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THE INFLUENCE OF PHYSICAL AND NON-PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN POSTGRADUATE UIN SUNAN AMPEL SURABAYA

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Abstrak
This study aims to analyze the impact of both physical and non-physical work environments on employee performance at the Graduate School of UIN Sunan Ampel Surabaya. The study uses a population of all employees at the Graduate School of UINSA. The sample was selected based on the criteria of employees who are currently active in the institution, and data was collected through a questionnaire from 38 respondents. The analytical technique used was multiple linear regression analysis with the aid of SPSS version 26 software, which involved validity testing, reliability testing, and classical assumption tests such as normality, multicollinearity, and heteroscedasticity tests. The results of the study show that the physical work environment has a significant effect on employee performance, and the non-physical work environment also significantly influences employee performance. A conducive work environment, both in terms of physical aspects like work facilities, and non-physical aspects such as relationships among employees and organizational culture, enhances productivity, concentration, and job satisfaction. By creating a work environment that is comfortable and aligned with employee needs, organizations can encourage better performance outcomes. The implications of this research contribute to the development of human resource management theory and provide strategic recommendations for creating a more productive work environment in higher education institutions.
Kata Kunci: Abnormal Return; Trading Volume Activity; Stock Price

INTRODUCTION

Human resources are vital assets for companies, as they are the main elements that support the progress or decline of an organization. Well-structured and sustainable human resource development is a fundamental need for every organization. Therefore, human resource management activities aim to develop employee performance, which involves a series of organizational activities to attract, develop, and retain an effective workforce (Widiatmo, 2020).

In the current era of globalization, organizations are required to face intense competition, so human resource management is a very crucial element. The main task of human resource management is to manage human elements effectively so that each employee can achieve satisfactory performance in their work. By utilizing human resources optimally and in line with organizational goals, this will make a significant contribution to the organization and produce superior performance, which ultimately leads to an increase in overall organizational performance. If human resources run effectively, performance also tends to be effective, in other words, the success of an organization or company is determined by its employees (Handoko, 2020).

Employee performance is one of the important indicators in the success of an organization, including higher education

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institutions. Employee performance reflects the results of work both in quality and quantity based on predetermined standards. According to Robbins (2003) employee performance depends not only on individual abilities but also on the support of the available work environment.

The work environment, as one of the factors that influence employee performance, can be divided into two main dimensions, namely the physical and non-physical environment. The physical environment includes aspects such as workspace layout, lighting, ventilation, and cleanliness. The non-physical environment includes interpersonal relationships between employees, leadership style, organizational culture, and emotional support. According to (Hasibuan, 2017) a conducive work environment can increase productivity and job satisfaction, while a poor environment can trigger stress and reduce employee performance.

The management of the physical and non-physical work environment has a very important role, because it directly affects the level of productivity and job satisfaction of employees. A conducive and supportive work environment can increase motivation and morale, and encourage employees to achieve more optimal performance. Conversely, a less supportive work environment, such as an uncomfortable workspace, poor employee relations, or an ineffective leadership style, can reduce morale, increase stress, and ultimately lead to a decrease in overall performance.

In the context of Postgraduate UIN Sunan Ampel Surabaya, the influence of the work environment on employee performance is a very relevant issue, given the complexity of the tasks that must be carried out by employees, both in the administrative and academic fields. Various work environment factors, both physical and non-physical, have the potential to significantly affect employee performance. For example, physical inconveniences such as poor lighting, inadequate ventilation, or noise can disrupt employee concentration and reduce work efficiency. On the other hand, non-physical factors such as less harmonious interpersonal relationships between employees, lack of emotional support, or authoritarian leadership style can reduce employees' motivation and sense of involvement in the organization.

This study aims to identify and analyze the effect of physical and non-physical work environment on employee performance at Postgraduate UIN Sunan Ampel Surabaya. In addition, this study also seeks to reveal how a combination of physical and non-physical factors in the work environment can interact with each other and affect the overall quality of employee performance. The results of this study are expected to provide deeper insight into what elements in the work environment need to be improved or improved, in order to create a more productive and harmonious work atmosphere. Thus, this research is not only expected to contribute to improving employee performance in the Postgraduate environment of UIN Sunan Ampel Surabaya, but also provide recommendations for more effective management of the work environment in higher education institutions in general.

RESEARCH METHODS

This research uses a quantitative approach with an associative research type. The quantitative approach was chosen because this research focuses on measuring the relationship between variables, namely the work environment (independent variable) and employee performance (dependent variable). According to Sugiyono, quantitative research is suitable for testing relationships between variables and producing numerical data-based conclusions that can be processed systematically. With this approach, research can provide objective and generalizable results in accordance with the population studied.

The population in this study includes a generalization area consisting of objects or subjects that have certain qualities and

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characteristics that have been determined by researchers to study and draw conclusions (Sugiyono, 2018). In the context of this study, the population in question is all employees of the Postgraduate Program of UIN Sunan Ampel Surabaya, which amounts to 38 people.

The research sample is part of the population selected to represent the overall characteristics of the population. According to Sugiyono (2018), the sample is part of the number and characteristics possessed by the population. For this study, the respondents selected were UINSA Postgraduate employees. The sampling process uses purposive sampling technique, which is a method of selecting samples based on certain considerations that are relevant to the research objectives. This technique is considered appropriate because it provides flexibility in selecting respondents who have significant experience or information related to the research variables.

Furthermore, multiple linear regression analysis was used to measure the effect of the independent variables on the dependent variable. This method aims to prove the functional or causal relationship between these variables. The population in this study included all employees of the Postgraduate Program of UIN Sunan Ampel Surabaya, while the sample was taken using purposive sampling technique to ensure that the selected respondents had significant relevance and information on the research variables.

RESULT AND DISCUSSION
Descriptive Statistics

The model applied in this study is multiple linear regression analysis. Data processing was carried out using SPSS software version 26. The results of multiple regression analysis are presented as follows:

Table 1
Multiple Linear Regression
Analysis Results

Variabel	B	Std. Error
(constant)	12,003	3,012
Lingkungan Kerja Fisik (X1)	0,212	0,401
Lingkungan Kerja Non Fisik (X2)	0,213	0,081

Sumber: Lampiran

Based on the regression model in the table above, the linear regression results can be explained through the equation of the independent variables that influence the tendency for accounting fraud to occur as follows:

$$Y = 12.003 + 0.212X1 + 0.213X2$$

Each coefficient value in the multiple linear regression equation model can be interpreted as follows:

a. The constant of 12.003 indicates that if the work environment is zero, then employee performance (Y) is at the level of 12.003.

b. The regression coefficient of the physical work environment variable (X1) of 0.212 means that each one unit increase in the work environment (X1) will increase employee performance (Y) by 0.212 units. If the work environment decreases by one unit, employee performance will decrease by 0.212 units.

c. The regression coefficient of the non-physical work environment variable (X2) of 0.213 means that each one unit increase in the work environment (X2) will increase employee performance (Y) by 0.213 units. If the work environment decreases by one unit, employee performance will decrease by 0.213 units.

Normality Test

According to Ghozali (2013) the normality test aims to determine whether each variable has a normal distribution or not. To test whether the data is normally distributed, the Kolmogorov-Smirnov statistical test is used. With decision making, among others:

1. If Sig. > 0.05 then the data is normally distributed
2. If Sig < 0.05 then the data is not distributed abnormally

Table 2

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Normality Test Results

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardiz ed Residual
N		38
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.41796669
Most Extreme Differences	Absolute	.146
	Positive	.081
	Negative	-.146
Test Statistic		.146
Asymp. Sig. (2-tailed)		.290[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

CONCLUSION

Based on the results of the research analysis, it can be concluded that the work environment has a significant influence on employee performance at the Postgraduate Program of UIN Sunan Ampel Surabaya. Work environment factors, both physical, such as the comfort of work facilities and spatial layout, and non-physical, such as interpersonal relationships between superiors, coworkers, and subordinates, are proven to interact with each other in influencing employee performance levels. A conducive work environment, both physical and non-physical, is one of the important strategies to improve employee productivity and work quality, thus directly supporting the achievement of institutional goals.

Based on these findings, it is recommended that academic institutions improve the quality of the work environment, including by providing adequate facilities, strengthening supervision of work discipline, and providing motivation and direction in line with the vision and mission of the institution. This step is expected to increase morale, optimize employee performance, and support the achievement of organizational goals. For future researchers, it is recommended to expand the study by adding other relevant variables, such as leadership style or work-life balance, as well as using more diverse data collection approaches, such as direct interviews. This way, the data obtained can be more accurate and in-depth, and provide a more comprehensive insight into the factors that influence employee performance.

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HALAMAN INI SENGAJA DIKOSONGKAN