The Effect of Work Environment and Job Satisfaction on Employee Performance of the Bogor City Education Office

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Abstract

This study aims to determine the effect of Work Environment and Job Satisfaction on Employee Performance of the Bogor City Education Office. The type of research method used in this research is quantitative method and by using saturated sampling technique with the number of respondents used as many as 50 employees of the Bogor City Education Office. The instrument in this study was in the form of distributing questionnaires. The results of the research instrument test used multiple regression analysis tests, t tests, f tests. The results of the analysis show that the work environment and job satisfaction have a significant effect on employee performance with the results of multiple regression analysis tests. The results of the recruitment t test obtained the results of the t test> t table (8.226> 2.012) means Ho1 is accepted Ha1 is rejected, the job placement t test obtained the results (11.925> 2.012) means Ho2 is rejected and Ha2 is accepted, and the f test results are (70.981> 3.200) means Ho3 is rejected Ha3 is accepted. Based on the results of these data it can be concluded that the work environment and job satisfaction affect the performance of employees of the Bogor City Education Office.

Keywords: Work Environment, Job Satisfaction, Employee Performance.

Introduction

Every company/government agency needs good and optimal human resources so that organizational goals can be achieved. In the formation of a good organization, human resources are one of the most important factors to support the success of the establishment of a company or agency. Human resources are resources that hold the main role for an organization, human resources utilize time, energy and human abilities in it for the benefit of the organization. Employee performance (work performance) or work results (output) both quality and quantity achieved per unit period of time in performing their work duties in proportion to the responsibilities given to them.

Performance is a description of expertise in certain jobs that will result in rewards from the industry Kristin Helen (2020). A good work environment can increase work efficiency and good work productivity. Of course, if the work environment is not good, it will affect employees at work. Employees will feel safe, comfortable if their work environment is good. This greatly affects good employee performance. The work environment is factors outside humans, both physical and non-physical in an organization (Sofyan 2013). For the comfort of every employee of the Bogor City Education Office, it is necessary to pay attention to the work environment that supports employees to work better by paying attention to the physical work environment and non-physical work environment, the physical work environment such as comfort in the office and adequate work tools while non-physical such as relationships between coworkers. In addition, one of the important factors in the work environment is job satisfaction, a good work environment will have an impact on employee job satisfaction. Job satisfaction has an important impact on the state of employees because job satisfaction can increase productivity, increase participation and reduce the risk of job stress. Factors that affect job satisfaction include career advancement, job security, salary, company and management, internal and work factors, working conditions, social aspects of work, communication and facilities. According to Afandi (2018: 74) job satisfaction is a positive attitude of the workforce, including feelings and behavior towards work, appreciating their work as a respect for achieving important work values.

Research Methods

This study uses the type of data used in this study is quantitative data. According to Kamarudin et al (2023: 50) quantitative data includes objective data where the readers will observe this data with the same interpretation. This data is described in the form of numbers obtained from research, measurement, or observation. This data can be obtained by conducting a review to get an answer in the form of numbers and is original.

Data Source

In this study using primary data sources. According to (Supriyono (2018: 48) to determine the data collection method, the data source is one of the things that needs to be considered, because each data has its own use. Primary data is data that is generated from the source directly without any intermediaries. Primary data in this study was generated from observations and distributing questionnaires to employees of the Bogor City Education Office. Secondary data is data that is generated indirectly this data is generated through brokers. Secondary data in this study are data sourced from books, journals and articles made by the liaison.

Data Collection Technique

The data collection techniques used in this study are observation and questionnaire distribution. According to Makbul (2021) data collection technique is a way for researchers to prove hypotheses and answer problem formulations to be used in making decisions, by choosing techniques for data collection.

The data collection techniques used in this study are:

1. Observation
    Observation is a research process in which the researcher goes directly to the object to be studied at the Bogor City Education Office, this research is carried out by observing the object to be studied and making decisions.

2. Interview
    Interview is a direct and indirect data collection technique conducted by researchers with a small number of respondents.

3. Questionnaire
    The questionnaire is a method of collecting data by distributing certain questions to respondents where the answers will be used as research data. Questionnaires are very useful for collecting data for large quantities of respondents.

Population and Sample

According to Sugiyono (2017: 80) population is a generational area consisting of objects and subjects that have certain qualities and characteristics set by researchers to study and draw conclusions. In this research, there is one agency under study, namely the Bogor City Education Office, so the population in this study were 100 employees of the Bogor City Education Office.

In determining the sample in this study, this research will use the Yamane formula in Sugiyono (2018: 149) with a sampling error of 10% based on the results of the sample calculation resulting in 50 employees.

Results

1. Validity Test

Table 1. Validity Test Work Environment (X1)

No	Correlation value (r) Calculate	R table	Description
X1.1	0,734	0,278	Valid
X1.2	0,809	0,278	Valid
X1.3	0,782	0,278	Valid
X1.4	0,727	0,278	Valid
X1.5	0,431	0,278	Valid
X1.6	0,851	0,278	Valid
X1.7	0,699	0,278	Valid
X1.8	0, 791	0,278	Valid
X1.9	0, 550	0,278	Valid
X.10	0, 758	0,278	Valid

Source of data processing results spss 2023

Table 2. Validity Test Job Satisfaction (X2)

No	Correlation value (r) Calculate	R table	Description
X2.1	0,671	0,278	Valid
X2.2	0,776	0,278	Valid
X2.3	0,793	0,278	Valid
X2.4	0,630	0,278	Valid
X2.5	0,618	0,278	Valid
X2.6	0,798	0,278	Valid
X2.7	0,873	0,278	Valid
X2.8	0,681	0,278	Valid
X2.9	0,713	0,278	Valid
X2.10	0,732	0,278	Valid

Source of data processing results spss 2023

Table 3. Validity Test Employee Perfomance (Y)

No	Correlation value (r) Calculate	R table	Description
Y.1	0,635	0,278	Valid
Y.2	0,797	0,278	Valid
Y.3	0,870	0,278	Valid
Y.4	0,758	0,278	Valid
Y.5	0,686	0,278	Valid
Y.6	0,800	0,278	Valid
Y.7	0,739	0,278	Valid
Y.8	0,734	0,278	Valid
Y.9	0,583	0,278	Valid
Y.10	0,449	0,278	Valid

Source of data processing results spss 2023

Based on the data above, it can be seen that the value of the Correlation (r) Count has a value greater than the value of the R table for the Job Satisfaction variable, so that the data above can be interpreted that

the work environment value group has a valid category. For the variable value R table has an average of 0.278 with a value of n = 50.

2. **Reability Test**

Table 4. Reability Test

Variable	Alpha	Description
Work Enviroment	0,768	Realiabel
Job Satisfaction	0,772	Realiabel
Employee Perfomance	0,772	Realiabel

Source of data processing results spss 2023

The data results in the table above show that the variables of Work Environment, Job Satisfaction, and employee performance have an Alpha coefficient greater than 0.60 so that it can be said that all concepts of measuring the variables of Work Environment, Job satisfaction, and employee performance used in this study are reliable.

3. **Classical Assumption Test**
a. **Normality Test**

Table 5. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	2,76569047
Most Extreme Differences	Absolute	,092
	Positive	,092
	Negative	-,068
Test Statistic		,092
Asymp. Sig. (2-tailed)		,200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source of data processing results spss 2023

Based on the table above which has been processed using spss, it can be concluded that Asymp.sig is 200> 0.05 which states that the data is normally distributed.

b. Multicollinearity Test

Table 6. Multicollinearity Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	5,387	3,153			
	Work Environment	,110	,133	,114	,282	3,552
	Job Satisfaction	,761	,136	,768	,282	3,552
a. Dependent Variable: Employee Perfomance						

Source of data processing results spss 2023

The results of the calculation of the tolerance value show that there are no independent variables that have a tolerance value of less than 0.10, which means that there is no correlation between the independent variables or the regression model is free from multicoloniearity.

c. Heterocedacity Test
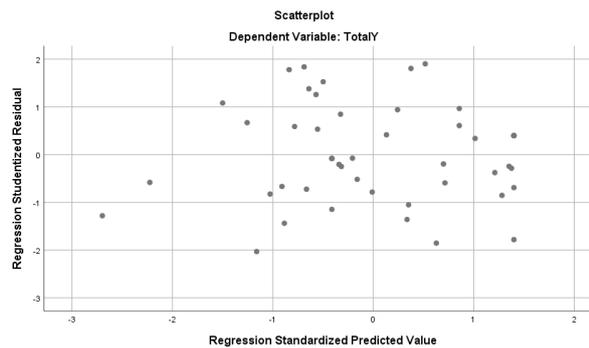
Source of data processing results spss 2023
Picture 1. Heterocedacity Test

Based on the picture above, it can be seen that the data spreads randomly around the Y axis and does not form a certain pattern, so this regression model is free from symptoms of heteroscedasticity.

4. Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5,387	3,153		1,709	,094		
	Work Environment	,110	,133	,114	,828	,412	,282	3,552
	Job Satisfaction	,761	,136	,768	5,605	,000	,282	3,552
a. Dependent Variable:Employee Perfomance								

Source of data processing results spss 2023

Based on the table above, the multiple regression equation in this study is:

$$Y=5.387 + 0.110 x1+0.761 x2$$

The table shows that the calculation obtained a. 5.387 is equal to 0.110 X1 and 0.761 X2. From the regression equation, it can be stated that the constant value (a) means that if the work environment and job satisfaction variables are 0, the work environment and job satisfaction at the Bogor City Education Office is 5,387. The regression coefficient of the work environment variable = 0.110 means that if the work environment variable increases by 1 unit, the employee performance variable will increase by 0.110. The regression coefficient of the job satisfaction variable = 0.761 means that if the job satisfaction variable increases by 1 unit, the employee performance variable will increase by 0.761.

5. **Partial Test (t)**

Table 8. Partial Test Work Environment (X1)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,497	3,782		3,040	,004
	Work Environment	,743	,090	,765	8,226	,000
a. Dependent Variable: Employee Perfomance						

Source of data processing results spss 2023

Based on the results of the t test, the obtained t table value at n = 50 at the 0.05 significance level is 2.012. thus to find out partially, the multiple regression equation can be arranged as follows:
The value obtained from the coefficient value is 0.765, the tcount> ttable value (8.226> 2.012) and the probability of 0.00 <0.05 means that the work environment variable has a significant effect on employee performance, so Ha1 is rejected.

Table 9. Partial Test Job Satisfaction (X2)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,910	3,079		1,920	,061
	Job Satisfaction	,856	,072	,865	11,925	,000

Source of data processing results spss 2023

Based on the results of the t test, the t table value obtained at n = 50 at the 0.05 significance level is 2.012. thus to find out partially, the multiple regression equation can be arranged as follows:
The value obtained from the coefficient of 0.865, the value of tcount> ttable (11.925> 2.012) and a significance of 0.00 <0.05 means that the job satisfaction variable has a significant effect on employee performance, so Ha2 is accepted.

6. Simultaneous Test (f)

Table 11. Simultaneous Test

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1132,077	2	566,038	70,981	,000[b]
	Residual	374,803	47	7,975		
	Total	1506,880	49			
a. Dependent Variable: Employee Perfomance						
b. Predictors: (Constant), Job Satisfaction, Work Environment						

Source of data processing results spss 2023

Based on the Simultaneous Test (F) data, it can be explained that Fcount (70.981) > Ftable (3.20) and a significance value of 0.000 <0.05, it can be concluded that the third hypothesis is accepted, meaning that the Work Environment variable (X1), Satisfaction (X2) and simultaneously affect the Employee Performance Variable (Y).

7. Coefficient of Determination

Table 12. Coefficient of Determination

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,867[a]	,751	,741	2,82392
a. Predictors: (Constant), Job Satisfaction, Work Environment				
b. Dependent Variable: Employee Perfomance				

Source of data processing results spss 2023

Based on the table above, it can be seen that the adjusted coefficient of determination R Square is 0.751, this means that 75.1% of the dependent variable can be explained by the independent variable while the rest (100%-75.1%= 24.9%) is explained by other variables outside the variables studied.

Consulsions

1) There is a significant influence between the work environment on the performance of employees of the Bogor City Education Office. This is evidenced by the results of the analysis of the significance value of the effect of work environment X1 on employee performance Y of 0.00 <0.05 and the tcount value of 8.226> 2.012 t table. So it can be said that Ha1 is accepted and Ho is rejected. This means that there is a significant effect of work environment X1 on employee performance Y. With this it can prove that the work environment variable X1 has a good effect on employee performance variable Y. 2) There is a significant influence between job satisfaction on the performance of employees of the Bogor City Education Office. This is evidenced by the results of the analysis and the significant value of the effect of job satisfaction X2 on employee performance Y of 0.000 <0.05 and the tcount value of 11.925> 2.012 t table. So it can be said that Ha2 is accepted and Ho is rejected because there is a significant effect of job satisfaction on employee performance. This proves that the job satisfaction variable X2 has a good effect on employee performance Y. 3) There is a significant influence between the work environment and satisfaction on the performance of employees of the Bogor City Education Office. This is evidenced by the results of the analysis which shows

that f count = 70.981 and f table = 3.20, it can be concluded that f count> f table with Ho rejected and Ha3 accepted. The results of the significant value obtained are 0.000 <0.05. thus it can be said that there are results that have been obtained from work environment variables and job satisfaction together or simultaneously have an effect on employee performance variables and a significant influence between work environment variables and job satisfaction on employee performance.

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