



## THE INFLUENCE OF WORK ENVIRONMENT ON EMPLOYEE PRODUCTIVITY AT PT ADINDA PERMATA MULIA

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### ABSTRACT

#### ***The Influence of Work Environment on Employee Productivity at PT Adinda Permata Mulia.***

*The purpose of this research is to determine work environment on employee productivity at PT Adinda Permata Mulia.*

*The research method used in this research is descriptive with a quantitative approach. The sampling technique used saturated samples so that the number of samples in this study was 50 respondents. Data analysis technique using multiple regression.*

*The research results show that: There is a positive and significant influence of the work environment on employee productivity at PT Adinda Permata Mulia. This is proven by the value of  $t_{count} > t_{table}$ , namely  $5.394 > 2.010$  with a probability value (significance) = 0.000, which is below 0.05.*

***Keywords: Work Environment, Work Productivity, Employee.***

## **I. INTRODUCTION**

### **A. Research Background**

Work productivity is one of the main indicators used to assess the success of an organization in achieving its goals. Organizations that have high levels of productivity can generally achieve optimal efficiency and effectiveness, and have strong competitiveness in the market. Conversely, low employee work productivity can be a major obstacle to the development and progress of the company. One factor that can affect employee work productivity is the work environment. An unsupportive work environment can reduce motivation, job satisfaction, and ultimately have a negative impact on productivity.

The work environment includes various elements that affect employee experience and well-being while working, such as physical conditions (room, cleanliness, lighting, ventilation), social relationships between employees, and organizational culture and atmosphere. A poor work environment, such as an uncomfortable workspace, lack of adequate facilities, or disharmonious interpersonal relationships, can often create stress, discomfort, and dissatisfaction that ultimately lowers employee morale.

A problem often faced by many companies is low employee productivity caused by a poor work environment. In many organizations, an unfavorable work environment can cause employees to feel unappreciated, less motivated, and experience decreased work morale. This can certainly have an impact on low work results, late completion of tasks, and high absenteeism rates.

Several factors that can cause the work environment to be less supportive include lack of attention to the physical comfort of the workplace, lack of good working relationships between employees, or lack of opportunities for self-development for employees. In addition, the attitude of leaders who are less supportive or company policies that do not support employee welfare can also worsen this situation.

Therefore, it is important to conduct in-depth research on the influence of the work environment on employee work productivity, especially in the context of companies or organizations that are experiencing problems with low productivity. This study aims to identify work environment factors that affect work productivity and how improvements in the work environment can improve employee performance. Thus, the results of this study are expected to provide useful recommendations for company management in creating a better work environment, which in turn can improve employee productivity and overall work quality.

Based on these problems, researchers are interested in conducting research entitled "**The Influence of Work Environment Work Productivity of Employees at PT Adinda Permata Mulia**".

## **B. Research Formulation**

Based on the background of the problem that has been explained above, the formulation of the problem of this study can be formulated, namely whether *"Is there an influence of the work environment on work productivity at PT Adinda Permata Mulia?"*.

## **C. Research Objectives**

In addition, it is also important to determine the purpose of the study. Based on the background of the problem and the formulation of the problem above, the purpose of this study is to determine the effect of the work environment on the work productivity of PT Adinda Permata Mulia employees.

# **II. LITERATURE REVIEW**

## **A. Work Environment**

Work environment is one of the factors that affect performance. Because of the work environment is one of the important factors in creating employee performance (Ramdhan et al., 2023).

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 (Damayanti, 2024).

The importance of a good work environment is not only related to the physical and mental well-being of employees, but also has a direct impact on the productivity and success of the organization as a whole. Therefore, companies and management need to make continuous efforts to build and maintain a work environment that is supportive, inclusive, and inspiring for all team members (Putra, 2024).

Based on the opinions of these experts, it can be concluded that the work environment is one of the important factors that can affect employee performance, motivation, and well-being. A good environment can create an atmosphere that supports collaboration, creativity, and productivity. Conversely, a bad environment can cause stress, decreased morale, and even burnout. Overall, a healthy and supportive work environment not only increases productivity, but also the psychological well-being of employees. An organization that pays attention to this tends to be more successful in retaining employees and creating a positive atmosphere for growth and innovation.

## **B. Work Productivity**

Work productivity is a measure of how efficiently resources, such as time and labor, are used to produce goods or services. Simply put, productivity reflects how much output is produced from the input used. There are several factors that affect work productivity, including employee skills and motivation, working conditions, and the technology used. Increased productivity can bring benefits to individuals, companies, and the economy as a whole, such as increased income, operational efficiency, and competitiveness (Ramdhan, 2024). Work productivity is a concrete result produced by an individual or group in a certain time unit which concerns the efficiency between the results and the power provided through a systematic approach to maximize the quantity and quality of something or a product in accordance with the company's plans and objectives (Kultsum, 2024).

Work productivity is the result of a person's work as a whole in a unit of work time and standards set by the organization and has a mental attitude that is enthusiastic about making improvements. In an organization, employee productivity elements must be considered, in order to utilize existing resources optimally, so that the desired target can be achieved, both as a group and individually (Gaurifa, 2024).

So it can be concluded that work productivity is a measure of how efficient a person or organization is in producing results or output compared to the input used. In general, increasing work productivity means being able to

produce more in less time or with fewer resources. This is not only related to the amount of results achieved, but also to the quality of work produced. Ultimately, work productivity is not just about working harder, but working smarter. This includes the ability to manage time, resources, and energy in a balanced and sustainable way.

### **III. RESEARCH METHODOLOGY**

#### **A. Research Scope**

This research was conducted at PT Adinda Permata Mulia located at Jl. Cendrawasih No. 15, South Tangerang City. This research uses the work environment and work productivity as variables to be studied. This research uses descriptive methods and verification methods with a quantitative approach.

#### **B. Population and Sampel**

According to Sugiyono (2021), population is a generalization area consisting of objects or subjects that have certain quantities and characteristics determined by researchers to be studied and then conclusions drawn. Furthermore, according to Siyoto & Sodik (2015) a sample is part of the number and characteristics possessed by the population, or a small part of the population members taken according to certain procedures so that they can represent the population. The sample must be able to represent the characteristics of the entire population. In other words, population and sample are two interrelated and inseparable results. This study uses a saturated sample method because the number of samples using the entire population of PT Adinda Permata Mulia employees is 50 people.

#### **C. Research Types**

This study uses descriptive methods and verification methods with a quantitative approach. The descriptive method is a research method that conveys facts by describing what is seen, obtained, and felt (Ramdhan, 2021). While the verification method is a research method that aims to determine the causal relationship between variables through a hypothesis test through a statistical calculation so that the results of the evidence are obtained that show the hypothesis is rejected or accepted.

### **IV. RESEARCH RESULT**

## A. Analysis Test

### 1. Validity and Reability Test

#### a. Validity Test

##### 1) Work Environment Validity Test

Table 1

Validity Test of Work Environment Variable

Statement	Work Environment (X )		
	r count	table n = 50	Description
Item1	0.443	0.279	Valid
Item2	0.464	0.279	Valid
Item3	0.416	0.279	Valid
Item4	0.576	0.279	Valid
Item5	0.545	0.279	Valid
Item6	0.490	0.279	Valid
Item7	0.642	0.279	Valid
Item8	0.590	0.279	Valid

Source : SPSS Data Processing version 24

Based on the table above can seen that for each statement on the variable **work environment** (X) all items are proven valid, because mark  $r_{\text{count}}$  resulting from more big than the value  $r_{\text{table}}$  for  $n = 50$  is 0.279

##### 2) Validity Test Variables Productivity Work (Y)

Table 2

Validity Test Variables Productivity Employee (Y)

Statement	Productivity ( Y )		
	r count	r table n = 50	Information
Item1	0.533	0.279	Valid
Item2	0.579	0.279	Valid
Item3	0.433	0.279	Valid
Item4	0.620	0.279	Valid
Item5	0.593	0.279	Valid
Item6	0.691	0.279	Valid
Item7	0.694	0.279	Valid
Item8	0.559	0.279	Valid

Source : SPSS Data Processing version 24

Based on table on can seen that for each statement on the variable **Work Productivity** (Y) all the item is proven to be valid,

because mark  $r_{\text{count}}$  resulting from more big than the value  $r_{\text{table}}$  for  $n = 50$  is 0.279.

## b. Reliability Test

### 1) Reliability Test Variables Work Environment (X)

Table 3

Reliability Test Variables Work Environment (X)

Reliability Statistics	
Cronbach's Alpha	N of Items
.619	8

Source : SPSS Data Processing version 24

From the table on can seen that variable Work Environment it is said reliable , because Cronbach's Alpha value is higher big than  $r_{\text{table}}$  namely  $0.619 > 0.600$  with  $N=8$  level rule significant 5%.

### 2) Reliability Test Variables Work Productivity (Y)

Table 4

Reliability Test Variables Work Productivity (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.722	8

Source : SPSS Data Processing version 24

From the table on can seen that variable Work Productivity it is said reliable , because Cronbach's Alpha value is higher big than  $r_{\text{table}}$  namely  $0.722 > 0.600$  with  $N=8$  level rule significant 5%.

## 2. Coefficient Test Correlation

Table 5

Coefficient Determination of X against Y

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.614 <sup>a</sup>	.377	.364	2,083

a. Predictors: (Constant), work environment

Source : SPSS Data Processing version 24

Based on the table above obtained R number ( coefficient) correlation of 0.614. This is show that happen sufficient relationship or currently between environment Work to productivity Work employees at PT Adinda Permata Mulia.

## 3. Coefficient Test Determination

Based on table 5 obtained The  $R^2$  (R Square) value is 0.377. This is show that as big as 37.7% environment Work own contribution influence to to productivity work employees of PT Adinda Permata Mulia, while the rest

43.7% is influenced by other variables that are not investigated in study This .

#### 4. Hypothesis Testing

Table 6  
Regression Test of X against Y

Model	Coefficients <sup>a</sup>		t	Sig.
	Unstandardized Coefficients B	Std. Error		
1 (Constant)	12,509	4.091	3,058	.004
Work environment	.628	.116	.614	5.394 .000

a. Dependent Variable: work productivity

Source : SPSS Data Processing version 24

Based on the table above, the simple linear regression equation is as follows :  $Y = 12.509 + 0.628 X$ , can explained as following :

- Constant value intercept amounting to 12,509 is constant (a). States that if  $X=0$ , then mark  $\hat{Y} = 12,509$  .
- Coefficient value regression variable environment Work to work productivity is of 0.628. This is means If environment work increased by 1 unit so will increase work productivity of 0.628 .

Hypothesis in study This tested using the t-test. If you pay attention to the table results above, the calculated t value is obtained for the environmental variable work (X) to productivity Work Employees (Y) are as much as 5.394 , while the t table value for  $n = 50$  is 2.012 . So because the **calculated t value** > **t table** , which is  $5.394 > 2.012$  . The probability value (significance) = 0.000 is below 0.050 .

Thus  $H_a$  accepted , it can be concluded that there is a positive and significant influence on the work environment variable (X) on employee work productivity at PT Adinda Permata Mulia.

#### B. Discussion

There is positive and significant influence variable work environment (X) on employee productivity (Y), the  $R^2$  (R Square) value was 37.7%, obtained R number (coefficient correlation) of 0.614. This is in line with research conducted by Dimas Okta Ardiansyah (2016) entitled Influence Communication On Employee Performance With Mediated By Satisfaction Work (Study In Section Production Factory Paper PT. Setia Kawan Makmur Sejahtera Tulungagung) with results research that shows work environment influential positive and significant to employee productivity at PT Adinda Permata Mulia.

## V. CLOSURE

Based on problems that have been formulated, results analysis and testing hypothesis that has been done in chapter previously, then can taken conclusion that there is positive and significant influence of variables work environment on employee productivity at PT Adinda Permata Mulia, this This proven with mark  $t_{\text{count}} > t_{\text{table}}$  namely  $5.394 > 2.012$ , the  $R^2$  (R Square) value is 0.377 which means work environment own contribution influence by 37.7% against employee productivity and obtained R (coefficient correlation) of 0.614 which means communication own correlation at the level Enough or currently with performance employee .

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