



THE INFLUENCE OF JOB PROMOTION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT BERKAH CAHAYA IZZAH

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ABSTRACT

The purpose of this study was to determine the influence of Job Promotion and Work Environment on Employee Performance at PT Berkah Cahaya Izzah. The research method used in this study uses a quantitative approach. The population is 41 people. The sampling technique uses saturated samples so that the number of samples in this study is 41 respondents. The data analysis technique uses multiple regression. The results of the study show that: (1) There is a positive and significant influence of the Job Promotion variable on employee performance at PT Berkah Cahaya Izzah. This is evidenced by the $t_{count} > t_{table}$ value, namely $9.486 > 2.024$ with a probability value (significance) = 0.000, which is below 0.05. (2) There is a positive and significant influence of the Work Environment variable on Employee Performance at PT Berkah Cahaya Izzah. This is evidenced by the $t_{count} > t_{table}$ value, namely $6.972 > 2.024$ with a probability value (significance) = 0.000, which is below 0.05. (3) There is a positive and significant influence of the variables of Job Promotion and Work Environment together on Employee Performance at PT Berkah Cahaya Izzah. This is proven by the value of $F_{count} > F_{table}$, namely $44.937 > 3.24$.

Keywords: *Job Promotion, Work Environment, and Performance.*

I. INTRODUCTION

A. Research Background

Along with the increasing demands for professionalism in work, both government and private organizations, all organizations are making various changes in order to improve employee performance in the organization. The implementation of job promotions is intended to increase employee motivation to work with good work behavior in accordance with what is desired by the organization in order to achieve organizational goals.

If employee performance is high, it will automatically affect organizational performance, thus the organization can compete in today's increasingly competitive world of work. Job promotions are an important factor that must be carried out by every leader in an organization because job promotions have become a necessity that must be carried out by every organization for every employee. Job promotions given by a leader to employees are closely related to the success of a person and organization in achieving their goals. Thus, job promotions are one of the important factors that must be carried out by organizations to improve employee performance.

Organizations and employees are an inseparable unit, consisting of various individuals who have different backgrounds and work together with each other. In an organization, each individual in it always tries to realize common goals by utilizing all available resources. The existence of reliable human resources has a more strategic role than other resources.

Aware of the importance of human resources for the survival and progress of the company, it is only natural for the company to pay special attention and be fair to what human resources have given to the company, because every employee has the right to receive appreciation and fair treatment from their leaders in return for the services they provide, so that it can encourage employees to be more motivated in carrying out their obligations as workers. A mutually beneficial working relationship between the company and employees is very necessary in order to encourage employee work enthusiasm. Employees provide good work performance for the progress of the company, while the company provides appropriate Job Promotions for the work performance that employees have given to the company.

According to Sakti et al., (2023) Job Promotions are all forms of financial returns, tangible services and benefits received by employees as part of the employee relationship. The amount of Job Promotion reflects the level of employee needs, if the remuneration received by employees is better, their performance will also be better.

In addition, it is appropriate for the company to provide an adequate working environment for its employees such as a comfortable office layout, decoration in the workplace, beautiful color schemes, a clean environment, air circulation in the room, humidity, temperature or air temperature in the room, sufficient lighting or light, melodious music, safety in the workplace, and relationships between fellow employees and employees with management.

Achieving a vision and mission in a company is the goal of having high performance. Employee performance is still lacking at PT Berkah Cahaya Izzah which is caused by several factors.

Employee performance is the result obtained by an employee in carrying out activities according to the standards set by the company (Arianty et al., 2016). In measuring employee performance as a form of knowing the achievements that have been made in the company so far. Ramdhan (2022) explains that Performance is generally defined as a person's success in carrying out a job. Employee performance results from work achieved by a person in carrying out the tasks assigned to him to achieve work targets. This means: performance is generally defined as a person's success in carrying out a job. Employee performance is the result of work achieved by a person in carrying out the tasks assigned to him/her to achieve work targets. Employee performance at PT Berkah Cahaya Izzah will increase if it is in accordance with the company's targets, in improving employee performance can be seen from the results of employees while working. In carrying out these activities, there are problems that occur, namely a decrease in employee performance at PT Berkah Cahaya Izzah in 2023 which is far from the minimum standards set by the company.

Table 1
Employee Performance Data of PT Berkah Cahaya Izzah, 2021 to 2023

Employee Performance Quantity and Quality Assessment						
Employee Performance	Standar Minimum Value	Year			Average	Note
		2021	2022	2023		
Sasaran Kerja Karyawan	77	87	81	77	82	Sedang
Perilaku Kerja	77	83	79	78	80	Sedang
Prestasi Kerja	77	82	77	77	79	Sedang
Total Penilaian		84	79	77	80	Sedang

Description of Evaluation Category:

< 77 = Low
77 to 90 = Medium
> 90 = High

In table 1 it can be seen that in the period 2021 to 2023, employee performance at PT Berkah Cahaya Izzah has decreased. Employee performance assessments in the last three years have generally experienced a very significant decline in employee work targets. If employee performance continues to decline, it will have an impact on the company because the desired goals are not running well. This company needs to make efforts to optimize performance so that the targets set can be in accordance.

In 2023, PT Berkah Cahaya Izzah employee attendance data still contained absences without explanation. The number of absences without explanation in September was 8%. With the average number of attendance that is still high, therefore PT Berkah Cahaya Izzah needs to improve work discipline by having the ability so that the work carried out can run smoothly.

Every company has a goal to create optimal work. Work discipline efforts are an important issue in a company to carry out work professionally. A company that can carry out optimal performance well must also be able to implement good performance management.

Job satisfaction is a form of a person's results in a work environment that has a direct impact on employee performance. The aspect of job satisfaction can be seen from the overall feeling of a person's attitude in doing their job. Based on the results of interviews with employees of PT Berkah Cahaya Izzah, it was explained that employees were dissatisfied because there was no certainty in their careers given by the company, salaries that did not match the work, leaders who demanded a lot, so that many employees chose to resign from their jobs. This can improve better performance so that it can determine job satisfaction. Having employees who have high job satisfaction in the organization will have an impact on effectiveness and efficiency when working.

The problems that occur at PT Berkah Cahaya Izzah include employee performance that is not optimal, Job Promotion given by the company is not in accordance with employee expectations, the work environment is not comfortable, employee competencies are not in accordance with the field of work so that employees are not optimal in working and there are still employees who are not disciplined in working.

Based on the description above, the researcher is interested in conducting a study entitled "THE EFFECT OF JOB PROMOTION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT BERKAH CAHAYA IZZAH".

B. Problem Formulation

1. Is there any influence of job promotion on employee performance at PT Berkah Cahaya Izzah?
2. Is there any influence of work environment on employee performance at PT Berkah Cahaya Izzah?
3. Is there any influence of job promotion and work environment on employee performance at PT Berkah Cahaya Izzah?

C. Research Objectives

1. To determine the influence of job promotion on employee performance at PT Berkah Cahaya Izzah.
2. To determine the influence of work environment on employee performance at PT Berkah Cahaya Izzah.
3. To determine the influence of job promotion and work environment on employee performance at PT Berkah Cahaya Izzah.

II. LITERATURE REVIEW

A. Performance

According to Edison et al., (2024) Performance is the result of a process that refers to and is measured over a certain period of time based on previously established provisions or agreements.

According to Katidjan et al., (2018) Performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the targets, goals, vision and mission of an organization that is outlined through an organization's strategic planning. According to Mangkunegara (2021) performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given. Performance is the results of the work function/ activities of a person or group in an organization that is influenced by various factors to achieve organizational goals within a certain period of time (Priyotomo, 2024).

Based on the opinions of these experts, it can be concluded that performance is a measure or indicator used to assess how well a person, group, or organization achieves its goals and objectives. Performance usually involves aspects such as efficiency, effectiveness, productivity, and quality. In a business context, performance can include financial results, customer satisfaction, and human resource development. Performance assessment is important for decision making and continuous improvement.

B. Job Promotion

Job promotion is a transfer from one position to another position that has a higher status and responsibility (Suprpto et al., 2023). Meanwhile, according to Hasibuan (2008:108) job promotion is a transfer that increases the authority and responsibility of employees to a higher position in an organization so that their rights, status and income obligations are greater. In contrast, according to Tohardi, quoted from Robbins et al., (2016), job promotion is a change from one job to another that has better requirements in terms of position and responsibility.

Job promotion is the process of increasing a person's position or rank in an organization or company. This promotion is usually given to employees who show good performance, have appropriate skills, and contribute positively to the organization's goals. Job promotion not only provides benefits to employees, such as increased salary and responsibility, but can also increase motivation and loyalty to the company.

C. Work Environment

Herli et al., (2018) states that the work environment is everything around workers that can influence their work, including lighting arrangements, noise

control, workplace cleanliness arrangements and workplace security arrangements.

The work environment is the formation of a quality environment, which shows that the success of an organization has been achieved and if the work environment is not good, it can cause a lack of motivation and even work enthusiasm which is a factor in decreasing employee performance (Dewi, 2024). The work environment has several indicators, including the work atmosphere, facilities' availability, and relationships with colleague (Ramdhan, 2019)

A work environment refers to the physical and social conditions in which employees perform their job duties. A positive work environment can enhance employee satisfaction, productivity, and overall well-being.

III. RESEARCH METHODOLOGY

A. Research Scope

This research was conducted at PT Berkah Cahaya Izzah which is located at Jalan Raya Serpong RT.001/RW.010, Serpong, Serpong District, South Tangerang City, Banten 15311. The research period starts from April 2024 to August 2024.

B. Population and Sample

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions drawn. The population of this study is all employees of PT Berkah Cahaya Izzah as many as 46 people. Sugiyono (2017:81) states that a sample is part of the number and characteristics possessed by the population. The sample of this study uses the entire population, namely 60 employees of PT Berkah Cahaya Izzah.

C. Research Type

According to Joned (2023:1) a method is a systematic method used to carry out activities to achieve the expected goals.

According to the type of research used in this research is associative quantitative research, which means the research is carried out based on existing theory, and to determine the relationship between the independent variable and the dependent variable, statistical analysis is used.

IV. RESEARCH RESULT

A. The Influence of Job Promotion on Employee Performance

1. Linear Regression Test

Table 2
Correlation Coefficient Test X1

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.739	4.444		.166	.869
PROMOTION	.990	.104	.835	9.486	.000

a. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

Based on table 2 above, the simple linear regression equation is as follows:

$$\hat{Y} = 0.739 + 0.990 X_1$$

Based on the calculation results above, it can be explained as follows:

- The intercept constant value of 0.739 is a constant (a). States that if $X = 0$, then the value of $\hat{Y} = 0.739$.
- The regression coefficient value of the Job Promotion variable on Employee Performance is 0.990. This means that if the Job Promotion increases by 1 unit, it will increase Employee Performance by 0.990

2. Correlation Coefficient Test

Table 3
Correlation coefficient test X1

Model	R
1	.835 ^a

Source: SPSS Data Processing version 22, 2024.

Based on table 3 above, the R figure (correlation coefficient) is 0.835. This shows that there is a very strong relationship between Job Promotion and Employee Performance.

3. Determination Coefficient Test

Table 4
Correlation coefficient test X1

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.835 ^a	.698	.690	1.91382

a. Predictors: (Constant), PROMOTION

b. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

The result of the R² (R Square) value is 0.698. This shows that 69.8% of Job Promotion has a contribution to influence Employee Performance, while the remaining 30.2% is influenced by other variables not examined in this study.

4. T Test

Based on table 2 above, the t-count value is 9.486, while the t-table value for $n = 41$ is 2.024. So because the t-count value $>$ t-table, which is $9.486 > 2.024$, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant influence of Job Promotion on Employee Performance at PT Berkah Cahaya Izzah.

B. The Influence of Work Environment on Employee Performance

1. Linear Regression Test

Table 5
Correlation Coefficient Test X2

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11.480	4.507		2.547	.015
ENVIRONMENT	.721	.103	.745	6.972	.000

a. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

Based on table 5 above, the simple linear regression equation is as follows:

$$\hat{Y} = 11.480 + 0.721 X_2$$

Based on the calculation results above, it can be explained as follows:

- The intercept constant value of 11.489 is a constant (a). States that if $X = 0$, then the value of $\hat{Y} = 11.480$.
- The regression coefficient value of the work environment variable on Employee Performance is 0.721. This means that if the work environment increases by 1 unit, it will increase Employee Performance by 0.721

2. Correlation Coefficient Test

Table 6
Correlation coefficient test X1

Model	R
1	.745 ^a

Source: SPSS Data Processing version 22, 2024.

Based on table 6 above, the R figure (correlation coefficient) is 0.745. This shows that there is a strong relationship between work environment and Employee Performance.

3. Determination Coefficient Test

Table 7
Correlation coefficient test X1
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.745 ^a	.555	.543	2.32216

a. Predictors: (Constant), ENVIRONMENT

b. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

The result of the R² (R Square) value is 0.555. This shows that 55.5% of work environment has a contribution to influence Employee Performance, while the remaining 44.5% is influenced by other variables not examined in this study.

4. T Test

Based on table 5 above, the t-count value is 6.972, while the t-table value for n = 41 is 2.024. So because the t-count value > t-table, which is 6.972 > 2.024, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant influence of Work Environment on Employee Performance at PT Berkah Cahaya Izzah.

C. The Influence of Job Promotion and Work Environment on Employee Performance

1. Multiple Linear Regression Test

Table 8
Linear Regression Test X1 and X2
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	.813	4.465	
PROMOTION	.855	.196	.721
ENVIRONMENT	.131	.160	.135

a. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

Based on table 8 above, the multiple linear regression equation is as follows:

$$\hat{Y} = 0.813 + 0.855X_1 + 0.131X_2$$

It can be explained as follows:

- The intercept constant value of 0.813 is the constant value (a)
- The regression coefficient value of the Job Promotion variable on Employee Performance is 0.855. This means that if the Job Promotion variable increases by 1 unit, it will increase the Employee Performance variable by 0.855, assuming the Work Environment variable is considered constant.

- c. The regression coefficient value of the Work Environment variable on Employee Performance is 0.131. This means that if the Work Environment variable increases by 1 unit, it will increase the Employee Performance variable by 0.131, assuming the Job Promotion variable is considered constant.

2. Correlation Coefficient Test

Table 9
Correlation coefficient test X1 and X2

Model	R
1	.838 ^a

Source: SPSS Data Processing version 22, 2024.

Based on table 9 above, the R figure (correlation coefficient) is 0.838. This shows that there is a very strong relationship between job promotion and work environment on employee performance.

3. Determination Coefficient Test

Table 10
Correlation coefficient test X1 and X2
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838 ^a	.703	.687	1.92213

a. Predictors: (Constant), ENVIRONMENT, PROMOTION

b. Dependent Variable: PERFORMANCE

Source: SPSS Data Processing version 22, 2024.

The result of the R² (R Square) value is 0.703. This shows that 70.3% of job promotion and work environment has a contribution to influence Employee Performance, while the remaining 29.7% is influenced by other variables not examined in this study.

5. F Test

Table 11
F Test
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	332.045	2	166.023	44.937	.000 ^b
Residual	140.394	38	3.695		
Total	472.439	40			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), ENVIRONMENT, PROMOTION

Source: SPSS Data Processing version 22, 2024.

Based on the results of table 4.20 above, it can be explained that the Fcount value > Ftable value, namely 44.937 > 3.24, the probability value (significance) = 0.000, which is below 0.05, so it can be concluded that there is a positive and significant influence of the Job Promotion and Work

Environment variables on Employee Performance at PT Berkah Cahaya Izzah.

V. CLOSURE

A. Conclusion

Based on the results of the research and data analysis conducted in this study, the authors conclude as follows:

1. There is a positive and significant influence of the Job Promotion variable on Employee Performance. This is evidenced by the t-count value of 9.486, while the t-table value for $n = 41$ is 2.024. So because the t-count value $>$ t-table, which is $9.486 > 2.024$, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant influence of Job Promotion on Employee Performance at PT Berkah Cahaya Izzah.
2. There is a positive and significant influence of the Work Environment variable on Employee Performance. This is evidenced by the t-count value of 6.972, while the t-table value for $n = 41$ is 2.024. So because the tcount $>$ ttable, which is $6.972 > 2.024$, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant influence of the Work Environment on Employee Performance at PT Berkah Cahaya Izzah.
3. There is a positive and significant influence of the Job Promotion and Work Environment variables together on Employee Performance at PT Berkah Cahaya Izzah. This is evidenced by the Fcount $>$ Ftable value, which is $44.937 > 3.24$, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant influence of the Job Promotion and Work Environment variables on Employee Performance at PT Berkah Cahaya Izzah.

B. Suggestion

Based on the conclusions above, the following suggestions can be put forward:

1. Employees of PT Berkah Cahaya Izzah are expected to be able to work independently in doing their jobs well, without receiving continuous guidance from their superiors.
2. PT Berkah Cahaya Izzah is expected to be able to maintain the cleanliness of the employee's work environment so that it is always clean and fragrant.
3. Employees of PT Berkah Cahaya Izzah are expected to be able to improve the quality of work by improving their work skills.

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