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**PENGARUH LINGKUNGAN KERJA DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN PADA**

**PT. TANIA SELATAN**

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| A R T I C L E I N F O |  | A B S T R A C T |
| DOI:*Article history:*Received*:* 24 MARCH 2022Accepted: 24 JUNE 2022 Available online:21 AUGUST 2022*Keywords:* *Work Environment, Workload, Employee Performance* |  | PT. Tania Selatan is one of the companies engaged in oil palm plantations. PT. South Tania is still experiencing several obstacles that result in decreased employee performance. These obstacles are a very noisy work environment, uneven lighting and the smell of palm oil waste which is very olfactory. In addition, there is also a workload factor, there are almost 24 hours of operational hours for factory employees and a break that is only given 1 hour on each shift, this often causes effects in the form of physical and mental fatigue on employees, this study aims to determine and analyze the effect of work environment and workload on the performance of employees of PT. South Tania. The sample used in this research was 70 respondents who were in accordance with the characteristics. The method of analysis in this research is multiple linear regression analysis, validity and reliability test, classical assumption test consisting of normality test, multicollinearity test, heteroscedasticity test, and hypothesis testing. The results of this study indicate that the work environment variable has no significant effect on the employee performance variable, while the workload variable has a significant effect on the employee performance variable. Simultaneously, the work environment and workload variables have a significant effect on the employee performance variable. |

1. **INTRODUCTION**

Human resources are a very important role in the organization. To see the quality of the person who has competence and ability, it can be seen from the way the employee solves the problem. The success or failure of a company is also very dependent on human resources or employees in the company. PT. Tania Selatan is one of the companies engaged in oil palm plantations. PT. Tania Selatan is also one of the largest oil palm plantation companies in Indonesia, it does not escape the results of employee performance. PT. Tania Selatan for the last 4 years has never reached the target, even in 2021 production continues to decline from the set target. This happens because of several factors in the company's operations, one of the factors that makes employees not reach the target is the work environment factor, the constraints of the work environment are: noise from old machines which is very disturbing to employees' hearing so that employees are very disturbed by their hearing while working, poor lighting unevenness in the work environment makes employees limited in vision when working at night, as well as the smell of palm oil waste which does not wear smell makes a problem that has an impact on employee health. Another factor that also makes the performance of employees of PT. Tania Selatan less than optimal is workload factor. Unequal workloads between employees create an imbalance in work such as different working hours between office employees, plantation employees and factory employees, with almost 24 hours of operational hours for factory employees and rest hours which are only given 1 hour each day. This shift often causes effects in the form of physical and mental fatigue on employees, reactions that are often experienced by employees such as headaches, colds, dizziness and aches, employee work concentration is also disturbed and prone to work accidents.

From the description above, the authors are interested in knowing more about "**The Effect of Work Environment and Workload on Employee Performance at PT. South Tania".**

* 1. **Research Objectives**

The objectives of this research are:

* + - 1. To find out and analyze the influence of the work environment on the performance of employees of PT. South Tania.
1. To determine and analyze the effect of workload on the performance of employees of PT. South Tania.
2. To find out and analyze the influence of the work environment and workload on the performance of employees of PT. South Tania.
3. **RESEARCH METHODOLOGY**

## **2.1 Research Objects and Research Locations**

The author conducted the research which was located at Jalan Lintas Timur, KM 100, Purwo Asri Village, Lemrub Jaya Subdistrict, Ogan Komering Ilir Regency, South Sumatra. The object of this research is the employees of PT. South Tania.

**2.2. Operational Variables**

This study consists of 3 variables to be studied, namely the work environment (X1) and workload (X2) as independent variables, and employee performance (Y) as the dependent variable. The following table presents the concepts and indicators of the research variables listed:

**Tabel 2.1 Operasional Variabel**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variable** | **Definition** | **Indicator** | **Measurement** |
| **Work Environment (X1)** | Work Environment (X1) environment are institutions or outside forces that have the potential to affect organizational performance**Robbins (2013)** | 1. Temperature
2. Noise
3. Explanation
4. Air Quality
5. Safety in the workplace.

**Robbins (2013)** | **Likert scale** |
| **Workload (X2)** | Workload is a difference between the capacity or ability of workers and the demands of the work that must be faced.Robbins (2013) **Robbins (2013)** | 1. Work attitude
2. Mental tasks
3. Break time
4. Delegation of duties and authority
5. Health Conditions

**Robbins (2013)** | **Likert scale** |
| **Employee performance (Y)** | Employee performance (Y) Performance is the optimal achievement according to the potential of the employee.Robbins (2013) 1. Quality**Robbins (2013)** | 1. Quality
2. Quantity
3. wPunctuality
4. Effectiveness
5. Independence
6. Work Commitment

**Robbins (2013)** | **Likert scale** |

***Source: Data processed from various sources 2022.***

**2.3. Data Types and Sources**

**2.3.1 Types of Research**

The type of research used in this study is associative research according to Sugiyono (2018) associative research is research that asks for the relationship between two or more variables to be studied.

**2.3.2 Data sources**

Sources of data used in this study consisted of two kinds, namely primary data and secondary data.

**2.4 Data Collection Techniques**

Data collection techniques were used to collect data according to research procedures in order to obtain the required data. According to Sugiyono (2018), data collection techniques are the most strategic step in research, because the main purpose of research is to collect data. Data collection techniques in this study used documentation, observation, and interview techniques.

* 1. **Populasi dan Sampel**

**2.5.1 Population**

The population is a generalization area consisting of objects and subjects that have certain quantities and characteristics determined by the researcher to be studied and then draw conclusions Sugiyono (2018). The population in this study were all employees of PT. South Tania, based on company data, totals 146 employees consisting of:

 **Table 2.2**

**Number of Employees of PT. South Tania**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee status.** | **Office Employees** | **Plantation Employees** | **Factory Employees** | **Total Contact & Permanent Employees** |
| Contract | 11 | 28 | 37 | **76** |
| Permanent | 12 | 32 | 26 | **70** |
| **Total employees of each division** | 23 | 60 | 63 | **146** |

***Source: Processed data 2022***

From the table above, it can be seen that there are 76 contract workers and 70 permanent workers. So in this study the total population in PT. South Tania has a population of 146.

**2.5.2 Sample**

The sample in this study used a non-random sampling technique, which is a sampling technique that does not provide equal opportunities for each member of the population to be used as a research sample. Here's how the researcher determines the requirements to be used as a sample.

Respondents' criteria in this study are as follows:

* 1. Registered as an employee at PT. South Tania
	2. Plantation Employees / Office Employees / Factory Employees
	3. Permanent employees of PT. South Tania

Based on the criteria above and based on the total population, the authors determined that the sample to be used in this study was 70 samples. 12 samples came from office employees, 32 samples from plantation employees and 26 samples from factory employees.

**2.6 Research instrument test**

This research instrument is used to determine whether the instruments that have been prepared are really good results. Good or bad research instruments are indicated by the level of expertise (validity) and reliability (reliability).

**2.6.1 Validity Test**

Validity test or accuracy test which is one of the measuring tools in measuring what is being measured, after the questionnaire is compiled and tested for validity, in practice it is not necessarily valid data collected.

**2.6.2 Reliability Test**

The reliability test according to Sugiyono (2018) is concerned with the degree of consistency and stability of data or findings, to determine consistency usually using a questionnaire in a quantitative view, a data or declared reliable if two or more researchers in the same object produce the same data, or a group data when split into two shows data that are not different.

**2.7 Classical Assumption Test**

The classical assumption test conducted in this study aims to test whether the data used in this study have met the classical assumptions, namely the data is normally distributed, there are no symptoms of multicollinearity, there is no autocorrelation and no symptoms of heteroscedasticity occur. If these four things have been met, then the regression model will give the Best Linear Unbiased Estimator (BLUE) result, Ghozali (2011). The classical assumption tests include:

**2.7.1 Normality Test**

According to Ghozali (2011), the normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution.

**2.7.2 Multicollinearity Test**

According to Ghozali (2011), the multicollinearity test aims to test whether the regression model found a correlation between the independent (independent) variables. To test multicollinearity by looking at the VIF value of each independent variable, if the VIF value is <10, it can be concluded that the data is free from multicollinearity symptoms.

**2.7.3 Heteroscedasticity Test**

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. There are several ways that can be done to perform the heteroscedasticity test, namely plot graph test, park test, glejser test, and white test” according to Ghozali (2011).

* 1. **Multiple Linear Regression Analysis**

In the process of analyzing the data to solve the problems that exist in this research, the research uses inferential statistical analysis by using multiple linear regression (Multiple Linear Regression). I use this analysis technique based on the consideration that multiple regression analysis techniques are commonly used

* + 1. **Correlation Coefficient Analysis**

Correlation analysis is a linear relationship between two or more variables from observations to test the associative hypothesis. Correlation analysis of the relationship between employee performance (Y), work environment (X1), and workload (X2) using multiple analysis techniques.

* + 1. **Coefficient of Determination Analysis (R2))**

The analysis of the coefficient of determination is used to determine the results of how far the dependent variable is explained by the independent variable. This coefficient shows how big the percentage of variation in the dependent variable is. R2 is equal to 0, then there is not a small percentage of the contribution of influence given by the dependent variable, on the contrary R is equal to 1, then the percentage contribution of the influence of the dependent variable is perfect. This analysis also uses the help of SPSS.

* 1. **Hypothesis Test**

It is a decision-making method based on data analysis, both from controlled experiments and observational data. According to Sugiyono (2018), states that hypothesis testing begins by first determining the number of squares and the number of products from the source variable.

* + 1. **T Test (Partial Significance Test)**

The t-test is known as the partial test, which is to test how the influence of each independent variable individually (partial) on the dependent variable..

* + 1. **F Test (Simultaneous Significance Test)**

This F test can also be called a simultaneous test or model test or ANOVA test, which is usually used to test an independent variable together, on the dependent variable. After that, this F test can also be known whether the linear regression model that can be used is correct or not.

1. **RESULTS AND DISCUSSION**

## **3.1 Results of Research Instruments**

### **3.1.1 Validity Test Results**

 “To test the research instrument, the author uses an analysis with SPSS 23. For the level of validity of the significance test by comparing the value with In this case the distribution of the significance value of 5%, the result is 0, if it is greater than then the question item is said to be valid. The results of the validity test can be seen in the following table:

**Tabel 3.1**

**Hasil Uji Validitas Instrumen**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Variabel** | **Item pertanyaan** | **Corrected item pertanyaan total correlation** | **r table 5% (56)** | **Keteragan** |
| Work Environment (X1) | X1,1 | 0,416 | 0,236 | Valid |
| X1.2 | 0,656 | 0,236 | Valid |
| X1.3 | 0,719 | 0,236 | Valid |
| X1.4 | 0,745 | 0,236 | Valid |
| X1.5 | 0,561 | 0,236 | Valid |
| Workload (X2) | X2.1 | 0,621 | 0,236 | Valid |
| X2.2 | 0,641 | 0,236 | Valid |
| X2.3 | 0,468 | 0,236 | Valid |
| X2.4 | 0,517 | 0,236 | Valid |
| X2.5 | 0,514 | 0,236 | Valid |
| X2.6 | 0,667 | 0,236 | Valid |
| Employee performance(Y) | Y.1 | 0,409 | 0,236 | Valid |
| Y.2 | 0,490 | 0,236 | Valid |
| Y.3 | 0,420 | 0,236 | Valid |
| Y.4 | 0,554 | 0,236 | Valid |
| Y.5 | 0,425 | 0,236 | Valid |
| Y.6 | 0,523 | 0,236 | Valid |
| Y.7 | 0,604 | 0,236 | Valid |
| Y.8 | 0,447 | 0,236 | Valid |
| Y.9 | 0,434 | 0,236 | Valid |
| Y.10 | 0,438 | 0,236 | Valid |

***Data source: spss 26 output processed, 2022***

 “Based on the results of the validity test above, it can be concluded that all items in this research questionnaire are declared valid because Corrected items > r table 5%, so they can be used as research instruments.

### **3.1.2 Reliability Test Results**

 In the reliability test in this study, the researcher used the SPSS 23 tool. The results of the reliability test can be seen in the following table:

**Tabel 3.2**

**Hasil Uji Reliabilitas Instrumen**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variable** | **Reliability** | **Cronbach Alpha** | **Information** |
| Work Environment (X1) | 5 item | 0,605 | Reliabel |
| Workload (X2) | 6 item | 0,659 | Reliabel |
| Employee performance (Y) | 10 item | 0,619 | Reliabel |

***Data source: spss output 26, 2022***

 Based on the information from the table above, it is known that each variable X1. X2 and Y have Cronbach Alpha > 0.60. This shows that the conclusion of each variable can be said to be reliable.

## **3.2 Classic Assumption Test Results**

### **3.2.1 Normality Test Results**

The normality test aims to determine whether the sample data comes from a normally distributed population or not. Good and appropriate data used in this study is data that is normally distributed, in this study the researcher used the Kolmogorov-Smirnov test.

**Table 3.4**

**Normality Test Results**

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 70 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.83999555 |
| Most Extreme Differences | Absolute | .104 |
| Positive | .060 |
| Negative | -.104 |
| Test Statistic | .104 |
| Asymp. Sig. (2-tailed) | .057c |
| *a. Test distribution is Normal.* |

***Data source: SPSS 26 output processed, 2022***

Based on the results of the normality test using the Kolmogorov-Smirnov method with a significant value of 0.057 > 0.05, it can be concluded that the regression method in this study has met the assumption of normality.

### **3.2.2 Hasil Uji Multikolimearitas**

**Tabel 3.5**

**Hasil Uji Multikolimearitas**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | T | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.470 | 4.397 |  | 5.497 | .000 |  |  |
| X1 | .329 | .174 | .213 | 1.898 | .062 | .927 | 1.079 |
| X2 | .461 | .143 | .361 | 3.216 | .002 | .927 | 1.079 |
| a. Dependent Variable: Y |

***Data source: SPSS 26 output processed, 2022***

Based on the "Collinearity Statistics" table, it is known that the tolerance value for the variables X1 Work environment and workload X2 is 0.927. That means greater than 0.10 . while the VIF value for the variables of work environment X1 and workload X2 is 1,079 < 10. So, referring to the basis of decision making in the multicollinearity test, it can be concluded that there are no symptoms of multicollinearity in the regression model.

### **3.2.3 Hasil Uji Heteroskedestisitas**

The heteroscedasticity test is a test that aims to determine whether the regression model used is not the same as the variance of the residuals from one observation to another. Homoscedasticity is a good regression model, namely a model that does not occur heteroscedasticity. In this study, to test heteroscedasticity, it was carried out using the Glejser method).

**Table 3.6**

**Results of Heteroscedasticity Test**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.259 | 2.688 |  | .840 | .404 |
| X1 | .070 | .106 | .083 | .660 | .511 |
| X2 | -.060 | .088 | -.087 | -.688 | .494 |
| a. Dependent Variable: RES2 |

***Data source: SPSS 26 output processed, 2022***

Based on the results of the heteroscedasticity test in the table above using the Glejser method if the significance value between the independent variable and the absolute residual must be greater than 0.05. It is known that the significant value of X1 Work environment is 0.511> 0.05 while the significant value of Workload X2 is 0.494> 0.05, so it can be concluded that this study does not occur heteroscedasticity.

## **3.3 Hasil Teknik Analisis Data**

### **3.3.1 Hasil Analisis Regresi Linear Berganda**

**Tabel 3.7**

**Multiple Linear Regression Analysis Results**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.470 | 4.397 |  | 5.497 | .000 |
| X1 | .329 | .174 | .213 | 1.898 | .062 |
| X2 | .461 | .143 | .361 | 3.216 | .002 |
| a. Dependent Variable: Y |

***Data source: SPSS output 26, 2022***

Based on data analysis using SPSS 26, the results of the regression equation are as follows:

**Y = 2.470 + 0,461 X1 + 0,329 X2 + c**

The regression equation above shows the relationship between the independent variable and the dependent variable partially, based on this equation it can be concluded.**”**

Y= The dependent variable whose value will be predicted by the independent variable. In this study, the dependent variable is employee performance (Y) at PT. Tania Selatan by the work environment variable (X1) and workload.

a= “2.470is a constant value, namely the estimation of employee performance (Y) at PT. Tania Selatan, the results show that the work environment variable (X1) and workload (X2) are equal to zero.

b1= 0,329 is the slope or direction coefficient of the work environment variable (X1) that affects employee performance (Y) at PT. Tania Selatan.

b2= 0,461 is the slope tau coefficient by the workload variable (X2) that affects employee performance (Y) at PT. PT. Tania Selatan.

e= “is the residual value or possible error from the regression equation model, which can affect the employee performance variable (Y) at PT. Tania Selatan (Y) but is not included in the equation model.

## **3.4 Hypothesis Test Results**

### **3.4.1 Test Results T (Partial)**

**Tabel 4.15**

**Test Results T (perial)**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.470 | 4.397 |  | 5.497 | .000 |
| X1 | .329 | .174 | .213 | 1.898 | .062 |
| X2 | .461 | .143 | .361 | 3.216 | .002 |
| a. Dependent Variable: Y |

***Data source: SPSS output 26.2022***

Based on table 4.15 by observing the row, column T and sig, the data can be explained as follows:

#### **T Test Results (Partial Test) Work Environment (X1) Against Employee Performance (Y) (H1)**

 The work environment variable (X1) has no significant effect on the employee performance variable (Y). This can be seen from the significance of the work environment variable (X1) 0.62 > 0.05 and the t table value ta/2; n-k-1 = t (0.005/2; 56-2-1) = 0.025; 110 = 1,996 means the value of t count < t table or 1,898 < 1,996. then Ho is accepted and H2 is rejected, it can be interpreted that the work environment variable has no effect on Employee Performance (Y) so hypothesis 1 (H1) **is rejected**.

#### **T Test Results (Partial Test) Workload Against Employee Performance (Y) (H2)**

The workload variable (X2) has a significant effect on the employee performance variable (Y). This can be seen from the significance of the workload variable (X2) 0.000 <0.05 and the t table value ta/2;n-k-1 = t (0.005/2; 56-2-1) = 0.025; 110 = 1.1996 means the value of t-count > t-table or 3.216 > 1.1996. This means that the workload variable has a significant influence on employee performance (Y). then Ho is accepted and hypothesis 2 (H2) is accepted.

**3.4.2 Test Results F (Simultaneous Test)**

**Tabel 4.14**

**Test Results F**

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 154.561 | 2 | 77.281 | 9.304 | .000b |
| Residual | 556.525 | 67 | 8.306 |  |  |
| Total | 711.086 | 69 |  |  |  |
| a. Dependent Variable: Y |
| b. Predictors: (Constant), X2, X1 |

***Data source: output,t SPSS 26, 2022***

Based on the results of the test in the table above, it can be seen that the calculated f value is 9.304, so that fcount > ftable or 9.304 > 3.13, and a significance level of 0.000 < 0.5 then HO is rejected and Ha is accepted, it can be concluded that the work environment variable (X1) and workload (X2) has a significant effect on the employee performance variable (Y) at PT. Tania Selatan. So it can be concluded that H3 is accepted.

## **3.5. Discussion**

### **3.5.1 Effect of Work Environment and Workload on Employee Performance of PT. South Tania**

Based on the statistical test, namely the results of the F test, which shows the results that the work environment variable and workload variable have a simultaneous influence on employee performance. This finding can be strengthened by the results of the questionnaire tabulation of the highest average value of the work environment variable with the 3rd statement, namely "Lighting in the southern PT. Tania work environment makes employees more careful in carrying out daily tasks" with category A (very good). This means that employees feel that the work environment at PT. Tania Selatan is very good to support the performance of employees in carrying out daily tasks, if you look at the results of the questionnaire tabulation the highest average value on the workload variable with the second statement, namely "the task at hand. give it to me is in accordance with my work jobdest” with a category value of A (very good) meaning that the workload given to employees is in accordance with the jobdest of each employee's work division itself, this is very effective and efficient on employee performance, at because employees can be more focused in completing their tasks and responsibilities.

This shows that the work environment and workload are important factors that must be considered by PT. South Tania so that employees can work optimally and produce good performance. A good work environment and workload will have a direct impact on employee performance. Every company must always strive to create and maintain a good work environment and workload so that employees can work and are comfortable, peaceful and stable as expected so that it is possible to improve good work performance and produce good products. Meanwhile, according to Koesomowidjojo (2017) if workers' fatigue increases in completing work that is not in accordance with their physical and mental abilities, it can lead to reduced work capacity and body resistance so that it will have an impact on decreasing employee performance.

This finding is also confirmed by previous research, namely Araujo (2021) entitled "The Influence of Work Environment and Workload on Employee Performance at the Semen Kediri Health Center" which states that the variables. simultaneously on employee performance. Cement Health Center.

### **3.5.2 Effect of Work Environment on Employee Performance of PT. South Tania**

Based on the statistical test, namely the T test, it shows that the work environment does not have a partial influence on the performance of the employees of PT. Tania Selatan. because the performance of employees in each division has been maximized even though there are deficiencies in the work environment such as the smell of waste that is very stinging and the sound of machines that interfere with hearing but it does not hinder the performance of employees in completing the tasks given by PT. South Tania.

These findings indicate that the work environment at PT. Tania Selatan has less influence on employee performance, this is because employees of PT. Muara Alam Sejahtera feel quite helped by supporting facilities such as lighting, sefty equipment and good SOPs. South Tania does not feel a barrier to performance in the work environment.

These results are also in line with previous research, namely Dani Sapantra (2017) with the title "The Influence of Workload and Work Environment on Work Performance of Employees of PT. Macanan Jaya Cemerlang Klaten” which states that the work environment has a negative effect on employee performance or it can be interpreted that there is no partial influence of the work environment on employee performance.

### **3.5.3 The Effect of Workload on Employee Performance at PT. South Tania**

Partial workload has a positive effect on employee performance at PT. Tania Selatan This finding proves that workload is an important factor to influence employee performance at PT. Tania Selatan.

This finding shows that the workload at PT. Tania Selatan is an important factor to be considered by the company so that employees can work optimally and maximally and produce good performance. According to Koesomowidjojo (2017), there is a relationship between workload and employee performance as follows: if the increase in worker fatigue in completing work that is not in accordance with their physical and mental abilities, it can lead to reduced work capacity and body resistance so that it will have an impact on decreasing employee performance.

This is also confirmed by the findings of previous research, namely Putri Annisa (2020) with the title "The Effect of Workload on Employee Performance at Pantoloan Health Center with Incentives as Moderating Variables" which states that workload has a significant positive effect on employee performance and incentives strengthen the effect of workload. on employee performance.

1. **CONCLUSION**

**5.1 Conclusion**

Based on the results of the discussion in the previous chapters, it can be concluded as follows:

* 1. The work environment variable partially has no effect on Employee Performance (Y) at PT. Tania Selatan. it can be concluded that the 1st hypothesis is rejected.
	2. V The variable workload partially has a significant effect on Employee Performance (Y) at PT. Tania Selatan. it can be concluded that the second hypothesis is accepted.
	3. Variables of work environment (X1) and workload (X2) have an equal or simultaneous significant effect on employee performance variable (Y) at PT. Tania Selatan. So it can be concluded that the third hypothesis is accepted.

**5.2 Suggestions**

Based on the conclusions as stated above, from the results of this study the researchers put forward the following suggestions::

* 1. The company should pay more attention to the work environment, especially the noise in the work environment, because there are still employees who feel disturbed by the sound of old machines that are very noisy. Companies are advised to replace machines that are no longer suitable for use because the sound produced from these machines is very disturbing to employees' hearing and interferes with employee work concentration.
	2. The company should pay more attention to employee rest time because employees feel that 60 minutes of rest time is not enough for employees to rest with operating hours running 24 hours. The author suggests that companies can provide 90 minutes of rest time for employees to rest so that employees can rest and worship properly so that employees avoid fatigue and work stress.
	3. The company should further improve the performance of employees, especially in completing the work given by superiors to employees. The author suggests that companies provide training and education to employees every 6 months so that employees can improve employee skills so that employees can complete all work on time.

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