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The Influence of The Work Environment on The Performance of Adminitratorats the LKSA Malikula'la Foundation

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Work Environment; Management Performance; Working Conditions

ABSTRACT
The work environment is one of the important factors that can affect the performance of employees in an organization. A conducive work environment can increase productivity and job satisfaction, while a less supportive work environment can reduce motivation and performance. Knowing partial and simultaneous tests is the purpose of writing a study entitled The Influence of the Work Environment on the performance of Administrators at the Malikul A'la LKSA Foundation. The influence of the work environment on the performance of administrators at the LKSA Malikul a'la Foundation is the title of the research analyzed using quantitative methods with data collection techniques such as conservation and questionnaire distribution. This questionnaire was distributed to 20 people who were research samples at the LKSA Malikul a'la Foundation organization. The sampling uses a saturated sampling method. The data analysis used simple linear regression analysis. After this research process was carried out, the author found the results of the partial test showed that there was no significant influence between the work environment on management performance. While the test findings simultaneously show that the work environment has an influence on the performance of the board at the Malikul a'la LKSA Foundation.

1. Introduction

When organizations want to carry out an activity that they want to achieve, of course, they have many important factors that can affect the organization itself. The important factor in question is one of them, HR. In an entity, HR has a role. Organization of effective HR management in order to obtain the best human resources (Nugroho et al., 2014; Waiganjo et al., 2012).

Good performance is part of the evidence of well-coordinated HR as well (Alwan & Hornby, 2002; Jacob & Bajama, 2022). Management performance is an important part that must be considered for a good achievement for an organization (Kasmir, 2018; Moekijat, 2020; Sedarmayati, 2018). Given that

administrators are influenced by a positive work environment, organizations need to be aware of the leadership qualities of their administrators (Yuliza & Basri, 2018). Having high management performance, will increase even better achievement for the organization (Suseno et al., 2023; Wibowo, 2007).

The establishment of a supportive environment can provide an increase in quality human resources. According to (Sihombing & Hutahaean, 2019). An employee's social status and behavior, which can determine whether a plan succeeds or fails, is influenced by a number of factors, including the work environment. To improve business management performance, it is highly recommended to build a comfortable and accommodating work environment (Asman, 2021; Esthi & Marwah, 2020). Conversely, a less pleasant workplace can adversely affect and reduce management productivity (Kristanto et al., 2017). This can affect the morale that exists in the organization itself and in the end the board cannot provide optimal work results for the organization. The organization in question is LKSA MALIKULA'LA. This organization is an organization located in the city of Bandung and is engaged in social institutions.

The author gave the title "The Influence of the Work Environment on the Performance of the Management at the LKSA MALIKULA'LA Foundation" to fulfill the final project of the scientific research course. The existing phenomenon, YAYASAN LKSA MALIKULA'LA, is one reason for the author's interest in taking the title.

2. Materials and Methods

The type of research used in this study is a quantitative method using statistical data analysis and study instruments to collect and analyze data. Testing assumptions is the goal of this kind of study. This study took samples from each population using the Saturated Sample Technique (Sugiyono, 2019). Since the population is less than 30 people, this is necessary. The term census, which takes a sample from the entire population, is another name for a saturated sample. Referring to the understanding that has been described, the population in the study is all employees or administrators in the Malikul a'la LKSA environment. The data collection technique used observation and questionnaire methods. The Statistics Package for Social Sciences, or SPSS, version 23, and Microsoft Excel 2016, are useful tools for the data analysis process. A data testing methodology is a set of steps and procedures used to assess the quality, accuracy, and reliability of data. The goal is to ensure that the data used in certain situations, such as business analysis or research, is reliable and provides accurate results. Data testing techniques use various methods and tools to help ensure data integrity and identify and resolve data problems and deficiencies. In this study, the data test used is a classic assumption test, namely the Normality, Linearity, and Heteroscedasticity tests. Linear regression coefficient test, Pearson correlation test, determination coefficient, and hypothesis testing.

3. Result and Discussion

Classical Assumption Test

Apply traditional assumption tests to determine the state of the data used in these investigations. Traditional assumption tests are used to determine which analysis model is best for a study. The following is a test of traditional assumptions:

1. Normality Test

The purpose of this data test is to determine whether the residual variables in the regression model have a normal distribution. The distribution of data in a regression model should be normal. The Kolmogorov-Smirnov normal test investigation is a statistical test used to assess normality. The attachment to the SPSS output contains the normality test results. The test findings show that all four variables have a normal distribution. A two-tailed significance level of 0.200 > α = 0.05 indicates this. Thus, it can be said that standardized residual values have a normal distribution.

Table 1 One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		20
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.27968779
	Absolute	.100
	Positive	.087
	Negative	-.100
Test Statistic		.100
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal
b. Calculated from data,
c. Lilliefors Significance Corretion.
d. This is a lower bound of the true significance

2. Linearity Test

The purpose of this test is to determine whether there is a substantial linear relationship between two variables. To decide which linearity test to use, the following rules apply:

1) When the value of devation fromlinearty sig > 0.05 that there is a significant linear relationship between the independent variable and the dependent variable.
2) When the value of devation from linearity sig < 0.05, there is no significant linear relationship between the independent variable and the dependent variable

Table 2 ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
y.total*x.total	Between Groups	(Combined)	190.000	13	14.615	.490	.868
		Linearity	84.632	1	84.632	2.837	.143
		Deviation from Linearity	105.368	12	8.781	.297	.966
	With Groups		179.000	6	29.833		
	Total		369.000	19			

There is a statistically significant correlation between independent and dependent variables, as shown by the test findings. This is what the value of Sig. Values of 0.966 (2-tailed) > 0.05 indicate. This indicates that the relationship between the independent and dependent variables is linear, which is noteworthy.

3. Heteroscedasticity

The regression coefficient of the independent variable to the residual absolute value |e| indicates the presence of symptoms of heteroscedasticity. The symptom of heteroscedasticity in the model is confirmed to be absent if the probability value (Sig. > α) exceeds the alpha value.

Table 3 Heteroscedasticity Test

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.082	3.997		-.521	.609
	x.total	.056	.057	.226	.983	.339

Because the value of Sig. in the work environment variable against absolute residual is 0.339 > 0.05, it can be concluded from the test results that the regression model does not show symptoms of heteroscedasticity. That heteroscedasticity does not occur.

Regression Test

Table 4 Regression Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.937	12.373		1.046	.310
	x.total	.407	.176	.479	2.315	.033

a. Dependent Variable: y.total

Based on the information presented in the SPSS output table (attached), the following regression equation is made to examine the effect of each independent variable on the dependent variable Work Environment (X) on Performance (Y):

Y = 12.937. + 0.407 X

To test how the independent variable, work environment (X), affects the dependent variable, performance (Y), the following regression equation is made based on the data in the Coefficient table of the SPSS output table (attached):

Y = 12.937. + 0.407 x

where:

Y = Performance
X = Work Environment
a = 12.937
b = 0,407

With 12.937 for the value of the constant (a) and 0.407 for the value of the coefficient (b), the result of the regression equation shows how it should be. With a constant of that magnitude, the dependent variable (12.937) has a negative value if the independent variable is zero (0). Equations that reflect the findings of the basic linear regression test:

$Y = \alpha + \beta X$
$= 12.937 + 0{,}407\ X$

Interpretation of the results of a simple linear regression equation:

When there are no working environment factors, performance has a constant value of 12.937, as indicated by the value of α.

The dependent variable of performance is influenced by the independent variable of the work environment, which has a value of 0.407; an increase in this variable will also increase the dependent variable of performance, as shown by β, the value of a simple linear regression coefficient.

Pearseon Correlation Test

Table 5 Correlation Test

Correlations

		x.total	y.total
x.total	Pearson Correlation	1	.479
	Sig. (2-tailed)		.033
	N	20	20
y.total	Pearson Correlation	.479	1
	Sig. (2-tailed)	.033	
	N	20	20

*. Correlation is significant at the 0.05 level (2-tailed)

With a significant value of 0.479 > 0.05 in the correlations table, it is determined that there is no relationship and Ho is accepted while Ha is rejected. This indicates that variable X has no noticeable effect on Y.

Determination Test

We can use the coefficient of determination (squared / rd = (r)2) or the formula Kd = r2 x 100% to determine the extent to which the work environment affects performance at the Malikul a'la LKSA Foundation. The SPSS results provide more information.

Table 6 Determination Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate

1	.479[a]	.229	.187	3.975

a. Predictors: (Constant), x.total

The value of R square, 0.229, can be obtained from the substructure summary model table. With a value between 0 and 1, the R square, also known as the coefficient of determination, indicates that performance will be more affected when the number is higher. 0.229 is the R square for work environment performance. This indicates a 22.9% effect of the work environment on performance measures.

Hypothesis Testing Results

T Test (Partial)

Table 7 T Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	12.937	12.373		1.046	.310
	x.total	.407	.176	.479	2.315	.033

a. Dependent Variable: y.total

From the table above, variables (X) 0.33 > 0.05 Ho are rejected, meaning that the work environment has no partial influence on work performance. The results obtained from the test results indicate that there is no significant influence on variable (y) or the performance of the board at the Malikul a'la LKSA Foundation.

F Test (Simultaneous)

Table 8 F Test

ANOVA[a]

Model		Sum of Square	df	Mean Square	F	Sig.
1	Regression	84.632	1	84.632	5.357	.033[b]
	Residual	284.368	18	15.798		
	Total	369.000	19			

a. Dependent variable: y.total

b. Predictors: (Constant), x.total

Anova table with SPSS output results linked By using the ANOVA test, it can be known the simultaneous influence of the Work Environment (X) on the performance of the management at the LKSA Malikul a'la Foundation (Y). Based on the calculation results, Fcalculate is 5.357, and Ftable is 4.41, or sig (0.000) ≦ alpha (0.05). The alternative hypothesis (Ha) is rejected and the null hypothesis (H0) is accepted based on the calculation results, namely 5.37 > 4.41 or Fcalculate > Ftael.

The alternative hypothesis (Ha) was rejected, suggesting that the work environment (X) and managerial performance at the LKSA Malikul a'la Foundation (Y) are simultaneously affected to some extent. The explanation is that performance is simultaneously influenced by the work environment within the LKSA Malikul a'la Foundation.

Discussion

Referring to the findings of studies that have been carried out where the work environment and performance of the management at the LKSA Malikul a'la Foundation the conditions provide a very high category value.

Based on the table, the cumulative score obtained by the work environment is 1,404. That the overall working environment at the LKSA Malikul a'la Foundation is in a very high category. In this case, respondents have a very high assessment of the work environment at the Malikul a'la LKSA Foundation. It can be seen from the answers of the overall respondents on the category indicators that most of them are very high.

Based on the table, the cumulative score obtained from the student's performance at the Malikul a'la LKSA Foundation is 762. This shows that the overall performance of the caretakers at the LKSA Malikul a'la Foundation is high. In this case, respondents have a high-performance assessment of the students at the Malikul a'la LKSA Foundation. It can be seen from the answers of the overall respondents on the category indicators are mostly high. The partial test findings show that the work environment does not influence the board's performance at the Malikul a'la LKSA Foundation. While referring to the test simultaneously, it was explained that the work environment influenced the board's performance at the LKSA Malikul a'la Foundation.

4. Conclusion

Referring to studies and findings on the influence of the work environment on the performance of administrators at the Malikul a'la LKSA Foundation, it can be concluded that the factor is at a very high level. That the work environment and performance at the LKSA Malikul a'la Foundation as a whole have excellent quality. With the value obtained from the partial test results, it shows that there is no influence of the work environment on the performance of the management at the Malikul A'la LKSA Foundation. Meanwhile, based on the results of simultaneous testing, it was explained that the work environment had an influence but was not too significant on the performance of the management at the Malikul a'la LKSA Foundation.

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