The Impact of Working Environment, Work Stress, and Competency toward Employee Performance

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Abstract

The decreasing performance of employee affects the company's profit in PT Gold Tamaco, the objective of this study is to analyze the Impact of Working Environment, Work Stress and Competency toward Employee Performance in PT. Gold Tomaco.Based on the study objective, the hypotheses of this study are: 1. Working environment influences employee performance 2. Work stress influences employee performance 3. Competency influences employee performance. This study design is descriptive by using the qualitative and quantitative method approach through survey approach. The sampling measurement is 120 respondents of PT. Cold Temaco, sampling method uses incidental sampling . Analysis method used is descriptive statistics by using SPSS software and double regression. This study result is based on descriptive analysis to variables used, positive and negative. The analysis result based on SPSS with double regression to hypothesis based on the 3 hypotheses emphirical data is proved as: 1. Working environment significantly influences employee performance 2. Work stress significantly influences employee performance 3. Competency significantly influences employee performance.

Keyword: Working Environment, work Stress, Competency , Employee Performance

Introduction

The tight competition in the milenial era where everything changes rapidly causes company must always try to adapt to the condition. Inter-companycompetition forces the company works effectively and efficiently (Porter,2008). The advanced company that will become the winner can be seen from its financial performance such as profit gained (Martin et.al., 2004). PT Gold Temacoruns a gold mining located in inland Kalimantan. In facing the competition, it must try to maximize the rpofit by doing efficiency and effectively in any fields according to Bevan (2012) employee performance influences company profit. Employee is the asset of a company (Simamora,1997). The evaluation result of Key Performanceemployee perfomance indicator is still low that is below the budget. The budget given to working unit on the field has not been achieved yet that it becomes the responsibility and duty of the unit itself. Employee performance affects the production result that is not maximum. Therefore, the sales of the previous years decreased and the profit expected was beyond the expectation. The low employee performance is caused by a bad working environment in the remote area, surrounded by heavy machinery, away from the family so that the employees had less motivation in their job. The old employees are the employees with longer working period and low education level and have many experiences with high income. The newer employees with mining bachelor degree have low income different with the old employees. Based on the pre-research, the title of this study is "The Impact of Working Environment, Work Stress and Competition toward Employee Performance of PT Gold Temaco."

Identification and Study Framework :

1. Is there any influence on theworking environment to employee performance of PT. Cold Tomaco
2. Is there any influence on thework stress to employee performance of PT. Cold Tomaco
3. Is there any influence on theCompetencyto employee performance of PT. Cold Tomaco

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Literature:

Employee performance :

Employee performance is something that potentially helps an organization to achieve its goal. According to Dessler (2011), performance is an important consideration for the workers and for those who potentially can help achieving the company's goal. The employee performance indicator used in this study is the individual quality, group quality, working condition, inter-worker relation and training (Schemerchorn, 1989; Muchinsky, 2003).

Working environment :

Working environment is an internal and external environment condition that influences the working spirit and it is a result of work final result (Nitisimito,2001). According to Sedarmayati (2003), working environment is a condition where the employees work in an ideal atmosphere or environment with a good security, health and place. Working environment indicators used in this research are cleanliness, water, lamps, security, (Nitisemeto,2001); ventilation, noise (Humpiries,2005; Becker, 1981) and a good place (Sedarmayati, 2003)

Work stress :

Work stress is an odd reaction of the body to pressure given so that stress relates to work (Poltak, 2016).The work stress indicators used in this research are infrastructure, facilities, competency identification, risk hadling and work safety management system (Poltak, 2016).

Competency :

Competency is an ability to perform a duty based on the skills and knowledge that is supported by work attitude expected by the work (Wibowo, 2011). Competency according to SpencerandSutrisno (2011) a person's characteristics relates to his performance effectivity in his job. Competency indicators used in this research are experience, knowledge, comprehension, skill, value, attitude and interest (Gordon,2011).

Hypotheses

The influence on   Working Environment to Employee Performance
H1 : There is positive influence on working environment to employee performance Tomaco
The influence on WorkStress to Employee Performance
H1 : There is positive influence on work stress to employee performance Tomaco
The influence on Competency to EmployeePerformance
H1 : There is positive influence on Competency to employee performance Tomaco

Study Consept:

In accordance with study context, study conceptual model then being that are The Impact of Working Environment, work Stress, and Competency toward Employee Performance PT Gold Temaco.

Fiture1. **Research Concept Model**
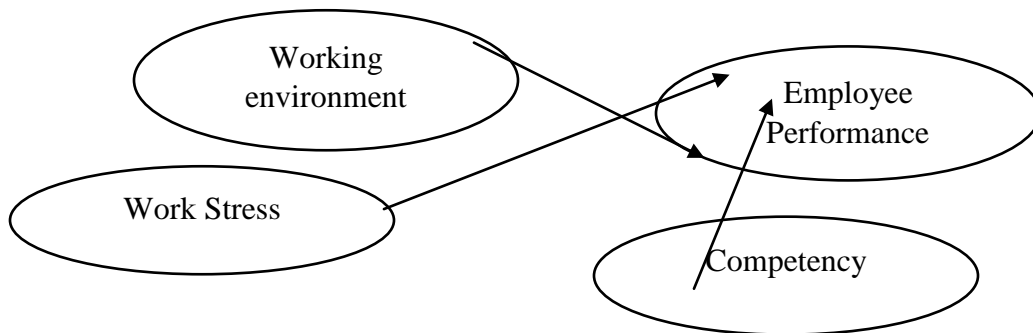
Study Methodology:

The design of this study is verificative and descriptive through by qualitative and quantitative methods with a surey approach. Data collectingtehniques using a questioner using a Linker scale1-5 that is 1= stronglyagree , 2 = agree, 3 = enough, 4 = disagree and 5 = strongly disagree .The samples used 120 respondens, who are employess of PT Cold Temaco in Kalimantan, Indonesia. Sampling technique with random sample (Sugiono , 2009). The analysis tool that is used to describes the study variables that use descriptive statistic is average and percentage statistics, and for the influence analysis between variables uses SPSS version 22 with multiple regression ((Santoso, 2010 ; Wijaya 2009).

Study Result and Computer Output:

a. Descriptive Analysis :

The average study result of the respondents toward variables used evaluates that working environment, working stress, problematic employee performance and competency has good result.

b. Inter-variable Influence Analysis :

The computer output result toward hypotheses test related to the impact of product differentiation, promotion and consumer behavior to customer satisfaction can be seen in **Table 1**and **Table 2**.

1.Results of normality:

Tabel1. Significant normality of data

		Performance	LingkunganKerja	Stress Kerja	Kompentensi
N		115	115	115	115
Normal	Mean	66.47	80.81	77.11	68.33
Parameter	Std.Deviation	13.124	15.771	15.665	13.121
Most Exreme	Absolute	0.083	0.071	0.077	0.065
Diffrences	Positive	0.059	0.035	0.059	0.43
	Negative	-0.083	-0.071	-0.077	-0.065
Test Statistic		0,083	0.071	0.077	0.065
Asymp. Sig.	(2-tailed)	.150	.150	.150	.150

Sources: Computer output 2018

Employee performance variable (Y) Sig.Count 0,150>Sig.Critical0,05, Working environment variable (X1) Sig.Count0,150 >Sig.Critical0,05 , Work stress variable (X 2) Sig.Count 0,150 >Sig.Critical0,05, and Competency variable (X3) Sig.Count0,150 >Sig.Critical0,05.It is concluded that those four variables have data normal distributed **Table 1. --**

2. Test for variance homogenity:

Tabel2. Testvarians(F) and a significanttest.Homogeneity ofdata Y and X1
Employee performance

Levene Statistic	df1	df2	Sig.
1.678	11	67	.080

F.Count0,678 >F.Critical 1,869 andSig.Count0,678 >Sig.Critical 0, 05 which mean the variant of employee performance (Y) on working environment (X1) ishomogenous**Table 2. --**

Tabel 3. Test varians(F) and a significanttest .Homogeneityofdata Y and X2
Employee performance

Levene Statistic	df1	df2	Sig.
1.779	11	67	.422

F.Count0,779 >F.Critical 1,869 andSig.Count0,422 >Sig.Critical 0, 05 which mean the variant of employee performance (Y) on wowrk stress(X3) ishomogenous**Table 3.**

Table 4. Test varians(F) and a significanttest .Homogeneityofdata Y and X3

Employee performance

Levene Statistic	df1	df2	Sig.
2.001	11	67	.113

F.Hitung2,001 >F.Kritis 1,869 dan Sig.Hitung0,113 >Sig.Kritis0,05 iniberartivarianskinerjakaryawanataskompetensihomogen, pada **Tabel 4.**F.Count2.001>F.Critical 1,869 andSig.Count0,113>Sig.Critical 0, 05 which mean the variant of employee performance (Y) on compentency(X3) ishomogenous**Table4.**

3.Hypothesis test :

a. Influence between work invironment (X1)and employee performance (Y)on **Table 5.**

Table 5. Test the correlation coefficient

R	R Sguare	Adjusted R Square	Std.Error of the Estimate
.907	.883	.820	4.333

Independent variable: Work Environment

Determination coeeficient (rxy) about .883= 88,3% means the employee performance variable (Y) can be determined by its working environment (X1) and the remaining 11, 7 % is determined by other variable that cannot be explained in this research. **Table 5.**

Table 6.Simple regression equation test X1 and Y Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
X1	(Constant)	.817	.084	.752	23.112	.000
	Working environment	4.231	2.055		1.983	.697

a Dependent Variable :Employee performance

The impact between working environment (X1) and employee performance (Y) is shown in linear regression equation Y = 4,2 + 0,817 X1 in **Table 6.**T test seen in **Table 6**and**Table 7**where t-count 1. 983 > t- table (120: 1:199) (1.288). Therefore, the equation is very significant.

Table 7. Meaning of regression equation test Y = 4,2 + 0,817 X1

	Sum of Squeres	df	Mean Squers	F	Sig.
Regression	14322.397	1	14322.397	442.342	.000
Residual	3511.877	119	27.581		
Total	17834.274	120			

The independent variable is X1

Table 8. Liner regression test equations Y = 4,2 + 0,817 X1

			Sum of Squers	df	Means Squers	F	Sig.
Y*X1	Between Groups	(Combined)	13182.053	55	319.163	11.037	.000
		Liniearity	14322.397	1	14322.397	545.823	.000
		Deviation from Liniarity	1480.346	54	27.748	5.943	.939
Within Groups			2031.531	74	33.786		
Total			17834.274	119			

Regression linearity shows that f-count 5,943>f-critical, (120:1:119) (4.016) as seen in **Table 8.**

Based on both tests, it can be concluded that influence shown by regression equation Y = 4,2 + 0,817 X1, means linear, so every increment 1 score of working environment (X1) will influence the increment of employee performance (Y) in contanta 0.817.Statistics relation of working enviroment (X1)with employee performance (Y) is shown by positive coefficient (rxy =0,907) in **Table 5.** t- Count test 1. 983 > t- table (120: 1:199) (1.288) and fcount test 5.943>fcritical,   (120:1:119) (4.016), mean valuable and significant. Therefore, corelation (rxy) means valuable and significant. Based on both tests it can be concluded that the relation between working environment (X1) and employee performance (Y) is positive which mean significant and really strong. If the working environment variable (X1) increases, the employee performance variable (Y) will also increase. In contrary, if the working environment variable (X1) decreases, the employee performance will decrease, too (Y).Partial corelation between working environment (X1) with employee performance (Y) is 0,817 in **Table 5** and if it is controlled by working environment (X1) and has partial corelation of 0, 939 in **Table 8**. The value shows the relation between working environment (X1) with employee performance (Y) increases 0,122, if controlled by working environment variable (X1).

b. Influence between work stress (X2) and employee performance (Y) on**Table9.**

Table 9. Test the correlation coefficient

R	R Sguare	Adjusted R Square	Std.Error of the Estimate
.708	.737	.115	13.764

Independent variable : Work Stress

Determination coeeficient (rxy 2) about .737= 23,7% means the employee performance variable (Y) can be determined by its work stress (X2) and the remaining 26,3 % is determined by other variable that cannot be explained in this research.**Table 9.**

Table 10. Simple regression equation test X2 and Y
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
X2	(Constant)	.412	.067	.498	12.331	.000
	Work stress	52.345	7.0564		5.800	.000

a Dependent Variable :Work stress

The impact between work stresss(X2) and employee performance (Y) is shown in linear regression equation Y = 52,3 + 0,412 X2in **Table10.**T test seen in **Table 10**and**Table 11**where t-count 5.800 > t- table (120 : 1:199) (1.288) . Therefore, the equation is very significant.

Table11. Meaning of regression equation test Y = 52,345 + 0,412 X2

	Sum of Squeres	df	Mean Squers	F	Sig.
Regression	3245.113	1	3245.113	16.993	.000
Residual	14409.161	119	143.576		
Total	17834.274	120			

The independent variable is X2

Table12.   Liner regression test equationsY = 52,3 + 0,412 X2

			Sum of Squers	df	Means Squers	F	Sig.
Y*X2	Between	(Combined)	7902.765	11	159.252	2.389	.233
	Groups	Liniearity	3245.113	1	3245.113	16.871	.000
		Deviation from Liniarity	1082.551	9	27.748	6.541	.577
Within	Groups		5603.845	198	141.976		
Total			17834.274	119			

Regression linearity shows that f-count 6.541>f-critical, (120:1:119) (4.016) as seen in **Table12.**Based on both tests, it can be concluded that influence shown by regression equation Y = 52,3 + 0,412 X2,means linear, so every increment 1 score of work stress(X2) will influence the increment of employee performance (Y) in contanta 0.412.Statistics relation of work stress (X2) with employee performance (Y) is shown by positive coefficient (rxy =0,708) in **Table9.** t- Count test5.800 > t- table (120: 1:199) (1.288) and fcount test 6.541>fcritical, (120:1:119) (4.016), mean valuable and significant. Therefore, corelation (rxy) means valuable and significant. Based on both tests it can be concluded that the relation between work stress (X2) and employee performance (Y) is positive which mean significant and really strong. If the work stress variable (X2) increases, the employee performance variable (Y) will also increase. In contrary, if the work stress variable (X2) decreases, the employee performance will decrease, too (Y).Partial corelation between work stress (X2) with employee performance (Y) is 0,412 **Table9**and if it is controlled by work stress (X2) and has partial corelation of 0, 577in**Table12**. The value shows the relation between work stress (X2) with employee performance (Y) increases 0,165 if controlled by work stress variable (X2).

c. Influence between compentency**(X3)**and employee performance **(Y)**on **Table 13.**

Table 13 .Test the correlation coefficient

R	R Sguare	Adjusted R Square	Std.Error of the Estimate
.938	.889	.088	13.685

Independent variable :Competency

Determination coeeficient (rxy) about .889= 88,9 % means the employee performance variable (Y) can be determined by its competency(X3) and the remaining 11,1 % is determined by other variable that cannot be explained in this research. **Table 13.**

Table 14 . Simple regression equation test X3 and YCoefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
X3	(Constant)	.321	.094	.266	3.326	.005
	Compentency	51.081	7.999		8.956	.000

 A Dependent Variable :Employee performance

The impact between competency(X3) and employee performance (Y) is shown in linear regression equation Y = 51,081 + 0,321 X3in **Table14 .**T test seen in **Table 14**and**Table 15**where t-count 8.956> t- table (120: 1:199) (1.288). Therefore, the equation is very significant.

Table 15. Meaning of regression equation test   Y = 51,08 + 0,321 X3

	Sum of Squeres	df	Mean Squers	F	Sig.
Regression	1336.972	1	1336.972	9.821	.005
Residual	16497.302	119	141.873		
Total	17834.274	120			

 The independent varable is X3

Table16. Liner regression test equations Y = 51,08 + 0,321 X3

			Sum of Squers	df	Means Squers		F	Sig.
Y*X3	Between Groups	(Combined)	9111.003	11	221.073		11.037	.041
		Liniearity	1336.972	1	1336.972	27.748	545.823	.007
		Deviation from Liniarity	7557.249	9			4.943	.090
Within	Groups		8940.053	198	98.664			
Total			17834.274	119				

Regression linearity shows that f-count 4.943>f-critical, (120:1:119) (4.016) as seen in **Table12.**Based on both tests, it can be concluded that influence shown by regression equation Y = 51,08 + 0,321 X3, means linear, so every increment 1 score of competency (X3) will influence the increment of employee performance (Y) in contanta 0.321.Statistics relation of competency (X3) with employee performance (Y) is shown by positive coefficient (rxy=0,938) in **Table13.** t- Count test8.956> t- table (120: 1:199) (1.288) and f-count test4.943>f-critical, (120:1:119) (4.016), mean valuable and significant. Therefore, corelation (rxy) means valuable and significant. Based on both tests it can be concluded that the relation between competency(X3) and employee performance (Y) is positive which mean significant and really strong. If the competency(X3) increases, the employee performance variable (Y) will also increase. In contrary, if the competency variable (X3) decreases, the employee performance will decrease, too (Y).Partial corelation between competency(X3) with employee performance (Y) is 0,321 in **Table 5**and if it is controlled by competency(X3) and has partial corelation of 0, 090 in**Table16**. The value shows the relation between competency(X3) with employee performance (Y) increases - 0,231, if controlled by competency variable (X3).

Discussion

This study result shows the relation between working environment with employee performance is positive, significant and very strong, If the working environment variable increases, the employee performance variable will also increase. In contrary, if the working environment variable decreases, the employee performance will decrease, too. A good working environment will be able to increase the performance of the employees, increase the production, and company income. This study shows that working environment significantly influences employee performance and supports the previous study by Carnevale (1992) that stated working environment physically influences employee performance; Chandrasekar (2011) working environment and others influence employee performance; Yusuf andMetiboba (2012) working environment and employee performance. This study shows that the relation between work stress variable and employee performance is positive, significant and very strong, if the work stress variable decreases, the employee performance variable will increase. In contrary, if the work stress increases, the employee performance will decrease. Low work stress will increase the motivation of the employees and their performance to be innovative.

This study shows the result that stress significantly influences employee performance and supports the previous study by Meneze (2005) the impact of work stress and training stress influence employee performance; Hon et.al. (2012) overworked and work stress influence employee performance. The study result shows that the relation between competency and employee performance variable is positive, significant and very strong, if competency variable increases, employee performance will also increase. On the other hand, if competency variable decreases, employee performance will also decrease. The increment of competency will increase employee performance and they will work harder and more enthusiatic. This study result shows that competency significantly influences employee performance. This study supports the previous study by Ashcraft (2001) that competency influences employee performance.

Result Research

Descriptive study result shows the reaction of the respondents that there are still some problematic variables that need to be repaired.

1. Problematic working environment and items need to be fixed are working spirit, security, health, cleanliness, water, lamp and noise.
2. Problematic work stress and items need to be fixed are facilities and infrastructures, competency identification and risk handling.
3. Problematic employee performance and item need to be fixed is training.

a. **Conclusion**

The conclusion of this study result is hypotheses test based on three emphirical data is proved to be significant.

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