (a). Improve the quality of lighting, air circulation, noise and cleanliness of the room to support comfort at work (b). Leaders must often provide direction and attention and respect employees (c) Maintaining the smooth and open communication between fellow employees and the leadership (d). Providing complete work facilities to support smooth work (e). Keeping the workplace and work environment safe.

6. CONCLUSION

Based on the results of data analysis and the discussion described, it is concluded that environmental variables have a positive and significant effect on the performance of the employees of the Primary Clinic Milla Husada Boyolali where the t count at 3.305 with a significance level of 0.002 <0.05 and a positive coefficient value of 0.292. This means that if the environment is improved, employee performance will increase. There are several suggestions for the Milla Husada Primary Clinic in order to improve a good work environment, such as: (1) Improve the quality and quantity of work facilities to support comfort and support the smooth working of employees (2) The leadership must often provide direction and attention to employees (3). It is necessary to maintain good and open communication between employees in order to create the conducive working environment.

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