

Analysis Of The Work Environment At Pt X

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Abstract

This research employs a qualitative descriptive method, specifically by outlining and examining the identified issues. Qualitative research relies on both primary and secondary data. In this research, primary data was collected through observations, interviews, and documentation, while secondary data was gathered from prior studies and articles pertinent to the research. This research aims to analyze the factors that affect the work environment at PT X, identify the challenges faced by employees, and provide recommendations for improvement. The results of the study show that machine noise, poor ventilation, and hot temperatures in the work area are the main challenges that interfere with employee comfort. In addition, dust and yarn fibers scattered in the air as well as inadequate lighting increase occupational health and safety risks. This study recommends improving ventilation systems, noise management, and adding ergonomic facilities to increase employee productivity and well-being. These findings make a practical contribution to company management in creating a more conducive work environment.

Keyword: Work Environment; PT X; Indonesia

1. Introduction

The workplace atmosphere is among the primary elements that influence employee performance and contentment within an organization. In this age of globalization and rising competition, organizations must foster a work setting that promotes innovation and productivity. An encouraging work atmosphere not only aids employee health but also directly affects the collective performance of the company.

The workplace is categorized into two sections, specifically the physical work environment and the non-physical work environment. The physical work environment refers to the infrastructure and facilities supplied by a government agency to facilitate organizational activities. Whether the facilities are complete or not will definitely affect the quality of work of the employees. In addition, the work environment refers to the environment that leads to the atmosphere built in an organization such as: Examples: relationships with superiors and coworkers, leaders, etc (Hulu et al., 2022)

Research related to the work environment has been discussed quite a lot, but each research has different characteristics such as themes, research methods, research objects, research subjects, data collection techniques, and others. As a research study carried out by (Dewi and Trihudyatmanto, 2020) titled Analysis of the influence of work discipline, work motivation, and work environment on employee performance, the focus of the study is to investigate the connections between variables and comprehend how these elements impact overall employee performance utilizing a qualitative research approach with a sample size of 100 employees.

Meanwhile, the uniqueness of this study compared to the earlier research performed by (Dewi and Trihudyatmanto, 2020) is that this study addresses the analysis of the work environment through qualitative research methods and data collection techniques implemented via observation, interviews, and documentation. Thus, this study intends to enhance the prior research. Based on the explanation and existing issues, the author is intrigued and seeks to carry out research on the work environment in the relevant context. Consequently, the researcher is keen on exploring in greater depth about "Analysis of the Work Environment at PT X.

2. Literature Review

2.1 Theory

The work environment is everything in the workplace, whether it is physical or nonphysical, that affects work motivation. The fulfillment of a good work environment will bring good performance from employees. On the other hand, if the work environment is not good, it will affect the work motivation itself (Amalia, 2021).

The Physical Work Environment shows that the physical work environment has a positive and significant effect on employee performance (Tannady et al., 2022).

The work environment can affect the level of employee comfort, with a comfortable work environment, employees will feel satisfied and can work optimally and employee performance will increase (Handoko et al., 2021).

The work environment has an influence on the work motivation of the organization in an effort to complete the tasks imposed on it which ultimately affects the productivity of work

motivation. A good environment will improve work, and vice versa, if the work environment is not calm, it will be able to increase the rate of mistakes they make (Amalia, 2021).

The work environment has a direct influence on employees, where the work environment can improve employee performance. On the other hand, an inadequate work environment can reduce performance. If the work environment is good, employees will feel at home working in the office (Nurhandayani, 2022).

The work environment plays an important role in increasing work morale and discipline so that organizational goals will be well realized. A good work environment can be created if you pay attention to the elements in the work environment, both the physical work environment and the non-physical work environment are expectations for employees (Putra & Aprianti, 2020).

The work environment positively and significantly affects employee performance, so that a comfortable and conducive work environment will optimize employee performance (Kusumastuti et al., 2019).

Based on the description of some of the experts mentioned above, the work environment is a place where a person conducts activities and work, an environment where a person searches for and uses existing tools and materials, and interacts with colleagues. The work environment consists of work equipment, methods, relationships with others, and the work environment it contains.

3. Material and Method

3.1 Design Study

This research employs a qualitative method to comprehend the state of a context by resulting in a comprehensive and profound depiction of the state in a natural environment, regarding what genuinely occurs as it is in the research area (Fadli, 2021). Within a qualitative method, one commonly utilized type of approach is the case study approach. A case study represents a research strategy where a program, event, process activity, or group of individuals is meticulously examined.

Case study refers to a research method that can address multiple questions or aspects of a phenomenon. A case study constitutes a research approach wherein the investigator thoroughly examines a program, event, activity, process, or group of people. Cases are restricted in terms of time and activity, and researchers gather comprehensive data utilizing various data collection methods according to established time frames (Rusandi and Muhammad Rusli, 2021).

3.2 Data Validity Technique

In qualitative research so that the data can be accounted for as scientific research, it is necessary to carry out triangulation techniques, triangulation is cross-checking data by comparing facts from one source with another. Triangulation of methods of checking the validity of information techniques that use something else. Outside of that information, it is for the purpose of checking or as a comparison of the information (Sriwijaya, 2020). The triangulation method aims to enhance the theoretical, methodological, and interpretive strength

of qualitative research. Triangulation is further characterized as the process of verifying data through different sources, methods, and time periods (Mekarisce, 2020).

In this study, the researcher obtained data sources provided by several employees of the relevant departments to ensure that the information needed is accurate and there is data consistency to support this research. In addition, in this study, the triangulation technique was gathered through observation, interviews, and documentation pertinent to the data required for the research, including the following sketches:

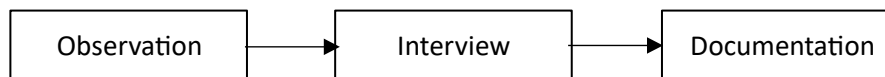


Figure 3.1 Data Validity Technique
Source : Data Processed by Researchers

3.3 Data Analysis

Data analysis refers to the method of examining data with the purpose of uncovering valuable information that can serve as a foundation for decision-making to address an issue. This data analysis process includes four steps (Millah et al., 2023). As follows :

1. Data Collection

Researchers conduct analysis activities simultaneously with data collection. Information obtained through observation, interviews with sources and documentation that can be used for research.

2. Data Reduction

Data reduction is a simplification of classifying and discarding unnecessary data in such a way that the data can produce meaningful information and facilitate drawing conclusions. The large amount of data and the complexity of the data require data analysis through the data reduction stage.

3. Data Presentation

Data presentation is one of the activities in making reports on the results of research that has been carried out so that it can be understood and analyzed in accordance with the desired objectives. The data presented must be simple and clear so that it is easy to understand.

4. Verification or Conclusion

The concluding phase in qualitative data analysis, specifically the preliminary conclusions are provisional and will be altered if no strong or corroborative evidence is discovered at the data gathering phase. On the other hand, if the preliminary conclusions are bolstered by fresh evidence uncovered subsequently, the conclusions that have been presented are deemed credible.

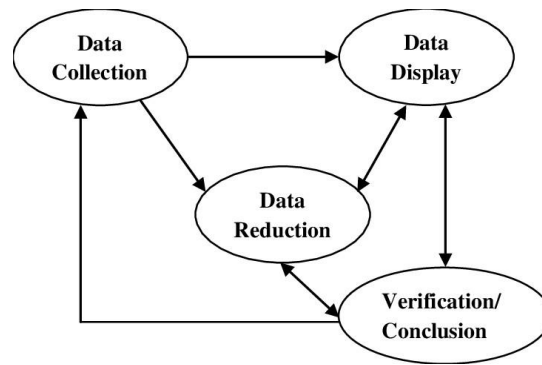


Figure 3.2 Data Analysis Component
Source : Data processed by researchers

4. Result

This study uses qualitative research which is a research used to research on the state of natural objects where in this study in accordance with the stages of data collection and research stages. The researcher conducted this research using a descriptive analysis approach, which is a method to research an idea by describing the problem through available data and obtained clearly to explore the phenomenon discussed. The data collection technique is through interviews with employees related to the topic being researched and also the researcher makes direct observations in the field. The researcher conducted interviews and observations at PT. X, in this study as an informant is Mechanic, Operator, and Packing.

Table 4.1 Participant Data
Source : Data processed by researchers

No	Partisipan	Jenis Kelamin	Jabatan
1	Partisipan A	L	Mekanik
2	Partisipan B	P	Operator
3	Partisipan C	L	Operator
4	Partisipan D	L	Packing

4.2 Data Result

Environmental elements are among the aspects that need to be taken into account in a functioning company. From observations, environmental factors are inadequate. Approaches to environmental factors encompass inefficient lighting, workplace climate, air circulation, and sound.

The physical condition of the workspace refers to the elements that make up the physical environmental aspects of the workplace that affect employee comfort and well-being.

The work environment at PT X is said to be less flexible. Based on the observation results, there is conformity with the results of interviews with participants. The challenges that occur are noise in the work space as well as poor lighting, cleanliness that is not good enough which gives the impression of being dirty, and threads that accumulate.

4.3 Data Discussion

According to the outcomes of interviews with various participants at PT X, several factors in the work environment require significant attention as they influence employee comfort. One of the main factors highlighted is the high noise level from machines operating non-stop in the production area. In addition, (Amalia, 2021) stated that a noisy work environment can cause stress, especially if the noise continues to interfere with communication and concentration. The noise generated by these machines is very disruptive to communication between coworkers, even though ear protection is used. This creates obstacles in coordination, which of course can reduce the effectiveness of the team at work. Especially in jobs that require direct communication, the noise causes employees to have to shout to communicate, which is of course very tiring and affects the quality of work.

In addition to noise, poor ventilation and hot temperatures inside the factory are also significant challenges. Inadequate ventilation makes the temperature in the production area very hot, especially in summer. This uncomfortable temperature causes employees to quickly feel tired and less focused, which of course has the potential to reduce productivity. On the other hand, high humidity and poor ventilation can affect employee stamina, as explained by (Nurhandayani, 2022). Hot temperatures coupled with high humidity make employees feel dehydrated and uncomfortable, which interferes with their concentration at work.

The work environment at PT X faces several major challenges that affect employee comfort and productivity. That high noise can cause increased stress, worsen work relationships, and reduce operational efficiency Sadarmayati (2018). Based on the results of the interview, there was agreement on several factors that are obstacles in the current work environment conditions. One of the main problems faced is the high noise level due to machines that operate continuously. This noise interferes with communication and concentration, which hinders work effectiveness. Although some employees use ear protection, excessive noise remains an unavoidable problem and often has an impact on work safety because it makes communication difficult in emergency situations.

5. Conclusion, Implication, and Recommendation

5.1 Conclusion

Based on the results of interviews and observations conducted at PT X, there are several main factors that affect the work environment and employee comfort. The high noise factor due to production machines is the main problem that disrupts employee communication and concentration. In addition, poor ventilation and hot temperatures in the production room also worsen work comfort, causing fatigue and reducing productivity. Dust and fibers flying in the air have the potential to reduce the quality of employee respiratory health, and inadequate lighting in some areas increases the risk of work accidents. Although the cleanliness of the workspace is generally maintained, some areas, especially those close to the machines, are

often neglected in terms of cleaning. The tidiness of the workspace is also an issue that needs attention, because tools and materials that are not arranged properly have the potential to increase the risk of accidents.

5.2 Implication

According to (Dewi & Trihudyatmanto, 2020), in a study entitled "Analysis of the Influence of Work Discipline, Work Motivation, and Work Environment on Employee Performance", the object of the study was to explore the relationship between variables and understand how these factors affect overall employee performance. Based on the findings of the research that has been carried out, the evaluation of the work setting at PT X involves enhancing employee comfort and safety by upgrading the physical conditions of the work setting and fostering a more attentive and cooperative work culture. These initiatives are anticipated to boost productivity, satisfaction, and overall corporate performance.

5.3 Recommendation

Based on the discussion and conclusions that have been described previously, the researcher proposes several recommendations. First, this study only uses one variable, so it is expected that further research can use more than one variable so that the results obtained are more varied. Second, to obtain better results, further research is advised to add the necessary documentation so that the data produced is more accurate.

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