

## **THE EFFECT OF WORK ENVIRONMENT AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE AT THE FACULTY OF PUBLIC HEALTH, UNIVERSITAS MUHAMMADIYAH JAKARTA IN 2024**

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### **ABSTRAK**

Kinerja merupakan hasil kerja seseorang secara keseluruhan dalam kurun waktu tertentu. Untuk memberikan kesempatan yang baik bagi karyawan dalam mencapai ambisi kariernya, kinerja karyawan harus dievaluasi. Tujuan dari penelitian ini adalah untuk mengetahui bagaimana kinerja karyawan dipengaruhi oleh lingkungan kerja dan pengalaman. Karyawan Fakultas Kesehatan Masyarakat Universitas Muhammadiyah Jakarta menjadi populasi penelitian, dan desain penelitian bersifat cross-sectional dengan pengumpulan data melalui kuesioner. Dengan jumlah sampel tiga puluh karyawan, metode pengambilan sampel yang digunakan dalam penelitian ini adalah accidental sampling. Temuan analisis univariat menunjukkan bahwa separuh karyawan memiliki kinerja yang sangat baik (50,0%), lebih dari separuh karyawan menyatakan lingkungan kerja sangat baik (53,3%), dan hampir separuh karyawan memiliki pengalaman kerja yang sangat baik (43,3%). Menciptakan tempat kerja yang lebih nyaman dan pengalaman kerja yang lebih maju dapat meningkatkan kinerja karyawan.

**Kata Kunci:** Kinerja karyawan, lingkungan kerja, pengalaman kerja, cross-sectional

### **ABSTRACT**

*Performance is the result of a person's overall work in a certain period of time. To provide a good opportunity for employees to achieve their career ambitions, employee performance must be evaluated. The purpose of this study is to find out how employee performance is affected by the work environment and experience. Employees of the Faculty of Public Health, University of Muhammadiyah Jakarta became the research population, and the research design was cross-sectional with data collection through questionnaires. With a sample of thirty employees, the sampling method used in this study is accidental sampling. The findings of the univariate analysis showed that half of the employees had excellent performance (50.0%), more than half of the employees stated that the work environment was excellent (53.3%), and almost half of the employees had excellent work experience (43.3%). Creating a more comfortable workplace and a more advanced work experience can improve employee performance.*

**Keywords:** Employee performance, work environment, work experience, cross-sectional

### **INTRODUCTION**

Performance is a person's overall result over a period of time in performing a task. This can include standards of work results, targets, or goals, which are set based on criteria that have been mutually agreed upon beforehand. Employee performance can be used not only as information about an employee's income, but can also be used as a benchmark for assessing the progress of a project, giving work bonuses, or even looking at employee behavior. Employee performance must be assessed to provide good opportunities for employees to plan their careers, see their strengths and weaknesses, so that companies can set salaries, give promotions, and can see employee behavior. One of the factors that can affect the performance of an employee is the work environment and work experience of the employee. The work environment is the material and psychological conditions that exist in an

institution. Therefore, the work environment should consist of a comfortable office layout, clean environment, good air exchange, color, sufficient lighting, and other factors. A very comfortable working environment can help with work, boost workers' morale and improve their performance. Another factor that can affect labor productivity is work experience. Work experience is the process of forming knowledge and skills about the methods of a job for employees because of this involvement in the implementation of their work. Work experience is the most influential factor in creating the growth of a business (Ariani et al., 2020).

With over 1.8 million work-related fatalities annually in the Asia-Pacific area, occupational accidents continue to be a significant workplace issue. Asia accounts for two-thirds of all work-related fatalities worldwide. Over 2.78 million individuals worldwide lose their lives to workplace illnesses or accidents every year. Approximately 374 million non-fatal occupational diseases and injuries occur annually, many of which lead to absenteeism (International Labour Organization, 2018). In 2023, the number of work accident cases in Indonesia was recorded at 370,747 cases. About 93.83 percent were cases of wage earners, 5.37 percent were cases of non-wage earners, and 0.80 percent were cases of construction service participants (Kementerian Ketenagakerjaan Republik Indonesia, 2024; Trade, 2018). claims that risky conduct is influenced by both personal and professional circumstances. Age, education, duration of service, and knowledge are examples of personal variables. Age will influence a person's comprehension and the deterioration of their strength, speed, and dexterity. Responses to outside stimuli will be influenced by recent schooling. An employee's length of service is directly correlated with their perceived ability to do and comprehend their job. An employee's degree of expertise can serve as a basis for their successful involvement in workplace self-determination. OHS policies, rules, and training make up the work factors (Hämäläinen P, Takala J, 2017).

Occupational Safety and Health (K3) is an endeavor to provide a safe, healthy, and pollution-free workplace in order to prevent accidents and improve production and efficiency. If a corporation implements occupational safety and health (K3) effectively, it may lower the likelihood of workplace accidents, increasing productivity while minimizing costs (Jaafar, M. H., Arifin, K., Aiyub, K., Razman, M. R., Ishak, M. I. S., & Samsurijan, 2018). Proper and sustainable implementation of OHS methods will contribute to reducing accidents, injuries and occupational diseases, as well as improving the quality of life and productivity of employees, among others: Occupational Health and Safety (OHS) Committee: The establishment of an OHS committee is an effective method to involve various parties in the workplace, including employees and management, in OHS-related decision-making. The OHS committee discusses and designs OHS strategies and programs that are appropriate to the needs and conditions of the work environment (Kusumah, 1996).

The Islamic work environment is a place where humans complement and complement each other according to their respective roles in protecting nature (the environment) and other creatures created by Allah SWT. The Islamic understanding of the Islamic work environment is an entity that

does not stand alone, but is related to humans and other realities that are Ghaib, who created nature. Nature is a representation of Allah, who is the source of the environment itself (Maguni & Maupa, 2018) states that performance is the actions or implementation of tasks that have been completed by a person within a certain period of time and can be measured. Why do we have to assess our own performance, both as servants and as workers, because Allah tells us to do so as Allah says:

وَقُلِ اعْمَلُوا فَسَيَرَى اللَّهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ وَسَتُرَدُّونَ إِلَىٰ عِلْمِ الْغَيْبِ وَالشَّهَادَةِ فَيُنبِّئُكُم بِمَا كُنتُمْ تَعْمَلُونَ

“And say, "Work, and Allah will see your work, and so will His Messenger and the believers, and you will be returned to the One Who knows the unseen and the manifest, and He will tell you what you have done" (Sura al-Baqarah 2:1).

## METHOD

This study is a quantitative study with a cross-sectional research design. The questionnaire used was adopted from research by (Faris, 2016; Sunaryo, 2022; Sutrisno, 2019). After the research subjects were determined, the next thing to do was to determine the independent variables (name, gender, age, education).

Respondents in this study were 30 active employees of Public Health Faculty of Muhammadiyah University of Jakarta. The sampling technique in this study was accidental sampling. This research was conducted in June 2024. After the data was collected, the researcher conducted a univariate analysis to see an overview of employee performance, work environment, and work experience.

## RESULTS AND DISCUSSION

Based on the table of respondent characteristics, employees who work at the Faculty of Public Health, Muhammadiyah University of Jakarta are mostly male with a total of 18 people or 60%, while the rest are female with a total of 12 people or 40%. Most of the respondents aged 20-30 years were 17 employees. While the age of 30-60 years is only 13 employees. From this data it can be concluded that the average respondent is young with older employees being more experienced.

The largest percentage of respondents were those who completed their education at the high school / vocational / high school / middle school level, 13 respondents (56.6%) and the least were respondents who completed D3 (Diploma) education, 1 respondent or 3.33%. The level of education in this study is the last level of education of the respondent and not the level of education being pursued at this time.

**Table 1. Respondent Characteristics**

Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	18	60.0
	Female	12	40.0
Age	< 20 – 30 Years Old	17	56.6
	30 – 60 Years Old	13	43.3

Variable	Category	Frequency (n)	Percentage (%)
<b>Education</b>	High School and equivalent	13	56.6
	Bachelor 1	7	23.3
	Bachelor 2	5	16.6
	D3	1	3.3

Based on the results of univariate analysis, half of the employees have excellent performance (50.0%), but there are still employees who have very low, low, and sufficient performance with a percentage of (3.3%).

Based on the results of univariate analysis of work environment research variables, more than half of the employees agreed with the statement that the work environment provided by the institution was very high (53.3%), but there were still employees who disagreed with the statement (6.7%).

Based on the results of univariate analysis of work experience, 43.3% employees have very high work experience.

**Table 2. Results of Univariate Analysis**

Variable	Category	Frequency (n)	Percentage (%)
<b>Employee Performance</b>	Very Low (1800-3240)	1	3.3
	Low (3241-4680)	1	3.3
	Sufficient (4681-6120)	1	3.3
	High (6121-7560)	12	40.0
	Very High (7561-9000)	15	50.0
<b>Work Environment</b>	Very Low (1200-2160)	2	6.7
	Low (2161-3120)	0	0
	Sufficient (3121-4080)	0	0
	High (4081-5040)	12	40.0
	Very High (4061-6000)	16	53.3
<b>Work Experience</b>	Very Low (1200-2160)	2	6.7
	Low (2161-3120)	0	0
	Sufficient (3121-4080)	2	6.7
	High (4081-5040)	13	43.3
	Very High (4061-6000)	13	43.3

The work environment is all workplace conditions that can affect employees or employees either directly or indirectly. A good work environment will have a very big influence on employee productivity. Factors that affect the work environment include: lighting arrangements, work levels, but lighting here is defined as the arrangement and circulation of good air, especially in the work environment, cleanliness of the work environment, and security of employee property. The results of the analysis conducted show that the research hypothesis is accepted, meaning that there is a positive and significant effect of the work environment on work productivity. This means that the work environment in a company can affect employee productivity, so to improve it, the company must have

a conducive work environment. adequate. The work environment is indeed a factor that indirectly affects employee performance (Sofian, 2019).

A supportive work environment is one that has the ability to engage employees with their performance (Raziq, A., & Maulabakhsh, 2015)'s research states that a good work environment increases employee production and performance which in turn will increase organizational effectiveness. This research is in line with research conducted by (Rahmawanti et al., 2014) which states that the creation of a good work environment can affect employee performance. The physical work environment and non-physical work environment also affect employee motivation and morale because if the work environment in the company is comfortable and pleasant, of course, employees can improve their performance so that company goals can be achieved properly. Work experience is defined as something or the ability possessed by employees in carrying out the tasks assigned to them. The level of education and work experience affects employee performance in an organization or company. Because, for companies this can further improve the quality of performance of employees. This is consistent with research by (Deswanti & Ika, 2023). Work experience shows how long it takes for employees to work well. In addition, work experience includes many types of jobs or positions. Thus, tenure is an individual factor related to individual behavior and perceptions that influence employee career development (Sofian, 2019). The existence of efforts to use work experience will produce quality human resources, in this case the performance of the employees concerned and be able to make the best contribution in achieving company goals. The company's goal in the field of human resources is that the human resources or labor it has can actually work in accordance with what the company wants (Riyadi, 2015).

There are also other factors that can affect performance, one of which is quality of work life. Quality of work life is one of the issues that deserve organizational attention. Quality of work life can be narrowly defined as a management technique that includes quality control groups, employee enrichment, an approach to negotiating with employee groups, organizational efforts to maintain the mental health of employees, harmonious industrial relations, and participatory management and one form of intervention in organizational development. From this explanation, it can be concluded that quality of work life is a formula that has an output, namely improving employee performance in the organization and this is in line with Islamic teachings which emphasize seriousness in working and full of responsibility. (Ryan, 2013) This has been clarified in the Quran precisely in the Surah al Insyirah: 7-8 which reads,

فَإِذَا فَرَغْتَ فَانصَبْ (7) وَإِلَىٰ رَبِّكَ فَارْغَبْ (8)

” When you have finished (from one business), then work earnestly (on another)”.

## CONCLUSION AND SUGGESTIONS

Based on the results of univariate analysis, half of the employees have excellent performance (50.0%), but there are still employees who have very low, low, and sufficient performance with a percentage of (3.3%). Based on the results of univariate analysis of work environment research variables, more than half of the employees agreed with the statement that the work environment provided by the institution was very high (53.3%), but there were still employees who disagreed with the statement (6.7%). Based on the results of univariate analysis of work experience, 43.3% employees have very high work experience.

Suggestions for this research can be carried out further research that is more specific and systematic to understand more about the effect of the work environment and work experience on employee performance, as well as develop the work environment and maximize employee work experience to see an increase in employee performance. This research can also help in increasing public awareness about the importance of the role of the work environment and work experience on employee performance. In addition, this research can also help in developing more effective employee performance and work results that meet standards and maximize.

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