

**WORK ENVIRONMENT AND CORPORATE CULTURE
INFLUENCE ON THE PERFORMANCE OF EMPLOYEES**

MANUSCRIPT PUBLICATION



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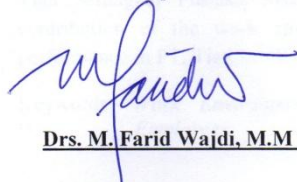
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MANUSCRIPT PUBLICATION

WORK ENVIRONMENT AND CORPORATE CULTURE INFLUENCE ON THE PERFORMANCE OF EMPLOYEES

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Abstract

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. This research is quantitative, by taking samples at PT. Tiga Serangkai Pustaka Mandiri, Surakarta, Indonesia. The study population and sample as many as 268 employees were taken by 100 employees. Data collection techniques used in this research is to use the questionnaire. The data analysis technique used is multiple linear regression analysis. The results obtained showed that: 1) There is a positive and significant contribution from the company's work environment on employee performance in PT. Tiga Serangkai Pustaka Mandiri; 2) There is a positive and significant contribution of the corporate culture on employee performance in PT. Tiga Serangkai Pustaka Mandiri; 3) There is a positive and significant contribution of the work environment and corporate culture on employee performance in PT. Tiga Serangkai Pustaka Mandiri.

Keywords: *Work Environment, Corporate Culture, and Performance of Employees.*

Introduction

The adult industry century and growing, the company increased development in terms of both business and technology. So that more and more competitive in the global market. Looking at a more advanced enterprise of course the company should have experts who are ready to work to build the company.

Experts must have specific expertise in performance, because each company must be a place that suits their expertise.

Work environment as one of the factors that affect the performance of the employee. so that the working environment around the company need to be considered for each company, so the company will 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.

According to Arnold and Feldman in Mahamuda (2011: 116) shows that factors such as temperature, lighting, ventilation, hygiene, noise, working hours, and resources are all part of working conditions. So that factor as well as an indicator of this research. Indicators are used as a measurement of the working environment in the company concerned, the existence of such measurements is known that the working environment in the PT. Tiga Serangkai Pustaka Mandiri has the advantage inside.

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 Denison and Misra in Darsana, (2013: 36), which states, that the culture measurement company / organization uses four indicators as follows: involvement, consistency, adaptability, and mission.

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.

The performance of employees in large companies such as PT. Tiga Serangkai Pustaka Mandiri to consider in improving the quality of its production. The presence of corporate responsibility towards employees will improve their performance; companies need to create a working environment conducive, comfortable, and good corporate culture in terms of the history of the company. It is considered to be owned by any company of national and international class.

According to Mc Nesse in Darsana (2013: 38) mentions seven indicators to measure the performance of employees, namely: Quality of the work, tenacity and endurance work, discipline and attendance, cooperation among colleagues, concern for safety, responsibility for the results of his work, and initiative/creativity possessed. Based on that employee performance in PT. Tiga Serangkai Pustaka Mandiri can be seen, with the measurement of the company can also follow up on the wheels of the stability of the company. not all will go smoothly, the need for consistency and effort each individual employee and the company to achieve its goals.

This research has been hypothesized that since the beginning of the authors propose: 1) the existence of a positive and significant contribution from the company's work environment on employee performance in PT. Tiga Serangkai Pustaka Mandiri; 2) the existence of a positive and significant contribution of the corporate culture on employee performance in PT. Tiga Serangkai Pustaka Mandiri; and 3) the existence of a positive and significant contribution of the work environment and corporate culture on employee performance in PT. Tiga Serangkai Pustaka Mandiri.

The purpose of this study is expected by the researchers are: 1) To determine the influence of the working environment in the company on the performance of the employee; 2) To determine the influence of corporate culture

on employee performance; and 3) To determine the influence of the working environment and corporate culture on employee performance.

Research Methods

This study uses a quantitative approach, arguing that in this study peneliliti using regression analysis. Researchers are trying to solve the problems that are in the company, where the work environment and corporate culture can affect employee performance. Then investigated by describing the object of research by collecting data, build, analyze, and concluded.

This research was carried out by taking the location in the PT. Tiga Serangkai Pustaka Mandiri, where the company is engaged in book publishing and printing. Population in this study was employees of PT. Tiga Serangkai Pustaka Mandiri. The samples are part of the population and have the same characteristics. Determination of the number of samples from a population of 268 employees with a standard error of 10% obtained a sample of 100 employees. Sampling in this study using random sampling techniques, this method provides equal opportunity and not limited to any member of the population to be sample.

Initial testing is to test the research instrument; the researchers used a portion of the test outside the sample population, as many as 20 employees. Validity is a measure of the validity or the validity of an instrument. All questionnaire items of variable work environment, corporate culture and corporate performance worth valid, because all the items have value $r_{xy} > r_{table}$ and significance level of less than 0.05.

The second instrument is testing the reliability test. This instrument can be expressed reliable if the value of Cronbach Alpha greater than r_{table} . Based on the results of the analysis showed that the three variables has a Cronbach Alpha greater than r_{table} . Based on the validity and reliability of the company concluded, that the three questionnaires that include work environment, corporate culture and employee performance worthy to be used as a research instrument next employee.

Before performing data analysis techniques of multiple linear regressions, first have to test the assumptions of classical, classical assumption test is a

requirement before multiple linear regression analysis to determine the contribution of each variable.

Multiple linear regression analysis technique is used to determine the effect of each independent variable on the dependent variable. The test measures the multiple regression analysis as follows: 1) Multiple linear regression equation; 2) Test F or testing simultaneously (an analysis that is used to determine whether the independent variable is the work environment and corporate culture have a significant effect on the dependent variable is the employee performance); 3) T test analysis was used to calculate individually, whether the effect of independent variables on the dependent variable significantly or not [(X1 to Y), (X2 to Y)]; 4) Coefficient of determination; 5) Relative Contribution and Contribution Effective X_1 , X_2 Against Y; and 6) Summarize and conclude.

Discussion of Data Analysis

Before performing hypothesis testing data is first processed using SPSS version 20.0 for Windows. Multiple linear regression analysis was obtained as a summary as follows:

Table 1
Summary of Multiple Linear Regression Test Results

Variabel	Regression Coefficients (B)	t	Sig.
Constants	18.024		
Work Environment	0.215	2.666	0.009
Corporate Culture	0.453	4.518	0.000
R^2 (R Square) = 0.287			
$F_{count} = 19.497$			

The first test results indicate that there is a positive influence and significant contribution of the work environment on employee performance at PT. Tiga Serangkai Pustaka Mandiri. Verification results of the analysis with regression coefficient of the variable are positive working environment with value 0.215, so it can be stated that the work environment variable is positive if it is connected with the performance of the employee. Based on t test for work environment

variables obtained $t_{\text{count}} > t_{\text{table}}$, that is $2.666 > 1.985$ and significant value < 0.05 , that is 0.009. This shows that there is a significant relationship between work environment with employee performance in PT. Tiga Serangkai Pustaka Mandiri. Based on these conclusions can be stated that a good working environment the better the performance of employees, and vice versa, if the bad work environment that will degrade the performance of the employee.

The above results can be discussed in depth with the previous studies of Rabia Imran, Afsheen Fatima, Arshad Zaheer, Imran Yousaf and Iram Batool (2012) in his research entitled “How to Boost Employee Performance: Investigating the Influence of Transformational Leadership and Work Environment in a Pakistani Perspective”. Results of previous studies show that, theoretical contribution by developing a model that describes the relationship between transformational leadership, work environment and employee performance. While empirically, the relationship is examined in the manufacturing sector of the economy of Pakistan. The results showed a positive and significant effect of transformational leadership and work environment on employee performance. In addition, the working environment was also found to play a mediating role in the relationship between transformational leadership and employee performance. Implications and future research are also discussed, in order to be studied in a sustainable manner.

The second test results indicate that there is a positive influence and significant contribution of the corporate culture on employee performance at PT. Tiga Serangkai Pustaka Mandiri. Verification results of the analysis with regression coefficient of the variable are positive corporate culture with value 0.453, so it can be stated that the corporate culture variable is positive if it is connected with the performance of the employee. Based on t test for corporate culture variables obtained $t_{\text{count}} > t_{\text{table}}$, that is $4.518 > 1.985$ and significance value < 0.05 , that is 0.000. This shows that there is a significant relationship between corporate culture with employee performance in PT. Tiga Serangkai Pustaka Mandiri. Based on these conclusions can be stated that corporate culture that tends to good and has a good history is also the better performance of the employees

and vice versa, if the corporate culture is bad it will degrade the performance of the employee.

The above results can be discussed in depth with the previous studies of Made Darsana (2013) in his research entitled “The Influence of Personality and Organizational Culture on Employee Performance through Organizational Citizenship Behavior”. The study aims to determine the effect of the employee's personality and organizational culture on employee performance through the entire OCB RB Gianyar regency of Bali Province. This study uses a quantitative approach to test the hypothesis with the sampling technique proportional simple random sampling of 105 respondents who are not employees of BPR leader in Gianyar Bali, collecting the data used in this study was a questionnaire. Data were analyzed using SEM analysis. The results showed that the employee's personality and direct influence of organizational culture on employee performance as well as current research that produces positive influence of corporate culture on employee performance.

The third test results showed no significant positive contribution of the work environment and corporate culture on employee performance in PT. Triad Library Self. multiple linear regression testing is known that the value of $F_{\text{count}} > F_{\text{table}}$, ie $19.497 > 3.090$ and significance value < 0.05 , namely 0.000. This case shows the contribution of the work environment and corporate culture on employee performance. Based on these conclusions can be said that the increase in variable combinations work environment and corporate culture will be followed by an increase in employee performance, otherwise if there is a tendency of a decrease in variable combinations work environment and corporate culture will be followed by a decline in the performance of employees.

Based on the analysis above studies can be compared with previous studies of Rabia Imran, et.al (2012) and Made Darsana (2013), which attempts to examine the relationship or influence between work environment and corporate culture that contribute to employee performance. So from both researchers over a little more give presumption that improve work environment and corporate culture will be followed by an increase in the employee performance in both companies.

So also with the results obtained by the current study, shows work environment and corporate culture positive and significant effect on employee performance at PT. Tiga Serangkai Pustaka Mandiri.

Conclusion

From the analysis and discussion that has been described, can be summed up as follows: 1) There is a positive and significant contribution from the company's work environment on employee performance in PT. Tiga Serangkai Pustaka Mandiri; 2) There is a positive and significant contribution of the corporate culture on employee performance in PT. Tiga Serangkai Pustaka Mandiri; 3) There is a positive and significant contribution of the work environment and corporate culture on employee performance in PT. Tiga Serangkai Pustaka Mandiri.

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