

## The Effect of The Work Environment on Employee Performance in the Tandangsari Sumedang Multi-Bussiness Cooperative

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**Abstract:** *This study aims to determine the influence of the work environment on employee performance at KSU Tandangsari Sumedang. The research method used in this study is a quantitative research method with data collection techniques used, namely, literature studies, interviews and questionnaires. The number of samples used in this study was 61 people. The data was analyzed using validity and reliability tests, descriptive statistics, normality tests, determination coefficients, simple linear regression analysis, and T tests. Based on the results of research on the work environment at KSU Tandangsari Sumedang, good results were obtained, this is in accordance with the total score obtained, which is 2,263 out of an ideal value of 3,050. Furthermore, the results of the research on employee performance also obtained good results, this was obtained from a total score of 2,415 out of an ideal value of 3,050. Then the correlation between the work environment and employee performance is very high, this is obtained from the value of the correlation coefficient ( $r$ ) of 0.802 which is in the interval of 0.80-1.00. Meanwhile, based on the results of the T test, the hypothesis in this study was accepted, this shows that the work environment has a positive and significant effect on employee performance at KSU Tandangsari Sumedang. This result was obtained from a significance value of 0.00 with a  $t_{table} > \text{calculation of } 10.313 > 2.001$  with an R square of 0.643, meaning that employee performance at KSU Tandangsari was influenced by 64.3% by the work environment and the remaining 15.7% was influenced by other factors that were not studied in this study.*

### INTRODUCTION

Human Resources is an important thing that greatly influences the survival of a company. Humans are a strategic factor in all organizational activities, therefore organizations must realize the potential of their workforce because the business environment is increasingly competitive. By having good employee performance, the company's productivity level will increase and the company's goals will be achieved and thus the company's profits will also increase. In other words, the continuity of an organization is determined by the performance of its employees. According to Sembiring (Parwita, et al., 2023) states that performance is the result of the quality

and quantity of work carried out by an employee in accordance with the tasks given to him. Furthermore, according to Agustin (Fitria Marisyah, 2022), employee performance is influenced by several factors, namely: salary, work environment, organizational culture, leadership and work motivation, work discipline, job satisfaction, communication and other factors.

In a company, the work environment is very important to pay attention to, even though the work environment does not carry out the process of work activities in a company, the work environment has a direct influence on employees who carry out work activities. A good work environment will provide a sense of security and comfort, allowing employees to work more optimally. On the other hand, a bad work environment can reduce employee performance and trigger various problems such as stress, conflict and absenteeism. This opinion is also in accordance with the opinion of Mudrika, et al., (Parwita, et al., 2023) which states that, the work environment has a positive and significant effect on employee performance, which means that a comfortable work environment and adequate facilities in the workplace will influence employee performance and morale so that they can carry out their duties optimally. Then the results of Shammout's research (2022), which stated that the work environment can be declared good if employees can carry out their activities optimally and productively. Furthermore, Yantika, et al., (Susanti & Mardika, 2022) explained that the work environment significantly influences employee performance. The formation of a quality environment will show the success of an organization and if the work environment is not good it can cause a lack of encouragement and even a decrease in work enthusiasm which is a factor in reducing employee performance. Then Joni & Hikmah (Fitria Marisyah, 2022) stated that 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 can provide motivation to work, it will have an influence on employee performance at work.

The Tandangsari Multi-purpose Cooperative (KSU) is a cooperative that operates in the savings and loan business unit, livestock production facilities business unit (SAPRONAK), animal health service business, dairy farming business, and fresh milk business. In its implementation, it is required to have good performance, this is in accordance with the Government Regulation of the Republic of Indonesia Number 7 of 2021 concerning Facilitation, Protection and Empowerment of Cooperatives and Micro, Small and Medium Enterprises Article 21 paragraph 3b which reads "Providing convenience in the procurement of facilities and infrastructure, production processing, raw materials, auxiliary materials and packaging for Cooperatives".

**Table 1.** Working Environmental Conditions at KSU Tandangsari

No	Work Environmen	Information
1	Workplace lighting	The work space has poor lighting
2	Air circulation	Air circulation is not good, there is no ventilation
3	Noise	Locations that are in densely populated areas or in busy places cause noise to be affected work environment
4	Workplace decoration	Dirty and disorganized work space

5	Job security	Job security is less protected and is in a closed work environmen
6	Infrastruktur	Several technologies are still needed to support the production process well

*Source:* Data processed by researchers, 2024

Based on table 1 above, it can be seen that the working environment conditions of KSU Tandangsari can be said to be not good, seen from the indicators of work space lighting, air circulation and work space decoration. Likewise with the available facilities, there are still several infrastructure facilities for each division that are incomplete. Furthermore, the livestock division does not yet have appropriate technology for handling animal waste. In terms of location, KSU Tandangsari is in a market area, which means that many people carry out various activities in the area. Even though it is not directly disturbed, being in an area that is generally a busy center certainly has an influence on the work environment at KSU Tandangsari. The cleanliness of all divisions in a cooperative is very important to pay attention to because each division is related to each other to create the survival of the cooperative. With a good working environment all employees can comfortably and safely carry out their work. Meanwhile, in the non-physical work environment, from the perspective of employee communication relations, it is well established, but it cannot be denied that employees at KSU Tandangsari often experience boredom at work due to repetitive work and demands from management leaders.

**Table 2.** Decrease in Fresh Milk Production

Year	Initial Raw Materials (Ltr)	Production result (Ltr)	Decline (Ltr)
2021	6.387.251,50	6.300.588,00	86.663,50
2022	4.806.441,00	4.746.446,00	59.995,00
2023	3.405.597,00	3.346.276,00	59.321,00

*Source:* LPJ KSU Tandangsari data for 2021-2023

The fresh milk division is a mainstay business and is the main business of several businesses run by the cooperative. In the production process there is a decrease in the yield of the initial raw materials used, this can occur due to worker negligence or the tools used. As can be seen in table 2 above, in 2021 there was a decrease in the production process, namely 86,663.5 liters of milk, while in 2022 there was another decrease of 59,995 liters of milk and in 2023 there was also a decrease in milk production of 59,321 liters of milk. This shows that in the production process the initial raw materials experience quite large shrinkage resulting in reduced products.

**Table 3.** Employee Performance

Year	Number of Employees (people)	Number of Employees whose Performance Decreases (person)
2021	73	5
2022	68	7
2023	61	8

*Source:* Data processed by researchers, 2024

In table 3 above, it can be seen that in 2021, with a total of 73 employees, there was a decrease in employee performance by 5 people, while in 2022, with a total of 68 employees, there was a decrease in employee performance by 7 people. Likewise, in 2023 there will be a decrease in employee performance by 8 people out of the total number of employees of 61 people. This means that every year within a period of three years, namely from 2021-2023, there is a significant decline in the number of employee performance.

Based on the description of the background to the problem above, researchers are interested in conducting further research with the title The Influence of the Work Environment on Employee Performance in the Tandangsari Sumedang Multi-Purpose Cooperative (KSU). The research objectives are as follows: 1) How is the work environment at KSU Tandangsari Sumedang?, 2) How is the performance of employees at KSU Tandangsari Sumedang?, 3) How does the work environment influence employee performance at KSU Tandangsari Sumedang?.

## LITERATURE REVIEW

### Management

R Terry (Raymond et al., 2023:2) states that management is a process consisting of planning, organizing, activating and controlling actions carrier out to determine and achieve predetermined targets through the use of human resources and other resources. Then John D. Millett (Patma, et al.,2019:3) states that management is the process of guiding, directing and providing work facilities to people organized in journal groups to achieve predetermined goals. Furthermore, Ernie and Kurniawan (2019:4) define management as the art or process of completing something related to achieving goals. Management is needed as an effort so that business activities can run effectively and efficiently. Effective means the ability to determine appropriate goals related to achieving targets, while efficiency means the ability to use as few resources as possible to achieve organizational goals.

### Human Resource Management

According to Hasibuan (Supriadi et al, 2022:3) states that human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the company, employees and society. Furthermore, Rivai & Jauvani (Adamy, 2016:3) state that human resource management is a collection of knowledge about how human resources should be managed which includes aspects of planning, organizing, implementing and controlling production, marketing and staffing functions. in achieving company goals. Then Stoner (Suhardi, 2018: 217) defines that human resource management is an ongoing procedure that aims to supply an organization or company with the right people to be placed in the right positions and positions when the organization needs them. Human resource management includes efforts to promote personal progress, employee satisfaction, and comply with provisions relating to employment. The main target of human resource management is to maximize organizational productivity through optimizing employee activity and simultaneously improving the quality of employee life and treating employees as highly valuable resources for the organization.

### Employee performance

According to Hasibuan (Khaeruman et al., 2021: 8) states that performance is a work result

achieved by a person in carrying out the tasks assigned to him which is carried out with skill, experience and seriousness as well as time. Furthermore, Eko and Mochklas (2020: 10) state that performance is a description of the level of achievement of the implementation of an activity or program or policy in realizing the organization's targets, objectives, vision and mission legally, without breaking the law and in accordance with the morals and ethics contained in the formulation. planning strategy. Then Nurhaeda Zaeni (2023:23) concluded that employee performance is the level of progress of an employee as a result of his efforts to positively improve his abilities in his work. The quality and quantity methods achieved by an employee in carrying out his duties are in accordance with the responsibilities given to him. The concept of performance can basically be seen from two aspects, namely employee performance and organizational performance. Employee performance and organizational performance are very closely related because achieving organizational goals cannot be separated from the active role of individuals as actors in efforts to achieve organizational goals

### **Work Environment**

The work environment is one of the things that must be considered in an organization or company, because the work environment influences the condition of the employees in the company. By paying attention to the work environment, it is hoped that it can increase enthusiasm for work so that it also has an effect on increasing employee productivity. According to Sedarmayati (Khaeruman 2021:55) defines the work environment as all the tools and materials encountered, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group. Furthermore, Sihombing (Khaeruman 2021:55) states that the work environment is factors outside humans, both physical and non-physical, in an organization. Then Mahmudah Enny W (2019:56) states that the work environment is something that exists around employees which can influence employees' work decisions in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks. charged to employees in order to improve employee work in a company. A conducive work environment provides a sense of security and allows employees to work more optimally. If employees feel comfortable in their work environment, employees will feel at home with activities at their workplace.

### **Hypothesis**

According to Paramita, et al. (2021:109), a hypothesis is a temporary answer to a research problem formulation, where the research problem formulation has been stated in the form of a question sentence. It is temporary because the answers given are only based on relevant theories, not on empirical facts obtained through data collection. Therefore, a test was carried out to find out the truth. The hypothesis in this research is as follows :

H<sub>0</sub> = It is suspected that the work environment has no effect on employee performance at KSU Tandangsari.

H<sub>1</sub> = It is suspected that the work environment influences employee performance at KSU Tandangsari.

### **METHOD**

The research method used in this research is a quantitative research method. According to

Sugiyono (2022:8) quantitative research methods are used to research certain populations or samples, data collection uses research instruments, data analysis is quantitative statistics, with the aim of testing predetermined hypotheses. The population in this study were all employees at KSU Tandangsari, totaling 61 people. The sampling technique used is non-probability sampling with a saturated sampling technique, meaning that the entire population is used as a sample. To test data instruments, validity and reliability tests are used. Data collection techniques used literature studies, interviews and questionnaires. Meanwhile, data analysis techniques used descriptive statistics, normality test, simple linear regression analysis, correlation coefficient, coefficient of determination, and t test.

Then the framework of thinking in this research is as follows :

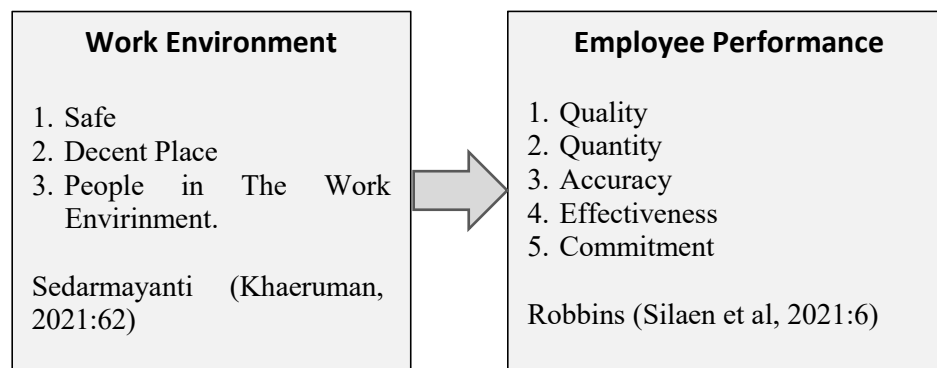


Figure 1. Framework

## RESULT AND DISCUSSION

The results of validity testing of the 10 questionnaire statement items on work environment variables are as follows :

Table 4. Validity Test Results of Work Environment Variables

No Item	r <sub>count</sub>	r <sub>table 5% (59)</sub>	Sig	Criteria
X.1	0,489	0,2521	0,000	Valid
X.2	0,630	0,2521	0,000	Valid
X.3	0,412	0,2521	0,001	Valid
X.4	0,589	0,2521	0,000	Valid
X.5	0,416	0,2521	0,001	Valid
X.6	0,537	0,2521	0,000	Valid
X.7	0,461	0,2521	0,000	Valid
X.8	0,584	0,2521	0,000	Valid
X.9	0,561	0,2521	0,000	Valid
X.10	0,466	0,2521	0,000	Valid

Source: Data processed by researchers, 2024

Based on table 4 above, the Pearson Correlation calculation analysis with N (number of employees) = 61, N of items (number of questions) = 10 for work environment variables) at a significance level of 0.000 and  $r_{table} = 0.2521$ , obtained the highest rcount value 0.630 in the High interpretation and the lowest rcount 0.412 in the low interpretation. Based on these results, it can be stated that all question items on the work environment variable are valid. This means that all instruments used have met the criteria and can be used to measure what should be measured.

Then the results of validity testing of the 10 questionnaire statement items on employee performance variables are as follows :

**Table 5.** Validity Test Results of Employee Performance Variables

No Item	r <sub>count</sub>	r <sub>table</sub> 5% (59)	Sig	Criteria
Y.1	0,586	0,2521	0,000	Valid
Y.2	0,623	0,2521	0,000	Valid
Y.3	0,448	0,2521	0,000	Valid
Y.4	0,532	0,2521	0,000	Valid
Y.5	0,566	0,2521	0,000	Valid
Y.6	0,496	0,2521	0,000	Valid
Y.7	0,566	0,2521	0,000	Valid
Y.8	0,566	0,2521	0,000	Valid
Y.9	0,386	0,2521	0,000	Valid
Y.10	0,549	0,2521	0,000	Valid

**Source:** Data processed by researchers, 2024

Based on table 5 above, the Pearson Correlation calculation analysis with N (number of employees) = 61, N of items (number of questions) = 10 for the employee performance variable at a significance level of 0.000 and  $r_{table} = 0.2521$ , the calculated r value is obtained The highest is 0.623 in the Very High interpretation and the lowest r count is 0.386 in the High interpretation. Based on these results, it can be stated that all question items on the employee performance variable can be said to be valid. This means that the instrument used meets the criteria and can be used to measure what it should measure.

Then the results of reliability testing for work environment variables and employee performance, obtained the following results :

**Table 6.** Reliability Test Results of Work Environment Variables

#### Reliability Statistics

Cronbach's Alpha	N of Items
0,641	10

**Source:** Data processed by researchers, 2024

Based on table 6 above, the Cronbach Alpha value = 0.641. Based on the reliability criteria table

of 0.2521 which states that the work environment variable statement in the reliability test results is strong. This means that all instruments prepared can be trusted to be used as data collection tools or the instruments used can produce correct and reliable data.

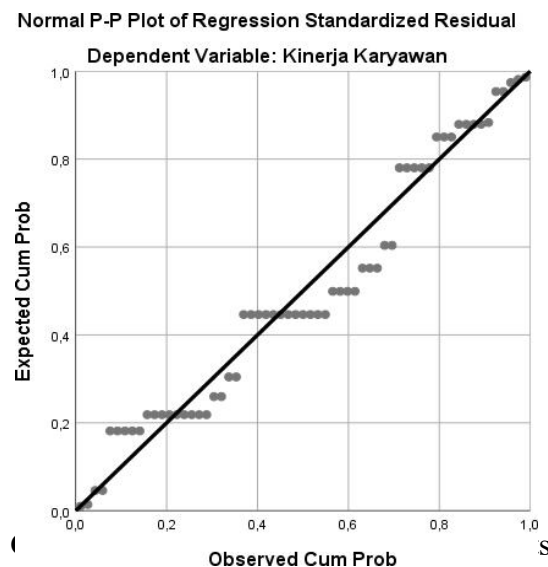
**Table 7.** Reliability Test Results of Employee Performance Variables

Reliability Statistics	
Cronbach's Alpha	N of Items
0,699	10

**Source:** Data processed by researchers, 2024

Based on table 7 above, the Cronbach Alpha value = 0.699. Based on the reliability criteria table of 0.2521 which states that the employee performance variable statement in the reliability test results is strong. This means that all instruments prepared can be trusted to be used as data collection tools or the instruments used can produce correct and reliable data.

Then the results of the normality test obtained results like the graph below :



Based on the P-P Plot graph above, it can be understood that the distribution of items is on a diagonal line in the graph. The P-P Plot graph above shows that the data does not spread along the diagonal line and does not follow the direction of the diagonal line. Thus, the data obtained is not normally distributed.

#### 1) **Work Environment at KSU Tandangsari Sumedang?.**

The total indicator results for the Work Environment variable at KSU Tandangsari Sumedang can be described as follows :

**Table 8.** Criteria Scores for Work Environment Variables

No Item	SS 5	S 4	RR 3	TS 2	STS 1	Total Score	TCR	Criteria
1	14	47	-	-	-	258	84,59%	Very Good
2	1	60	-	-	-	245	83,28%	Good
3	2	59	-	-	-	246	80,65%	Good
4	-	27	34	-	-	210	68,85%	Good
5	6	55	-	-	-	250	81,97%	Good
6	-	-	21	40	-	146	47,87%	Not Good
7	11	50	-	-	-	255	83,61%	Good
8	8	53	-	-	-	252	82,62%	Good
9	11	50	-	-	-	255	83,61%	Good
10	2	59	-	-	-	246	80,65%	Good
$\Sigma$	55	460	55	40	-	2.263	74,20%	Good

**Source:** Data processed by researchers, 2024

Based on table 8. above, it can be seen that the highest respondent achievement level reached 84.59% in the first instrument with the safe indicator in the statement "The lighting in my work space has helped in supporting work activities" and the lowest respondent achievement level reached 47.87 % in the sixth instrument with an appropriate place indicator in the statement "Various kinds of facilities are provided by the office to support employee activities". From these results, a total score of 2,263 was obtained, which means the score is in the Good category. Thus, the work environment at KSU Tandangsari is in good condition, this can be seen from the results of descriptive statistical analysis which obtained a total score of 2,263.

## 2) Employee Performance at KSU Tandangsari Sumedang?

Then the total indicator results for the Employee Performance variable at KSU Tandangsari Sumedang can be described as follows :

**Table 9.** Employee Performance Variable Criteria Scores

No Item	SS 5	S 4	RR 3	TS 2	STS 1	Total Score	TCR	Criteria
1	23	38	-	-	-	267	87,54%	Very Good
2	8	53	-	-	-	252	82,62%	Good
3	2	59	-	-	-	246	80,65%	Good
4	-	14	47	-	-	197	64,59%	Pretty Good
5	-	16	45	-	-	199	65,24%	Pretty Good
6	5	56	-	-	-	249	81,64%	Good
7	12	49	-	-	-	256	84,92%	Good
8	12	49	-	-	-	256	84,92%	Good
9	3	58	-	-	-	247	80,98%	Good
10	2	59	-	-	-	246	80,65%	Good
$\Sigma$	67	451	92	-	-	2.415	79,18%	Good

**Source:** Data processed by researchers, 2024

Based on table 9 above, it can be seen that the highest level of respondent achievement reached 87.54% with the first instrument, in the statement "I always try to improve the quality of my work" and the lowest level of respondent achievement was in the fourth instrument, reaching 64.59% in the statement "I am always disciplined in terms of my attendance at work." From the total results, a score of 2,415 was obtained, which means the score is in the Good category. Thus, the performance of employees at KSU Tandangsari is in good condition, this can be seen from the results of descriptive statistical analysis which obtained a total score of 2,415.

### 3) The influence of the work environment on employee performance at KSU Tandangsari Sumedang ?

To see the relationship between work environment variables and employee performance variables at KSU Tandangsari, researchers conducted a simple linear regression tes.

**Table 10.** Simple Linear Regression Analysis

Coefficients <sup>a</sup>		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig
1	(Constant)	6,553	3,207		2,044	0,045
	Work Environment	0,854	0,083	0,802	10,313	0,000

a. Dependent Variable : Employee Performance

**Source:** Data processed by researchers, 2024

Based on table 10, the results of a simple regression analysis are obtained with the value a, namely the constant number of unstandardized coefficients, namely 6.553, which is a constant number, which means that if there is no work environment or the value is 0, then the consistent value of employee performance is 6.553 and b is the coefficient number. The regression of the work environment variable is 0.854. Because here the regression coefficient value is positive, it can be said that the work environment has a positive effect on employee performance. And the regression equation is as follows :

$$Y = 6,553 + 0,854X$$

Next, to find the relationship, the magnitude of the relationship and whether the variables have a relationship or not, can be seen in the following table :

**Table 11.** Correlation Coefficient Analysis

Correlations		Work Environment	Employee Performance
Work Environment	Pearson Correlation	1	0,802**
	Sig. (2-tailed)		0,000
	N	61	61

Employee Performance	Pearson Correlation	0,802**	1
	Sig. (2-tailed)	0,000	
	N	61	61

\*\* . Correlation is significant at the 0.01 level (2-tailed)

**Source:** Data processed by researchers, 2024

Based on table 11. above, it is known that the correlation coefficient (r) between work environment variables and employee performance variables is 0.802, and is in the interval 0.80-1.00 so it is in the very high category. This means that the relationship between work environment variables and employee performance variables is very high.

Furthermore, the R value ranges between 0-1, the closer the R value is to 1, the greater the work environment variables are able to explain employee performance variables.

**Table 12.** Coefficient of Determination (R Square)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,802 <sup>a</sup>	0,643	0,637	1,10185

a. Predictors: (Constant), Work Environment

**Source:** Data processed by researchers, 2024

Based on table 12 above, the R Square obtained is 0.643. This means that work environment variables contribute to employee performance by 64.3%. And the remaining 15.7% is influenced by other factors not examined in this research.

Then the t test obtained the following results :

**Table 13.** T Test

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients		Sig
		B	Std. Error	Beta	T	
1	(Constant)	6,553	3,207		2,044	0,045
	Work Environment	0,854	0,083	0,802	10,313	0,000

a. Dependent Variable : Employee Performance

**Source:** Data processed by researchers, 2024

From table 13. above, data is obtained that for n = 61 (df = 59) with a significance of 0.00, tcount is 10.313. Based on these criteria, we obtain tcount > ttable or 10.313 > 2.001, meaning that H<sub>0</sub> is rejected or H<sub>a</sub> is accepted, which means that there is an influence between work environment variables on employee performance variables. This is in accordance with the results of research conducted by Fitria Marisya (2022) which states that there is a positive and significant relationship between the work environment and employee performance.

## CONCLUSION

Based on the results of research and discussion regarding the influence of the work environment on employee performance in the all-business cooperative (KSU) Tandangsari Sumedang, the following conclusions were obtained :

1. Based on the results of research regarding the work environment at KSU Tandangsari Sumedang, it shows good results, this is obtained from the respondents' answers regarding safe indicators, namely regarding the lighting in the work space which is very good, but there are still deficiencies seen from the indicators of a suitable place, namely regarding still there are several facilities that are still lacking that are not provided to employees. And the results of data analysis show a total score of 2,263.
2. Based on the results of research regarding employee performance at KSU Tandangsari Sumedang, it shows good results, this was obtained from the respondents' answers in the work quality indicator, namely regarding employees who always try to improve the quality of their work, but there are still several problems in the punctuality indicator, namely regarding discipline in Attendance still needs to be improved to make it better. And the results of data analysis show a total score of 2,415.
3. Based on the hypothesis test, the results obtained were that  $H_0$  was rejected or  $H_a$  was accepted, which means that there is an influence between work environment variables on employee performance variables as proposed by the hypothesis, namely that there is a positive and significant influence between the work environment on employee performance at KSU Tandangsari. This is in accordance with the results of the R Square data analysis obtained which is 0.643. Then for  $n = 61$  ( $df = 59$ ) with a significance of 0.00,  $t_{count}$  is 10.313. Based on these criteria, we obtain  $t_{count} > t_{table}$  or  $10.313 > 2.001$ , meaning that  $H_0$  is rejected or  $H_a$  is accepted, which means that there is an influence between work environment variables on employee performance variables. This also means that the work environment is one of the main factors in increasing employee performance at KSU Tandangsari Sumedang.

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