

## The Influence Of Work Environment And Workload On The Performance Of Pamong Praja Police Unit Employees

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### ABSTRACT

**Submitted:** 05-17-2024  
**Purpose of the study** — This research aims to examine the influence of the work environment and workload on employee performance at Satpol PP Kab Karawang.

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**Research method**— A quantitative approach was employed, utilizing a sample of 52 individuals determined by the Slovin formula. Data analysis was conducted using multiple linear regression, with F-test and t-test at a 5% significance level, processed through SPSS 29.

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**Result**— The findings revealed a significant impact of the work environment on employee performance. While workload did not individually affect performance, both factors combined had a significant effect, evidenced by an F score of 7.466, surpassing the critical value of 3.186. The combined influence accounted for 23.4% of the variance in performance.

**Conclusion**— The study concludes that the work environment positively influences employee performance, while workload alone does not. The results suggest that organizations should focus on enhancing the work environment to improve employee outcomes, as other factors may also play a significant role in performance.

**Keywords:** *Work Environment, Workload, Performance.*



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### INTRODUCTION

According to Darmawan Sanusi et.al (2021:96), HR is a crucial element for an organization because it can influence work patterns and output achieved by an organization. HR capabilities are seen in the quality of their performance. Siahaan & Syaiful Bahri (2019:19) explain that performance is a reflection of how well individuals, teams, or organizations achieve their goals and carry out their assigned responsibilities. This includes achieving expected results, productivity in completing tasks, and efficiency in achieving set targets. Individually,

performance reflects a person's ability, skills, and dedication in carrying out their duties. At the team level, performance describes collaboration, coordination, and joint contribution to achieve common goals. Meanwhile, organizational performance reflects effectiveness in managing resources, meeting stakeholder needs, and achieving established missions and visions. Thus, performance is the main benchmark for evaluating success and progress in achieving the mission. In this study, the author wants to understand the things that can influence performance at Satpol PP Karawang. The following are the performance conditions of employees at the Karawang Satpol PP:

**Table 1. Data on Target Achievements of the Karawang Regency Civil Service Police Unit Program.**

| Program Name                                               | % Target | % Realisazation | % Remainder |
|------------------------------------------------------------|----------|-----------------|-------------|
| Office Admin                                               | 100      | 99,14           | 0,86        |
| Employee Facilities and Infrastructure Development         | 100      | 99,71           | 0,29        |
| Improving Employee Obedience                               | 100      | 97,37           | 0,63        |
| Employee Capacity Building                                 | 100      | 89,75           | 10,25       |
| Development of Performance and Financial Reporting Systems | 100      | 99,64           | 0,36        |
| Improving Environmental Safety and Comfort                 | 100      | 99,59           | 0,41        |
| Maintaining Public Order and Crime Prevention              | 100      | 99,77           | 0,23        |
| Collaboration for Entrepreneurship Development             | 100      | 99,48           | 0,52        |

Source: Satpol PP Karawang Regency

Based on the data above, it can be seen that the target achievement of the Satpol PP Karawang Regency program has not been maximized, this can make Satpol PP have to immediately increase the level of performance of its HR or employees in order to achieve the targets that have been determined optimally.

Performance in every company or organization does not always run well, along the way it often experiences problems, therefore it is necessary to identify problems, find causes and solutions. One way to handle it is through performance supervision and evaluation. Performance supervision and evaluation are important elements in assessing the achievement of Satpol PP goals. A transparent and fair evaluation system, as well as appropriate incentives, can provide additional motivation for employees to work optimally. The issue of staff performance in an organization or company is always in the spotlight of company management. Therefore, management must understand the elements that influence performance. Some elements that influence performance are the work environment and workload.

The work environment is also mentioned as a factor that influences employee performance. According to Mansur Amirullah (2019) in Galardia Orva Mulya, et.al (2024), the

creation of a good work environment that can meet employee needs will provide a sense of satisfaction and encourage the work enthusiasm of these employees. Conversely, a less than good work environment can reduce work enthusiasm. Based on research conducted by Bonifacio Borges Neto Araujo (2021), it was found that there is a significant partial influence of the work environment on employee performance.

To see the condition of the work environment, researchers conducted observations and pre-surveys. Based on the results of observations and pre-surveys, it shows that there is a lack of attention to the work environment. The results of the pre-survey found problems with the Karawang Regency Satpol PP work environment which was less conducive. such as the condition of the building and work space, incomplete facilities and infrastructure, security, and the attachment of superiors and subordinates, co-workers. A poor working atmosphere can interfere with employees when carrying out their work, considering the fact that a good environment will support good performance execution, while a bad workplace will reduce performance execution. In addition, the workload is also considered to be able to affect employee performance. According to the study by Milafatul Qoyyimah et.al (2019:12), workload can have an effect or influence on employee performance. Employees are required to achieve agency targets, this is what is called workload. If the load is excessive or unbalanced, it can have a negative impact on employee performance. but not always a high workload affects employee performance. based on research by Aulia Thalita Uma and Ika korika Swasti (2024) that the higher or lower the workload received and felt by employees, the less significant the impact on performance.

To see the condition of the workload at the Karawang Regency Satpol PP, the author tried to conduct an initial study before the 30 respondents, namely employees. Based on the results of the questionnaire, it is known that there is a lack of attention to employee workload, where there are still employees who consider that the time given is not enough to complete the work, the high level of task demands, and also working hours that exceed the set deadline. Thus, this can also make employees feel like they have a heavy workload which has the potential to reduce their productivity.

The research gap in previous research according to Ireine Umboh et.al (2022) entitled "The Influence of Work Environment and Workload on Employee Performance at the Population and Civil Registration Service of North Minahasa Regency" resulted in the two dependent variables together having an influence on performance, and partially one by one the variables have a positive influence on performance. Then the study by Yusril Alqorib et.al (2023) entitled "The Influence of Work Environment and Workload on Employee Performance at PT X" the results reflect variables X1 and X2 simultaneously have a significant influence on Y, while partially X1 does not have a significant influence on Y and X2 partially has a significant influence on Y. From this phenomenon, the problem identified from previous studies is the difference in results between the studies carried out by both. Although both studied the same thing, the results were inconsistent. This reflects differences in other factors that may affect employee performance that need to be studied further. The purpose of this study is to determine the

effect of the Work Environment and Workload on the performance of Satpol PP employees of Karawang Regency, how the work environment affects employee performance and how the workload affects employee performance.

## **LITERATURE REVIEW AND HIPOTESYS DEVELOPMENT**

### **A. LITERATURE REVIEW**

#### ***Definition of Human Resource Management (HRM)***

According to Melayu SP.Hasibuan in Ni Wayan Dian Irmayani (2021:1) The definition of HR refers to aspects related to the workforce or employees in an organization. This includes various activities such as employee recruitment and selection, training and development, performance appraisals, conflict management, compensation and benefits management, and various policies and procedures related to workforce management. Based on the theory above, HR Management is an organization that includes planning, human resources, implementation, recruitment, training, employee career development to achieve certain goals.

#### ***Work Environment***

According to Mahmudah Enny (2019:56-57) the work environment is everything around employees that can influence employees in carrying out their assigned tasks, for example noise, cleanliness and others.

Based on the understanding above, the meaning of the work environment is a place where a person works and all the elements around it that affect the work and the employees in it. This includes various aspects, including physical, social, and psychological factors that appear in the workplace area.

#### ***Work Environment Indicators***

Work Environment is explained by Tjibrata in I Komang Budiasa (2021:43) there are several indicators, namely:

1. Work atmosphere. Is the atmosphere or overall condition in the workplace that includes elements such as safety, comfort, fairness, and warmth. This includes factors such as lighting, noise, and cleanliness that can affect employee productivity and well-being.
2. Relationships with coworkers. Is the interaction between employees in the workplace, including the level of cooperation, communication, support, and mutual understanding between fellow team members or departments.
3. Availability of work facilities. Namely all physical facilities and equipment needed to support the implementation of work tasks and activities. This can include facilities such as work desks, ergonomic chairs, computer equipment, internet access, meeting rooms, and health facilities that suit employee needs. Adequate facilities can improve employee work efficiency and well-being.

### ***Workload***

Described by Harini in I Komang Budiasa (2021:30) Workload is the quantity of tasks that must be completed by an individual within a certain period of time. It contains all activities that must be done, including projects, routine tasks, and additional responsibilities. So it can be concluded that workload is the number and level of complexity of tasks that must be completed by an individual within a period. This includes all responsibilities, projects, and activities that must be done.

### ***Workload Indicators***

According to Munandar in Roslina Alam (2022:92-93) workload has several indicators, namely:

1. Targets to be achieved. A personal perspective on the size of the tasks that must be completed within a certain period is what is meant by workload. When employees consider work targets to be very ambitious, the task will be considered a challenge that must be faced, thus giving the feeling that the responsibility is very large.
2. Working Conditions. Namely how a task or job is organized and carried out, including factors such as the work environment, the type of task performed, and the level of difficulty and complexity.
3. Work Standards. Criteria or measures set to assess the quality and work results expected of a worker or team. This standard includes parameters that must be met in carrying out a particular task, such as the time required, the quality of the work results, and the procedures that must be followed.

### ***Performance***

According to Khaeruman et.al (2021:22) defines performance as the level of achievement or results achieved in carrying out their duties and achieving the mission that has been taken. Performance reflects the extent to which a person or entity is able to carry out responsibilities optimally. This can be measured through various evaluation methods, such as productivity, quality of work results, timeliness, and achievement of goals. This performance evaluation is important to understand how well a person or entity is performing and to examine areas that need improvement.

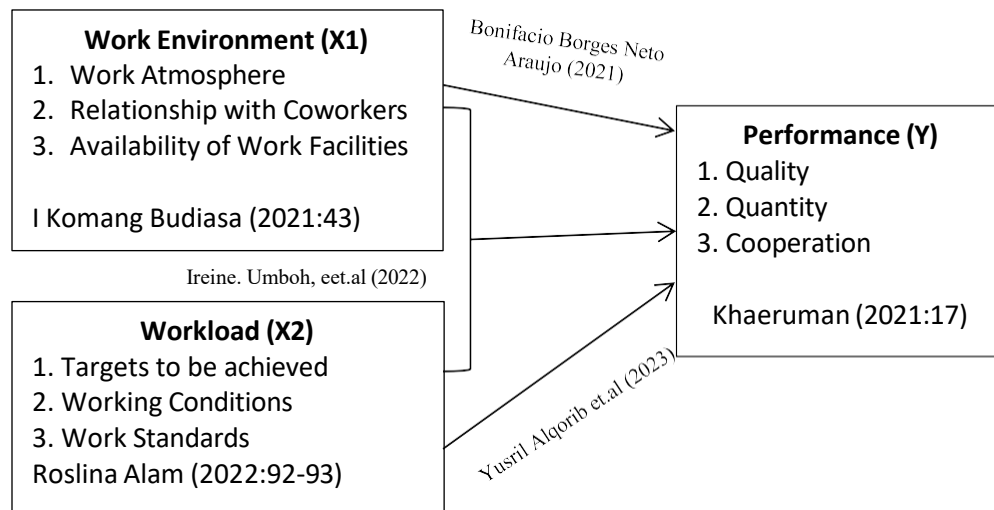
Based on the definition above, performance is the result of the efforts of individuals, teams, or organizations in achieving the goals set. Performance evaluation is important to understand achievements and to identify areas that need improvement.

### ***Performance Indicators***

According to Robert L. and John H. Jackson in Khaeruman et.al (2021:17) performance indicators are:

1. Quantity, the amount of output or results produced in a certain period of time. Quantity can be measured in numbers, such as the number of products produced or tasks completed.
2. Quality. Refers to the level of excellence or standards applied to the output or results produced. Quality involves aspects such as accuracy, reliability, and customer satisfaction.
3. Cooperation. Describes the ability to work together to achieve the mission, involving active collaboration and effective communication within the team.

## B. HYPOTESIS DEVELOPMENT



**Figure 1. Reseach Framework**

Hypothesis:

- a. Work Environment affects Employee Performance.
- b. Workload affects Employee Performance.
- c. Work Environment and Workload simultaneously affect Employee Performance

## METHOD

This study is quantitative. Quantitative research is described by Andi Ibrahim et.al (2018:43) which is a study that focuses on the unification and analysis of data in the form of numerical data to describe and answer study problems. This method uses a scientific and objective approach to measure phenomena and identify relationships between variables, with the aim of producing reliable generalizations and conclusions. Types of primary and secondary data sources. The analysis technique uses multiple linear regression analysis. Data processing uses SPSS 29. The object of the study is the Karawang Regency Satpol PP employees with a population of 108, and the sample is 52 employees.



## RESULTS AND DISCUSSION

### A. RESULTS

This test is used to assess the correlation of a question item on a questionnaire. The Validity Test can be said to be valid if a positive relationship appears by looking at the r table exceeding the calculated r. On the other hand, if the calculated r is smaller than the r table, the questionnaire item is said to be invalid.

**Table 2. Results of the Work Environment Validity Test (X1)**

| Indicator | R Values | R Table | Note  |
|-----------|----------|---------|-------|
| X1.1      | 0,746    | 0,268   | Valid |
| X1.2      | 0,674    | 0,268   | Valid |
| X1.3      | 0,727    | 0,268   | Valid |
| X1.4      | 0,704    | 0,268   | Valid |
| X1.5      | 0,739    | 0,268   | Valid |
| X1.6      | 0,444    | 0,268   | Valid |
| X1.7      | 0,542    | 0,268   | Valid |
| X1.8      | 0,691    | 0,268   | Valid |
| X1.9      | 0,717    | 0,268   | Valid |
| X1.10     | 0,534    | 0,268   | Valid |

Source: Author's data processing, 2024

Based on table 2. it can be understood that all items or questionnaire questions about the Work Environment variable have valid criteria.

**Table 3. Results of Workload Validity Test (X2)**

| Indicator | R Values | R Table | Note  |
|-----------|----------|---------|-------|
| X2.1      | 0,622    | 0,2681  | Valid |
| X2.2      | 0,815    | 0,2681  | Valid |
| X2.3      | 0,649    | 0,2681  | Valid |
| X2.4      | 0,661    | 0,2681  | Valid |
| X2.5      | 0,679    | 0,2681  | Valid |
| X2.6      | 0,767    | 0,2681  | Valid |
| X2.7      | 0,874    | 0,2681  | Valid |

| Indicator | R Values | R Table | Note  |
|-----------|----------|---------|-------|
| X2.8      | 0,773    | 0,2681  | Valid |
| X2.9      | 0,776    | 0,2681  | Valid |
| X2.10     | 0,725    | 0,2681  | Valid |

Source: Author's data processing, 2024

Based on table 3. reflects that all items or questionnaire questions about the Work Environment variable have valid criteria.

***Table 4. Results of Performance Validity Test (Y)***

| Indicator | R Values | R Table | Note  |
|-----------|----------|---------|-------|
| Y1        | 0,797    | 0,2681  | Valid |
| Y2        | 0,739    | 0,2681  | Valid |
| Y3        | 0,717    | 0,2681  | Valid |
| Y4        | 0,768    | 0,2681  | Valid |
| Y5        | 0,678    | 0,2681  | Valid |
| Y6        | 0,533    | 0,2681  | Valid |
| Y7        | 0,819    | 0,2681  | Valid |
| Y8        | 0,830    | 0,2681  | Valid |
| Y9        | 0,754    | 0,2681  | Valid |
| Y10       | 0,532    | 0,2681  | Valid |

Source: Author's data processing, 2024

Referring to table 4 above, it shows that all items or questionnaire questions about the Work Environment variable have valid criteria.

### ***Descriptive Analysis Test***

***Table 5. Work environment test***

|   | Work environment Indicator                                                    | Score | Category |
|---|-------------------------------------------------------------------------------|-------|----------|
| 1 | Lighting arrangement in the workspace to support work activities              | 150   | Not good |
| 2 | Level of Cleanliness in the workplace                                         | 145   | Not good |
| 3 | Anticipation of noise carried out by the agency in supporting work activities | 154   | Not good |
| 4 | Level of security in the workplace                                            | 160   | Not good |
| 5 | Communication with coworkers                                                  | 178   | Good     |
| 6 | Relationship with superiors                                                   | 165   | Not good |



|    | Work environment Indicator                          | Score | Category |
|----|-----------------------------------------------------|-------|----------|
| 7  | Level of trust with fellow coworkers and superiors  | 177   | Good     |
| 8  | Condition of office equipment to support work       | 143   | Not good |
| 9  | Adequacy of employee transportation to support work | 160   | Not good |
| 10 | Health insurance provided by the agency             | 183   | Good     |
|    | Total Score                                         | 1615  | Not good |
|    | Average Score                                       | 161,5 |          |

Based on the data obtained in table 5, the work environment variable obtained a score of 1615 with an average score of 161.5 in the less than good criteria. This means that the work environment at the Karawang Regency Civil Service Police Unit is in less than good condition. The indicator with the highest score is communication between co-workers with a score of 178 with good criteria. However, the Karawang Regency Civil Service Police Unit needs to improve office facilities and equipment to support work so that employee performance is maximized.

**Table 6. Workload measurement**

| Workload |                                                               | Score | Category   |
|----------|---------------------------------------------------------------|-------|------------|
| No       | Work environment Indicator                                    |       |            |
| 1        | Standard quantity of work given by the agency                 | 119   | High       |
| 2        | Level of employee target achievement in working               | 142   | Quite High |
| 3        | Demands of tasks given by the agency to employees             | 118   | High       |
| 4        | Level of employee concentration in carrying out tasks         | 149   | Quite High |
| 5        | Time standards set by the agency                              | 158   | Quite High |
| 6        | Work time standards in completing work                        | 127   | High       |
| 7        | Time standards given in fulfilling employee tasks             | 165   | Quite High |
| 8        | Level of employee understanding in working                    | 159   | Quite High |
| 9        | Suitability of tasks with employee roles and responsibilities | 143   | Quite High |
| 10       | Level of quality of work completed by employees               | 148   | Quite High |
|          | Total Score                                                   | 1428  | Quite High |
|          | Average Score                                                 | 142,8 |            |

Source: Author's data processing, 2024

Based on the data obtained in table 6, the workload variable obtained a score of 1428 in the fairly high criteria. This shows that the workload of the civil service police unit is quite high. The indicator with the highest score is the demands of the tasks given by the agency to employees with a score of 118 in the high criteria. Therefore, the agency needs to determine which tasks are the most urgent.

**Table 7. Performace measurement**

| No            | Performance Indicator                             | Score | Category  |
|---------------|---------------------------------------------------|-------|-----------|
| 1             | Employee ability to complete tasks                | 198   | Very Good |
| 2             | Employee speed in carrying out tasks              | 178   | Good      |
| 3             | Employee satisfaction level in working            | 191   | Good      |
| 4             | Employee skill level in carrying out work tasks   | 182   | Good      |
| 5             | Employee accuracy in working                      | 178   | Good      |
| 6             | Employee habit level in rechecking their work     | 169   | Not Good  |
| 7             | Teamwork level                                    | 190   | Very Good |
| 8             | Employee ability to carry out tasks as a team     | 184   | Very Good |
| 9             | Employee cohesiveness level in carrying out tasks | 195   | Very Good |
| 10            | Employee solidarity level in working              | 202   | Good      |
| Total Score   |                                                   | 1867  | Very Good |
| Average Score |                                                   | 186,7 |           |

Source: Author's data processing, 2024

Based on the data obtained in table 7, the performance variable obtained a score of 1867 with good criteria. This shows that the performance of civil service police unit employees is in good condition. The indicator with the highest score is the employee's ability to complete tasks. This shows that employees are able to complete their work well. However, there is an indicator that has the lowest score, namely the level of employee habits in rechecking their work. Therefore, it is necessary to provide direction to employees to get used to rechecking their work.

### Reliability Test

**Table 8. Results of Research Data Reliability Test**

| No | Variable         | R Alpha Value | Chroanbach Alpha | Note     |
|----|------------------|---------------|------------------|----------|
| 1  | Work Environment | 0, 842        | 0,60             | Reliable |
| 2  | Workload         | 0, 900        | 0,60             | Reliable |
| 3  | Performance      | 0, 895        | 0,60             | Reliable |

Source: Author's data processing, 2024

Referring to table 8, it can be understood that all items in each variable exceed 0.60, meaning that all variable items are declared reliable and can be used as measuring instruments for variables, namely: Work Environment, Workload and Performance.

### Classical Assumption Test

#### Normality Test

The basis for determining the decision in this test is that if the significance score exceeds 0.05, the residual value is normally distributed, but if it is less than 0.05, it means that the residual score is not normally distributed. The test results are:

**Table 9. Normality Test Results**

| One-Sample Kolmogorov-Smirnov Test |                |                     |
|------------------------------------|----------------|---------------------|
| Unstandardized Residual            |                |                     |
| N                                  |                | 52                  |
| Normal Parameters <sup>a,b</sup>   | Mean           | .0000000            |
|                                    | Std. Deviation | 5,11210357          |
| Most Extreme Differences           | Absolute       | .118                |
|                                    | Positive       | .086                |
|                                    | Negative       | -.118               |
| Test Statistic                     |                | .118                |
| Asymp. Sig. (2-tailed)             |                | .067 <sup>c,d</sup> |
| Exact Sig. (2-tailed)              |                | .070                |

Source: Author's data processing, 2024

Referring to Table 9. shows the significance value (2 failed) shows a figure of 0.070 where the figure is greater than 0.05, so it can be concluded that the research data is normally distributed.

#### Multicollinearity Test

This test is used to determine whether there is a correlation between independent variables. The basis for determining the decision uses a tolerance score > 0.10 and VIF < 10.00, the test results are in the following figure:

**Table 10. Multicollinearity Test Results**

| Model |            | Coefficients <sup>a</sup>   |            |                           | t     | Sig.  | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
|       |            | Unstandardized Coefficients |            | Standardized Coefficients |       |       | Tolerance               | VIF   |
|       |            | B                           | Std. Error | Beta                      |       |       |                         |       |
| 1     | (Constant) | 14,242                      | 5,820      |                           | 2,447 | .018  |                         |       |
|       | X1         | .523                        | .146       | .450                      | 3,586 | <.001 | .995                    | 1,005 |
|       | X2         | .137                        | .116       | .149                      | 1,186 | .241  | .995                    | 1,005 |

a. Dependent Variable: Y

Source: Author's data processing results, 2024

This means that it can be understood that the tolerance score in each independent variable is 0.995 > 0.10, meaning there is no correlation between the independent variables,

and the VIF score is  $1.005 < 10$ . So it can be understood that there is no multicollinearity between the independent variables in the regression model.

### Heteroscedasticity Test

Heteroscedasticity Test is used to analyze the regression model that shows the inequality of variance and residual from one study to another. If one study to another study remains the same, the result is stated as homoscedasticity and if it is not the same, it is called heteroscedasticity.

**Table 11. Heteroscedasticity Test Results**

| Model |            | Coefficients <sup>a</sup>   |            |                           | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | Unstandardized Coefficients |            | Standardized Coefficients |        |      |
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 9,158                       | 3,552      |                           | 2,578  | ,013 |
|       | X1         | -,062                       | ,089       | -,096                     | -,692  | ,492 |
|       | X2         | -,109                       | ,071       | -,215                     | -1,544 | ,129 |

a. Dependent Variable: Employee Performance (Y)

Source: Author's data processing results, 2024

Referring to table 11. it is obtained that the significance score is more than 0.05, meaning that there is no heteroscedasticity in the regression model used in this study.

### Multiple Linear Regression Analysis

**Table 12. Multiple Linear Regression Test Results**

| Model |            | Coefficients <sup>a</sup>   |            |                           | t     | Sig.  |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|
|       |            | Unstandardized Coefficients |            | Standardized Coefficients |       |       |
|       |            | B                           | Std. Error | Beta                      |       |       |
| 1     | (Constant) | 14,242                      | 5,820      |                           | 2,447 | ,018  |
|       | X1         | ,523                        | ,146       | ,450                      | 3,586 | <,001 |
|       | X2         | ,137                        | ,116       | ,149                      | 1,186 | ,241  |

a. Dependent Variable: Employee Performance (Y)

Source: Author's data processing results, 2024

Based on the image above, the regression coefficient calculation obtained a constant reaching 14,242, b1 0.523 and b2 0.137 so that the equation appears:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 14,242 + 0.146X_1 + 0.137X_2 + e$$

It can be explained by:

1. The constant value reaches 14.242 which is positive. There is an influence of the work environment and workload variables on performance, where the employee performance score reaches 14.242

2. The work environment variable (X1) obtains a coefficient value of 0.523, the value is positive. so if there is an increase in units in the work environment variable, it will also have an effect on an increase in performance which reaches 0.523
3. The workload variable (X2) obtains a coefficient value of 0.137, the value is positive. So if there is an increase in the workload variable unit, it will also have an effect on the increase in the performance of the performance variable reaching 0.137

#### Coefficient of Determination Test

**Table 13. Results of the Coefficient of Determination Analysis**

| Model Summary                     |                   |          |                   |                            |
|-----------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                             | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                 | ,483 <sup>a</sup> | ,234     | ,202              | 5,21539                    |
| a. Predictors: (Constant), X2, X1 |                   |          |                   |                            |
| b. Dependent Variable: Y          |                   |          |                   |                            |

Source: Author's data processing results, 2024

From the test table 13 above, it can be understood that the R Square score is 0.234 or 23.4%. This means that the Work Environment (X1) and Workload variables (X2) have a contribution to employee performance (Y) which reaches 23.4% and 76.6% is influenced by other variables that are not analyzed in this study.

#### Partial Test (t-Test)

**Table 14. Partial Test Results (t-Test)**

| Variable | T Account | T Table | Criteria       |
|----------|-----------|---------|----------------|
| X1       | 3.586     | 2,009   | Affects Y      |
| X2       | 1.186     | 2,009   | No effect on Y |

Source: Author's data processing results, 2024

Referring table 14, it is understood that the work environment is found to have a t count of 3.586 with a significance score of 0.001. The t count score is then compared with the t table score with a significance level of 5%,  $df = n-2 = 52-2 = 50$ , the t table score is 2.009. When the t count score is compared with the t table, the result is that the t count score exceeds the t table ( $3.586 > 2.009$ ). So it is stated that  $H_0$  is rejected and  $H_a$  is accepted, then the work environment partially affects the performance of Karawang Regency Satpol PP employees. Meanwhile, for the workload, the t count is 1,186 with a significance score of 0.001. The calculated t score is then compared with the t table value with a significance score of 5%,  $df = n-2 = 52-2 = 50$ , the t table score reaches 1.675. If the calculated t exceeds the t table ( $1.186 < 2.009$ ). So it is stated that  $H_0$  is accepted and  $H_a$  is rejected, so there is no partial effect of workload on the performance of Satpol PP employees in Karawang Regency.

**Table 15. Simultaneous Test (f Test)**

| ANOVA <sup>a</sup> |            |                |    |             |       |                    |
|--------------------|------------|----------------|----|-------------|-------|--------------------|
| Model              |            | Sum of Squares | Df | Mean Square | F     | Sig.               |
| 1                  | Regression | 406,167        | 2  | 203,086     | 7,466 | .0001 <sup>b</sup> |
|                    | Residual   | 1332,814       | 49 | 27,200      |       |                    |
|                    | Total      | 1738,981       | 51 |             |       |                    |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: Author's data processing results, 2024

Referring to Table 15. the simultaneous test calculation results obtained a calculated f value of 7.466 with a significance result of 0.001 and (F count > F table, 7.466 > 3.18). It is understood that the significance value is very less than 0.05, so Ho is rejected and Ha is accepted. This reflects that there is a joint influence of the Work Environment and Workload on employee performance.

## **B. DISCUSSION**

### **Descriptive Discussion**

#### **1. Work environment of the Karawang Regency Civil Service Police Unit**

The work environment variable obtained a score of 1615 with an average score of 161.5 in the less than good criteria. This means that the work environment in the Karawang Regency Civil Service Police Unit is in a less than good condition. The indicator with the highest score is communication between coworkers with a score of 178 with good criteria. However, the Karawang Regency Civil Service Police Unit needs to improve facilities, infrastructure and office equipment to support work so that employee performance is maximized.

#### **2. Workload of the Karawang Regency Civil Service Police Unit**

The workload variable obtained a score of 1428 in the fairly high criteria. This shows that the workload of the Civil Service Police Unit is quite high. The indicator with the highest score is the demands of the tasks given by the agency to employees with a score of 118 in the high criteria. Therefore, the agency needs to determine which tasks are the most urgent or need to add time to employees in carrying out work so that work runs optimally.

3. Performance of the Karawang Regency Civil Service Police Unit  
The performance variable obtained a score of 1867 with good criteria. This shows that the performance of the Civil Service Police Unit employees is in good condition. The indicator with the highest score is the employee's ability to complete tasks. This shows that employees are able to complete their work well. However, there is an indicator that has the lowest score, namely the level of employee habits in rechecking their work. Therefore, it is necessary to provide direction to employees to get used to rechecking their work.

### **Verification Discussion**

1. From the partial test results in this study, it was found that the work environment has a positive influence on the performance of Satpol PP employees. The test results obtained a sig. score of  $0.001 < 0.05$ . Then it was also obtained  $(3.586 > 2.009 \text{ or } t_{count} > t_{table})$ , This finding is consistent with previous research by Bonifacio Borges Neto Araujo (2021) because the better and more conducive the work environment, the better the employee performance will be. on the contrary, the worse the work environment, the lower the employee's performance.
2. From the partial test results in this study, it was found that the workload of the civil service police unit did not affect employee performance. The test results produced  $(1.186 < 2.009 \text{ or } t_{count} < t_{table})$ , this finding is found in previous research by Aulia Talitha Uma and Ika Korika Swasti (2024) that the higher or lower the workload received and felt by employees, did not affect performance. because Satpol PP employees are accustomed to high workloads and have developed strategies to manage their workloads effectively. They have sufficient skills and knowledge to handle their tasks without being too influenced by the level of workload. By managing the workload wisely and paying attention to individual needs, it can help increase employee loyalty to their tasks.
3. From the simultaneous test results in this study, it was found that the work environment and workload have an influence on the performance of Satpol PP employees. The test results stated that the F count score reached 7.466 with a significance score of 0.001 and  $(F_{count} > F_{table}, 7.466 > 3.18)$ . These results are also in line with previous studies by Ireine Umboh et.al (2022) for this reason, companies must be able to improve a safe and comfortable work environment and provide job demands that are in accordance with the abilities of employees so that there is no excessive workload and hinders employee performance.

### **CONCLUSION**

Based on the research results explained previously, the researcher's conclusions in this study are as follows:

1. The work environment obtained a score of 1615 with an average score of 161.5 in the less than good criteria. This shows that the work environment of the civil service police unit needs attention to the work environment so that employee performance is maximized.
2. The workload obtained a score of 1428 in the fairly high criteria which resulted in a decrease in employee performance so that it was less than optimal.
3. Employee performance obtained a score of 1867 with good criteria. This shows that the performance of civil service police unit employees is in good condition.
4. There is a simultaneous influence of the work environment and workload on the performance of civil service police unit employees in Karawang Regency.
5. There is a partial influence of the work environment on employee performance.



6. There is no partial influence of workload on employee performance.

### ***Suggestions***

1. Based on the lowest scale indicator on the work environment variable, namely the condition of office equipment and the level of cleanliness of the workplace, the agency should conduct a periodic inventory of office equipment to determine the condition and number of equipment available and those that need to be repaired or replaced and schedule routine cleaning for the entire office area, including desks, floors, bathrooms, and other common areas.
2. Based on the highest scale indicator, namely the demands of the tasks given by the agency to employees at high criteria. Therefore, the agency needs to determine which tasks are the most urgent or need to add time for employees to carry out their work so that the work runs optimally.
3. Based on the lowest scale indicator, namely employee accuracy in carrying out tasks. Therefore, the agency needs to improve training and development, for example, holding special training that focuses on accuracy skills and attention to detail. This can include double-checking techniques, and how to avoid common mistakes.
4. The work environment has a partial effect on performance, so the agency needs to improve infrastructure such as buildings, workspaces, equipment and others.
5. Although the workload does not have a partial effect, the agency still needs to improve employee competence and skills through relevant training to help improve performance.

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