

## **WORK ENVIRONMENT RELATIONS AND JOB PROMOTION AGAINST EMPLOYEE PERFORMANCE**

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**Abstract:** *Employee performance is an important item to support the company's success in achieving its goals. A company will easily achieve its goals if a company has employees with quality and quantity performance, but different, if in the company there are employees with unqualified performance, then it is certain that the company will experience difficulties in achieving its goals. Employee performance will increase if at work, employees get an adequate work environment and compensation in the form of promotion. This study aims to determine the relationship between work environment and job promotion on employee performance at a PT in Brebes Regency. Population of data used in this research process is private university in kendal, amounting to 50. Questions in this questionnaire are closely related to the work environment and promotion from the perspective of employee performance perceptions. This study explains results that work environment has a relationship that does not affect employee performance improvement and job promotion has a relationship that has an influence on improving employee performance.*

**Keywords:** *work environment, job promotion, employee*

### **1. Introduction**

In a difficult era and a lot of competition in the business world, both in the form of products and services, many companies or agencies make innovations to attract the market and maintain consumer loyalty. Usually every company or agency will make innovations to the product or service quality provided to consumers to maintain customer loyalty. But in addition to product innovation and service quality, there are several supporting things that need to be considered, namely employees in the company or agency, employees are an important part of the company system as creators of quality products or services to obtain company goals or profits.

In forming qualified employees or in other words employee performance. Employee performance is a quality and quantity achievement achieved by an employee (Mangkunegara & Prabu, 2009). Quality employee performance needs to be supported by facilities and rewards, where the facility in question is a comfortable and safe work environment that is able to provide positive energy to employees.

The work environment is the tools or facilities that exist around someone who works, including work operational standards for both individuals and groups (Diana, 2015). The work environment is the entire area where employees do their daily work. In addition to other supporting facilities, namely rewards, rewards do not have to be in the form of material money, rewards can be in the form of promotions or promotions, with the aim of being additional enthusiasm for employees in devoting themselves to the agency or company.

Promotion is an increase in the level of an employee's position if the employee has met the requirements according to the company manager's standards. Promotion is a change in the

position of an employee accompanied by greater responsibilities and rights (Simamora, 2016). A promotion can also be called a promotion which means an employee accepts greater responsibility and power than before (Martina, 2017). The two things that support employee performance are expected to create quality employee performance to make it easier for companies or agencies to achieve goals or profits.

From the description of the background above, the formulation of the problem is formulated as follows: (1) how is the relationship between the work environment and employee performance? (2) how is the relationship between promotion and employee performance? (3) how is the relationship between work environment and job promotion on employee performance? This study generally aims to construct a model that can explain the relationship between work environment and job promotion on employee performance.

## 2. Literature Review

The work environment is the things that are around the workers who are able to have an influence on the workers while carrying out their duties (Sunyoto, 2012). According to Diana (2015) that there are two types of work environment, namely a form of work environment that has a direct relationship with employees as a complement to employee performance which includes chairs, tables, temperature levels, humidity levels, air circulation processes, lighting systems, noise sources, aromas. bad taste, color and so on.

Promotion is a change in an employee's position accompanied by duties, greater responsibilities and rights and greater income (Dhermawan, et al., 2012). Employee performance is the achievement of employee work in accordance with company regulations. According to Siagian (2008) employee performance is the level of quality of employees both in achieving company goals and in establishing relationships with fellow employees. The physical and non-physical work environment that is seriously considered by the company will be able to increase the level of quality of employee performance (Dewi & Amin, 2016).

Research by Dhermawan, et al., (2012) obtained the results of the analysis of the impact of the work environment on employee performance having a significant positive impact. This means that the quality or not of the employee's performance is influenced by the level of quality of the work environment. Research conducted by Septiani found that promotions carried out openly on the basis of employee performance were proven to be able to form a maximum quality level of employee performance (Septiani, 2015).

Syahputra & Jufrizen's research found that promotions based on employee tenure were not proven to be able to improve employee performance compared to the process of promotion based on employee loyalty (Syahputra & Jufrizen, 2019). Dewi and Amin's research (2016) also obtained the results that by holding a job promotion program it would improve employee performance, the role of promotion as a booster or additional encouragement to employees.

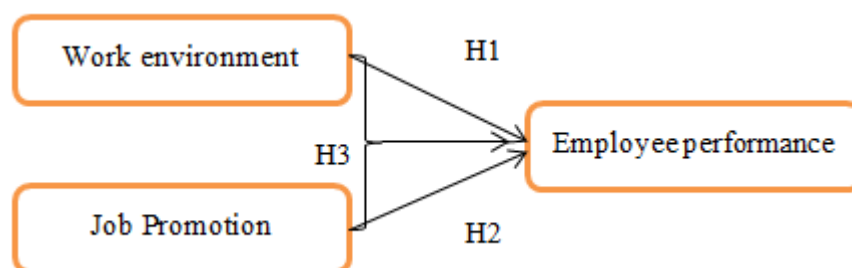


Figure 1.  
Hypothesis Framework

Hypothesis :

H1: It is suspected that the work environment has a relationship that can improve employee performance

H2: It is suspected that promotion has a relationship that can improve employee performance

H3: It is suspected that the work environment and promotion have a relationship in improving employee performance.

### 3. Research Methods

This research was compiled using a quantitative descriptive method, which is based on facts that occurred in the company. Through data analysis the average relationship between variables. Researchers will process data from the results of questionnaire answers using the SPSS 22 application. This research was conducted at a private university in Kendal. The primary data used is the respondent's responses from the list of questions given by the researcher via the googleform link to the university employees concerned, while the secondary data are scientific articles and research journals that contain supporting and refusing tori of this research. In this case study, the researcher deliberately did not mention the name of the university clearly due to the privacy of the university concerned. This research is structured with quantitative descriptive method to examine the relationship of work environment and promotion to employee performance.

### 4. Results and Discussion

#### 4.1. Respondent Characteristics

This research was conducted with 100 respondents from employees with 91.3% female employees, and 8.7% male employees.

#### 4.2. Validity and Reliability test results

Below are the results of the validity and reliability tests for each variable:

Table 1.

Validity and Reliability Test Results

Variable	Indicator	Validity Results	Information	Reliability Results	Information
Work environment	A1	0,768	Valid	0,838	Reliabel
	A2	0,799	Valid		
	A3	0,787	Valid		
	A4	0,860	Valid		
	A5	0,680	Valid		
Job Promotion	B1	0,974	Valid	0,927	Reliabel
	B2	0,914	Valid		
	B3	0,893	Valid		
	B4	0,871	Valid		
Employee performance	C1	0,803	Valid	0,938	Reliabel
	C2	0,865	Valid		
	C3	0,866	Valid		
	C4	0,932	Valid		

Source: Data processing results, 2021

The results of the validity of each variable and its indicators have a value of  $> 0.195$  ( $r_{table}$  value N100 with a risk level of 5%) which means that each variable is declared valid. And the reliability value of each variable  $> 0.6$  which means reliable.

### 4.3. Classic assumption test

#### 4.3.1. Normality test

In the normality test, the researcher wants to know whether the environmental variables and promotions have a normal distribution or not as a first step to continue the next tests

Table 2. Normality test results

		Non-Standard Residual
N		50
Normal Parameters <sup>a,b</sup>	Score	,0000000
	Std. Deviation	1,19800412
The Most Extreme Difference	Absolute	,084
	Positive	,084
	Negative	-,081
Statistic test		,084
Asymp. Sig. (2-tailed)		,079 <sup>c</sup>

Source: Data processing results, 2021

In the normality test, it can be seen that the significant value is 0.79 more than 0.5, which means that the work environment and promotion variables have a normal distribution, and researchers can continue further tests.

#### 4.3.2. Multicollinearity Test Results

Below are the results of the second assumption test to determine whether each variable has multicollinearity:

Table 3. Multicollinearity test results

Model	Coefficients <sup>a</sup>						
	No Standard Coefficient		Standard Coefficient	t	Sig.	Collinearity statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	3,404	1,599		2,129	,036		
Work environment	,247	,140	,167	1,766	,081	,314	3,188
Job Promotion	1,015	,135	,709	7,496	,000	,314	3,188

a. Dependent Variable: Employee performance

Source: Data processing results, 2021

In the test above, it can be seen that the variables X1, X2 do not have a level of collinearity with respect to the Y variable, as evidenced by the VIF value which is less than 10.

#### 4.3.3. Heteroscedasticity Test Results

The results of the third assumption test conducted by researchers to determine whether the variables X1, X2 have a heteroscedasticity relationship to the Y variable:

Table 4. Heteroscedasticity test results

Model		Coefficients <sup>a</sup>				
		Nonstandard Coefficient		Coefficient Standard	T	Sig.
		B	Std. Error	Beta		
1	(constant)	2,092	1,051		1,990	,049
	Work environment	,116	,092	,224	1,261	,210
	Job Promotion	-,176	,089	-,351	-1,980	,051

Source: Data processing results, 2021

From the test results above, it can be seen that the variables X1 and X2 do not occur heteroscedasticity to Y because the sig value is more than 0.5.

#### 4.4. Hypothesis Test Results

The researcher's hypothesis test uses the method of the average relationship between the variables to prove the presumptions put forward by the researcher.

Table 5. Multiple regression analysis test results (t test)

Model		Coefficients <sup>a</sup>				
		Nonstandard Coefficient		Coefficient Standard	T	Sig.
		B	Std. Error	Beta		
1	(constant)	3,404	1,599		2,129	,036
	Work environment	,247	,140	,167	1,766	,081
	Job Promotion	1,015	,135	,709	7,496	,000

a. Dependent variable: Employee Performance

Source: Data processing results, 2021

In testing the first hypothesis, the work environment variable has no relationship that can affect employee performance because the Sig value is more than 0.05 and the  $t_{table}$  value of 1.766 has a slight difference from the normal  $t_{table}$  value of 1.66071.

In testing the second hypothesis, the promotion variable has a relationship that can affect employee performance because the Sig value is less than 0.05 and the  $t_{table}$  value is 7.496 more than the normal  $t_{table}$  value is 1.66071.

Table 6. Multiple regression analysis test results (F test)

Model		ANOVA <sup>a</sup>				
		Number of Boxes	Df	Mean Square	F	Sig.
1	Regression	1094,875	2	547,437	129,476	,000 <sup>b</sup>
	Residual	410,125	97	4,228		
	Total	1505,000	99			

Source: Data processing results, 2021

Testing the third hypothesis that the relationship between variables X1, X2 and Y has a mutually influential relationship, evidenced by the F value > 2, 70 and the Sig value < 0,5.

Table 7. R –Square  
Model Summary

Model	R	R Square	R Square yang disesuaikan	Std. Perkiraan Kesalahan
1	,853 <sup>a</sup>	,727	,722	2,056

a. prediktor: (konstan), Promosi Jabatan, Lingkungan Kerja

Source: Data processing results, 2021

The magnitude of the relationship between the variables X1, X2 to Y is 72.7%.

#### 4.5. Discussion

##### **Relationship between work environment and promotion**

The work environment has a relationship that does not affect employee performance improvement, because it is seen from the hypothesis test that it has a Sig value of more than 0.5, this is not in line with research conducted by Anak Agung Ngurah Bagus Dermaawan.

##### **Relationship promotion to employee performance**

Promotion has a relationship that affects employee performance improvement, as evidenced by the Sig value which is less than 0.5. This is in line with research published in the EMBA Journal.

##### **Relationship between work environment and job promotion on employee performance**

The two independent variables have a relationship that can affect employee performance improvement as evidenced by the Sig value of less than 0.5. This is in line with research conducted by Kristin Kusuma Dewi.

#### 5. Conclusions and Suggestions

##### 5.1. Conclusions

Based on the results of the data description, it can be concluded that: (1) the work environment has no relationship in increasing employees, (2) direct promotions have a positive relationship in improving employee performance, (3) the work environment and job promotion are two things that need to be improved. combine and need to be considered in improving employee performance.

##### 5.2. Suggestions

From the conclusions, it can be found several suggestions that need to be considered for someone with an interest in this matter: (1) If you want to have employees with satisfactory performance, then the company or individual must pay attention to the process or flow of job promotion, (2) Even though the work environment has a positive relationship indirect influence, but the work environment is an important part of supporting employee performance. So the work environment must still be considered, (3) the importance of combining the work environment and promotions as an effort to increase employee performance effectively and efficiently.

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