

THE INFLUENCE OF TEAM WORK, INNOVATIVE BEHAVIOR AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES OF THE EAST ACEH HEALTH CENTER

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Abstract

This study aims to determine the influence of each variable that is interrelated between each other on employee performance, namely *team work*, innovative behavior, and work environment at the Idi Timur Health Center, East Aceh Regency. The free variables in this study are *team work*, innovative behavior and work environment, while the bound variables are employee performance. The type of research uses a questionnaire that contains statements by distributing them to the employees concerned at the Idi Timur Health Center, East Aceh Regency. East Idi Health Center, East Aceh Regency. The scoring technique uses a Likert scale. Where with a population of 61 employees and will be used as a sample of 61 respondents. This study uses the Multiple Linear Regression Analysis model with the SPSS (*Statistical Program For Social Scince*) program. The results of this study are that *team work*, innovative behavior, and work environment have a positive and significant effect on employee performance at the East Idi Health Center, East Aceh Regency. The better *the teamwork* , the better the employee performance, as well as the increase in innovative behavior and work environment, the better the employee performance produced.

Keywords: *Team work, innovative behavior and work environment.*

INTRODUCTION

Human Resource Management is the management and utilization of resources that exist in individuals. To encourage the development of a company and improve the quality of employee performance, there must be good human resource management. To improve employee performance, it can be done by forming *Team Work* effective and efficient, creating a comfortable and conducive work environment and paying attention to giving the right position to employees by looking at innovative behavior first. Furthermore, human resources are one of the important factors that determine the success of a service business in achieving its goals, because the success or not of a company in achieving its goals depends on the ability of human resources, namely the ability of human resources or employees to carry out the tasks given because employees play an active role, in all organizational activities and are the determinants of decision-makers, implementers and planners in achieving organizational goals. It is important to understand the relationship between employees and employee performance because employees are the most important asset in an organization. (Audiana et al., 2024)

From some of the things above, it can be explained that employee performance is a very important factor for an organization. This is because employee performance is a determinant of the success and survival of the organization. In every organization, humans are one of the most important components in reviving the organization or company. This must be supported by good performance because without good performance, the organization will not achieve the goals it wants. The performance of employees in carrying out their duties is not in accordance with the company's expectations. Because the company itself does not provide good work equipment for its employees, so many of the employees cannot work optimally. It can be concluded that employees are an important element in a company because they are the main drivers in achieving performance, they provide the manpower, expertise and dedication necessary to run the company's operations efficiently and effectively Hasibuan Malayu in (AN Rahani 2019). Employee performance is an achievement or output in terms of quality and quantity obtained based on work standards that have been set in a certain period of time in accordance with the responsibilities given. Haryanti & Winarsih, (2024). The following is an assessment of performance results and employee performance behavior. Team

work is a group of individual efforts that make performance higher than the results obtained if the work is completed without the help of others. Team work will have a good impact on employee performance if you carry out teamwork well. Teamwork is defined as the ability to collaborate and work with others to achieve common goals in a group or inter-team context. (Ponorogo et al., 2023). An agency certainly has a target that will be achieved within a predetermined time. This also requires teamwork in achieving these targets. If the organization has good teamwork, then the targets that have been set will be quickly resolved. Thus, performance in these agencies can be maximized. Solid cooperation between team members will create a harmonious and productive work environment. In addition, good communication in the team also plays an important role in avoiding misunderstandings. When each member understands his or her duties and responsibilities, work efficiency will increase. Therefore, building strong teamwork is the key to the success of an agency (Lukman et al., 2024).

Previous research conducted by shows that teamwork has a significant effect on employee performance. Based on the researcher's observations, it was found that in the infant immune cadres, there was a lack of understanding and consistency in actions between team members which could affect the effectiveness of the cooperation that should be established in the work given. This will affect employee performance in the future, because good teamwork will produce faster performance in the future and can also hinder the process of Posyandu servers so as to affect the desired target according to a predetermined schedule. (Sari, 2022). In addition, factors that affect employee performance are innovative behaviors that lead to the emergence, introduction and application of something new and profitable. Innovative behavior does not just appear but will emerge if employees are faced with challenges in their work and have broad authority in carrying out their duties and responsibilities. The essence of innovative behavior is creative and innovative ideas in carrying out tasks and activities (Kusumo 2020). Innovative behavior is also an important dimension in an organizational context that reflects an individual's ability to innovate and demonstrate creativity in a variety of work environments. (Anggraini & Mansyur, 2024) Before this research was carried out, there had been previous research related to innovative behavior with quantitative explanatory research methods. This is supported by Anton and Wahjono (2021) stating that innovative behavior affects employee performance.

Based on initial observations at the East Idi Health Center providing services that not only focus on treatment, but also on overall health prevention and promotion, the health center in East Idi has carried out stunting prevention efforts by sending health workers to the field every month to provide education and provide nutritious food, and can carry out early prevention for pregnant women. This phenomenon reflects adaptation and creativity in responding to challenges in the health sector, as well as efforts to improve service quality and patient satisfaction. The health center has also implemented an online data processing system that has been running for the past two months, which makes it easier for both employees and patients to access services, such as making referral letters to hospitals quickly, so that it can save time and improve service efficiency. In addition to innovative factors, work environment factors also greatly affect employee performance, namely, the work environment is everything around workers that can affect their job satisfaction in carrying out tasks so that it will produce maximum performance, Naimah & Nurhidayati, (2023). Based on the results of research that has been carried out by experts Azikin et al., (2019) who obtained results that partially the variables of the work environment affect employee performance. Where a good work environment will improve employee performance. Based on initial observations at the Idi Timur health center, the problem phenomenon is that in some rooms there is still a lack of lighting in the work room and there is no air conditioning in each room and the toilets there are also uncomfortable because the toilet for employees is combined with the patient's toilet, which results in a lack of comfort for employees. Based on the background and phenomena that have been described above, the author is interested in conducting research on "The Influence of Team Work, Innovative Behavior and Work Environment on the Performance of Employees of the East Idi Health Center".

Table 1.1
Data on the number of employees

Nurse	22
Midwife	36
Doctor	3
Sum	61

Source Data: Puskesmas Administration in the East 2024

East Idi Health Center, East Aceh Regency is a health center with Intermediate accreditation, which is a medium category for the provision of public services by becoming a health referral center in East Idi district. Phc. Idi Timur which was established in 2011 which is supported by medical personnel, has the availability of equipment with medical subscriptions, and is always committed to providing good referral services.

LITERATURE REVIEW

The Relationship Between Team Work and Employee Performance

Sinambela in Catur Widayati & Agus Arijanto (2021) revealed that teamwork is a group of employees who do a job given to them by their leaders. The implementation of this work fosters a sense of togetherness, mutual trust and mutual support. With group performance and giving satisfaction to their superiors. Research conducted by Andi, et al. (2020) Eva and Boge (2020) and Wahyuddin, et al. (2020) that teamwork variables affect employee performance. Based on the above statement, it can be formulated that teamwork has a positive effect on employee performance. The importance of teamwork on employee performance has been supported by the results of previous research which showed that teamwork has a positive and significant effect on employee performance (Nugraha & Tjahjawati, 20). This means that teamwork in a company can improve the performance of the employees themselves, (Darmanto, 2021).

H1: Team work has a significant effect on the performance of health center employees.

The Relationship between Innovative Behavior and Employee Performance

Innovative Behavior is a creative behavior carried out by employees that has an impact on improving their performance and the company (Slatten, 2019), The same is also shown by the results of research conducted by Schuh et al. (2020) Wang and Shu-pei (2021), which states that innovative behavior is able to increase employee performance achievements. So it has a positive and significant effect on employee performance. Employees with innovative behaviors will produce maximum performance in their work (Hadi et al., 2020). Based on previous research, it has been shown that innovative behavior has a positive and significant effect on the performance of employees of Hotel Pandanaran Semarang (Astuti et al., 2019).

H2: innovative behavior has a significant impact on the performance of health center employees.

Work Environment and Employee Performance Relationship

Based on the results of research conducted by several experts, et al (2019) found that partially, Azikin work environment variables have an influence on employee performance. A good and conducive work environment can create a comfortable working atmosphere, thereby encouraging employees to work more optimally. Supportive work environment conditions also increase work motivation, which ultimately has a positive impact on performance achievement. Therefore, it is important for organizations to create an ideal work environment. With comfortable, safe and pleasant environmental conditions, employees can carry out their work with enthusiasm and do not feel burdened. In order to create employee performance, it is also necessary to have a conducive work environment that will encourage the effectiveness of the agency in carrying out its activities, and will raise employee enthusiasm and enthusiasm. This is very beneficial for the survival of the agency and will improve performance so that the agency's goals are achieved. Supported by previous research conducted by Ariyati et al. (2021). Which states that the work environment has a positive and significant effect on employee performance. Conceptual is a relationship that will theoretically connect research variables, namely between independent variables and dependent variables that will be observed or measured through research to be carried out (Sugiyono, 2018). Based on a literature review, the phenomenon. which has been described above, and the results of previous research that have been put forward by these researchers as the basis for formulating hypotheses to assist researchers in conducting research. Based on the results of the previous research description, the hypothesis in this study is:

H3 : The work environment affects the performance of health center employees.

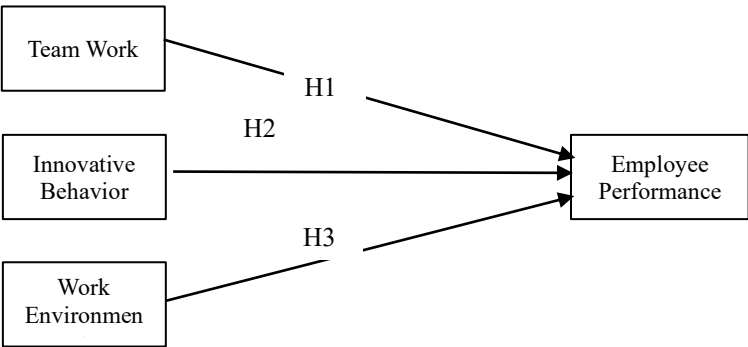


Figure 1 Research Conceptual Framework

METHOD

In this study, the researcher used a type of quantitative data, namely by providing questionnaires for respondents or employees of the health center. The questionnaire was developed based on the results of previous research by measuring the team work of Letsoin et al., (2020), the innovative behavior of Ni Nyoman Kerti Yasa et al., (2021), the work environment of Nia Audiana er al., (2024), and the performance of employees An rahani (2019). The sampling method used in this study is the census method (saturated sampling), which is a sample determination technique when all members of the population are used as samples. In this study, the sample taken amounted to 61 respondents. So the sample taken as a whole was an employee of the East Idi Health Center, East Aceh Regency.

RESULTS AND DISCUSSION

Respondent Characteristics

Respondent characteristics refer to the characteristics and traits of the individual who is a research participant, such as age and gender. The characteristics analyzed in this study include age, education, and socio-demographic profiles of respondents in this study can be seen in Table 2 below:

Table 2 Socio-Demographic Profile of Respondents		
Variable	Total (N = 61)	Percentage
Gender:		
Man	1	1,6
woman	60	98,4
Age:		
< 30 years	4	6.6
30-45 years.	39	63.9
> 45 years old	18	29.50
Last education:		
D3	45	73.8
S1	13	21.3

Source: Research Results (2025)

The results of the study presented in Table 2 above show that most of the respondents in this study were female, which is 98.4%, with the average age of 30-45 which is 63.9%. Then seen from the last education which answered with D3 education on average, which was 73.8%. The data shows that most of those who work at the health center, namely women, are still productive. And dominated by those with D3 education, it shows that the health center controls personnel with applicative competencies in the health sector, such as nursing, midwifery, or health analysis.

Research Instrument Evaluation Test

Furthermore, once the data is collected, the data is examined using validity and reliability tests. As presented in Table 3, all data can be declared valid and reliable, as the r-count value is greater than the r-table value. The Cronbach alpha coefficient, which is ≥ 0.60 (Ghozali, 2019), was used for the data reliability analysis, and all

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Cronbach alpha limit values were found to be more than 0.60. Thus, it is concluded that all the instrument items used in this study are reliable.

Table 3 Data Validity and Reliability Test Results

Variables and Questionnaire Items	r-count	Table r	Cronbach alpha coefficient (≥ 0.60)
Team work:			
1. Critical problem-solving teams	0,410	0.252	0,657
2. Self-managed teams	0,416		
3. Cooperation	0,566		
4. Belief	0,574		
5. Compactness	0,562		
Innovative behavior:			
1. Exploration of ideas	0,424	0.252	0,665
2. Idea generation	0,543		
3. Championing Idea	0,421		
4. Idea Implementation	0,576		
5. Searching for a working method	0,495		
Working environment:			
1. Occupational Safety	0,544	0.252	0,685
2. Working Atmosphere	0,578		
3. Relationships with colleagues	0,557		
4. Facilities	0,495		
5. Guarantee of safety at work	0,452		
Employee Performance:			
1. Responsibility	0,572	0.252	0,667
2. Working speed	0,475		
3. Innovation	0,435		
4. Accuracy of work	0,524		
5. Employability	0,539		

Source: Research Results (2025)

The next stage is to perform classical assumption testing which consists of a series of data normality test processes, heteroscedasticity test, and multicollinearity test. The results of the classical assumption test in this study are presented in Figure 2 and Table 4 below:

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		61
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.25943753
Most Extreme Differences	Absolute	.078
	Positive	.050
	Negative	-.078
Test Statistic		.078
Asymp. Sig. (2-tailed)		.200 ^c

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

Figure 2 Kolmogorov-Smirnov Test One Sample

Source: Research Results (2025)

Figure 2 shows that Asymp. Sig. (2-tailed) values in the Kolmogorov-Smirnov Test table One sample had a value of 0.200 and was much greater than the criterion value of 0.05, which indicates that the research data are normal. Then the multicollinearity test was carried out by looking at the tolerance value or vice versa, namely the value of the Variance Inflation Factor (VIF). If the tolerance value > 0.10 , it can be interpreted that there is no data multicollinearity problem. And if the VIF value is < 10.0 , then there is no problem of data multicollinearity. Furthermore, to see the results of data processing for the data multicollinearity test in this study, it can be seen from the following table:

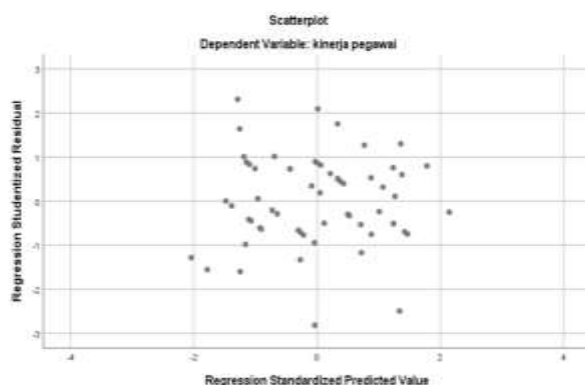
Table 4 Multicollinearity Test Results

Pattern	Collinearity Statistics	
	Tolerance	VIF
Team work	0,833	1,201
Innovative Behavior	0,835	1,198
Work environment	0,855	1,169

Source: Research Results (2025)

The table above explains that all independent variables have a Tolerance value of > 0.1 . And the VIF value < 10 . These values show that there is no problem of data multicollinearity in this research model. Furthermore, to assess whether there is no inequality of variance from one observation to another (Ghozali, 2019), a heteroscedasticity test was used, which in this study used a scatterplot test with the help of SPSS. The scatterplot test results can be seen in the following image:

Figure 1 Heteroscedasticity Test Results



Source: Research Results (2025)

Based on the image above, it can be seen that the dots are scattered in several directions, rising above the number 0 or on the Y axis and do not form a specific pattern. So it can be concluded that there is no heteroscedasticity in the regression model, so it is suitable for predicting employee performance with team work variables, innovative behavior, and work environment.

Multiple Regression Analysis Results

Multiple linear regression analysis aims to determine whether there is an influence between independent variables on dependent variables or not. The independent variables in this study are digital marketing, marketing innovation, and business competitiveness. Meanwhile, the dependent variable is the performance of MSMEs. The results of data analysis through multiple linear regression in this study are shown in Table 6 below:

Table 6 Multiple Regression Analysis Results

Pattern	Non-Standard Coefficients		Standard Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.538	3.000		5.180	.000
Team work	.538	.154	.145	2.244	.008
Innovative behavior	.463	.122	.473	3.791	.000
Work environment	.125	.120	.128	3.442	.002

a. Dependent Variables: Employee performance

Source: Research Results (2025)

The results of multiple regression statistical analysis using SPSS version 25 explained that the team work variable had a significant influence on the performance of employees of the Idi Timur health center, East Aceh

Regency by 0.538 or 53.8 percent. This result can also be evidenced by a t-count value of 2.244 which is much larger than the t-table value of 2.002, and a significance value (P) of 0.008 which is much smaller than the alpha value of 0.050. The results of the analysis concluded that accepting the first hypothesis (H1). The results of this study mean that teamwork can significantly improve employee performance. The results of this study are in accordance with previous research that has been researched by Letsoin & Ratnasari, (2020) and Dini Hariani Octavia et al. (2021) which stated a significant influence between team work variables on employee performance. From the results that the author has done, it shows that team work greatly affects employees, good cooperation in a team can increase work efficiency, speed up task completion, and create a more harmonious work environment. In addition, effective communication within the team contributes to reducing work conflicts and improving employee satisfaction. The results of this study also show that the higher the level of teamwork, the better the performance of employees in providing health services to the community. Therefore, the management of the Puskesmas needs to continue to encourage a culture of teamwork by providing training, building open communication, and creating a work system that supports collaboration between employees. Thus, increasing teamwork can be an effective strategy in improving the quality of health services at the East Idi Health Center.

Then the results of statistical regression analysis explained that the innovative behavior variable had a significant influence on the performance of employees of the Idi Timur health center, East Aceh Regency by 0.463 or 46.3 percent. This result can also be evidenced by a t-count value of 3.791 which is much greater than the t-table value of 2.002, with a significance value (P) of 0.000 which is much smaller than the alpha value of 0.050. The results of the analysis concluded that accepting the second hypothesis (H2). The results of this study are in accordance with previous research that has been researched by Muthalib & Supriaddin, (2024) and Purwanto et al., (2020) which stated a significant influence between innovative behavior variables on employee performance. From the results that the author has done, it is shown that innovative behavior has a positive and significant impact on improving employee performance. Employees who have an innovative attitude tend to be more creative in completing tasks, are able to find more effective solutions, and Adapting to changes in the world of health Innovative in work also improves service efficiency, speeds up administrative processes, and improves patient satisfaction.

Furthermore, the results of the data analysis also explained that the work environment variable has a significant influence on the performance of employees of the Idi Timur health center, East Aceh Regency. by 0.125 or 12.5 percent. This result can also be proven by the t-count value of 3.442 which is much larger than the t-table value of 2.002. This result was reinforced by a significance value (P) of 0.002 which was much smaller than the alpha value of 0.050 The results of the analysis concluded that the third hypothesis (H3) was accepted. The results of this study are in accordance with this research in accordance with previous research that has been researched by Riyanto et al., (2022) and Nia Audiana et al., (2024) who stated the significant influence between work environment variables on employee performance. From the results that the author has done, the work environment has a positive and significant influence on employee performance. A comfortable work environment, both physically and non-physically, can increase employee productivity and motivation in carrying out their duties. The results of the study show that the better the work environment, the higher the performance of employees in providing health services to the community. Therefore, the management of the Puskesmas needs to continue to improve and maintain the quality of the work environment by providing adequate facilities, creating a positive work culture, and increasing communication and cooperation between employees to support the improvement of their performance.

CONCLUSION

Based on the results of the study on the Influence of *Team Work*, Innovative Behavior and Work Environment on the Performance of Employees of the Idi Timur Health Center, East Aceh Regency. So the conclusions in this study are as follows: Partially, *team work* has a positive and significant effect on the performance of employees of the East Idi Health Center, East Aceh Regency. This shows that the better the quality of teamwork in the work environment, the higher the employee performance produced. Effective teamwork is reflected in the trust between team members, as well as cohesiveness in carrying out organizational tasks. When employees feel supported by teammates, they will be more motivated to work optimally, show loyalty, and have a higher sense of responsibility for the tasks assigned. Partially, innovative behavior has a positive and significant effect on the performance of employees of the Idi Timur Health Center, East Aceh Regency. This means that the higher the level of innovative behavior possessed by employees such as employees who are able to think creatively, the better the performance they show in carrying out their duties and responsibilities. Partially, the work environment has a positive and significant effect on the performance of employees of the East Idi Health Center, East Aceh Regency. Such safety at work shows that when safety aspects such as the availability of personal protective equipment, clear safety

procedures, and good handling of work risks are applied consistently, employees feel more protected and focused in carrying out their duties. This has a direct impact on increasing productivity, work efficiency, and loyalty to health centers. Thus, improving the quality of the work environment, especially in terms of safety, will encourage employee performance in a more optimal direction.

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