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The Influence Of Work Environment Conditions on Employee Performance of Cafe Sippin

Pengaruh Kondisi Lingkungan Kerja Terhadap Kinerja Karyawan Cafe Sippin

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Abstract

Keywords:

*Work Environment,
Employee Performance,*

The purpose of this study was to determine the effect of working environment conditions on employee performance at Café Sippin. The research location is located on Jalan Willem Iskandar, Kenangan Baru, Kec. Percut Sei Tuan, Deli Serdang Regency. The respondents were 27 people who were employees of the café. This study used quantitative research methodology. Using questionnaire techniques conducted online through Google Form. The number of respondents in the study was 27 Café Sippin employees. This study used classical assumption tests that are associative and simple regression tests. In the results and discussion, it can be concluded that the condition of the work environment negatively affects employee performance, meaning that the deterioration in the condition of the work environment, it affects the improvement of employee performance.

PENDAHULUAN

A conducive work environment has long been recognized as an important factor in influencing employee performance. In an increasingly competitive and dynamic business era, organizations around the world are increasingly realizing that investing in creating an optimal work environment is key to achieving high productivity and maintaining a competitive advantage. There are a number of factors that can affect the condition of the work environment, such as the physical design of office space, corporate culture, management policies, and social aspects. However, there are still questions about how these factors concretely affect employee performance. As companies operate in service industries, such as the café industry with a relevant example in "Cafe Sippin," attention to the work environment is becoming increasingly important. In this context, factors such as café layout, unique company culture, management policies, and interactions between employees and customers can all

play an important role in shaping the daily work experience. How these factors contribute to employee performance in a café, such as speed of service, beverage quality, and customer interaction, is a deep and important question.

When we observe service industries such as cafes, such as "Cafe Sippin," the dynamics of the work environment become increasingly interesting. Here, factors such as café layout, interaction with customers, support from management, and team communication can have a direct impact on the performance of baristas and service staff. How the working environment conditions in a café affect the level of employee satisfaction and efficiency in serving customers is a question that requires further understanding. In addition, technological developments and changes in customer demands have also changed the way of working in the café industry. This highlights the need for further study of how environmental factors can adapt to these changes and affect employee performance in changing contexts.

Therefore, this study aimed to explore the relationship between working environment conditions in cafes, such as "Cafe Sippin," and employee performance. By understanding these factors, we can provide better guidance for business owners and management to improve working conditions that support employee productivity and satisfaction in the industry. According to Pandi Afandi (2016: 51) the work environment is something that exists in the environment of workers that can affect them in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness and whether or not work equipment is adequate.

The work environment is a very important component when employees carry out work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the excitement or enthusiasm of employees at work. A conducive work environment provides a sense of security and allows employees to work optimally. The following is the definition of the work environment according to experts: According to Danang (2015, p.38) the work environment is everything that is around the workers and that can affect them in carrying out the tasks charged.

Nitisemito (2015: 109) said that what is meant by the work environment is everything that is around the worker and that can affect him in carrying out the tasks charged. For example, cleanliness, music and others. Because it can affect the work done, every company must strive in such a way that it has a positive influence on employees. Meanwhile, according to Ahyari (2015: 124) explained that the work environment is an environment where these employees work in which there are conditions in which the employees work.

Work Environment Indicators

There are several indicators of the working environment. An environmental condition is said to be good or appropriate if humans can carry out their activities optimally, healthy, safe and comfortable so as to increase the enthusiasm of employees. Here are some indicators of the work environment described by A.A Anwar Prabu Mangkunegara (2005), namely:

1. Lighting / light at work

Lamp light is very useful for employees to get safety and smooth work, because if the inadequate light will affect the skills of employees who in carrying out their duties experience many errors which in the end the work is less efficient so that company goals are difficult to achieve.

2. Temperature / air temperature at work

Each part of the human body has a different temperature. Man always maintains his body in a normal state, with a perfect body system so that it can adjust to changes that occur outside the body. But the ability to adjust has its limits. Humans can adjust themselves to the outside temperature if the change in the outside temperature of the body is no more than 20% for hot conditions and 35% for cold conditions, from the normal state of the body.

3. Humidity at work

Humidity is the amount of water contained in the air, usually expressed as a percentage. This humidity is related or influenced by air temperature. If the situation with very hot air temperature and high humidity, will cause a large reduction in heat from the body, because of the system. In addition, the faster the heart rate is caused by active blood circulation to meet the needs of oxygen, and the human body will always try to achieve a balance between body heat and the surrounding temperature.

4. Noise at work

Noise is a sound that is not desired by the ear, because if in the long run the sound can disturb peace at work, damage hearing, and cause errors in communication. Even according to research, serious noise can cause death. The criteria of work require concentration, so noise should be avoided so that the implementation of work can be carried out efficiently.

5. Employee Relations

In this employee relationship, there are two relationships, namely the relationship as an individual and the relationship as a group. Relationships as individuals, the motivation obtained by an employee comes from colleagues and superiors. Become a motivation, if the relationship between employees and colleagues and superiors is harmonious. Vice versa, if the relationship between them is not harmonious, it will result in lack or no motivation in working employees.

According to Mahmudah Enny (2019: 57) the benefits of the work environment are to create work passion, so that productivity and work performance increase. Meanwhile, the benefit of working with motivated people is that the work can be completed appropriately. Which means that the work is completed according to the correct standards and within the specified time scale. His work performance will be monitored by the individual concerned, and will not cause too much supervision and his fighting spirit will be high.

Research on the work environment conducted (Nadia et al., 2021) in the book *Modern Office Administration Management* by (Yudiarso & Yusuf, 2021), explains that employees expect a comfortable work environment that can pamper employees at work. Then research conducted by (Andriani & Agustina, 2022) explains that an unhealthy and comfortable environment will reduce the level of productivity and employee morale so that it will affect organizational goals. Unhealthy work environment conditions can cause employees to be easily stressed, not enthusiastic to work, arrive late, and vice versa if the work environment is healthy then employees will certainly be enthusiastic at work, not easily sick, easy to concentrate so that work is quickly completed according to the target. The work environment itself has two dimensions, namely physical dimensions (room coloring, lighting, cleanliness, spatial layout, etc.) and non-physical dimensions (employee welfare, work atmosphere, relationships between employees, etc.). The organization must be able to provide

both dimensions in good condition so as to make employees to continue to work productively and work together between employees and with leaders to achieve organizational goals.

The work environment has an important role to improve employee performance through a good physical and non-physical environment, such as creating a safe and comfortable atmosphere for employees including providing facilities and work safety aids, maintaining workplace cleanliness, and increasing employee morale in every activity, so that adequate physical and non-physical conditions will increase work productivity (Sari, Megawati, & Heriyanto, 2020:33). According to (Yantika, Herlambang, & Rozzaid, 2018: 184) explained that the work environment affects employee performance significantly.

RESEARCH METHODS

This study used quantitative research methodology. This research was conducted at Café Sippin on Jalan Willem Iskandar, Kenangan Baru, Kec. Percut Sei Tuan, Deli Serdang Regency. Using questionnaire techniques conducted online through Google Form. The number of respondents in the study was 27 Café Sippin employees. This study used classical assumption tests that are associative and simple regression tests.

DATA COLLECTION TECHNIQUES

Data collection techniques are an important step in research because the main goal of research is to obtain data. Data collection can be done in a variety of settings, multiple sources, and in a variety of ways. In this study, researchers used primary source data collection techniques. Based on the data source, the primary source is a data source that directly provides data to the data collector (Sugiyono, 2013, p. 137). Primary data collection by distributing questionnaires distributed through electronic media, namely Google Form. This study used a closed questionnaire, which is a questionnaire with answers that have been set by researchers with the aim that respondents' answers are in accordance with research needs.

DATA ANALYSIS METHODS

Quantitative research uses methods that are entirely calculated. By using the data analysis method, Regression Analysis: This method is used to measure the relationship between dependent variables and independent variables. Regression can be performed using different types of models such as simple linear regression and logistic regression. The data analysis method was tested using SPSS.

RESULT AND DISCUSSION

From the results of the distribution of questionnaires and also filling out online questionnaires doing google form by giving 10 questions to a total of 27 respondents, the percentage results were obtained as follows:

1. Questions were given about cleanliness in the work environment of employees at the café with the results being 55.6% (good), 37% (very good) and 7.4% (quite good).
2. Questions are given about the regulations in the Café work environment that have been carried out properly or not with the results being 88.9% (already) and 11% (not yet).
3. Questions were given about obstacles that could affect the efficiency of the work environment, the results were obtained namely, 51.9% (none) and 48.1% (any).
4. Questions were given about the Company in handling work environment issues that can affect employee health and safety, the results were 44.4% (very good), 37% (good), 14.8% (good enough) and 3.8% (bad).
5. Questions were given about the waste management system at the café, the results were 37% (good), 29.6% (good enough), 22.2% (very good), 7.6% (bad) and 3.6% (very bad).
6. Questions about protection against environmental impacts on employee health were asked, the results were 88.9% (any) and 11.1% (none).
7. Questions were asked about the need for evaluation of the safety and comfort of the work environment, the results were 88.9% (necessary) and 11.1 (unnecessary).
8. Questions were given about the state of temperature and humidity in the work environment, the results were 51.9% (good), 25.9% (very good) and 22.2% (quite good).
9. Questions about lighting conditions in the work environment were given and the results were 44.4% (good), 40.7% (very good), and 14.8% (quite good).
10. Questions were asked about the source of sound or noise in the work environment, the results were 51.9% (any) and 48.1% (none).

The determination of the sample size in the study has been determined by the total number of employees at the Sippin café totaling 27 employees. The following answers from respondents regarding the 10 questions are given (employee names are replaced with numbers) and presented in the form of the following table:

Table 1.
10 Question

Respo nd	Questio n. 1	Questio n. 2	Questi on 3	Questio n. 4	Questio n. 5	Questio n. 6	Question . 7	Questio n. 8	Questio n. 9	Questio n. 10
1	Good	already	exist	good	Good enough	exist	Absolute ly necessar y	Good enough	Good enough	exist
2	Good	already	None	Excele nt	good	None	Absolute ly necessar y	good	Excele nt	None
3	Good enough	not yet	None	bad	bad	exist	No need	good	Good enough	exist
4	Excele nt	already	None	Excele nt	bad	exist	Absolute ly necessar y	Excele nt	Excele nt	exist

Respo nd	Questio n. 1	Questio n. 2	Questi on 3	Questio n. 4	Questio n. 5	Questio n. 6	Question . 7	Questio n. 8	Questio n. 9	Questio n. 10
5	Excele nt	already	exist	Excele nt	Excele nt	exist	Absolute ly necessar y	Excele nt	Excele nt	exist
6	good	already	exist	good	good	exist	Absolute ly necessar y	good	good	exist
7	good	already	None	Excele nt	Good enough	exist	Absolute ly necessar y	Good enough	Good enough	None
8	Excele nt	already	None	Excele nt	Excele nt	exist	Absolute ly necessar y	Excele nt	Excele nt	None
9	good	already	exist	good	good	exist	Absolute ly necessar y	good	good	exist
10	good	already	exist	good	Good enough	exist	Absolute ly necessar y	good	Excele nt	exist
11	good	already	None	Good enough	Good enough	Ado	Absolute ly necessar y	good	Good enough	None
12	good	already	exist	good	good	exist	Absolute ly necessar y	good	good	None
13	good	already	None	good	Good enough	exist	No need	Good enough	good	exist
14	good	already	None	good	good	exist	Absolute ly necessar y	good	good	None
15	Excele nt	already	exist	Excele nt	Excele nt	exist	Absolute ly necessar y	Excele nt	Excele nt	None
16	good	already	None	good	Good enough	exist	Absolute ly necessar y	Good enough	good	exist
17	Excele nt	already	exist	Excele nt	Excele nt	exist	Absolute ly necessar y	Excele nt	Excele nt	exist
18	Good enough	not yet	exist	Good enough	good	None	Absolute ly necessar y	good	good	None
19	Excele nt	already	exist	Excele nt	Excele nt	exist	Absolute ly	Excele nt	Excele nt	None

Respo nd	Questio n. 1	Questio n. 2	Questi on 3	Questio n. 4	Questio n. 5	Questio n. 6	Question . 7	Questio n. 8	Questio n. 9	Questio n. 10
							necessar y			
20	Excele nt	already	None	Excele nt	good	exist	No need	good	good	None
21	good	already	exist	good	Good enough	None	Absolute ly necessar y	good	Excele nt	exist
22	Excele nt	already	None	Excele nt	good	exist	Absolute ly necessar y	good	good	None
23	good	already	exist	Good enough	Good enough	exist	Absolute ly necessar y	Good enough	good	None
24	good	already	None	good	good	exist	Absolute ly necessar y	good	good	exist
25	good	already	exist	Excele nt	Excele nt	exist	Absolute ly necessar y	good	Excele nt	exist
26	Excele nt	already	None	Excele nt	good	exist	Absolute ly necessar y	Excele nt	good	exist
27	Excele nt	Not yet	None	Good enough	Very bad	exist	Absolute ly necessar y	Good enough	Excele nt	None

The hypothesis in this study determines the influence of the independent variable on the dependent variable, where the independent variable itself is the condition of the work environment and the dependent variable is employee performance. From the table above, the majority of employees stated that they were very good about the working environment conditions at the Café where they worked.

To determine the data to be tested through SPSS, it is determined by weighting the value on each answer to the question given, with the following conditions:

Very good, very necessary, none, already = 5
 Good = 4
 Good enough = 3
 Bad = 2
 Very Bad, no need, exists, not yet = 1

Of the 10 questions, 7 questions are used for variable X data while the other 3 questions are used for variable Y data. This test is carried out to determine the effect of variable X on variable Y. Here is the data that can be presented:

Table 2

Data for Variables X and Y

Responden	X	Y
1	24	9
2	32	15
3	14	7
4	27	11
5	31	6
6	27	6
7	28	11
8	35	11
9	27	6
10	27	6
11	29	9
12	31	6
13	21	10
14	31	9
15	35	6
16	25	9
17	31	6
18	26	9
19	35	6
20	28	11
21	27	10
22	32	11
23	29	5
24	27	10
25	27	6
26	27	11
27	29	9

The next step is to test classical assumptions, because research is a type of associative research hence linearity. In the end, it will be tested with simple regression

Table 3
Linearity Test

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Employee Performance * Work Environment Conditions	Between Groups	(Combined)	35.744	8	4.468	1.009	.490
		Linearity	13.212	1	13.212	2.983	.118
		Deviation from Linearity	22.532	7	3.219	.727	.656
	Within Groups		39.867	9	4.430		
	Total		75.611	17			

Table 4
Multiple Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.630	4.022		3.886	.001
	Work Environment Conditions	-.256	.139	-.418	-1.841	.084

a. Dependent Variable: kinerja karyawan

The regression equation is $Y = a + bx$, here are the coefficient values in the table above

a = constant number of unstandardized coefficients and the value is 15,630, meaning that if not the working environment conditions (X) then the value of consistency of employee performance (Y) is 15,630.

b = regression coefficient number of -256, meaning that every 1% increase in the level of working environment conditions (X), employee performance (Y) will increase by -256.

Since the value of the regression coefficient is minus (-), it can be said that the working environment conditions (X) negatively affect employee performance (Y). So the regression equation is $Y = 15.630 - 256X$.

The hypotheses proposed in this study are:

H₀ = No effect of working environment conditions (X) on employee performance (Y)

H_a = there is an influence of working environment conditions (X) on employee performance (Y)

Based on the output above, the significance value (sig.) of 0.084 is less than the probability of 0.05, so it can be concluded that H₀ is rejected and H_a is accepted, meaning that "there is an influence of working environment conditions (X) on employee performance (Y)".

Based on the output above, it is known that the calculated t value of -1.841 is greater than the table t value of 2.228 so that it can be concluded that H₀ is rejected and H_a is accepted meaning that "there is an influence of working environment conditions (X) on employee performance (Y)".

Table 5
Determinant Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.418 ^a	.175	.123	1.97483
a. Predictors: (Constant), Work Environment Conditions				

From the output above, it is known that the R Square value is 0.175, meaning that the influence of working environment conditions (X) on employee performance (Y) is 17.5% while 82.5% of employee performance is influenced by other variables that are not studied.

In the discussion above, it can be concluded that the condition of the work environment negatively affects employee performance, meaning that the deterioration in the condition of the work environment affects the improvement of employee performance.

CONCLUSION

In the discussion above, it can be concluded that the condition of the work environment negatively affects employee performance, meaning that the deterioration in the condition of the work environment affects the improvement of employee performance.

SUGGESTION

All tested data is taken based on facts and according to the answers of Café Sippin employees. If there are still many shortcomings in writing this journal, it is hoped that there will be a constructive response from readers to perfect this journal

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