The Effect of Physical Work Environment, Personality and Fairness on Employee Performance at PT Sinar Jaya

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Abstract
This study aims to examine the effect of the physical work environment, personality and fairness on employee performance at PT Sinar Jaya. This study uses statistical data with quantitative research, the study population is 130 employees, using probability sampling method with saturated sampling technique. The test analysis uses path analysis with the help of the PLS SEM program. The results of this study state that the physical work environment has no effect and is not significant on employee performance at PT Sinar Jaya, personality has an effect and is significant on employee performance at PT Sinar Jaya and fairness has an effect and significant on employee performance at PT Sinar Jaya. Due to unproven findings in one of the variables, PT Sinar Jaya needs to reorganize by placing employees according to their abilities and always providing ideas to think ahead. For further research, it is necessary to be more specific regarding the indicators used in the physical work environment. It also needs to be re-examined at different agencies by combining other variables that can support the achievement of performance such as non-physical work environment and organizational justice.

Keywords: Work Environment, Personality, Fairness, Employee Performance

1. Introduction
The success of an organization in achieving its goals is highly dependent on how the organization manages its human resources. In the process of realizing organizational goals, companies will definitely face many problems related to human resources (HR), one of which is the problem of employee performance. Where the resources owned by an organization such as capital, methods and machines cannot provide the best results without being supported by good human resources with the best performance, so in other words the company must be able to work faster and perform better. employees with higher performance performance [1].

Performance is wrong an evaluation process progress performance employee and must done in a manner fair and No take sides to everyone. Performance employee is Wrong one elements that can improved if employee want to understand mark his job based on behavior employees [2]. Performance is a work performance both in quantity and quality achieved by an employee in carrying out his work duties in accordance with the responsibilities given to him by the company [3]. The performance indicators are as follows: 1) Target achievement is the result to be achieved from an activity. Activity targets must be specific, measurable, targeted, realistic, and timely; 2) Quantity and quality Quantity is the
amount or measure of something that can be calculated with certainty, while quality is a measure of the quality of any workmanship that has been achieved; 3) Competency mastery is the capacity that exists in a person and can make that person able to fulfill what is required by work in an organization so that the organization is able to achieve the expected results [4].

Justice has four types, namely distributive justice, procedural justice, interpersonal justice, and informational justice [5]. The issue of in justice can cause dissatisfaction which, if not resolved immediately, can lead to deviant behavior in the workplace. Various deviant behaviors such as being lazy to work, ignoring company rules, or using company facilities outside of authority [6]. Justice is the fact that managers' decisions and practices regarding organizations and employees are positively received by employees [7]. Thus, justice can be interpreted as how wages, gifts, punishments and promotions will be made in an organization, how these decisions are made, or how these decisions are conveyed to employees, and how they treat employees. The indicators of justice can include: distributive justice, procedural justice and interactional justice. Indicators of organizational justice, namely: 1) distributive justice is the perceived fairness of outcomes in the amount and delivery of rewards received between individuals or employees; 2) procedural justice is the perceived fairness of the decision-making process used to determine distributed outcomes or rewards; and 3) interactional justice is how one person treats another in the workplace. Interactional justice includes various actions within the company that demonstrate social sensitivity, such as supervisors treating their subordinates with respect and dignity [8].

Work environment will interfere with work implementation, so that it can reduce performance [9]. Conducive work environment will encourage employees to enjoy their work, so that these employees will productively use their time at work and improve their performance. Research results of [10] states that the physical work environment affects employee performance. The physical work environment partially has a positive and significant effect on employee performance [11]. Indicators of the physical work environment are as follows: 1) lighting is one of the lighting that is of great benefit to employees in order to get safety and smooth work. Therefore, it is necessary to pay attention to the existence of lighting or light that is bright but not blinding; 2) noise is a sound that is not desired by the ear, unwanted, because especially in the long run the sound can disturb the peace of work, damage hearing, and cause communication errors, even according to research, serious noise can cause death; 3) temperature in the workplace, namely the human body always tries to maintain a normal state, with a perfect body system so that it can adjust to changes that occur outside the body [12].

Personality is as a whole in which an individual reacts and interacts with other individuals as a function of heredity or innate and environmental factors or experience [8]. Problems often happen on employees PT Sinar Jaya is often happen bored, emotional, factor environment and method they interact with colleagues it works.
Personality against performance employee [13]. Personality in a manner partial influential significant to performance service employee [14]. In other studies, it is stated that personality does not have a positive and significant influence on employee performance [4]. The indicators are: 1) Extraversion is the attitude or personality type of a person whose interest is more directed towards the outside world and social phenomena than towards himself and his own experiences; 2) Friendliness refers to an individual's tendency to understand others. Friendly people are cooferative, warm, and trusting. Low scorers are eager, unfriendly and antagonistic; and 3) Openness to Experience covers the range of interest in and attachment to innovations. Highly open people are creative, curious [4].

Objective in study this is influence environment work physique, personality and justice to performance employee at PT Sinar Jaya. For reach objective the so can formulated hypothesis as following:

H1 : Environment Work physique influential and significant to performance employee
H1 : Personality influential and significant to performance employee
H3 : Justice influential and significant to performance employee

2. Reseach Method

This study uses quantitative research with the object of research on work environment, personality, justice, and employee performance while the research subject is all employees of PT Sinar Jaya.

Population and Sample

The population in this study amounted to 130 people and the data collection method used a probability sampling method with a saturated sampling technique. Saturated sampling is a sampling method in which all members of the population are used as samples in research, or it can also be called a small census [15].

Data source

This study uses primary data, namely data sources obtained directly from respondents through questionnaire data. A questionnaire is a tool that can be used for research using a quantitative approach with a survey method [15].

Data Analysis Method

Data analysis was carried out using the Partial Least Square (PLS) method using SmartPLS software version 3. PLS is one of the methods for solving Structural Equation Modeling (SEM) which in this case is more compared to other SEM techniques [16]. The stages in data analysis are as follows:

a. The first stage is to test the outer model, namely testing the validity testing procedure convergent validity, namely by correlating the item score (component score) with the construct score which then produces a loading factor value. Reliability To measure the level of reliability of the research variables, the composite reliability of each indicator is used.

b. The second stage is to test the inner model which aims to determine whether there is an

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influence or not between the variables measured using the t-test from SmartPLS. Hypothesis testing by looking at the Path Coefisien calculation value in the inner model test. The hypothesis is said to be accepted if the significance value is greater than 5%).

3. Results and Discussion

Based on the results of the descriptive test on age characteristics, it can be seen that there are 14 people aged <30 years or 10.8%, 34 people or 26.2% aged 30-40 years, 48 people or 36.9% aged 41-50 years, >50 years old 34 people or 26.2%. Based on the results above, it can be concluded that employees who are the most dominant respondents are employees aged 41-50 years.

Based on the results of the descriptive test on the characteristics of the sexes, it can be seen that the male sex is 72 people or 55.4% and the female sex is 58 people or 44.6%, thus it can be concluded that the employees who are the respondents are more male than the employees Woman.

Based on the results of the descriptive test on educational characteristics, it can be seen that there are 8 high school/high school education people or 6.2%, 5 people or 3.8% Diploma, 75 people or 57.7% Bachelor/S1, and 42 people or 32.3% Postgraduate. From the information above, it can be concluded that the employees who became the most respondents were Bachelor/S1 education.

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</table>

Source: SEM-PLS test

Figure 1. Hypothesis Testing

Discussion

a. Influence environment Work physique influential And significant to performance PT Sinar Jaya employees

Based on results test path coefficient on hypothesis first (H1) shows mark t statistics of 1,374 with sig. 0.170 > 0.5, then hypothesis on study This No proven it means environment Work physique No influential And No significant to performance employee. The physical work environment affects employee performance [10].
Work environment partially has a positive and significant effect on employee performance [11]. But indirectly the work environment is needed to influence in order to improve the performance of employees at PT. Sinar Jaya, then management needs to provide more fun and create a more conducive work environment.

b. Influence personality influential And significant to performance PT Sinar Jaya employees

Based on results test path coefficient on hypothesis first (H2) shows mark t statistics of 21,120 with sig . 0.000 < 0.5, then hypothesis on study this proven It means personality influential and significant to performance employee. This in accordance with research conducted by [17] who said that partially personality affects employee performance and [18] also said that there is a significant positive relationship between personality and employee performance. Influence variable personality against performance employee [13]. Personality in a manner Partial influential significant to performance service employee [14].

c. Influence justice influential And significant to performance PT Sinar Jaya employees

Based on results test path coefficient on hypothesis first (H3) shows mark t statistics of 2,370 with sig. 0.018 < 0.5, then hypothesis on study this proven it means justice influential and significant to performance employee. this in accordance with study [19] stated that there is influence justice to performance employee and study [5] state that justice organization influential positive and significant to Performance employee.

4. Conclusion

The conclusion of this study states that the physical work environment has no effect and is not significant on the performance of employees of PT Sinar Jaya, personality has an influence and is significant on the performance of employees of PT Sinar Jaya and fairness has an effect and is significant on the performance of employees of PT Sinar Jaya.

For further research based on the conclusion of this study involve improving the specification of indicators for the physical work environment, considering non-physical work environment factors, incorporating other variables such as work motivation, and replicating the study across various organizations to enhance the generalizability of the findings. Additionally, expanding the scope of research to various aspects of organizational justice, including distributive justice, procedural justice, and interpersonal justice, is proposed to provide a deeper understanding of the contributions of these factors to employee performance. By implementing these suggestions, it is expected that future research can offer a more comprehensive and relevant contribution to understanding the dynamics of employee performance, especially within PT Sinar Jaya or similar organizations.

Reference


