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**THE EFFECT OF WORK ENVIRONMENT AND WORKLOAD ON THE  
PERFORMANCE OF ADMINISTRATIVE EMPLOYEES PT. SAMINDO UTAMA  
KALTIM**

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**Abstract**

The purpose of this study was to determine the effect of the work environment and workload on the performance of administrative employees of PT. Samindo Utama East Kalimantan. The research was conducted on 35 employees as respondents. The data analysis method used in this research is questionnaire testing conducted by testing the validity and reliability, and hypothesis testing is done using a multiple linear regression test, T-test, F test, and coefficient of determination. Based on the results of data analysis with the help of the SPSS program. The results of the t-test indicate that the work environment variable (X1) has a positive but not significant effect on the performance of the administrative employees of PT. Samindo Utama Kaltim and the workload variable (X2) have a positive and significant effect on the performance of the administrative employees of PT. Samindo Utama East Kalimantan. The results of the F test are known from the significance value for the effect of X1 and X2 simultaneously on Y, which is 18%, while other factors influence 82%.

**Keywords: Work Environment, Workload, Work Performance of Employees**

**BACKGROUND**

Human Resources (HR) is essential and cannot even be separated from an organization. HR is also the key that determines the development of the company. Human resources are in the form of humans employed in an organization as movers, thinkers, and planners to achieve the organization's goals, likewise with PT. Samindo Utama Kaltim, to achieve employee performance, some variables influence it, including the work environment and workload.

Given the importance of human resources (HR), which is a factor in the company's success in achieving its goals, the company cannot be separated from the role of a good and quality workforce. So that in order to achieve company goals, it is necessary to increase

employee performance. Performance results from employees' work, and they will enjoy the work. Sometimes it can cause individuals to be unable to escape the pressures of the work they are facing. This performance can be seen in quality, quantity, working time, and cooperation to achieve a goal that has been set. determined by the organization or company (Budiasa, 2021)

Sutrisno (2019) describes the work environment as the overall work facilities and infrastructure around employees who are doing work and influence the implementation of the work. For the smooth running of their duties and responsibilities. Pay attention and prepare a good and conducive working environment, such as an adequate office layout. Likewise, it was found that the work environment problems



occurred in the administrative office of PT. Samindo Utama Kaltim in the form of a lack of space or work space owned by employees is inadequate, thus limiting the space for work which results in discomfort in a reasonably dense work situation making productivity not optimal. As well as the lack of workspace sizes that do not match the needs, such as only being given a partition or room divider between departments, the privacy of the workspace is not guaranteed because some divisions have secret work such as working on pay slips and others, then there is also noise that occurs in the work environment which results in a loss of focus on employees when doing work and the work atmosphere is not conducive.

In addition to the work environment, the workload is also a matter that needs to be considered in the work activities of the administrative employees of PT. Samindo Utama East Kalimantan. Workloads are tasks that employees must complete within a specific time by utilizing their potential and skills (Harini et al., 2018). The application of excessive workload also requires employees to be able to complete the specified target within the time given by the employees of PT. Samindo Utama Kaltim towards its employees, but in reality, many employees work more than the specified hours or use holidays. Unfinished work demands result in employees having to complete work exceeding working hours or overtime, resulting in fatigue or fatigue in the future. Outrageous things like this will hurt employees in general, which will cause boredom which results in a lack of attention to work. It can potentially endanger the health of employees.

PT. Samindo Utama Kaltim was founded in 1996 as a foreign investment company (PMA). The company's business is engaged in operating heavy and high technology tools and equipment. PT. Samindo Utama Kaltim offers supporting services for coal mining activities, namely transportation activities. Transportation activities carried out by PT. Samindo Utama

Kaltim is the delivery of coal from the stockpile to the coal port using a two-ship truck.

In this study, the authors examine the factors of the work environment and workload on the performance of administrative employees of PT. Samindo Utama East Kalimantan. So the title of the research is formulated as follows: The influence of the work environment and workload on the performance of the administrative employees of PT. Samindo Utama East Kalimantan.

## THEORITICAL REVIEW

### Human Resource Management

Sedarmayanti (2017), argues that Human resource management is utilizing human resources effectively and efficiently through planning, mobilizing, and controlling all values that are human strengths to achieve goals.

According to Mangkunegara (2016), human resource management is planning, organizing, implementing, and supervising the procurement, development, provision of services, integration, maintenance, and separation of workers to achieve organizational goals.

According to Sutrisno (2015), human resource management is the utilization, development, appraisal, remuneration, and management of individual members of the organization or group of workers.

Based on the opinions of these experts, the authors conclude that human resource management has an essential role in meeting the needs of human resources, from planning to termination of human resources, which aims to assist in achieving organizational goals.

### Work environment

According to Budiasa (2021), The work environment is one of the employee's considerations; employees will be able to carry out their work well if good environmental conditions support it.

According to Sutrisno (2019) describes, the work environment is the entire work facilities and infrastructure that exist around

employees who are doing work and have an influence on the implementation of the work

According to Sedarmayanti (2017), A work environment is a place where some groups have several supporting facilities to achieve company goals according to the company's vision and mission.

### Workload

Workload refers to all activities involving employees, the time required to carry out tasks and work either directly or indirectly (Johari et al., 2018)

A workload is some processes or activities that must be completed by an organizational unit systematically within a certain period to obtain information about the efficiency and work activities of an organizational unit. (Priyanto Hadi, 2018).

The workload is a collection or number of activities that must be completed by an organizational unit or position holder within a certain period (Paramitadewi, 2017)

### Employee performance

Employee performance is the quality, quantity, timeliness, effectiveness, and independence that exist in each individual, and this can be seen when employees carry out activities or work. (Sutrisno, 2019)

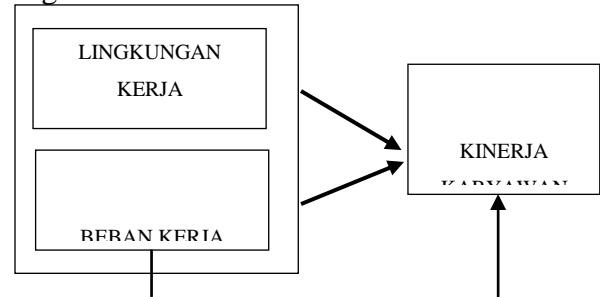
The term performance comes from the word Job Performance or Actual Performance (job performance or actual achievement achieved by someone). The definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities he gives (Mangkunegara, 2016)

Performance is said to be the result (output) of a specific process carried out by all components of the organization against specific sources (input). Furthermore, performance results from process activities to achieve specific organizational goals. Within the organizational framework, there is a relationship between individual performance (individual performance) and organizational

performance (organizational performance). (Tsauri, 2017)

### conceptual framework

Figure



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Source : Processed by research in 2022

### RESEARCH METHODS

Research methods : This type of research is quantitative research. According to Sugiyono (2019) study quantitative is defined as data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing the established hypothesis. The population in this study were all administrative employees of PT. Samindo Utama East Kalimantan totaling 35 people. The sampling method used is saturated sampling, where sampling is carried out on all members of the population, because the population of employees in the administration is relatively small.

### Research variable

In this study, there are three variables, namely the independent variable consisting of the work environment (X1) and workload (X2) and the dependent variable, namely employee performance (Y).

#### • Dependent Variable

Employee performance is a result achieved by the employee in his work according to certain criteria that apply to a particular job. The employee performance indicators are: work quantity, work quality, knowledge, creativity, cooperation, independence, initiative, reliability.



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- **Independent Variable**

- a) **Work Environment (X1)**

The work environment is defined as a condition related to the characteristics of the workplace such as the administrative office of PT. Samindo Utama Kaltim on the behavior and attitudes of employees where it relates to the occurrence of psychological changes due to things experienced in their work or in certain circumstances that must be continuously considered by the agency. The indicators of the work environment are : work atmosphere, relationships with colleagues, the availability of work facilities.

- b) **Workload ( X2)**

Workload can be interpreted as several activities in the form of physical and psychological that require mental and must be completed within a certain period of time. The measurement indicators are: targets to be achieved, working conditions, use of working time, work standards.

## RESULTS AND DISCUSSION

### 1. Research Instrument Test

#### a. Validity test

Validity test is a measuring tool to find out the questionnaire can be used to measure the actual respondent's condition. To test the validity of the Pearsons Product Moment correlation formula is used. If the r-count is greater than the r-table, then the question item or indicator is declared valid, where the r-table in this study the number of samples (N) is 35, then  $df = 35-2 = 33$ . The level of significance used is test 2 direction and probability 0.5.

#### b. Reliability Test

This reliability test is used to show the extent to which the measuring instrument can be trusted or relied upon and the extent to which the results of the measurement are consistent when 2 or more tests are carried out on the same symptoms and measuring instruments. The reliability test uses the Crobach's Alpha technique, namely a construct is said to be

reliable if it gives Crobach's Alpha value  $> 0.60$ .

### 1. Hypothesis testing

**Tabel : 1 T-test**

	B	t	Sig.
Constant	22,654	3,018	0,005
Work Environment	0,126	0,616	0,542
Workload	0,355	2,200	0,035

Source : Research data results 2022

Based on the research above, the effect of environmental variables on employee performance is acceptable, which means that the work environment variable has an effect but is not significant because it has a significance value of  $0.542 > 0.05$ . so that the work environment has a positive but not significant effect on the performance of the administrative employees of PT. Samindo Utama Kaltim.

Based on the results of the research above, the effect of workload on employee performance gives significant results with a value of  $0.035 < 0.05$  and has a positive effect on employee performance.

**Tabel : 2 F-Test**

F	Sig.
4,740	0,016 <sup>b</sup>

Source : Research data results 2022

From the multiple regression analysis above, it can be explained that the results of the regression equation in this study for F can be estimated at 4.740 with a significance level of  $0.016 < 0.05$ . So the results of this study indicate that the work environment and workload variables simultaneously affect employee performance



**a. Multiple Linear Regression Analysis**

Model	Coefficients <sup>a</sup>			T	Sig
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	22,654	7,507		3,018	0,005
Lingkungan Kerja	0,126	0,204	0,114	0,616	0,542
Beban Kerja	0,355	0,161	0,407	2,200	0,035

Source: Research data results 2022

So the linear multiple regression equations for the two variables (Work Environment and Workload) in table 2 are:  $Y = 22,654 + 0,126 X1 + 0.355 X2$

$\alpha = 22,654$ ; if  $X1(\text{work environment})$  and  $X2(\text{workload}) = 0$ , it means  $Y(\text{employees performance}) = 22,654$

$\beta1 = 0,126$ . The work environment shows that the  $X1$  variable has a significant positive effect on employee performance ( $Y$ ) which has a unidirectional relationship. Employee performance will also increase if the work environment improves and vice versa. The increase in office layout by 1% is 0.126, where the assumption of the other independent variables is constant.

$\beta2 = 0,355$ . workload shows that the  $X2$  variable also has a significant positive effect on work productivity ( $Y$ ) which has a unidirectional relationship. If the workload increases, work productivity will also increase. The increase in workload by 1% is 03,355, assuming the other independent variables are constant.

**b. Correlation Coefficient Test (R) and Determination (R square)**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,487	0,229	0,180	3,58643

Source: Research data results 2022

Based on the table above, it can be seen that the value of  $R2 = 0.229$  which means 22.9% which means that employee performance can be explained by the work environment and workload, while other

variables can explain 77.1% outside the research variables conducted above, such as rewards, motivation, work discipline, and others.

**Discussion**

Based on the results of this study, the results of the statistical calculation of the T test of the work environment variable ( $X1$ ) showed the t count value of 0.616 while the value of the t table distribution of 0.05 (5%) was 2.036, so t count < t table and the significance was  $0.542 > 0,05$  means that individually the work environment variable ( $X1$ ) has a positive but not significant effect on the performance of the administrative employees of PT. Samindo Utama East Kalimantan. While the workload variable ( $X2$ ) shows the t-count value of 2.200 and the value in the t-table distribution of 0.05 (5%) of 2.036, then t-count > t-table and the significance value is  $0.035 < 0.05$ , meaning that individually the workload variable ( $X2$ ) has a positive and significant effect on the performance of the administrative employees of PT. Main Samindo.

The results of the statistical calculation of the F test show the calculated F value of 4.740. After that, it is compared with the F table value of 3.29 with a significance of 5% (0.05). So it can be concluded that F arithmetic is  $4.740 > F$  table 3.29 with a significance of  $f 0.016 < 0.05$ . This means that the independent variables ( $X1$ ) and ( $X2$ ) simultaneously (together) have a positive and significant effect on the performance of the administrative employees of PT. Samindo Utama Kaltim

**CONCLUSION**

**Conclusion**

Based on the results of the research and discussion presented in the previous chapter, the following conclusions can be drawn regarding the effect of the work environment and workload on the performance of the administrative employees of PT. Samindo Utama East Kalimantan. The description of the





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results of the research conducted can be seen below:

1. The results of the statistical calculation of the T test for the work environment variable (X1) obtained insignificant results but individually the work environment variable (X1) had a positive but not significant effect on the performance of the administrative employees of PT. Samindo Utama Kaltim, so the first hypothesis put forward by the researcher was rejected.
2. The results of the statistical calculation of the T test for the workload variable (X2) get significant results. And individually the workload variable (X2) has a positive and significant effect on the performance of the administrative employees of PT. Samindo Utama Kaltim, so that the second hypothesis proposed by the researcher is accepted.
3. The results of the calculation of the F test statistics for the work environment variable (X1) and the load variable (X2) simultaneously have a positive and significant effect on the performance of the administrative employees of PT. Samindo Utama Kaltim, thus the third hypothesis proposed by the researcher is accepted.
4. This research cannot be generalized to all places, the same research can be done but carried out in different places it will have different results.

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