

The Influence of Individual Characteristics, Work Placement and Work Environment on Employee Performance at CV. Enam Jaya

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Article history

Received : 2022-05-11

Accepted : 2022-07-27

Published : 2022-08-28

Keywords:

Individual
Characteristics, Work
Placement, Work
Environment and
Employee
Performance

Abstract: The purpose of this study is to see how individual characteristics, work placement, and work environment affect employee performance. CV. Enam Jaya has employees with characteristics who are less careful in recording stock inventories, so they often experience cases where the stock reports do not match the warehouse stock, lack of work among employees, which results in many pending tasks, lack of planning in carrying out tasks. In terms of an inadequate work environment such as lack of air cleanliness in the room, hot air temperature and disturbing noise. CV. Enam Jaya has a population of 50 employees using the quota sampling technique which is used in research that has a limited number of samples. The data processing method in this study used Minitab version 20. The research data used were primary data obtained through distributing questionnaires. The analytical tool used is multiple linear regression test. The results of the study indicate that: There is a positive and significant effect of the Work Environment on Employee Performance, but there is no influence of Individual Characteristics and Work Placement on Employee Performance.

Abstract: Tujuan dari penelitian ini adalah untuk melihat bagaimana Karakteristik individu, penempatan kerja, dan lingkungan kerja mempengaruhi kinerja karyawan. CV. Enam Jaya memiliki karyawan dengan karakteristik yang kurang teliti dalam melakukan pencatatan persediaan stok, sehingga sering mengalami kasus dimana stok laporan tidak sesuai dengan stok gudang, kurangnya kerja sesama karyawan, yang mengakibatkan banyak tugas yang tertunda, kurangnya perencanaan dalam menjalankan tugas. Dalam segi lingkungan kerja yang kurang memadai seperti kurangnya kebersihan udara pada ruangan, suhu udara yang panas dan kebisingan yang mengganggu. CV. Enam Jaya memiliki populasi berjumlah 50 karyawan dengan menggunakan teknik quota sampling yang pengambilan sampelnya digunakan pada penelitian yang memiliki jumlah sampel terbatas. Metode pengolahan data pada penelitian ini menggunakan Minitab versi 20. Data penelitian yang digunakan adalah data primer yang diperoleh melalui penyebaran kuesioner. Alat analisis yang digunakan adalah uji regresi linier berganda. Hasil penelitian menunjukkan bahwa: Terdapat pengaruh yang positif dan signifikan



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Lingkungan Kerja terhadap Kinerja Pegawai, namun tidak terdapat pengaruh Karakteristik individu dan Penempatan Kerja terhadap Kinerja Pegawai.

INTRODUCTION

Companies need quality human resources in the experience and development of the company, each employee has a diverse character and behavior due to several things, such as being influenced by the environment, educational background and. Therefore, the characteristics of each employee must be considered because it will have an impact on the results achieved in the company. also in the placement of employees must also be precise in their placement, because they must be adjusted to the expertise of the employees, the expertise and quality of the employees will affect the company's performance. CV. Enam Jaya has employees with different duties and responsibilities. Employees who have good individual characteristics will find it easier to complete work so that performance is optimal and has a positive effect on the company.

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Work environment at CV. Enam Jaya is quite dense, coupled with customers who always come constantly. The work enviro-

nment cannot run the company's operations but the work environment can affect employees in carrying out operational activities. This is also proven by previous researchers Zainuri (2021) who showed a positive influence on the work environment on employee performance, while research from Sihaloho, Siregar (2019) proved a positive influence from the atmosphere around the workplace with the level of worker productivity. There are similarities and differences in this study, namely similarities in examining the effect of individual characteristics, work placement and work environment on employee or worker productivity, as well as differences in the place studied and researchers using different sampling methods. The existence of performance instability that occurs in CV. Enam Jaya can be caused by several influencing factors such as individual characteristics, work placement, and work environment.

Based on previous research, there are still contradictions in the influence of individual characteristics on employee performance, the effect of job placement on employee performance, and the influence of the work environment on employee performance, the authors are interested in conducting a study entitled "The Influence of Individual Characteristics, Work Placement and Work Environment on Employee Performance. on CV. Six Jaya" to examine whether there is a significant influence of factors outside of employee performance on the ongoing work activities at CV. Enam Jaya.

RESEARCH METHODS

Population and Sample

Population according to Sugiyono (2007: 72) is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then concluded. Based on this understanding, the population in this study are all employees of CV. Enam Jaya with

50 employees, details can be seen in the table. 1 below:

Table 1. Characteristics of Subjects by Position

No.	Position	Number of Employees
1.	Import Purchasing Staff	10
2.	Tax Staff	6
3.	Warehouse Stock Staff	6
4.	Retail Stock Staff	8
5.	Sales Administration	10
6.	Lifting Workers	10

Source: Data processed, 2022

Table 1 shows that CV. Enam Jaya has 10 import purchasing staff who have the task of communicating with suppliers from abroad and arranging the scheduling of delivery of goods, 6 tax staff who have the task of ensuring that all sales and purchase transactions within the company are in accordance with applicable regulations and complete all transactions. tax obligations correctly and on time, 6 warehouse stock staff who are responsible for the inventory of goods in the warehouse and check all activities in and out of goods, 8 retail stock staff who are responsible for the inventory of goods in the store and ensure that customer needs are always met, 10 sales admins who are responsible for sales activities such as making notes to ensure orders are well distributed to buyers, 10 freight forwarders who are responsible for preparing goods requested by buyers and assisting the process of unloading goods from the warehouse.

Table 2. Characteristics of Subjects by Ages

No.	Ages	Number of Employees
1.	19-30	36
2.	31-40	6
3.	41-50	8

Source: Data processed, 2022

Table 2 shows the characteristics of CV Enam Jaya employees based on their age range.

There are 36 employees aged 19-30 years, 6 employees aged 31-40 years and 8 employees aged 41-50 years.

Table 3. Characteristics of Subjects Based on Education

No.	Education	Number of Employees
1.	Middle School	3
2.	High School	21
3.	D3	9
4.	S1	17

Source: Data processed, 2022

Table 3 shows the characteristics of CV Enam Jaya Employees based on their educational background. There are 3 junior high school graduates, 21 high school graduates, 9 D3 graduates, and 17 undergraduate employees.

This research uses quantitative research. The research was conducted at the CV. Enam Jaya store located in Surabaya, East Java province. The population used is all employees of CV. Enam Jaya which is located in Surabaya. The sample is taken using *quota sampling* technique. The independent variables of this study are individual characteristics, work placement and work environment, while the dependent variable in this study is employee performance.

The data collection method used is primary data. To test the hypothesis, several tests were carried out such as multiple regression analysis followed by normality test, validity test, reliability test and also t-test.

Based on the problem formulation and discussion above, the following hypothesis can be formulated:

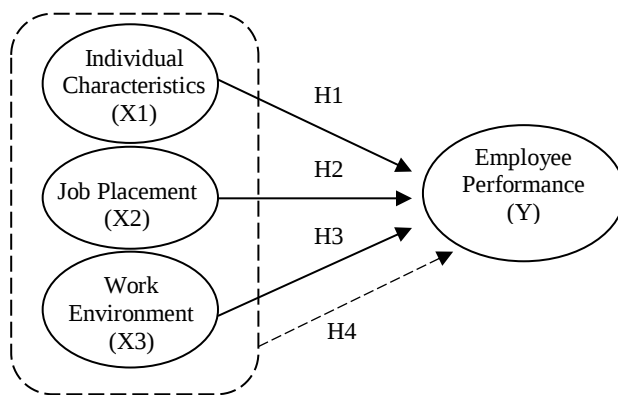


Figure 1. Conceptual Model Hypothesis

H1: There is a negative and significant effect of individual characteristics variables on employee performance at CV. Enam Jaya.

H2: There is a negative and significant effect of the job placement variable on employee performance at CV. Enam Jaya.

H3: There is a positive and partial effect of work environment variables on employee performance at CV. Enam Jaya.

H4: There is a simultaneous significant effect of individual characteristics, work placement and work environment variables on employee performance at CV. Enam Jaya.

LITERATURE REVIEW

Individual Characteristics

Individual characteristics include interests, attitudes to oneself, work, as well as work situations, individual needs, abilities or competencies possessed, knowledge of work and emotions, atmosphere and also feelings and values (Ardana et al., 2012: 31). Furthermore, according to Hurriyat (2005: 79), individual characteristics are a psychological process that affects individuals in obtaining, consuming, and receiving goods and services as well as experiences. While Robbins (2011: 46) provides an explanation if the individual characteristics include age, gender, where he comes from, single or

married, and also his level of experience in the organization.

This difference indicates that if each person's character will not be similar to others (2011:171), indicators of personality characteristics include: (a) attitude, are judgmental, expected or expected statements about objects, individuals or events. Everyone in the organizational environment expresses their opinions on various kinds of things. Some employees find a solution to a problem by working with their coworkers; (b) personality is a set of characters that form the basis of behavior that generally does not change when responding to various things in life; (c) motive is a stimulus or willingness that makes an individual to do something; (d) interest is something that members or employees want to achieve in the organization; € past experience is the period of work that a worker has at his place of work in the past; (f) Hope is something that a person wants to get. There are many factors that a person expects to work, to get rewarded.

Employee Work Placement

Bahri (2019) states that job placement is a step to put the workforce on responsibilities that match their expertise so that they work effectively based on job analysis information. According to Yuniarsih, Suwatno (2013), there are several indicators for employee work placement, namely: (1) Linear placement with education taken by the workforce, namely the steps to develop skills as desired. (2) Placement based on the level of knowledge and information needed by the workforce so that they understand how they should behave in handling their work. (3) Classification based on skills, abilities and knowledge to carry out the responsibilities that need to be carried out during practice. (4) Placement by considering the level of knowledge and competence possessed by a worker as a result of his past experience. (5) Work placement by considering age and age as well as the level of competence possessed by each individual.

Work Environment

Afandi (2018: 66) states that the work environment is everything that is in the work area and can affect the level of productivity at work such as air temperature, humidity levels, air circulation, light intensity, cleanliness levels and also the completeness of work support tools. Humans always try to adapt to the surrounding environment, therefore the work environment is quite influential in the running of employee performance.

The indicators of the work environment according to Afandi (2018: 70) are as follows: a) lighting, correct lighting can increase the efficiency of workers. This is because workers can do work faster and make fewer mistakes, and also make them less tired; b) color is one of several important factors to increase the efficiency level of workers in doing their work. Color can affect the mental state possessed by workers. Coloring the walls with the appropriate color can increase the enthusiasm of workers when doing their work; c) air, the thing that is often a problem in the air is the temperature and also the intensity of water vapor in the air; d) voice, in order to overcome the noise caused by devices that can cause noise such as typewriters, telephones or packers, a separate room is needed so as not to disturb other employees who are working on their work.

Employee performance

Mangkunegara (2013:167) states that the performance of employees is the output of the quantity and quality obtained by a worker when carrying out the responsibilities that have been entrusted to him. According to Ainsworth et al. (2007:5), performance means a result. Performance is the end point of certain people, resources, and the environment that are put together with the intention of producing certain things, both tangible products and services that are not directly visible. To the extent that these interactions result in the desired level and quality, performance will be rated as satisfactory, good, or perhaps very good at the agreed cost level. On

the other hand, if the results are disappointing, for whatever reason, performance will be judged poor or declining. The opinion about performance was put forward by Fattah (2017:11) that performance is related to aspects of a person's behavior in carrying out organizational tasks under the authority that has been set. Another opinion regarding the definition of work in more detail is that the broader aspect relates to the scope of performance. Performance is seen as a result and involves independence, consistency with organizational values, understanding of issues related to responsibility, discipline, and good communication. Performance indicators according to Robert and John (2006:378) include: (1) Quantity of results, namely a set that must be completed or achieved. This refers to the amount of output produced. (2) The quality of the results, namely the quality that must be produced (good or bad), the qualitative measure of the output reflects the measure of satisfaction, namely the quality achieved. This is related to the form of the output. (3) Timeliness of results in accordance with the expected deadline. Performance metrics are a specific type of quantitative metric that determine the speed at which an activity is performed. (4) Attendance, namely the presence of employees in the office when entering working hours. (5) The ability to work together, especially the ability of employees to carry out activities with other employees with activities that cannot be done individually.

ANALYSIS AND DISCUSSION OF RESEARCH RESULTS

Respondents Overview

Questionnaires were distributed to 50 respondents. This number is the total number of employees in CV. Enam Jaya where the respondents are all employees who work in the store and in the warehousing section, and for the distribution of the questionnaire the author went himself at the location using a Likert scale of 1-4.

STATISTICAL ANALYSIS

Validity Test

From the test carried out from Minitab version 20, it was found that the correlation between each indicator to the total construct score of each variable showed valid results, this study used a total of 50 research samples with a significance level of 0.05 for a two-way test, in accordance with the rules $df = (N-2)$, then this study uses the R table value in table 48, with a value of 0.2787.

a. Variable IC

Table 4. IC Variable Validity Test Table

NO	VARIABLE	R COUNT	R TABLE	RESULT
1	IC1	0,892	0,2787	VALID
2	IC2	0,737	0,2787	VALID
3	IC3	0,805	0,2787	VALID
4	IC4	0,730	0,2787	VALID
5	IC5	0,777	0,2787	VALID
6	IC6	0,748	0,2787	VALID
7	IC7	0,783	0,2787	VALID
8	IC8	0,796	0,2787	VALID
9	IC9	0,813	0,2787	VALID
10	IC10	0,846	0,2787	VALID

It is said to be valid because the calculated r value is entirely greater than r table with numbers more than 0.2787

b. Variable JP

Table 5. JP Variable Validity Test Table

NO	VARIABLE	R COUNT	R TABLE	RESULT
1	JP1	0,939	0,2787	VALID
2	JP2	0,856	0,2787	VALID
3	JP3	0,954	0,2787	VALID
4	JP4	0,849	0,2787	VALID
5	JP5	0,775	0,2787	VALID
6	JP6	0,927	0,2787	VALID
7	JP7	0,900	0,2787	VALID
8	JP8	0,931	0,2787	VALID

9	JP9	0,853	0,2787	VALID
10	JP10	0,853	0,2787	VALID

It is said to be valid because the calculated r value is entirely greater than r table with numbers more than 0.2787

c. Variable WE

Table 6. WE Variable Validity Test Table

NO	VARIABLE	R COUNT	R TABLE	RESULT
1	WE1	0,908	0,2787	VALID
2	WE2	0,689	0,2787	VALID
3	WE3	0,602	0,2787	VALID
4	WE4	0,860	0,2787	VALID
5	WE5	0,802	0,2787	VALID
6	WE6	0,908	0,2787	VALID
7	WE7	0,842	0,2787	VALID
8	WE8	0,732	0,2787	VALID

It is said to be valid because the calculated r value is entirely greater than r table with numbers more than 0.2787

d. Variable

Table 7. EP Variable Validity Test Table

NO	VARIABLE	R COUNT	R TABLE	RESULT
1	EP1	0,714	0,2787	VALID
2	EP2	0,836	0,2787	VALID
3	EP3	0,797	0,2787	VALID
4	EP4	0,797	0,2787	VALID
5	EP5	0,846	0,2787	VALID
6	EP6	0,661	0,2787	VALID
7	EP7	0,710	0,2787	VALID
8	EP8	0,895	0,2787	VALID

It is said to be valid because the calculated r value is entirely greater than r table with numbers more than 0.2787 So it can be concluded that all statement items are declared valid.

Reliability Test

To test the reliability (reliability) of the instrument used the Cronbach Alfa Alpha formula

a. Individual Characteristics

Cronbach's Alpha

Alpha
0,9343

Conclusion: IC variable is reliable because Cronbach's Alpha value is above 0.60 with a value of 0.9343, and a significance value (PValue) of more than 0.60 is said to be reliable.

b. Job Placement

Cronbach's Alpha

Alpha
0,9689

Conclusion: The JP variable is reliable because Cronbach's Alpha value is above 0.60 with a value of 0.9689, and a significance value (PValue) of more than 0.60 is said to be reliable.

c. Work Environment

Cronbach's Alpha

Alpha
0,9157

Conclusion: The WE variable is reliable because Cronbach's Alpha value is above 0.60 with a value of 0.9157, and a significance value (PValue) of more than 0.60 is said to be reliable.

d. Employee Performance

Cronbach's Alpha

Alpha
0,9092

Conclusion: The EP variable is reliable because Cronbach's Alpha value is above 0.60 with a value of 0.9092, and a significance value (PValue) of more than 0.60 is said to be reliable.

Classic Assumption Test

1. Simultaneous Test (F)

Analysis of Variance

Source	DF	Adj SS	Adj MS	F-Value	P-Value
Regression	3	488,7	162,909	48,73	0,000
Error	46	153,8	3,343		
Total	49	642,5			

The conclusion from the data above is that the significance value (P Value) is below 0.05, so it can be said that the X variable jointly affects the Y variable.

2. T Test (Partial Effect)

Coefficients

Term	Coef	SE Coef	T-Value	P-Value
Constant	0,49	1,95	0,25	0,802
KI	0,0593	0,0620	0,96	0,344
PK	0,0657	0,0514	1,28	0,207
LK	0,7708	0,0781	9,87	0,000

The conclusion from the data above can be seen that the KI and PK variables have no partial effect on the KP (Y) variable because the P-Value of the KI and PK variables is more than 0.05.

CONCLUSION

Based on the results of a review of the analysis and discussion of individual cha-

racteristics, work placement and work environment on employee performance that has been stated in the previous chapter, the following conclusions will be drawn: (1) the Individual Characteristics Variable (CI) does not have a positive effect on Employee Performance (EP), because from the research above it can be seen that the partial influence of the p-value of the KI variable is more than 0.05, this is in line with research according to Sagita (2019); (2) the Work Placement Variable (WP) does not have a positive effect on Employee Performance (EP), because from the research above it can be seen that the partial effect of the p-value of the PK variable is more than 0.05, this is confirmed by research by Cahyati (2018); (3) the Work Environment Variable (WE) has a significant positive effect on Employee Performance (EP), because from the research above it can be seen that the partial influence of the p-value of the LK variable is less than 0.05, this is corroborated by research by Lyta Lestari and Harmon (2018); (4) the overall result of the research is that there is no influence of Individual Characteristics and Work Placement on Employee Performance at CV. Enam Jaya, and there is a significant positive effect of Work Environment on Employee Performance at CV. Enam Jaya.

SUGGESTION

Employee performance is an employee evaluation of various aspects related to his work. Lack of interest in work environment and characteristics can affect employee performance satisfaction. Therefore, companies are advised to always maintain harmony and attention in providing the facilities needed to support employee performance and maintain a good work environment from now on. Because the work environment is quite influential on employees in carrying out each task and responsibility.

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