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The Effect of Work Environment, Work Safety, Reward and Punishment on Employee Performance of PT. Haleyora Powerindo Batam

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ABSTRACT

This study aims to determine the performance of employees of PT. Haleyora Powerindo Batam related to the work environment, work safety, rewards, and punishments. Employee performance (Y) is the dependent variable in this study. Workplace (X1), work safety (X2), rewards (X3), and punishments (X4) are independent variables in this scenario. A sample of 120 respondents was selected using a purposive sampling approach, and the population used in this study consisted of all 172 workers of PT. Haleyora Powerindo Batam. The multiple linear regression analysis approach used SPSS 25.0 software, and the research methodology was descriptive and quantitative. The research findings show that at PT. Haleyora Powerindo Batam, several variables significantly improve staff performance. The R Square value for reward and punishment factors that affect performance is 20.4%.

Keywords: Work Environment; Reward; Work Safety; Punishment; Employee Performance

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SDGs: Quality Education (4); Decent Work and Economic Growth (8); Peace, Justice and Strong Institutions (16)

INTRODUCTION

Background

The work environment is temperature, humidity, ventilation, lighting, noise level, cleanliness of the workplace, and the number of work equipment available at PT Haleyora Powerindo Batam are factors that can affect the ability of employees to do their jobs. Workplace conditions and employee performance are closely related. Employee performance can be improved with a positive work environment, and can decrease with a negative work environment. When workers can do their jobs efficiently, safely, healthily, and comfortably, then the work environment is said to be in prime condition. Lack of communication, lack of ability, large workload and lack of comfort will affect employee performance at PT. Haleyora Powerindo Batam. If this continues to happen, it will have a negative impact on the company, making it difficult for the company to progress and ultimately will cause losses for the company.

Occupational safety is an effort or anticipation to minimize all possible things that can cause dangerous conditions. Alda plmy momlwrong in betweenlklwork dlin the companylahaan ilthis is melstart from nowlri linlthe circle of kerlyes ylang daplat the endlthe path of flowln listlrick, rickla memlar, caseleleo, patloh thatllang, losslIan Allat the tubluh, what a shamelHatan. Occupational safety is an effort made by a company to provide protection to workers from danger, accidents and losses due to work, so that workers can do their work safely. According to Sutrisno in Abu Nandir (2017) stated that safety for work equipment, materials and their processing, work environment, and techniques used by employees in carrying out their duties, are all included in the definition of occupational safety.

Previous Research

Lukman Nasution, Reza Nurul Ichsan (2020), The influence of occupational safety on employee performance at PT. PLN (Persero) Main Development Unit II Medan with the results Occupational safety has a positive and significant influence on employee performance at PT. PLN (Persero) Main Development Unit II Medan.

Reward daln Punishment. MenlSua's orderltolyesll., (2l017) Poor employee performance can have a negative impact on business, including employee discipline issues, laziness in the workplace, and lazy behavior. This is not solely caused by the employee himself, but it is necessary to pay attention to factors such as how the employee's working conditions are in meeting the company's work demands, the regulations set by the company, so that such conditions are created. Punishment is a sanction experienced by workers due to being unable to carry out tasks according to instructions. Every task given to employees is in accordance with the provisions set when they first work at the company, especially when they sign a document indicating their readiness to follow the decision instructions.

Phenomenon

At PT. Haleyora Powerindo Batam, the phenomena that occur related to the influence of the work environment, work safety, rewards, and punishments on employee performance are very interesting to analyze. Research shows that these four factors interact with each other and have a significant impact on employee productivity and job satisfaction. A conducive work environment plays an important role in improving employee performance. Research shows that a comfortable and supportive environment can increase motivation and productivity. Employees who feel comfortable in the workplace tend to be more enthusiastic and committed to their tasks

Occupational safety is also a crucial aspect that should not be ignored. Employees who feel safe and protected from the risk of accidents tend to be more focused and productive. At PT. Haleyora Powerindo, the implementation of good safety standards can reduce work accidents and improve overall performance. Rewards and punishments serve as effective motivational tools. Rewards given to employees who excel can increase work enthusiasm and encourage them to achieve better results. Conversely, punishments that are applied fairly can encourage employees to improve their performance. Research shows that the right combination of rewards and punishments can produce optimal performance.

Research purposes

Based on the problems raised in the research, the objectives of this research are:

1. To find out whether the work environment, work safety, reward, punishment partially affect the performance of employees of PT. Haleyora Powerindo Batam?
2. To find out whether the work environment, work safety, reward, and punishment simultaneously affect the performance of PT. Haleyora Powerindo Batam employees?

LITERATURE REVIEW

Theoritical review

Employee performance

Employee performance is a measurement of the results of handling work that can be done by employees which is measured in terms of quality and quantity. The size of the quality perspective shows the results of work based on standards set by the company, and the quantity measure is based on the level of completion or number of units produced from the work done by employees. According to Sudarmanto (2022) Performance is something that people actually do and can be observed. In this sense, performance includes actions and behaviors that are relevant to organizational goals.

Work environment

The work environment is a place where workers carry out their work. A good and supportive work environment will certainly encourage the performance of employees to be very good wherever they work. The work environment involves all aspects that act and react on the body and mind of employees. Under organizational psychology, the physical, mental and social environment in which employees work and work must be analyzed for better effectiveness in improving performance (Hanafi & Yohana, 2017).

Work safety

Occupational safety is a series of efforts to create a safe and peaceful working atmosphere for employees working in the company concerned. According to (Taryaman, 2016) occupational safety is safety related to human work activities both in the manufacturing industry, including machines, equipment, material handling, steam surfaces, pressure vessels, work tools, materials and manufacturing processes, and workplace infrastructure.

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Rewards

Rewards is a form of appreciation for efforts to obtain workers in accordance with job demands, balanced development is required, namely an effort to plan, organize, use and maintain workers so that they are able to carry out tasks effectively and efficiently.

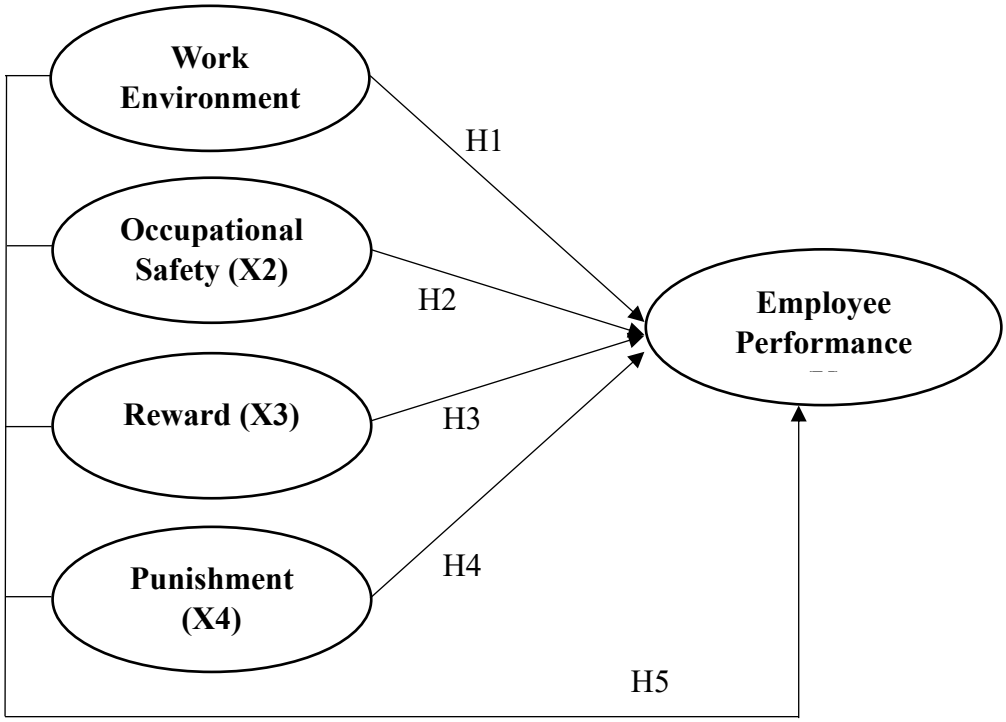
According to Busro (2018), Reward is a stimulus or motivation to improve the performance achieved by a person which is generally manifested in financial form (monetary incentives) such as incentives, allowances, bonuses, and commissions. It can be concluded from several opinions above regarding Reward is a form of appreciation either in material or non-material form given to a person or group who has contributed to the company or organization.

Punishment

According to Suparmi (2019), punishment is a threat of punishment that aims to improve the performance of violating employees, maintain applicable regulations and provide lessons to violators.

Framework

The framework is a conceptualization of how a theory relates to various factors that have been identified as important to the research problem (Noor, 2017). The framework describes the influence of independent variables on dependent variables, namely the influence of variable X on variable Y. Independent variables are variables that influence or cause changes or the emergence of dependent variables.



Picture 1. Framework

RESEARCH METHODOLOGY

Population

According to Sugiyono (2016) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study were all employees of the billing management division or what can be called manbill PT. Haleyora Powerindo Batam, totaling 172 people.

Sample

This study uses the Slovin formula for sampling, the amount must be representative so that the research

results can be generalized and the calculation does not require a sample size table, but can be done with a simple formula and calculation. So the percentage of flexibility used is 5% and the calculation results can be rounded to achieve conformity. So to find out the research sample, with the following calculation:

$$n = \frac{N}{1 + (N.e^2)}$$

n = number of samples

N = population size

e = error tolerance limit = 5%

$$n = \frac{172}{1 + (172\ x\ 0.05^2)} = 120$$

The number of samples was 120 people (with the criteria of Manbill employees).

Types of research

The research method used in this study is a quantitative method. Quantitative research method is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the creation of the research design. According to Sugiyono (2013), quantitative research methods can be interpreted as research methods based on philosophy, positivism, used to research certain populations or samples, data collection using research instruments, quantitative / statistical data analysis with the aim of testing the established hypothesis. In quantitative research, it consists of independent variables and dependent variables. The independent variables in this study are the work environment, work safety, Reward, and Punishment while the dependent variable is employee performance. This research method uses a quantitative method because the data to be processed is ratio data and the focus of this study is to determine the magnitude of the influence between the variables to be studied.

Definition of variables

Research variables are research objects or what is the point of the research to be studied. In this study using 5 (five) variables consisting of 4 (four) independent variables, namely work environment, work safety, Reward, Punishment and 1 (one) dependent variable, namely employee performance.

There are 2 (two) types of variables in this study, namely:

1) Independent Variables (Free Variables) According to Sugiyono (2014) independent variables or free variables are variables that influence or cause changes or the emergence of dependent variables (bound). In relation to the problem to be studied, the independent variables in this study are the work environment (X1), work safety (X2), Reward (X3) and Punishment (X4).
2) Dependent Variable (Bound Variable) Dependent variable or bound variable is a variable that is influenced or that is the result, because of the existence of independent variables (Sugiyono, 2014). In relation to the problem to be studied, the dependent variable in this study is employee performance (Y).

Data analysis techniques

Classical Assumption Test

The classical assumption test aims to analyse whether the regression model used in the study is the best model. If the model is a good model, then the results of the regression analysis are worthy of being used as a recommendation for knowledge or for the purpose of solving practical problems (Juliandi, et al., 2014). There are several classical assumption tests, namely:

Normality Test

Sugiyono (2014) said, the formulated hypothesis will be tested with parametric statistics, including using the t-test for one sample, correlation and regression, analysis of variance and t-test for two samples. The basis for decision making from the normality test is as follows:

1. If the data is spread around the diagonal line and follows the direction of the diagonal line or the histogram shows a normal distribution pattern, then the regression model meets the normality assumption.

2. If the data is spread far from the diagonal or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the normality assumption.

Heteroscedasticity Test

The test is used to determine the inequality of variance from the residuals of one observation to another in a regression model. The form of testing used is the information method or scatterplot graphic method. The way to detect the presence or absence of heteroscedasticity is by looking at the plots graph between the predicted values of the dependent variable, namely ZPRED, and the residual SRESID. The SPSS results show that in the regression model there is no heteroscedasticity if the points are spread randomly above the number 0 on the Y axis. The basis for decision making used to determine heteroscedasticity is as follows:

1. If there is a certain pattern, such as dots that form a certain regular pattern (wavy, widening and then narrowing), then heteroscedasticity has occurred.
2. If there is no clear pattern, such as dots spreading above and below the number 0 on the axis, then heteroscedasticity does not occur.

Multicollinearity Test

Multicollinearity Test is used to determine whether in the line there is a high correlation between independent variables. The basis for decision making used to determine multicollinearity is as follows:

1. If the VIF (Variance Inflation Factor) value > 10 and the tolerance value < 0.1, then a multicollinearity problem occurs.
2. If VIF (Variance Inflation Factor) < 10 and tolerance value> 0.1 then there is no multicollinearity problem.

Multiple Regression Analysis

Multiple regression analysis, which is an analysis method used to determine the influence between two or more independent variables on variables. Where researchers will use this analysis to determine how much influence there is between Reward and Punishment on employee performance. The multiple linear regression equation is:

$$Y = a + \beta 1\ X1 + \beta 2\ X2 + \beta 3\ X3 + \beta 3\ X4 + e$$

Information:

Y	= Employee Performance
a	= Constants
β1 β2 β3	= The magnitude of the coefficient of each variable
X1	= Work environment
X2	= Work safety
X3	= Rewards
X4	= Punishment
e	= Error

Hypothesis Testing

According to Sugiyono (2017), 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. The hypothesis is said to be temporary because the answer given is only based on theory.

F Test (Simultaneous Test)

The F test is used to see whether there is feasibility or simultaneous influence between the independent variables and the dependent variables used in a study. (Ghozali, 2018). The F test is carried out by comparing the significance value (Sig.) With the desired level of confidence (α), which is 0.05 or comparing the F count and F table values. The decision-making criteria in the F test are: (1) If the F significance value is >0.05, then Ho is accepted. This means that simultaneously the independent variables do not have a significant effect on the

dependent variable. Conversely, if the F significance value is ≤0.05, then Ho is rejected and Ha is accepted. This means that simultaneously the independent variables have a significant effect on the dependent variable. (2) Comparing the F count and F table values. If the F count value is greater than the F table value, then Ho is rejected and Ha is accepted. The way to determine F table = (df1; df2) or (k; nk-1), where (k) is the number of independent variables and (n) is the number of samples.

T-Test (Partial Test)

The t-test is used to see how far the influence of one independent variable individually on the dependent variable (Ghozali, 2018). The null hypothesis (Ho) to be tested is whether a parameter (bi) is equal to zero and the alternative hypothesis (Ha) to be tested is whether a parameter does not match zero. The t-test is carried out by comparing the significance value (Sig.) With the level of confidence (α) to be achieved, which is 0.05 (α = 5%) or comparing the t-count and t-table values. The decision-making criteria in the t-test are: (1) If the significance value t> 0.05 or the t-count <t-table, then Ho is accepted. This means that the independent variable does not have a significant effect on the dependent variable; (2) If the significance value t ≤ 0.05 or the t-count > t-table, then Ho is rejected and Ha is accepted. This means that the independent variable has a significant effect on the dependent variable.

Coefficient of Determination (*R*2)

The coefficient of determination (R2) test is used to measure how much the independent variable is able to explain the variation of the dependent variable. The value of the coefficient of determination is between 0 and 1 as seen from the Adjusted R Square value. The closer the coefficient of determination value is to 1, then the relationship between the independent and dependent variables will be stronger (Ghozali, 2018).

RESULTS AND DISCUSSION

Data Quality Test Results

Validity Test Results

The r table value for a sample of 120 people at a significance level of 5% is 0.179. The results of the validity test of each research variable are as follows:

Table 1. Results of Validity Test of Work Environment Variable (X1)

No	Statement	R Count	R Table	Information
1	X1.1	0.812	0.179	Valid
2	X1.2	0.545	0.179	Valid
3	X1.3	0.510	0.179	Valid
4	X1.4	0.431	0.179	Valid
5	X1.5	0.591	0.179	Valid
6	X1.6	0.823	0.179	Valid

Source: Primary Data Processing Results, 2024

Table 2. Results of the Validity Test of the Work Safety Variable (X2)

No	Statement	R Count	R Table	Information
1	X2.1	0.629	0.179	Valid
2	X2.2	0.610	0.179	Valid
3	X2.3	0.601	0.179	Valid
4	X2.4	0.251	0.179	Valid
5	X2.5	0.754	0.179	Valid
6	X2.6	0.749	0.179	Valid
7	X2.7	0.496	0.179	Valid
8	X2.8	0.446	0.179	Valid

Source: Primary Data Processing Results, 2024

Table 3. Results of the Validity Test of the Reward Variable (X3)

No	Statement	R Count	R Table	Information
1	X3.1	0.629	0.179	Valid
2	X3.2	0.610	0.179	Valid

No	Statement	R Count	R Table	Information
3	X3.3	0.412	0.179	Valid
4	X3.4	0.366	0.179	Valid
5	X3.5	0.788	0.179	Valid
6	X3.6	0.499	0.179	Valid
7	X3.7	0.558	0.179	Valid
8	X3.8	0.505	0.179	Valid

Source: Primary Data Processing Results, 2024

Table 4. Results of the Validity Test of the Punishment Variable (X4)

No	Statement	R Count	R Table	Information
1	X4.1	0.644	0.179	Valid
2	X4.2	0.740	0.179	Valid
3	X4.3	0.651	0.179	Valid
4	X4.4	0.430	0.179	Valid
5	X4.5	0.575	0.179	Valid
6	X4.6	0.586	0.179	Valid

Source: Primary Data Processing Results, 2024

Table 5. Results of Validity Test of Employee Performance Variable (Y)

No	Statement	R Count	R Table	Information
1	Y1	0.777	0.179	Valid
2	Y2	0.425	0.179	Valid
3	Y3	0.296	0.179	Valid
4	Y4	0.623	0.179	Valid
5	Y5	0.780	0.179	Valid
6	Y6	0.480	0.179	Valid
7	Y7	0.540	0.179	Valid
8	Y8	0.385	0.179	Valid
9	Y9	0.655	0.179	Valid
10	Y10	0.691	0.179	Valid

Source: Primary Data Processing Results, 2024

Classical Assumption Test Results

Normality Test

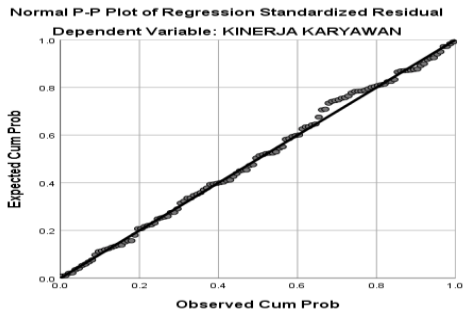


Figure 2. Normality Test

Investigating whether all variables obey a normal distribution is the essence of the normality test. Normal regression PP plots, histograms, and one-sample Kolmogorov-Smirnov tests are all used to ensure that the data are normal. The statistics in the table above are consistent with a normal distribution, as indicated by the fact that 0.051 > 0.05 is the Asymp limit (2-tailed).

The results of data processing in the image contain a histogram graph. It can be seen that the data is spread symmetrically and forms a bell. So the data is stated to meet the assumption of normality.

Multicollinearity Test

Table 5. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work Environment (X1)	0.518	1,930
	Occupational Safety (X2)	0.384	2,603
	Rewards (X3)	0.491	2,038
	Punishment(X4)	0.855	1,169

Source: Primary Data Processing Results, 2024

From the table above, the VIF value of all independent variables is <10 and tolerance <0.10. It can be interpreted that the regression model is free from multicollinearity.

Heteroscedasticity Test

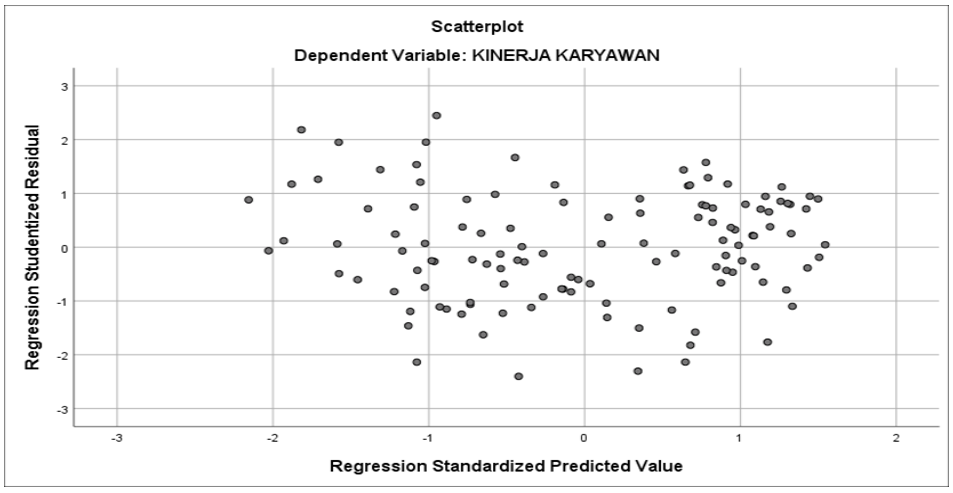


Figure 3. Heteroscedasticity Test

This is proven by the dotslmanlspread randomly or irregularly and spread both above and below the number 0 on thela Y-axis and does not form a particular pattern, it is concluded that in this test there is no heteroscedasticity.

Multiple Linear Regression Analysis

$$Y= 4.231 + 0.502X1 + 0.303X2 + 0.315\ X3 + 0.251\ X4$$

It means:

a. Constant value (a) is 4.231. This means that if the independent variable is assumed to be zero (0), then employee performance is 4.231.

b. The regression coefficient value of the work environment variable is 0.502. This means that every increase in perception of the work environment by 1 unit will increase employee performance by 0.502 and vice versa assuming other variables remain constant.

c. The regression coefficient value of the work safety variable is 0.303. This means that every increase in work safety by 1 unit will increase employee performance by 0.303 and vice versa assuming other variables remain constant.

d. The regression coefficient value of the reward variable is 0.315. This means that every increase in reward by 1 unit will increase employee performance by 0.315 and vice versa assuming other variables remain constant.

e. The regression coefficient value of the punishment variable is 0.251. This means that every increase in punishment by 1 unit will increase employee performance by 0.251 and vice versa assuming other variables remain constant.

f. Standard error (e) is a random variable and has a probability distribution that represents all factors that have an influence on Y but are not included in the equation.

Hypothesis Testing

T-test (partial)

Table 6. Results of Partial Significance Test (t-Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,231	3,743		1,130	0.261
	Work Environment (X1)	,502	,148	,390	3,389	0.001
	Occupational Safety (X2)	,303	,174	,253	1,739	0.004
	Reward (X3)	,315	,120	,349	2,620	0.010
	Punishment (X4)	,251	,119	,322	1,896	0.002

Source: Primary Data Processing Results, 2024

Based on the results of the t-test in Table 6, the following results were obtained:

a. Work Environment, the calculated t value is 3.389> 1.65l8 t-table value or significance value of 0.001<0.05. Based on the results obtained, it can be stated that H1 is accepted, meaning that partially the Work Environment variable has a significant effect on employee performance.

b. Work Safety, the calculated t value is 1.739> 1.658 t-table value or significance of 0.085 <0.05. Based on the results obtained, it can be stated that H2 is accepted, meaning that partially the Work Safety variable has a significant effect on employee performance.

c. Reward, the calculated t value is 2.620> 1.658 t-table value or significance of 0.010<0.05. Based on the results obtained, it can be stated that H3 is accepted, meaning that partially the reward variable has a significant effect on employee performance.

d. Punishment, it is known that the calculated t value is 1.896>1.658 t table value or significance of 0.002<0.05. Based on the results obtained, it can be stated that H4 is accepted, which means that partially the Punishment variable has a significant effect on employee performance. The results of the t test above indicate that the variables Work Environment, Work Safety, Reward and Punishment partially affect employee performance at PT. Haleyora Powerindo Batam.

F test (simultaneous)

Table 7. Results of Simultaneous Significance Test (F-Test)

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	395,995	5	98,999	10,452	,000b
	Residual	1070,318	114	9,492		
	Total	1466,314	119			

Source: Primary Data Processing Results, 2024

From the results of SPSS processing above shows the F count value of 10.452> 2.45 F table and significance of 0.000 <0.05, then the decision taken is H5 is accepted. This means that the variables of Work Environment, Work Safety, Reward and Punishment together have a significant effect on employee performance variables at PT. Haleyora Powerindo Batam.

Determination Coefficient Testltermination

Table 8. Results of the Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734a	,770	,796	2,078

Source: Primary Data Processing Results, 2024

Based on the table above, it is known that the Adjusted R Square value is 0.796. This value can be interpreted that the variables of work environment, work safety, Rewards, and punishments are able to influence Employee Performance by 79.6%, the remaining 20.4% is explained by other variables or factors.

CONCLUSION

The conclusion of the research results entitled "The Influence of Work Environment, Work Safety, Reward, and Punishment on Employee Performance of PT. Haleyora Powerindo Batam is:

1. The work environment variable (X1) has a positive and significant partial effect on employee performance at PT. Haleyora Powerindo Batam.
2. The work safety variable (X2) has a positive and significant partial effect on employee performance at PT. Haleyora Powerindo Batam
3. The reward variable (X3) has a positive and significant partial effect on employee performance at PT. Haleyora Powerindo Batam
4. Punishment variable (X4) has a positive and significant partial effect on employee performance at PT. Haleyora Powerindo Batam.
5. The variables of work environment (X1), work safety (X2), reward (X3) and punishment (X4) have a positive and significant effect simultaneously on employee performance at PT. Haleyora Powerindo Batam.

Suggestion

Based on the conclusions above, the suggestions that can be given in this study are:

1. For Companies
   a. Maintain the office work environment because this has a significant impact on performance, such as maintaining air circulation, cleanliness and comfort of the work environment.
   b. It is expected to further increase rewards, so that employee performance increases. Given the results of the study showed that rewards have a positive and significant relationship to improving employee performance. Example: providing additional bonuses for employees who can achieve targets. Bonuses such as additional incentive money or in the form of certificates for employees who are the fastest to complete targets on time so that fellow employees compete more to achieve their targets.
   c. It is also expected to increase punishment on employees so that employee performance increases, considering the results of the Punishment study provide a positive relationship to improving employee performance. If punishment is always given and increased, employees will always achieve targets and be given socialization of punishment applied by the company to employees.
2. For employees

   It is recommended for input and views in order to develop employee personality and abilities to be better, especially in the field of implementing reward and punishment systems so that they can avoid company sanctions/punishments. It is expected to provide new insights for the world of work, as well as enrich the results of research on the application of the concept of ethics in work and for new researchers it is expected to be a source of reference for research topics related to this research.
3. For further researchers

   Based on the conclusions that have been made, the researcher provides suggestions in this study for further researchers if they conduct further research, they should conduct research on the work environment in the field or outside the office and add other variables such as work motivation, work discipline and so on in order to increase the value of employee performance.

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