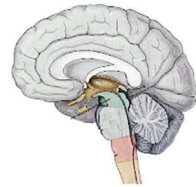


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## THE INFLUENCE OF JOB ENVIRONMENT ON EMPLOYEE PERFORMANCE AT WAVA HUSADA HOSPITAL AND HASTA HUSADA HOSPITAL

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E-mail: [mrs.ellamayasari@gmail.com](mailto:mrs.ellamayasari@gmail.com)**ARTICLE INFO****Keywords:**Job Environment, Employee  
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[mrs.ellamayasari@gmail.com](mailto:mrs.ellamayasari@gmail.com)**ABSTRACT**

The problems that exist in hospitals are related to the job environment. Employees need to have sufficient facilities to support daily work in order to improve employee performance. The purpose of this research is to analyze the influence of the job environment on employee performance. The method used in this research is quantitative using a cross sectional research design. And the population in this study were non-doctor employees at Wava Husada Kepanjen Hospital, totaling 300 employees and Hasta Husada Kepanjen Hospital, totaling 154 employees. Data collection used a questionnaire with a sample selection of 141. The sampling technique used was a probability sampling method with a simple random sampling technique, meaning that all members of the population were assumed to have the same opportunity to be selected as the research sample. The research results processed using the SPSS program with the t test (partial) show that the work environment has a significant effect on employee performance with a t value of  $7.254 > t \text{ table } 1.989$  with a significance level (Sig.)  $0.000 < 0.05$ . Thus, the Job Environment has a positive and significant effect on Employee Performance. This shows that improving the Job Environment will result in increased Employee Performance and be used as a benchmark for employee performance

**INTRODUCTION**

Human life cannot be separated from various environmental conditions, humans have a very close relationship with their environment. The environment can influence and shape human life responses, this is clearly visible when the Covid-19 pandemic throughout the world is being tested, especially in terms of the resilience of the health service system. In order to get through this crisis well, the key is to maintain the ability to respond to situations quickly and appropriately (Nationalgeographic. 2020). When humans enter a new environment, humans will immediately try to adapt to that environment. No exception in carrying out work, every employee will interact with various conditions found in the work environment (Komarudin; 2018)

Every organization wants to have human resources with the best performance. If the performance of human resources is good, it will improve the performance of the organization as well. By providing the best performance from its human resources, the organization will easily achieve its goals, and it will also be easy to get an increase in revenue.

Performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the company. Good performance really determines whether the organization can develop well, or even cannot survive as time goes by (Rivai and Sagala, 2015). There are factors that influence employee performance, namely: abilities and skills, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline (Kamsir, 2016 ). Bernardin and Russell put forward several indicators used to measure employee performance in this research, including work quality, work quantity, knowledge and cooperation.

An employee or worker is certainly required to be able to work in accordance with the standards set by a company, because good performance is optimal performance that helps achieve the goals or targets of a company. So that employee performance is always consistent, at least the organization always pays attention to the work environment around employees which can influence a person's ability to carry out their duties. In this regard, Sedarmayanti (2017:26) states that the work environment can influence employee performance because a human being will be able to carry out activities well, so that optimal results can be achieved if appropriate environmental conditions are shown.

Job environment has the meaning of all the tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group. Sedarmayanti further said that environmental conditions are said to be good or suitable if humans can carry out their activities optimally, healthily, safely and comfortably. Unfavorable environmental activities can require more energy and time and do not support efficient system design. The work environment in an organization has important meaning for the individuals who work in it. A suitable work environment can support work implementation so that employees have enthusiasm for work and improve employee performance, while a mismatched work environment can create discomfort for employees in carrying out their duties, (Darvis in Ragil 2015:2).

From the research results, Antony (2019) concluded that the work environment, leadership, compensation and job training can increase the engagement of hotel employees. The results of this research also show that there are several other factors that can increase employee engagement, such as work culture and teamwork. An environment that can make employees feel engaged is an environment that is able to create balance in the lives of employees by accommodating energy and initiative, there is a medium for information and knowledge and provides learning opportunities for employees. With a work environment that provides facilities for employees, employees will provide excellent performance (Macey, et al, 2009).

Wawa Husada and Hasta Husada hospitals in facing the Covid-19 pandemic really need good Employee Performance from health workers, because a series of impacts caused by Covid-19 can influence the decline in employee Employee Performance scores. Especially health workers will feel hesitant or even disloyal about working in a health environment where we know that hospitals are a gathering place for patients with corona virus cases.

The Covid-19 pandemic has resulted in the work environment for health workers at Wawa Husada and Hasta Husada hospitals becoming uncomfortable, due to the lack of experience and equipment in dealing with corona virus cases, health workers also feel traumatized by the large number of patients who have died, even their co-workers too. many died. Apart from that, there are concerns about contracting and transmitting

the corona virus, as well as pressure from the public to be able to provide the best service. Based on the existing phenomena and differences from the results of previous research, the researchers want to research more deeply to find out the influence of the Job Environment on Employee Performance at Wava Husada Hospital and Hasta Husada Hospital.

## METHODS

This research is a quantitative research with a cross sectional survey research design which aims to analyze the influence of the independent variable Job Environment on the dependent variable Employee Performance. The sample used in this research was 141 employees at Wava Husada Hospital and Hasta Husada Hospital. Data collection was carried out through the use of a questionnaire. Sampling technique is a sampling technique to determine which samples will be used in research. This research uses probability sampling with random sampling techniques.

## RESULTS AND DISCUSSION

Table 1. Characteristics of Respondents Based on Gender

Gender	Wava Husada Hospital	Hasta Husada Hospital	Amount	Presentase%
	N	N		
Male	32	20	52	36%
Female	55	34	89	63%
Total	87	54	141	100%

Based on the data in table 1, it can be seen that there are more female respondents than male respondents. Female respondents were 89 or 63%, while male respondents were 52 or 36%.

Table 2. Characteristics of Respondents Based on Age

Age	Wava Husada Hospital	Hasta Husada Hospital	Amount	Presentase%
	Amount	Amount		
20-24	0	0	0	0
25-29	20	8	28	19,85%
30-34	30	20	50	35,46%
35-39	11	24	35	24,82%
40-44	4	6	10	7,09%
45-49	3	5	8	5,67%
50-54	2	3	5	3,54%
55-59	2	3	5	3,54%

Based on the table above, it can be seen that the majority of respondents were in the young age range, namely between 30-34 years, with 50 employees with a percentage of 35.46%, while the remaining 35-39 years old were 35 employees with a percentage of 24.2% and then aged 25-29. as many as 28 employees with a percentage of 19.85%.

Table 3. Instrument Reliability

Variabel	Reliability
<i>Job Environment (X)</i>	0.863
<i>Employee Performance (Y)</i>	0.836

The results of the Reliability test on each latent variable on its constituent dimensions show that all variables show as a reliable measure because each has a reliability greater than 0.7.

Tabel 4. T-Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.699	2.488		7.516	.000
Job Environment	2.745	.378	.370	7.254	.000

Based on the results of the t test in the table, it can be concluded that hypothesis testing (H1), significant value (Sig.) The influence of X on Y is  $0.000 < 0.05$  and the calculated t value is  $7.254 > 1.989$  so it can be concluded that H1 is accepted.

### The Influence of The Work Environment on Employee Performance

Based on all the tests that have been carried out regarding the influence of the work environment on performance from the test results in the t test, namely t count of  $7.254 > t$  table 1.989 with a significance level (Sig.)  $0.000 < 0.05$ . This means that the hypothesis is accepted, namely that there is a positive and significant influence between work environment variables on the performance of employees at Wava Husada Hospital and Hasta Husada Hospital. The results of this research are in line with research conducted by Ferawati (2017) which explains that the work environment influences employee performance.

A job environment that is acceptable to workers is proven to play a role in shaping employee performance. This is in accordance with the findings of previous studies (Lestari, 2014; Mardikaningsih, 2016; Sinambela & Lestari, 2021). According to Novrianda et al. (2012), a conducive work environment can lead to work professionalism. The physical and non-physical environment must be formed in such a way that workers feel comfortable in the workplace (Darmawan et al., 2021). This will form a quality work life and increase work conductivity (Baskoro et al., 2002 in Retnowati, 2019).

### CONCLUSIONS AND SUGGESTIONS

Based on the results of the research and discussion in the previous chapter, it can be concluded that there is a significant influence between the Job Environment and Employee Performance.

The workplace environment is proven to have a role in shaping employee performance. To support the improvement of better employee performance in the work environment, it is necessary to increase the development of a conducive workplace environment so that it can provide a comfortable working atmosphere and have a positive impact on the development of employee performance.

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