

The Influence of Work Environment and Culture on the Performance of Barru Regency Population and Civil Registration Service Employees

Putri¹ Zalkha Soraya² Muhammad Akib³

Management Study Program, Muhammadiyah University of Makassar

Email : putri1505200202@gmail.com

Article Info

Environment,
Work Culture,
Performance

Abstract

The aim of this research is to determine the influence of work environment and culture on the performance of Barru Regency Population and Civil Registration Service employees. The population in this study were all 62 employees who worked in the Barru district population and civil registration service. The type of research used in this research is quantitative. The data collection method uses a questionnaire. The data analysis technique used is Multiple Regression Analysis using statistical calculations through the statistical package for the social science (SPSS) application. The results of this research indicate that work environment variables have a significant effect on employee performance. This is shown by the calculated t value of 4.823 which is smaller than the t table of 2.000 and the significant value of 0.000 is greater than 0.05. Work culture has a significant effect on employee performance. This is shown by the calculated t value of 2.786 which is greater than the t table of 2.000 and the significant value of 0.007 is smaller than 0.05

1. Introduction

Human Resources (HR) is a crucial factor for every company worldwide. Having good human resources ensures that a company can develop, compete, and adapt to current advancements. Thus, the performance of each individual in the company is expected to meet the goals and targets set by the organization. Companies can improve employee performance through various methods, such as training and creating a comfortable work environment. The work environment significantly influences an organization and is vital for management to focus on because it directly affects each employee's ability to complete their work. A conducive work environment can enhance employee performance, whereas a poor one can hinder it. Therefore, organizations must strive to create a positive working atmosphere.

Sedarmayanti (2015) describes the work environment as comprising all tools and materials, the surrounding environment where an individual works, work methods, and work arrangements both individually and collectively. A good working environment allows people to perform optimally, healthily, safely, and comfortably. The suitability of the

work environment becomes evident over time, while a poor one demands more labor and time and does not support efficient work system design.

The work environment affects employees' productivity in completing assigned tasks, influencing their career performance. According to Sedarmayanti, as quoted by Toyang (2016), work environments are categorized into two: physical and non-physical environments. In terms of work culture, a company cannot develop without strengthening its cultural foundation. A strong culture significantly impacts the strategies implemented to achieve organizational goals. Work culture influences employee motivation, enhancing coordination among them. It permeates every aspect of organizational life, affecting motivation and behavior. A clear understanding of work culture is essential for effective company management.

Understanding and managing organizational culture not only explains organizational success but also enhances employee performance and develops the organization more effectively. Work culture serves as a management tool for achieving progress and can be actualized in dedication,

loyalty, responsibility, cooperation, discipline, honesty, perseverance, enthusiasm, quality of work, justice, and integrity. This actualization signifies commitment, action, and loyalty to fulfill organizational and individual goals. Mangkunegara in Yusran Assagaf (2012) defines work culture as a set of assumptions or a system of beliefs, values, and norms in an organization that guides behavior.

Applying culture in an organization shapes employees' character in fulfilling their duties and achieving organizational goals (Firman, 2016). Employee performance aligns with the adopted organizational culture, and a strong culture influences employee behavior and effectiveness. Building a credible organization starts with developing reliable, competent, professional HR who are morally sound and eager to learn. Human resource development should be supported through organizational culture and environment, facilitating a systematic and collective employee development process.

Performance is derived from job performance or actual achievements. Two factors influence employee performance: internal employee factors and work factors. Internal factors include intelligence, skills, age, gender, length of service, personality, emotions, ways of thinking, perception, and attitude. According to Mangkunegara in Bahri (2018), employee performance is the quality and quantity of work achieved by an employee according to responsibilities given.

Government agencies must establish guidelines, such as discipline-related regulations, that all employees must follow. Achieving goals is closely linked to employee discipline. Good discipline accelerates goal achievement, whereas declining discipline hinders progress. Unhealthy work environments can cause employee stress, lack of enthusiasm, and tardiness, while a healthy environment fosters enthusiasm and concentration, ensuring timely work completion. In Barru Regency's Population and Civil Registration Service, the work environment does not support comfortable

employee work, evident from scattered files on desks and unmet performance expectations. Employees struggle to meet deadlines, causing delays in services like KTP and KK processing. The rise and fall of employee performance are tied to the work environment and culture. At Barru Regency's Population and Civil Registration Service, declining performance is linked to poor work culture, such as lack of punctuality and discipline.

Work environment indicators reveal conditions that meet employee needs and boost morale. According to Parlinda and Wahyudin in Logahan (2012), these indicators include work equipment, service, working conditions, and personal relationships. Work culture indicators create a structured work environment. Nurhadijah (2017) outlines work culture indicators as discipline, openness, mutual respect, and cooperation.

Employee performance indicators, according to Prastyo et al. (2016), include quality, reliability, presence, and collaboration ability. Quality involves adherence to procedures and discipline, reliability indicates consistent performance, presence reflects confidence in daily attendance, and collaboration ability signifies effective teamwork.

2. Research Methods

This research uses a quantitative approach, where data is obtained in numerical form, such as the number of employees and other data supporting the main discussion. The analysis includes descriptive and explanatory analyses. According to Sugiyono (2017), descriptive analysis aims to describe phenomena, events, symptoms, and occurrences factually, systematically, and accurately. Meanwhile, explanatory analysis aims to analyze relationships between variables and how one variable influences another.

This research was conducted at the Population and Civil Registration Service of Barru Regency, located at Jln. Sultan Hasanuddin No. 82, from December 2023 to

January 2024. The data sources used include primary and secondary data. Primary data was collected through surveys using questionnaires distributed to respondents, focusing on the work environment and work discipline on employee performance. Secondary data was obtained from documentation and company records that provide additional context to the primary data.

The population in this study consists of all employees of the Population and Civil Registration Service of Barru Regency, totaling 62 people. Based on this total population, the study uses the entire population as the sample with a total sampling or saturated sampling technique. Data collection techniques include direct observation at the research location to obtain basic data from respondents' behavior, documentation studies to gather data related to the company, and interviews using questionnaires. The questionnaires use a Likert scale with answer options ranging from "Strongly Agree" to "Strongly Disagree."

The operational definition of variables includes the work environment (X1), referring to the atmosphere or conditions around the workplace, including room layout, facilities, and work relationships with colleagues. Its indicators include work equipment, service, work conditions, and personal relationships. Work culture (X2) is an invisible social unity that can motivate people in a company to engage in work activities, with indicators such as discipline, openness, mutual respect, and cooperation. Employee performance (Y) is the work result achieved by an employee in terms of quality and quantity according to the given responsibilities, with indicators of quality, reliability, presence, and collaboration ability.

The data analysis techniques used include descriptive analysis to present respondent data and analyze questionnaire responses. Data quality testing is conducted to ensure the validity and reliability of the questionnaire data. The validity test measures the accuracy of the questionnaire in assessing the variables. If the calculated r-value is greater than the table r-value, the data is declared

valid. The reliability test uses Cronbach's Alpha coefficient to assess the consistency of the questionnaire. A coefficient above 0.60 indicates reliability.

Classical assumption tests include the normality test to evaluate the normal distribution of residuals in the regression model, the multicollinearity test to check for similarities between independent variables using VIF values, and the autocorrelation test to identify correlation issues between successive time period errors. Multiple linear regression analysis is used to predict changes in the dependent variable based on several independent variables, using the formula $Y = \alpha + b_1X_1 + b_2X_2 + e$, where Y is employee performance, α is the constant, b_1 and b_2 are coefficients for variables X1 (Work Environment) and X2 (Work Culture), and e is the residual.

Hypothesis testing involves the F-test (simultaneous test) to determine the combined influence of independent variables on the dependent variable. If the calculated F-value is greater than the table F-value, the independent variables significantly influence the dependent variable. The T-test analysis (partial test) is used to assess the significant impact of each independent variable on the dependent variable. If the calculated T-value is greater than the table T-value, the variable has a significant effect. The coefficient of determination (R^2) indicates the proportion of variance in the dependent variable explained by the independent variables, with R^2 close to 1 indicating a strong model, while close to 0 indicates a weak influence.

3. Results and Discussion

3.1 Research Result

a. Analysis Descriptive

The data analysis used in this research is Descriptive Analysis. Descriptive analysis is an analysis of the characteristics of an object that will be studied. This analysis presents respondent data such as gender, age, or worker. In this research, descriptive analysis was also obtained through questionnaire questions or

open questions.

Descriptive Analysis Results Table

	N	Minimum	Maximum	Mean	Std. Deviation
Environment	62	16.00	40.00	32.9194	5.86543
Work Culture	62	17.00	40.00	32.7097	5.56449
Employee Performance	62	22.00	40.00	32.3065	5.26849
Valid N (Listwise)	62				

The environment variable X1 has a minimum value of 16.00 and a maximum value of 40.00. while the average value is 32.9194 and the standard division is 5.86543. The work culture variable X2 has a minimum value of 17.00 and a maximum value of 40.00. Meanwhile, the average value is 32.7097 and the standard division is 5.56449. Employee Performance Variable Y has a minimum value of 22.00 and a maximum value of 40.00. Meanwhile, the average value is 32.3065 and the standard deviation is 5.26849.

b. Data Quality Test

1) Validity test

Validity test is an index that shows the measuring instrument really measures what is measured, this validity concerns the accuracy of the experiment. Validity testing is carried out to test whether the questionnaire answers from respondents are truly suitable for use in this research or not. The purpose of validity is to see how far the items (variables) being measured relate to each other.

Validity Test Results Table

Variable	Question	Rcount	rtable	Information
Environment (X1)	X1p1	0.808	0.250	Valid
	X1p2	0.888	0.250	Valid
	X1p3	0.877	0.250	Valid
	X1p4	0.713	0.250	Valid
	X1p5	0.785	0.250	Valid
	X1p6	0.749	0.250	Valid
	X1p7	0.867	0.250	Valid
	X1p8	0.888	0.250	Valid
Work Culture (X2)	X2p1	0.780	0.250	Valid
	X2p2	0.845	0.250	Valid
	X2p3	0.832	0.250	Valid
	X2p4	0.800	0.250	Valid
	X2p5	0.838	0.250	Valid
	X2p6	0.838	0.250	Valid
	X2p7	0.900	0.250	Valid
	X2p8	0.470	0.250	Valid
Employee Performance (Y)	Yp1	0.870	0.250	Valid
	Yp2	0.810	0.250	Valid
	Yp3	0.815	0.250	Valid
	Yp4	0.816	0.250	Valid
	Yp5	0.877	0.250	Valid
	Yp6	0.749	0.250	Valid
	Yp7	0.671	0.250	Valid
	Yp8	0.816	0.250	Valid

Based on the table above, it shows that all question items on environmental variables, work culture and employee performance meet the requirements because the correlation value has a value above 0.250.

c. Reliability Test

Reliability is a measuring tool for measuring a questionnaire which is an indicator of a variable or construct, a variable is said to be reliable or reliable if a person's answer to a statement is consistent or stable from time to time and a variable is said to be reliable\consistent if $\alpha > r$ table

Reliability Test Results Table

Variable	Number of Questions	Cronbach Alpha coefficient	Criteria	Decision
Environment (X1)	8	0.931	0.60	Reliable
Work Culture (X2)	8	0.916	0.60	Reliable
Employee Performance (Y)	8	0.916	0.60	Reliable

The reliability test in the table show that the environmental variable (X1) has a Cronbach alpha value of 0.931, the work culture variable (X2) has a Cronbach alpha value of 0.916 and the employee performance variable (Y) has a Cronbach alpha value of 0.916. So it can be concluded that all variable measuring concepts from the questionnaire are reliable so that in the future each variable is suitable to be used as a measuring tool.

1) Normality test

The normal distribution test is a test to measure whether our data has a distribution that can be used in parametric statistics. The test criteria used to test normality in this research is statistical analysis using *the Kolmogorov-Smirnov Test*. Data is said to have normal distribution if it shows a significance value in *the Kolmogorov-Smirnov Test* of more than 5%. The results of the normality test in this study are as follows:

d. Classic assumption test

Table of Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		62
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	3.49527367
Most Extreme Differences	Absolute	0.080
	Positive	0.072
	negative	-0.080
Statistical Tests		0.080
Asymp. Sig. (2-tailed)		0.200 ^d
est distribution is Normal		
Calculated from data		
Liliefors Significance Correction.		

Based on table 4.6, the Asymp value is obtained. Sig. (2-tailed) of 0.200 which indicates that this value is greater than 0.05, so it can be said that the data in this study is normally distributed.

2) Multicollinearity Test

Table of Multicollinearity Test Results

coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerant Ce	VIF
1	(Constant)	7,417	2,954		2,511	0.0 15		
	Competence	0 .471	0.098	0.524	4,823	0.00 0	0 .631	1.585
	Organizational culture	0.287	0.103	0.303	2.78 6	0.0 07	0.631	1.585

Based on the data in the table, it can be seen from the *Variance Inflation Factor* (VIF) that each independent variable has a VIF < 10.0 and a tolerance value > 0.10. This means that the independent variables, namely the environment and organizational culture, are not correlated with each other, so it can be stated that the multiple linear regression model is free from the assumption of multicollinearity.

3) Autocorrelation Test

The autocorrelation test aims to test whether in the linear regression model there is a correlation between confounding errors in period t and confounding errors in period t-1 (previously). The autocorrelation test can be carried out using the Durbin Watson test (DW Test).

Table of Autocorrelation Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the estimate	Durbin wastom
1	0.748	0.560	0.545	3,554	,1,837
a. Predictors: (constant), Environment, Work Culture					
b. Dependent Variable: Employee Performance					

Based on the test results using the Durbin-Watson test, a value of 1,837 is obtained. If the Durbin-Watson statistical test value is smaller than one or greater than three, then the residual or error from the multiple regression model is not independent or autocorrelation occurs. So based on the Durbin-Watson statistical test in this study it is above one and below three (1.837) so there is no autocorrelation.

4) Multiple linear regression

Multiple Linear Regression Analysis is used by researchers if they intend to predict how the dependent variable will rise and fall if two or more independent variables as predictor factors are manipulated. So Multiple Regression Analysis will be carried out if the number of independent variables is at least 2.

Table of Multiple Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig
	B	Std. Error	Beta		
(Constant)	7,417	2,954		2,511	,015
Environment	,417	,098	,524	4,823	,000
Work Culture	,287	.103	,303	2,786	,007

Based on table on So , the results of environmental calculations and work culture on employee performance at the Barru Regency Population and Civil Registration Office can be compiled. in the following model :

$$Y = 7.417 + 0.417(X_1) + 0.287(X_2) + e$$

From this formula it can be explained as follows:

- 1) $\alpha = 7.417$, meaning that if all variables X have a value of 0, then the value of Y is 7.417
- 2) $b_1 = 0.417$ states that every adding 1 environmental value means employee performance is 0.417.
- 3) $b_2 = 0.287$ states that for every additional 1 work culture value, employee performance is 0.287.

e. Hypothesis Test

1) F Test (Simultaneous Test)

The F test (simultaneous test) is used to determine the possible influence of whether or not it can be used to predict the value of the independent variable on the dependent variable. Where $F_{count} > F_{table}$, then H_1 is accepted or together the independent variables can explain the independent variables simultaneously. On the other hand, if $F_{count} < F_{table}$ then H_0 is accepted or together the independent variables have no influence on the dependent variable. To find out if the independent variables have a significant effect or not on the dependent variable, a probability of 5% ($\alpha = 0.05$) is used.

Table of F Test Results

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	947,944	2	473,972	37,524	.005 ^b
1 Residua	745,233	59	12,631		
Total	1693.177	61			

Dependent Variable Employee Performance

Predictors: (Constant), Work Culture, Environment

The test aims to determine the influence of all variables including work environment and culture on employee performance. If the significant value is smaller than 0.05 ($\text{sig} < 0.05$) then the regression model is simultaneously significant.

From the results testing obtained The $f_{calculated}$ value of 37,524 is greater than the f_{table} of 3.153 with a significance of 0.000 because the significance is less than 0.05, so it can be concluded that the work environment and culture hypothesis has an influence on

employee performance.

2) T Test Analysis

T test analysis (Persial test) is used to determine the significant level or impact of the influence of the environment and work culture on employee performance.

- a) if $T_{count} > T_{table}$ then variable X has a significant relationship with variable Y.
- b) if $T_{count} < T_{table}$ then variable X does not have a significant relationship with variable Y.

T Test Results Table

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig
	B	Std. Error	Beta		
(Constant)	7,417	2,954		2,511	,015
Environment	,417	,098	,524	4,823	,000
Work Culture	,287	.103	,303	2,786	,007

Dependent Variable: Employee Performance.

Influence environment to performance employee

The results of the data processing above obtained a calculated t value for environmental variables (X1) of 4,823, smaller than t table 2,000 and a sig value of 0.000 > 0.05, meaning that environmental variables (X1) have a positive and significant effect on the performance of Barru Regency Population and Civil Registration Service employees.

f. The influence of work culture on employee performance

The results of the data processing above are the t-calculated value of the work culture variable (X2) of 2,786, greater than the t table of 2,000 and the sig value of 0.007 < 0.05 means that the work culture variable (X2) has a

positive and significant effect on the performance of the Barru Regency Population and Civil Registration Service employees.

g. Coefficient of Determination

Coefficient of determination (R^2), looking at the magnitude of the contribution of the independent variable to the dependent variable by looking at the magnitude of the total coefficient of determination (R^2). If the R^2 obtained is close to 1 (one), it can be said that the stronger the model explains the relationship between the independent variable and the dependent variable. Conversely, if R^2 is closer to 0 (zero), the weaker the variable's influence on the independent variable.

Table of R Test Results ²

Model	R	R Square	Adjusted R square	Std. Error of the estimate
1	,748 ^a	,560	,545	3,554

Predictors (Constant), Work culture, environment ²test result is 0.560 or 56.0%. This shows that employee performance is influenced by environmental variables and work culture by 56.0%, while the remaining 44.0% is influenced by other factors not included in the research.

3.2 Discussion

a. The influence of the environment on employee performance

Based on the research results, the Environmental variable (X1) has a tcount of 4.823, while Ttable is 2.000 and a Sig value of 0.000. This shows that t count > t table (4,823 > 2,000). shows that the environment has a positive and significant effect on the performance of Barru Regency Population and Civil Registration Service employees. So can concluded hypothesis first received. The results of this research are in line with research conducted by Said (2015) which shows that the environment has a positive and significant effect on employee performance

b. The influence of work culture on employee performance

Based on the research results, the work

culture variable (X2) has a T count of 2,786, while T table is 2,000 and a sig value of 0.007. This shows that t count > t table (2,786 > 2,000) shows that work culture has a positive and significant effect on the performance of Barru Regency Population and Civil Registration Service employees. So can concluded hypothesis second accepted. The results of this research are in line with research conducted by Risky Nur Adha (2019) which shows that work culture has a positive and significant effect on employee performance.

4. Closing

4.1 Conclusion

The results of the research show that environmental variables have a positive and significant effect on the performance of Barru Regency Population and Civil Registration Service employees. This is shown by the tcount value being greater than Ttable (4.823 > 2.000) with a significant table of 0.000 < 0.05, this means the results show that the environment has an influence on employee performance. work culture variables have a significant effect on the performance of Barru Regency Population and Civil Registration Service

employees. This is shown by the tcount value being smaller than ttable ($2,786 < 2,000$) with a significance level of $0.007 > 0.05$, this means the results show that work culture has an influence on employee performance.

Based on the results of statistical calculations of simultaneous tests (together), the significant value is $0.000 < 0.05$ on the f coefficients test results of $37,524 > 3.153$. So it can be concluded that the work environment and culture simultaneously have a positive and significant effect on the performance of Barru Regency Population and Civil Registration Service employees.

4.2 Suggestion

It is hoped that the new district population and civil registration office will improve employee performance because if the work environment is good then the work environment has an influence on employee performance, namely the influence can produce good performance with good compensation. It is hoped that the new district population and civil registration office will pay attention to discipline, cooperation and creativity, so that employees will provide support to each other in the tasks and responsibilities given, so as to improve employee performance.

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