

# THE INFLUENCE OF WORK ENVIRONMENT, WORK ABILITY, EMPOWERMENT AND TRAINING ON EMPLOYEE PERFORMANCE AT PT. SYAUKAT SEJAHTERA IN GANDAPURA, BIREUEN REGENCY

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## Abstract

*This research aims to determine the influence of the work environment, work ability, empowerment and training on employee performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency. The independent variables in this research are Work Environment (X1), Work Ability (X2), Empowerment (X3) and Training (X4). Meanwhile, the dependent variable is Employee Performance (Y). This type of research uses quantitative methods and data collection uses a questionnaire containing questions and statements by distributing them to the employees concerned at PT. Prosperous Syaukat in Gandapura, Bireuen Regency. By giving scores using a Likert scale. This research was conducted with a population of 142 employees, where sampling used the saturated sample method. This research uses multiple linear regression analysis with the SPSS (Statistical Program For Social Science) program. The results of this research indicate that the work environment has a positive and significant effect on employee performance at PT. Syaukat Sejahtera in Gandapura, Bireuen Regency, Ability has a positive effect on employee performance at PT. Syaukat Sejahtera in Gandapura, Bireuen Regency, Empowerment has a positive and significant effect on employee performance at PT. Syaukat Sejahtera in Gandapura, Bireuen Regency, while training has a negative effect on employee performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency. The better the work environment, work abilities, empowerment and training in an organization, the better the performance produced by employees.*

**Keywords : Work Environment, Work Ability, Empowerment and Training**

## 1. INTRODUCTION

Human resources are one of the important factors in a company to achieve its goals and objectives, because human resources are one of the determining factors for the success or failure of a company in achieving its goals. One thing that must be considered in managing human resources is employee work placement. Placement is placing someone into the right job position, how well an employee is suited to the job will affect the quantity and quality of work. According to Subianto (2016), human resource management is a field of management that specifically studies human relationships and roles in organizations. Resource management regulates the workforce within the organization, so that organizational goals and employee job satisfaction are realized.

According to Mangkunegara (2017) performance is the result of work both in quality and quantity achieved by someone in carrying out tasks according to the responsibilities given. The level of employee performance is closely related to the system implemented by the institution or organization where they work. Apart from that, managers must give correct directions to employees in carrying out their duties, this is very important because if managers do not give clear directions, then employees will work without definite direction.

The company that is the object of research is a company that operates in the field of palm oil plantations and processing or better known as PT. Prosperous Society. The phenomenon of increasingly tight competition in the palm oil business requires PT. Syaukat Sejahtera requires optimal performance from the employees who work, so that the company can carry out its work well, such as planning the maintenance of their oil palm plantations so that the fruit produced consistently has good quality, as well as controlling the sales of palm fruit and its processed products, namely Crude Palm Oil (CPO). However, in reality the performance of employees at PT. Syaukat Sejahtera is not adequate, there are still many employees who are lazy, employees who do not understand what they are doing and so on. Therefore, maintenance related to the work environment is an important thing and needs to be paid attention to by palm oil companies with the aim of encouraging and improving the performance of employees by providing a comfortable environment to work in, good skills, and also providing good training and capable leadership. empower its employees.

The work environment can influence the performance of employees which will ultimately determine how the company performs. Employee performance is a result of the work achieved by an employee based on the job requirements that have been determined by the company (Bangun, 2018). Companies need to adapt and organize the work environment well so that employees who work in the office will feel happy while working. However, the phenomenon is that the work environment where employees work is not as optimal as expected by employees, where PT. Syaukat Sejahtera is located close to residential areas, where every time they work there are always disturbances from children and others. Not only that, the noise from the operating factory and also the unpleasant smell from the factory waste disposal also causes employees to feel uncomfortable working.

Apart from the work environment, there are also other factors to improve the quality of human resources and employee performance, namely work ability. According to Bangun (2018), work ability is the overall potential that exists within an employee through the knowledge he has, skills and experience that he has had to make it easier for employees to carry out their existing work. Insufficient employee work ability can result in employee performance not being achieved. Based on initial observations regarding work ability, the author found that the phenomenon is that the work ability of employees in Bireuen Regency oil palm plantations is still relatively low, this can be shown from the attitudes and behavior of employees where some employees lack the ability to communicate with other employees, lack skills in managing plantations, guarding, cultivating and so on. Average level of education of employees at PT. Syaukat Sejahtera is at high school level, only a small part is at diploma and bachelor level. Higher education can also foster good work abilities for employees, where the higher a person's completed education, the higher a person's working capacity or productivity at work. This is proven by the large number of outstanding employees who have good performance.

Empowerment is a process of community awareness that is carried out in a transformative, participatory and sustainable manner through increasing abilities in dealing with basic problems faced and improving living conditions in accordance with expectations (Sutrisno, 2017). The phenomenon is that employees at PT. Syaukat Sejahtera is also provided with empowerment every year. However, there are still many employees whose performance is inadequate or in accordance with Standard Operating Procedures (SOP).

According to Herlambang (2017), training is a short-term educational process using systematic and organized procedures, so that operational employees learn technical knowledge and skills for specific purposes. The phenomenon at PT. Prosperous Syaukat in Gandapura, Bireuen Regency. The training provided is just socialization, not special training to increase employee knowledge. Therefore, many employees ignore the Standard Operating Procedures (SOP) that have been implemented because they are unaware of this. From the results of Febiola's research (2022) *The Influence of the Work Environment and Job Training on Employee Performance of Sei Ogan Mill (Sogm) Pt Perkebunan Minanga Ogan, Ogan Komering Ulu Regency, South Sumatra* shows that

the results of the research show that based on descriptive analysis the employee work environment is categorized as quite good, employee job training is good, and employee performance is categorized as good. Then employee performance will increase, contrary to the experience that occurred at PT. Syaukat Sejahtera in Gandapura, Bireuen Regency is based on the phenomena described above. Therefore, researchers are interested in analyzing this research with the title The Influence of Work Environment, Work Ability, Empowerment and Training on Employee Performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency.

## 2. IMPLEMENTATION METHOD

### 2.1 Population

According to (Sugiyono, 2016) Population is a research subject, part of the target is to obtain and collect data. The population is the totality of the analysis units that will be estimated. The population in this study were employees at PT. Syaukat Sejahtera with a population of 142 employees.

### 2.2 Samples

According to Arikunto (2018) the sample is part of the number and characteristics of the population. If the subjects are small or less than 200 then all of them are taken, whereas if they are large or more than 200 then to determine the number can be taken between 10% 15% 20% 25% or more Using the census method (saturated sampling), then the sample in the research these are 142 employees at PT. Syaukat Sejahtera.

### 2.3 Data Collection Techniques

The most important stage in research is data collection. Data collection can be obtained from data procurement because researchers cannot produce findings if they do not obtain data. In this research, the data collection technique used was a questionnaire. The data collection technique in this research used a questionnaire distributed to PT employees. Syaukat in Gandapura, Bireuen Regency.

## 3. RESULTS AND DISCUSSION

The t test is one of the research hypothesis tests in simple linear regression analysis and multiple linear regression analysis. The t test aims to find out whether the independent variable or independent variable (X) partially (by itself) has an effect on the dependent variable or dependent variable (Y). If  $>$  then  $H_0$  is rejected and  $H_a$  is accepted, meaning that the independent variable has an effect on the dependent variable. If  $<$  then  $H_0$  is accepted and  $H_a$  is rejected, meaning that the independent variable has no effect on the dependent variable. The t test results are as follows:

**Table 1** t test results

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta	t		
(Constant)	-3.052	.773			-3.950	.000
Lingkungan Kerja	.132	.039	.114	3.357	.001	
kemampuan kerja	.535	.124	.345	4.329	.000	
pemberdayaan	1.799	.094	1.173	19.235	.000	
pelatihan	-.548	.102	-.606	-5.346	.000	

The regression equation formula in this analysis or research is as follow

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + e$$

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$$Y = -3.052 + 0,132 X_1 + 0,535 X_2 + 1,799 X_3 - 0,548 X_4$$

Researchers have conducted research directly by distributing questionnaires to PT employees. Prosperous Syaukat in Gandapura, Bireuen Regency. Then the researcher processed the data and the results of respondents' answers to the questionnaire that the researcher distributed using the SPSS software application. This research had 142 respondents. The subjects of this research were employees of PT. Prosperous Syaukat in Gandapura, Bireuen Regency. In this research, the independent variables are explained, namely work environment (X1), work ability (X2), empowerment (X3), and training (X4) while the dependent variable is employee performance (Y).

**3.1 The influence of Work Environment on Employee Performance**

Based on the partial test results, it is known that the work environment variable (X1) has a tcount value of 3.357, while the ttable with a significance level of 5% is 1.65605, so it can be concluded that partially the work environment variable has a positive and significant effect on employee performance, where the work environment is conducive to providing peace of mind for employees at work. This is due to the overall work facilities and infrastructure around the employees who are doing the work which can influence the implementation of the work. This is in line with research by Sinta et al., (2022) and Aslian (2019) where the work environment has a positive and significant effect on employee performance.

**3.2 The Influence of Work Ability on Employee Performance**

Based on the results of the partial work ability test (X2), the tcount value is 4.329, while the ttable with a significance level of 5% is 1.65605, it can be concluded that the partial work ability variable has a positive and significant effect on employee performance, where maximum work ability can have a good impact. for employee performance. This is caused by employees' work abilities not being optimal, which can result in employees leaving due to dissatisfaction or high levels of worker demands and complaints. It is best if a workforce that has high work ability will provide high productivity so that high performance can be achieved. This is in line with research by Ali et al., (2017) which states that work ability influences employee performance.

**3.3 The Influence Of Empowerment on Employee Performance**

Based on the results of the partial empowerment test (X3), the tcount value is 19,235, while the ttable with a significance level of 5% is 1.65605, it can be concluded that the partial empowerment variable has a positive and significant effect on employee performance. Where, proper employee empowerment makes the company aware of the potential its employees have so that they can advance the company, empowerment can also increase employee commitment and help organizational goals. This is in line with research by Safiri (2022) and also research by Ali et al., (2017) which states that empowerment influences employee performance.

**3.4 The Influence Of Training on Employee Performance**

Based on the results of partial testing, training (X4) has a t value of -5.346, while t table with a significance level of 5% is 1.65605, it can be concluded that the partial training variable has a negative and significant effect on employee performance. This means that the large amount of training provided does not guarantee that the employee's performance will be better. This is because the company has not optimally paid attention to the training program provided, the training provided should be in accordance with needs, as well as training in accordance with the tasks and work in the field in order to improve work results, skills, abilities and a sense of responsibility for employees. This is inversely proportional to research by Febiola (2022) and research by Yadewani (2023), which states that training variables have a positive effect on employee performance.

#### 4. CONCLUSION

Based on the research results, the following conclusions can be drawn:

1. The work environment has a positive and significant effect on employee performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency.
2. Work ability has a positive and significant effect on employee performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency.
3. Empowerment has a positive and significant effect on employee performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency.
4. Training has a negative and significant effect on employee performance at PT. Prosperous Syaukat in Gandapura, Bireuen Regency.

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