



The Influence Of The Work Environment Employee Work Effectiveness At The Nunukan State Prosecutor's Office

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Abstract—The Influence of the Work Environment on the Effectiveness of Employees at the Nunukan District Attorney's Office. The purpose of this research is to determine the influence of the work environment on the work effectiveness of employees at the Nunukan District Attorney's Office. This research includes descriptive research with a quantitative approach. The population of this research was all 30 employees at the Nunukan District Attorney's Office. Data was collected using a questionnaire that had been tested for validity and reliability. The results of the hypothesis test show that the independent variable has a significant influence on the work effectiveness of employees at the Nunukan District Attorney's Office.

Keywords: *Work Environment, Work Effectiveness, Nunukan District Attorney's Office*

I. INTRODUCTION

The progress of an organization/institution/government agency will boost the organization's goals to achieve success. The success achieved by the agency is greatly influenced by increasing work effectiveness through efforts to organize the work environment. To support this, a conducive and comfortable work environment is needed, so that employees can carry out their activities optimally and pay attention to factors that influence the creation of a work atmosphere that can create high work effectiveness, such as a comfortable physical work environment and effective and efficient work system planning. With regard to organizations/institutions/agencies related to the work environment, Nunukan Regency, North Kalimantan Province has several different organizations/institutions/agencies. One of them is the Nunukan District Prosecutor's Office.

The phenomenon that occurred at the Nunukan District Prosecutor's Office from observations shows that the work environment still requires a lot of improvement, because it still does not pay enough attention to the physical environmental conditions in the ruangan Ruangh as regulating the air temperature in the work space which is still not good even though it is equipped with cooling facilities. Often the air conditioning (Air Conditioner) is not able to work properly, the air ventilation in the work space does not function properly so that the lack of air circulation in the work space causes a ruangan yang panas and uncomfortable that is not properly arranged will hinder employee movement during their activities. This will clearly affect the work effectiveness of employees, employees because employees will find it difficult to carry out work activities. The room lighting is not optimal, less than optimal, so that employees often experience eye fatigue when carrying out their work. Lack of employee performance will result in less smooth work performance, resulting in frequent delays in completing work that is the responsibility of the employees. Every employee in the organization is required to be able to work effectively and efficiently, so that the organization's competitiveness becomes greater.

On the other hand, some employees have not been able to fully carry out their responsibilities and have not completed their work on time, resulting in work arrears. In the quality aspect, it appears that the achievement of quality and accuracy of procedures in completing tasks is not fully optimal. Meanwhile, in terms of efficiency, it has not been fully achieved, both in terms of time utilization and costs.

This phenomenon is one of many that occur and is thought to be related to a less supportive work environment. Based on the description above, the author is interested in conducting research on the work environment and its relationship with employee work effectiveness with the title "The Influence of the Work Environment on Employee Work Effectiveness at the Nunukan District Attorney's Office."

Understanding Human Resource Management

Management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. Human resource management (HR) is the design of formal systems in an organization to ensure the effective and efficient use of human talent to achieve organizational goals.

Sinambela (2018:9) defines resource management as the management of human resources as the main resource or asset through the implementation of management functions and operational functions so that the organizational goals that have been set can be well achieved.

Meanwhile, the definition of human resource management according to Hasibuan (2013: 10) 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 aims of the company, employees and society.

These components can be divided into three things, including:

1. Entrepreneur

An entrepreneur is anyone who invests capital to obtain income and the amount of income is uncertain depending on the profits achieved by the company.

2. Employees

Employees are the main wealth of a company, because without their participation, company activities would not occur. Employees play an active role in establishing plans, systems, processes and goals to be achieved.

3. Leader or manager

A leader is someone who uses authority and leadership to direct other people and is responsible for that person's work in achieving a goal.

Human Resource Management Objectives

The objectives of human resource management in each company are varied. According to Herman (2008:7), there are several objectives of human resource management, namely:

a. Organizational Goals

Aimed at being able to recognize the existence of human resource management (HRDM) in contributing to achieving organizational effectiveness. Even though formally a human resources department was created to help managers, managers are still responsible for employee performance. The human resources department helps managers in handling matters related to human resources.

b. Functional Purpose

Aimed at maintaining departmental contributions at a level appropriate to organizational needs. Human resources become worthless if human resource management has criteria that are lower than the level of organizational needs.

c. Social Goals

Aimed at ethically and socially responding to the needs and challenges of society through actions to minimize negative impacts on the organization.

d. Personal Goals

Aimed at assisting employees in achieving their goals, at least goals that can increase individual contributions to the organization. Employees' personal goals must be taken into consideration if employees are to be retained, retired or motivated. If personal goals are not considered, employee performance can decline and employees can leave the organization.

Human Resource Management Function

The human resource management function is a function that has a very important role in managing an organization or company in setting and achieving organizational goals.

The functions of human resource management according to Hasibuan (2004:59), namely: planning, organizing, procurement, development, compensation, integration, maintenance, discipline and dismissal.

a. Planning

Human resource planning in an organization is a set of activities related to the planning and needs of employees or human resources of an organization in the future. By estimating the number and type of employees needed by all personnel departments, they can plan better in matters within the scope of their work, for example employee withdrawal, employee selection and so on.

b. Organizing

After the programs have been prepared and established, an organization needs to be formed that will implement the program. Organizations are a tool to achieve goals, therefore personal managers must form an organization by designing a structure that describes the tasks between employees and between physical factors.

c. Briefing

It is also called providing motivation and giving commands so that employees start working. Basically, this function will increase employees' willingness to start working actively.

d. Control

Activities usually carried out in the control process include observing planning activities as well as correcting deviations that occur while the plan is being implemented.

e. Procurement

Procurement is the process of attraction, selection, placement, orientation and induction to obtain employees who suit the needs of the company or organization.

f. Development

Development is the process of improving employees' technical, theoretical, conceptual and moral skills through education and training.

g. Integration

Integration is an activity to unite organizational interests and employee needs, in order to create harmonious and mutually beneficial cooperation.

Work environment

The work environment in a company or agency is very important to pay attention to. Even though the work environment does not carry out the production process in a company, the work environment has a direct influence on the employees who carry out the production process. A good work environment for employees can increase work morale and work effectiveness. On the other hand, an inadequate work environment can reduce work morale, and ultimately reduce employee effectiveness at work. A good work environment will provide personal comfort and raise employee enthusiasm so they can carry out their tasks well. Besides that, employees will be happier and more comfortable at work if the facilities are clean, not noisy, have good air exchange and adequate and relatively modern equipment.

Understanding the Work Environment

Mardiana (2005:24), says the work environment is the environment where employees carry out their daily work. A conducive work environment provides a sense of security and allows employees to work optimally. The work environment can influence employee emotions. If an employee likes the work environment where he works, then the employee will feel at home in his workplace to carry out activities so that working time is used efficiently.

Work environment

The work environment includes work relationships formed between fellow employees and work relationships between subordinates and superiors as well as the physical environment where employees work.

Nitisemito (2001:183) defines the work environment as everything around workers that can influence them in carrying out their assigned tasks. Cikmat in Nawawi (2003:292) states that the work environment is a series of characteristics of working conditions that can be measured based on the shared perception of organizational members who live and collaborate in an organization. Meanwhile, Komara (2005:51) says that the work environment is the whole or every aspects of the symptoms and socio-culture that surround or influence the individual.

Based on this understanding, it can be stated that the work environment is everything around the employee working that influences the employee in carrying out his duties. The issue of the work environment in an organization is very important, in this case it is necessary to regulate and organize work environment factors in carrying out organizational activities.

Types of Work Environments

Broadly speaking, the type of work environment is divided into two, namely:

a. Physical Work Environment

The physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly. The physical work environment can be divided into two categories, namely:

1. Work environment that is directly related to employees, such as office equipment, work space size, work space layout, work space privacy, security and so on.
2. The intermediate environment or general environment can also be called the work environment which affects human conditions, for example temperature, humidity, unpleasant odors (cleanliness), color and so on.

b. Non-Physical Work Environment

The non-physical work environment is a situation that occurs in connection with work relationships, both relationships with superiors, fellow co-workers or subordinates. Institutions should be able to reflect conditions that support cooperation between superiors, subordinates and those who have the same status. Good condition and self-control (Nitisemito, 2000: 171). So this non-physical work environment is also a group of work environments that cannot be ignored.

Benefits of the Work Environment

The benefit of a work environment is that it creates enthusiasm for work, so that productivity and work performance increase. Meanwhile, the benefit of working with motivated people is that work can be completed quickly, meaning work is adjusted to a high standard and within a specified timescale.

Work performance will be monitored by the individual concerned, and will not cause too much supervision and fighting spirit will be high according to Ishak and Tanjung (2003).

Factors That Influence the Work Environment

Employees will be able to carry out their activities appropriately and achieve optimal results, if they are supported by appropriate working environment conditions. Environmental conditions are said to be comfortable and it is hoped that employees can complete their daily work optimally, healthily, safely and comfortably. Inappropriate work environment results can be seen over a long period of time. Many factors influence the formation of work environment conditions.

According to Sedarmayanti (2011:28) there are several factors that can influence the formation of work environment conditions related to employee abilities, including:

a. Lighting / Light in the Workplace

Light or illumination has enormous benefits for employees in order to ensure safety and smooth work. Therefore, it is necessary to pay attention to the presence of lighting (light) that is bright but not dazzling. The light is not clear enough, so work will be slow, there will be many errors and ultimately cause less efficiency in carrying out work, making it difficult to achieve organizational goals.

b. Temperature/air temperature in the workplace

Under normal circumstances, each part of the human body has a different temperature. The human body always tries to maintain a normal state, with a perfect body system so that it can adapt to changes that occur outside the body. However, this ability to adapt has limits, namely that the human body can still adapt to external temperatures if changes in external body temperature are no more than 20% for hot conditions and 35% for cold conditions, from the body's normal state.

c. Humidity in the workplace

Humidity is the amount of water contained in the air, usually expressed as a percentage. This humidity is related or influenced by air temperature and together temperature, humidity, speed of moving air and heat radiation from the air will affect the condition of the human body when it receives or releases heat from the body.

d. Air circulation in the workplace

The main source of fresh air is the plants around the workplace. Plants produce oxygen which is needed by humans. Sufficient oxygen around the workplace plus the psychological influence of plants around the workplace will provide coolness and freshness to the body.

e. Noise at work

One pollution that is very busy for experts to overcome is noise. Namely sounds that can disturb the peace of work, damage hearing, and cause communication errors.

f. Smells at work

The presence of odors around the workplace can be considered pollution because they can interfere with concentration at work.

a. Set colors at work

Arranging color in the workplace needs to be studied and planned as well as possible. In reality, color arrangement cannot be separated from decoration arrangement. This is understandable because color has a big influence on feelings. The nature and influence of color sometimes causes feelings of happiness, sadness and so on. Because the nature of color can stimulate human feelings.

b. Workplace decoration

Decoration has to do with good color planning, therefore decoration is not only related to the results of the work space but is also related to how to arrange the layout, color scheme, equipment and so on for work.

c. Music at work

According to experts, music with a soft tone that suits the atmosphere, time and place can arouse and stimulate employees to work.

d. Safety at work

In order to keep the place and working environment in a safe condition, it is necessary to pay attention to its existence. One effort to maintain security in the workplace can be the use of security officers (Satpam).

work environment indicators

a. According to Sedarmayanti (2001:46), the work environment indicators are as follows:

- b. 1) Office space
- c. 2) Air Temperature
- d. 3) Noise
- e. 4) Office Cleanliness
- f. 5) Lighting
- g. 6) Relationships between co-workers

Work Effectiveness

Understanding Work Effectiveness Effectiveness according to Siagian (2001:24) provides the following definition: "Effectiveness is the utilization of resources, facilities and infrastructure in a certain amount which is consciously determined in advance to produce a number of goods for the services of the activities carried out.

According to Gie (1998), namely: Effectiveness is a condition that contains a desired effect/consequence if someone does something that they really want, then that person is said to be effective if it causes the effect or has the intention as desired.

Work effectiveness is defined as completing work on time. In another sense, whether the implementation of a task is considered good or not really depends on whether the task is completed or not.

In interpreting work effectiveness, each employee gives a different meaning, according to different angles according to their respective points of view and interests. Effectiveness shows success in terms of whether or not the targets that have been set are achieved. If the results of activities are closer to the target, it means the higher the effectiveness of work in organizations, both private and government, then the target is focused on the implementation process and the level of success carried out by the employees themselves. Factors that Influence Work Effectiveness

According to Adam Ibrahim Indrawijaya (2000:73), the factors that can encourage employee effectiveness are:

- a. Work that suits his talents and skills
- b. A job that provides good equipment
- c. Jobs that provide complete information
- d. Work that provides a sense of security and calm

According to Steers (2005:20), there are four (4) factors that influence work effectiveness, namely:

1. Organizational Characteristics

Organizational characteristics consist of organizational structure and technology in the organization. Organizational structure means the relatively fixed relationships found in an organization in relation to human resources. Structure includes how the organization arranges people or groups people to complete work. Meanwhile, the technology in question is a company's mechanism for converting raw materials into finished goods.

2. Environmental Characteristics

Organizational characteristics influence effectiveness in addition to the external and internal environment which has been stated to influence effectiveness. The external environment in question is outside the company, for example the relationship with the surrounding community, while the environment within the scope of the company is for example employees or staff at the company.

3. Worker Characteristics

In reality, company employees are the most important influencing factor on effectiveness because it is their behavior that in the long term will facilitate or hinder the achievement of organizational goals. Workers are a source of data that is directly related to the management of all existing resources in the organization. Therefore, employee behavior greatly influences the achievement of organizational goals.

4. Management Policies and Practices

With increasingly complex technological processes and increasingly complex and cruel environments, the role of management in coordinating people and processes for organizational success is increasingly difficult. Management policies and practices can influence or hinder the achievement of goals, this depends on how management policies and practices are responsible for employees or the organization.

Work Effectiveness Indicators

Several indicators of work effectiveness according to Hasibuan (2003:105), namely:

a. Work Quantity

Work quantity is the volume of work produced under normal conditions. This can be seen from the large workload and conditions that one gets or experiences while working.

b. Work quality

Work quality is an attitude shown by employees in the form of work results in the form of neatness, thoroughness and interconnectedness of results without ignoring the volume of work in carrying out the work.

a. Time Utilization

Time utilization is the use of work periods that are adjusted to company policy so that work is completed on time.

The Relationship between the Work Environment and Employee Work Effectiveness.

Civil Servants (PNS) in a government institution are not only state employees but also public servants who work for the benefit of society. As state officials, employees are the backbone of government administration. To support this, the office must have a good and conducive work environment. Having a good work environment will influence employee morale so that what is produced will be better, with good results from the work of employees at the Nunukan District Prosecutor's Office who can achieve the targets and goals that have been set. Employee morale is an important thing in an organization. Because of a good work spirit, the goals that have been set can be achieved optimally. On the other hand, low work morale will hinder the implementation of tasks, completion of tasks, work will be less effective and be characterized by low discipline and employee participation in the organization.

The effectiveness of employee work is carried out well or not influenced by human resources, namely employees as implementers of activities in the organization. For this reason, work enthusiasm is needed for the employees who accompany them in carrying out their duties to achieve the set goals. As Nitisemito (2001:160) argues, to achieve high work effectiveness, it is necessary to generate work enthusiasm from employees. So whether an employee's work is effective or not is related to the employee's work enthusiasm. For this reason, work enthusiasm is needed for employees who accompany them in carrying out their duties to achieve organizational goals so that they are effective. A good and supportive work environment can increase employee

morale because the presence of a complete work environment and facilities encourages employees to carry out their duties well, feel happy and not be lazy, thereby encouraging employee enthusiasm to carry out their work. This means that the better the working environment, the higher employee morale and high employee morale will lead to high employee work effectiveness at the Nunukan State Prosecutor's Office.

II. RESEARCH METHODS

This research uses a quantitative approach. This approach was chosen because the things being researched are things that are present in nature, and the research results obtained are in the form of numerical data which is then processed so that the data has meaning. Based on the level of explanation of the position of the variables, this research is causally associative, that is, it aims to knowing the influence of two or more variables (Umar, 2005:45).

The population of this research was 30 employees of the Nunukan District Prosecutor's Office. The sample used in this research was a saturated sample where the entire population was also used as a research sample. This means that the number of respondents used as a sample or population in this research is 30 employees.

The data collection technique used in this research was a questionnaire. A questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer (Sugiyono, 2010), with two types of data, namely secondary data and primary data.

Based on the objectives of this research, several data analysis methods that will be used in this research are as follows:

- This analysis method using multiple linear regression uses a Likert scale, where the Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people regarding social phenomena.
- The item validity test is used to measure the accuracy of an item in the questionnaire, whether the items in the questionnaire are correct in measuring what you want to measure.
- Reliability is a tool for measuring a questionnaire which is an indicator of the independent variable. A questionnaire is said to be reliable if the respondent's answers to questions are consistent or stable over time (Ghozali, 2001 in Supardi Nani 2014).
- Data obtained from the questionnaire results are then processed and analyzed. The analytical method used is simple linear regression analysis. To find this influence, the following formula is used:

Simple Regression Equations

$$b = \frac{n(\sum XY) - (\sum X)(\sum Y)}{n(\sum X^2) - (\sum X)^2}$$

$$Y = a + bX$$

Information:

Y = Dependent variable (work effectiveness)

X = Independent variable (Work Environment)

a = Constant (value of Y when X = 0)

b = Regression coefficient (positive or negative influence)

The basis for decision making in simple regression can refer to two things, namely:

a) Compare significant values with a probability value of 0.05

- 1) If the significant value is <0.005, it means that variable X has an effect on variable Y
- 2) If the significant value is > 0.005, it means that variable X has no effect on variable Y.

b) Compare the calculated t and t table values

- 1) If the calculated t value > t table means that variable X has an effect on variable Y.
- 2) If the calculated t value < t table means that variable X has no effect on variable Y.

The formula for finding t table is: t table = t (a/2 : n-k-1), Ket (a: 0.05, n: number of samples, k: number of variables).

- The t test (partial) is carried out to determine the significance of the influence of the independent variable on the dependent variable partially.

III. RESULTS AND DISCUSSION

In general, this research shows quite satisfactory results. The results of the descriptive analysis show that the work environment at the Nunukan District Attorney's Office is running optimally. This is shown by the many responses regarding safe and conducive working environment conditions for each research variable and indicator.

From these results, the researcher then attached the results of the analysis per indicator of the work environment variable (X), namely the respondent's answer about the office space in the respondent's room was quite good, the majority of respondents answered in the affirmative as many as 17 people or 54.8%, the respondent's answer about the temperature of the work space in the

room 11 respondents answered agree or 35.5%, respondents answered agree about noise, 18 respondents answered agree or 58.1%, 11 respondents answered agree about office cleanliness or 35.5%. , 18 respondents answered that regarding lighting, they agreed or 58.1% of respondents said that relations between co-workers were harmonious and answered that 10 people agreed or 32.3% agreed. Meanwhile, in the Work Effectiveness (Y) variable, namely the respondent's answer about the quantity of work being able to complete routine work well, the majority of respondents answered in the affirmative as many as 16 people or 51.6%, the respondents' answer regarding the quality of work answered in the affirmative as many as 12 people or 38.7%, Respondents' answers regarding respondents being able to complete the tasks given in accordance with the standard time given answered disagreeing as many as 11 people or 35.5%.

Table of Regression Equation Assumption Results

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
(Constant)		-1.956	.678		.2886	.007
Lingkungan Kerja		.560	.029	.964	19.238	.000

This research is in line with and was proven earlier by Rina Melani (2016) regarding the influence of the work environment on employee work effectiveness at the Bandung City Population and Civil Registration Service which obtained results as stated that the work environment had a significant effect on employee work effectiveness. Furthermore, the work environment has a very strong influence in influencing the optimal work effectiveness of employees at the Nunukan District Prosecutor's Office, the resulting R (Correlation) value is 0.964, so it can be said that the work environment and employee work effectiveness are positively related by 97%. Meanwhile, the coefficient of determination (R²) is 0.930, which means the ability of work environment variables to influence the work effectiveness of employees at the Nunukan District Attorney's Office.

IV. CONCLUSION

Based on the results of research analysis that the author has conducted, namely regarding the influence of the work environment and employee work effectiveness at the Nunukan District Prosecutor's Office, by referring to the results of the analysis of the coefficient of determination to find out how much influence the work environment has on employee work effectiveness at the Nunukan District Attorney's Office, it can be concluded conclusion that the work environment has a significant effect on the work effectiveness of employees at the Nunukan District Attorney's office.

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