

THE EFFECT OF THE WORK ENVIRONMENT ON THE WORK PRODUCTIVITY OF EMPLOYEES OF THE REGIONAL FINANCIAL AND ASSET MANAGEMENT AGENCY (BPKAD) OF WEST JAVA PROVINCE

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ABSTRACT

The problem studied in this study is related to the work productivity of employees at the Regional Financial and Asset Management Agency of West Java Province which is still not optimal. Based on these conditions, this study aims to find out the overview of the effectiveness of the work environment, the level of employee productivity, and analyze the influence of the work environment on the work productivity of employees at the Regional Financial and Asset Management Agency of West Java Province. The research method used is an explanatory survey method with a quantitative approach. The data collection technique was carried out through the distribution of questionnaires using the Likert scale. The research population is all BPKAD employees of West Java Province totaling 115 people, with sample determination using the Slovin formula to obtain a representative sample size. The results showed that the level of the work environment was in the category of quite high and the level of work productivity was in the moderate category. Hypothesis testing revealed that the work environment has a significant effect on work productivity.

Key words: Work Environment, Productivity, BPKAD

INTRODUCTION

Each government agency is expected to be able to manage and maximize the potential of human resources as well as possible. Human resources are the main asset of an organization and the strength gained from the ability of individuals to realize the organization's goals. The current era of globalization brings many changes in every element of human life. Such rapid changes create competition between individuals that can affect their surroundings. Some of the key factors of concern involve physical elements such as lighting, noise, and temperature, as well as design factors such as office layout, space flexibility, and technology integration, one of the crucial aspects of this change is the layout of the office, which not only serves as a workplace, but also as an element that can have a significant impact on employee productivity (Yuningsih, 2023).

In carrying out its duties and functions, the Regional Finance and Asset Management Agency (BPKAD) of West Java Province is guided by the Vision and Mission of the West Java Provincial Government, which is directly related to the main tasks and functions of BPKAD, especially the fifth mission, namely "Realizing Innovative Governance and Collaborative Leadership Between the Central, Provincial, and Regency/City Governments." The main goal of West Java Province is "The realization of smart, clean, and accountable governance innovations." One of the indicators to achieve this goal is the Bureaucratic Reform Index in the field of financial management. Therefore, to assess the progress of the organization, it can be seen from the extent of the level of work productivity owned by employees, especially those who work in the Regional Financial and Asset Management Agency of West Java Province. However, when viewed from the results of the monthly evaluation of employee attendance, it shows that the current performance of employee attendance is still not optimal. This affects the results of the achievement of the assessment of employee work targets in the past few years at BPKAD West Java Province fluctuates every year. This indicates that employee performance is still not optimal, which may be due to productivity that is not effective and efficient.

Based on data obtained from observations and pre-research questionnaires, it was found that there was a lack of employee motivation at work, which had an impact on increasing employee absenteeism rates. Work productivity can be seen from a lack of discipline in various aspects, as observed in the field, where some employees are late and some do not comply with the set working hours. This employee disobedience has an impact on their performance and affects work productivity, which ultimately does not match the set targets. This indicates that factors such as the work environment, leadership, as well as the reward system and relationships between employees still need to be improved.

Several previous researchers have shown that these factors play an important role in creating work comfort which in turn can increase the morale and work effectiveness of employees. Research conducted by Amirudin (2024) shows that 78% of employee productivity variables can be explained by the physical and non-physical environment. This includes aspects such as good lighting, adequate ventilation, and an ergonomic workspace

layout. In the context of BPKAD, improving the work environment can be a solution in optimizing productivity, that a good work environment can encourage individuals to carry out activities effectively, while a less supportive work environment can reduce employee work productivity

Therefore, the formulation of the problem in this study is "What is the description of the conducive level of the office work environment in BPKAD?", "What is the description of the level of employee productivity in BPKAD?", and "Is there an influence of the office work environment on employee productivity in BPKAD?"

Thus, this study aims to examine the description of the level of the work environment, the description of the level of productivity and the influence of the work environment on the work productivity of BPKAD employees.

LITERATURE REVIEW

1. Work Environment

Human resources management considers that employees or employees are the main assets of the organization that must be managed properly, so human resource management is more strategic for the organization in achieving the goals that have been set (Yuniarsih, 2009).

Work environment refers to a place where there are groups that work together with various supporting facilities, which aims to achieve the goals of the organization in accordance with its vision and mission (Sedarmayanti, 2011). According to Danang (2015), the work environment includes all aspects related to employees, which can affect their ability to complete the tasks assigned in the company. Wursanto in (Nabawi, 2019) defines the work environment as everything that has a significant influence on employees, both directly and indirectly, and includes physical and psychological aspects. The main goal of the work environment is to increase the work productivity of employees and the company as a whole. With a good work environment, it is hoped that employee performance can improve

Soetjipto in (Ardhianti, 2020) stated that the dimensions of the work environment consist of: Physical Work Environment including, Lighting, cleanliness, and spatial planning. Non-Physical Work Environment includes social and psychological aspects that affect performance.

According to Sedarmayanti (2011), "the non-physical work environment includes all circumstances that arise in the following situations in the workplace, both relationships with superiors and relationships with fellow colleagues and relationships with subordinates. The conditions that must be created are a family atmosphere, good communication and self-awareness". According to Sedarmayanti in Bachtiar (2024), explained that indicators that can affect the formation of the work environment are as follows: (a) Lighting (b) Air temperature (c) Noise (d) Color use (e) Required movement space (f) Work safety and (g) Employee relations.

Based on the presentation of the material above, it can be concluded that there are two types of work environments, namely physical work environments and non-physical work environments. Where the physical work environment can affect a person's performance in carrying out given tasks such as the workplace, work facilities and others. In contrast to the non-physical work environment, which includes more situations related to a work relationship in an organization.

2. Productivity

In general, labor productivity measures quality and quantity in each unit of time to achieve optimal results. According to Sutarni, (2016) productivity is how to improve goods or services as high as possible so that they can be used for resource users efficiently.

According to the Great Dictionary of the Indonesian Language (KBBI), productivity refers to the ability to produce something. Every company strives for employees to show achievements by contributing maximum work productivity.

According to Suwatno, (2019) stated that the study of various factors that affect employee work productivity is basically an effort to understand individual behavior as a human being with all its uniqueness.

Gilmore and Erich Fromm in (Sedarmayanti, 2011) to measure the level of work productivity. These indicators include constructive actions, confidence, foresight, problem-solving skills, adaptability to a dynamic environment, and positive contribution to the work environment that includes creativity and innovation.

On the other hand, there is the measurement of Work Measurement Techniques according to Barnes (1980) Work measurement techniques such as time study, work sampling, and predetermined motion time systems (PMTS) are used to measure productivity in industry. The indicators are the time it takes to complete the task, the number of outputs per hour, and the efficiency of the process. According to Spector (1997), using questionnaires to collect data on employees' perceptions of productivity and factors that affect it. Indicators: Questions about motivation, job satisfaction, and managerial support.

RESEARCH METHODS

The research method used in this study is the explanatory survey method using questionnaires to collect respondent data from a population of 160 employees. This study uses the Slovin method, which is a technique used to determine sample size in studies with large populations. This method provides an easy way to calculate the number of samples required, considering the confidence level and margin of error of 5% and finding as many as 115 samples to be studied.

The data collection instrument is in the form of a Likert scale model which is only contained in one part, namely a questionnaire to measure respondents' perception of the work environment which is presented from seven indicators including (1) lighting, (2) air temperature, (3) noise, (4) use of color, (5) required wiggle room, (6) work safety, (7) employee relations, resulting in 13 statement items. In addition, employee productivity is measured through five indicators including (1) constructive actions, (2) confidence, (3) foresight, (4) ability to overcome problems and the ability to adapt to a dynamic environment, and (5) positive contribution to the work environment which includes creativity and innovation resulting in 6 statements. Descriptive statistics use the most scores used to get an idea of the work environment and employee productivity. While verifiable statistics use simple linear regression analysis that is used to test hypotheses.

RESULTS OF RESEARCH AND DISCUSSION

1. Overview of the level of the work environment

The author uses seven indicators including (1) lighting, (2) air temperature, (3) noise, (4) color use, (5) required movement space, (6) work safety, (7) employee relations, which have been compiled into 13 statement items to measure the level of work environment based on the point of view of BPKAD employees. The recapitulation of respondents' responses to the work environment variable (X) can be seen below as follows:

Table 1. Recapitulation of Respondents' Responses to Work Environment Variables (X)

NO	Answer Tendencies	Frequency	Percentage
1	Ineffective	90	13,04%
2	Less Effective	153	22,17%
3	Neutral	256	37,10%
4	Effective	191	27,68%
5	Highly Effective	0	0,00%
TOTAL		690	100,00%

In Table 1, it can be seen that the recapitulation of respondents of work environment variables that has the highest percentage of 38.7% with the interpretation category is effective. Thus, empirically, it can be seen that the picture of the work environment at the Regional Financial and Asset Management Agency (BPKAD) is high.

2. Overview of Employee Productivity Levels

The author uses five indicators including (1) constructive action, (2) confidence, (3) foresight, (4) ability to overcome problems and ability to adapt to a dynamic environment, and (5) positive contribution to the work environment which includes creativity and innovation, which has been compiled into 6 statement items to measure the level of work productivity based on the perspective of BPKAD employees. The recapitulation of respondents' responses to variable (Y) can be seen below as follows:

Table 2. Recapitulation of Respondents' Responses to Productivity Variable (Y)

Yes	Answer Tendencies	Frequency	Presentase
1	Ineffective	26	1.7%
2	Less Effective	137	9.2%
3	Neutral	276	18.5%
4	Effective	578	38.7%
5	Highly Effective	478	32.0%
TOTAL		1495	100%

In Table 2, it can be seen that the recapitulation of the respondent variable of employee productivity has the highest percentage of 37.10% with the interpretation category being neutral. Thus, empirically, it can be seen that the picture of employee performance at the Regional Financial and Asset Management Agency (BPKAD) is moderate.

3. The Influence of Work Environment on Employee Work Productivity

In this study, the results were obtained using a statistical test through SPSS 25.0, namely normal, linear distribution data, and no symptoms of heteroscedasticity. Based on the results of the Correlation Coefficient and Determination, it can be seen that the work environment has an influence on employee productivity which can be seen from the R (Correlation value) of 0.251. The influence of the work environment on employee productivity was 25.1% which can be seen from the R Square value (Determination) while 74.9% was influenced by other variables that were not studied in this study.

In addition, the researcher continued to test the hypothesis using the t-test, it can be seen that the work environment has a positive and significant influence on employee productivity because the Sig value is 0.000 which is much smaller than the standard significance level of 0.05 ($0.000 < 0.05$). This result has a meaning that

H_0 is rejected and H_1 is accepted. The influence of the work environment on employee performance is positive with the regression equation $Y = 5.674 + 0.225 X$ which means that 25.1% of the variation in work productivity can be explained by work environment variables, while the remaining 74.9% is influenced by other factors outside this study model. Although the contribution of the work environment to work productivity is only 25.1%, this influence is still statistically significant.

RESULTS AND DISCUSSION

Normality Test

The normality test using the One-Sample Kolmogorov-Smirnov method shows that both the *Independent Variable*—Implementation of the *Merdeka Belajar* Curriculum (X)—and the *Dependent Variable*—Student Learning Outcomes (Y)—have a significance value of 0.200, which is greater than 0.05. These results indicate that the data in this study are normally distributed. Thus, the statistical assumptions for regression analysis have been met.

Heteroscedasticity Test

Based on the regression coefficients, the *Merdeka Belajar* Curriculum variable (X) has a significance value of 0.612, which is greater than 0.05. This indicates that the data are free from heteroscedasticity symptoms, meaning the variance of the residuals is constant. Consequently, the regression model can be considered reliable for explaining the relationship between the two variables.

Linearity Test

The linearity test results show that the deviation from linearity has a significance value of 0.529, exceeding 0.05. This demonstrates that the relationship between the *Merdeka Belajar* Curriculum (X) and Student Learning Outcomes (Y) is linear. Hence, the model fulfills the assumption of linearity required for regression analysis.

Simple Linear Regression Analysis

The regression analysis produces the equation $Y = 21.983 + 0.807X$, with a positive regression coefficient. This means that an increase in the implementation of the *Merdeka Belajar* Curriculum corresponds to an increase in students' learning outcomes. The positive direction of the coefficient indicates that both variables move in the same direction—when the independent variable increases, the dependent variable also tends to increase.

The correlation coefficient (R) is **0.834**, indicating a strong and positive relationship between the two variables, as it falls within the 0.70–0.90 range according to Guilford's empirical rules. Furthermore, the coefficient of determination (R^2) is **0.695**, meaning that 69.5% of the variation in student learning outcomes can be explained by the implementation of the *Merdeka Belajar* Curriculum, while the remaining 30.5% is influenced by other factors not examined in this study.

CONCLUSION

The level of conduciveness of the work environment at the Regional Financial and Asset Management Agency of West Java Province shows very conducive and effective conditions. This is reflected in the majority of respondents (70.7%) who gave a positive assessment of the work environment, with details of 38.7% rating "Effective" and 32.0% rating "Very Effective". The high conduciveness of the work environment is supported by various positive indicators, with the occupational safety indicator receiving the highest rating (54.78% effective and 33.91% very effective), although the indicators of employee relations and noise still require special attention. The productivity level of employees at the Regional Financial and Asset Management Agency of West Java Province is in the moderate category with a tendency towards positive. The results showed that the majority of respondents (37.10%) gave a neutral response, followed by 27.68% who rated it "Effective".

Based on the statistical analysis carried out, it is proven that the work environment has a positive and significant influence on employee productivity at the Regional Financial and Asset Management Agency of West Java Province. This is evidenced by the value of the Pearson correlation coefficient (r) of 0.501 with a significance level of 0.000 ($p < 0.05$), which indicates a positive and significant relationship with moderate strength. The R-Square value of 0.251 indicates that 25.1% of the variation in work productivity can be explained by work environment variables, while the remaining 74.9% is influenced by other factors outside of this study model.

Based on the results of the following research, the following are suggestions that can be submitted to BPKAD West Java Province, maintaining and improving the conduciveness of the work environment, optimizing employee productivity comprehensively, identifying and managing other productivity factors, Implementation of a continuous monitoring and evaluation system, management needs to develop a continuous monitoring and evaluation system to monitor the development of employee productivity and environmental effectiveness work. These systems can include periodic surveys, performance assessments, and feedback mechanisms that allow for early identification of productivity issues and adjustments to improvement strategies.

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