

CHAPTER I

INTRODUCTION

1.1. Background of the Study

The development company is increasing, both in terms of business and technology. So that more and more competition in the market. Looking at the more advanced companies, of course, the company must have experts who are ready to work to build the company. Experts or commonly referred to as human resources should have a special skill, because every company there is a few posts that fit his skills.

Work environment as factors that are about the company, a lot of influence on the performance of the company. Working environment around the company has not considered, so the company looks to have a good environment. Fixing the face of the company can be made in advance with the working environment of employees, so that employees will further increase productivity, and the face of the company will be better than before.

Burke, Borucki, and Hurley in Ram, Bhargavi and Prabhakar (2011: 122) showed that employee's perceptions of their work environment could be modeled in terms of two factors: a concern for employees and a concern for customers. In this study the use of perception is the perception of the employees about the company's concern to its employees. According to Frame in Mahamuda (2011: 115) work conditions are defined as an

employee's work place, work instruments, the work itself, organization policy, and organizational rules.

Peter and Waterman's in Shahzad et al. (2013: 56) supposed that culture is the key to the success of organization. While Moorhead and Griffin in Shahzad et al. (2013: 56-57) states, in many business journals and in business articles, published 57 periodically claimed that culture was fundamental to the organizational success, and it was recommended for the managers, should deal with his work by following their organizational culture, which help to rise in the growth of organization.

According to Hellriegel et al. in Saasongu and Ngutor (2004: 1) corporate culture is therefore equated with the personality of the organization, depicting employee behaviour even when they are not instructed on what to do. According to Saasongu and Ngutor (2004: 2) corporate culture is pervasive and powerful as it either encourages or hampers change in the organization. For employees, corporate culture is either the glue that binds employees to the organization or the wind that blows them away.

Lack of attention to the work environment and corporate culture at this time showed weakness of control and the management company. The weakness is shown in terms of supervision, which the company just focusing on the work of the company, regardless of the two. Instability of the company must be quickly addressed, either by changing the control and management of the company as well as improve the working environment and working culture within the company.

In managing an organization's human resources needed to have a professional work ethic, which is a set of positive work behaviors that are rooted in a strong awareness, beliefs fundamental, along with a total commitment to the work integral paradigm. Corporate culture and work environment as things that need to be implemented for each company, culture is considered as the most important factor.

According to Baird (1986: 3) performance is an action, not an event. Performance is action composed of many components, not a result that happens at one point in time. Performance management is a continuous process of working with people to accomplish desired results.

Performance of employee in the company needs to be considered for any company. The existence of corporate responsibility towards employee will improve their performance, companies need to create a conducive working atmosphere, comfortable working environment, good corporate culture, it is considered should be owned by each company.

Based on the background of the problem, influenced by the work performance of employees and corporate culture environment will be discussed and studied in depth in the present study. Because the performance of employees will be increased or decreased even if there are factors that influence it. This is the underlying writer to conduct research on **“Work Environment and Corporate Culture Influence on the Performance of Employees of PT. Tiga Serangkai Pustaka Mandiri”**.

1.2. Limitation of Problems

The limitations issue in this study is as follows:

1. Performance of the Employees: This study, the researcher intends to discuss the performance of the employees within the scope of the company's work alone.
2. Work Environment: The situation in the corporate work environment.
3. Corporate Culture: Culture which has been retained by the company.

1.3. Problem Statements

Based on the restriction of the problems above, can be formulated regarding the problem statements that exist in this study are:

1. Is there a positive contribution the work environment on employee performance?
2. Is there a positive contribution the corporate culture to performance of the employees?
3. Is there a positive contribution the work environment and corporate culture on employee performance?

1.4. Objective of the Research

The purpose of this study is:

1. To determine the influence of the work environment on the performance of employees in the company.

2. To determine the influence of corporate culture on the performance of employees in the company.
3. To determine the influence of the working environment and corporate culture on the performance of employees in the company.

1.5. Contribution of the Research

In this study is intended to provide benefits, including:

1. Benefits to academics, can be used as a reference as well as enrich the application of the concept.
2. Benefits for researchers, provide a basis for further research on the work environment and corporate culture to make an impact on employee performance.
3. Benefits for practitioners, is expected to provide input to the company who still have problems in the system as well as the management company, to pay attention to the working environment and work culture of the company.