

The Influence of Work Environment, Work Facilities, and Job Satisfaction on Employee Performance at PT. Adam Dani

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ABSTRACT

This research was conducted on PT. Adam Dani Lestari with the aim of research to know and analyze the influence of the work environment, work facilities, and partial and simultaneous seara job satisfaction on the performance of employees in performing tasks. The population is employees who work in the company as many as 85 people and sampling with saturated samples with 85 respondents. The type of data is used i.e. primary data and data sources are used i.e. secondary data, data collection techniques using library studies, surveys and observations. Data analysis techniques are multiple linear regression, classic assumption test and hypothesis test. The results of the study that the work environment, work facilities and job satisfaction partially and simultaneously positive and significant employee performance. There is a very strong correlation between the work environment, work facilities and job satisfaction with the performance of employees in performing tasks in the company. $R^2 = 0.844$ means that the performance of employees in the company can be explained by the work environment, work facilities and job satisfaction of 84.40% and the remaining 15.6% can be explained by other variables that are not researched.

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Introduction

The continuity of a company's operations is inseparable from the support of all employees who work within the company, carrying out and fulfilling the duties and responsibilities stipulated in the company's organizational structure. With employee support, the company has a greater opportunity and ability to achieve its primary goals and realize its vision and mission amidst increasingly fierce and competitive business competition.

Employees who are able to deliver optimal work results for the company are a vital asset, enhancing its ability to grow and excel in competition. According to Sinambela (2021), performance is defined as the work results achieved by an individual or group within an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve organizational goals legally and legitimately.

In practice, employee performance is often found to fluctuate over time, and these changes can be caused by many factors, including the work environment, work facilities, and job satisfaction. According to Idrus et al. (2024), the work environment is defined as all the work facilities and infrastructure surrounding employees that can influence work performance, starting with the workplace itself. From the explanation above, it can be concluded that providing a clean, safe, and comfortable work environment with clean air circulation will provide employees with a sense of satisfaction, allowing them to work with optimal focus and dedication, thus maximizing their work results for the company's progress.

Changes in employee performance while performing their duties at a company can be caused by the work facilities available within the company. The work facilities provided by an organization significantly influence employee job satisfaction levels. Good work facilities are not only about adequate buildings or equipment, but also encompass aspects such as comfort, safety, and health. (Aryanto, et al. 2024). From the explanation above, it can be concluded that the presence of adequate work facilities from the company will ensure smooth and easy work performance, eliminating obstacles that hinder the acceleration and achievement of optimal work results for the company's future interests. Karyawan yang bekerja di perusahaan lazimnya mempunyai harapan untuk mendapatkan kepuasan kerja. Kuntari dan Bilah (2024), menjelaskan bahwa kepuasan kerja adalah suatu perasaan yang mendorong atau tidak mendorong diri pegawai yang berhubungan dengan pekerjaannya maupun dengan kondisi dirinya. Dari penjelasan di atas dapat disampaikan bahwa kepuasan kerja menjadi harapan bagi semua karyawan. Thus, by achieving satisfaction from the company, employees can meet their own and their families' needs.

This research was conducted at PT. Adam Dani Lestari, a food distribution company in Medan. In carrying out their duties, management requires employees to perform their duties in accordance with their job descriptions, thus positively impacting the company's rapid progress and development. However, it can be stated that in the field, a number of employees are still unable to perform optimally according to company expectations. This includes missed deadlines, frequent errors in task execution, a lack of employee accuracy, and relatively low work commitment. The decline in employee performance at the company is due to several factors, including an uncomfortable work environment with a lack of security, poor air circulation, and poor communication between coworkers and superiors. Furthermore, the company does not provide adequate work facilities, such as a shortage of printers, slow-operating computer equipment, and frequent breakdowns of official vehicles. Meanwhile, it was discovered that a number of employees experienced dissatisfaction while working at the company, including differential treatment in health care, which created disparities and distance between coworkers and unequal benefits for employees.

Based on the explanation in the table above regarding the phenomena occurring in the company related to employee performance remaining suboptimal, the author is more interested in conducting research entitled: "The Influence of the Work Environment, Work Facilities, and Job Satisfaction on Employee Performance at PT. Adam Dani Lestari."

Method

In this study, the research approach used is associative. According to Sugiyono (2019), associative research is research that aims to prove and discover relationships between two or more variables. The population was 85 employees working at the company. The sampling method used was saturated sampling, therefore, the total sample used was 85 respondents. The data type applied in this study is primary data, and data collection methods include literature studies, surveys, and observations. The data analysis method applied is statistical analysis consisting of multiple linear regression, classical assumption testing, and hypothesis testing.

Results and Discussion

Results

1. Data Quality Test Results

Tabel 1. Hasil Uji Validitas

Variabel	Item Kuesioner	<i>Corrected Item- Total Correlation</i> rhitung	rtabel	Simpulan
Lingkungan kerja	Lingkungan kerja_1	0.875	0.210	Valid
	Lingkungan kerja_2	0.607		Valid
	Lingkungan kerja_3	0.580		Valid
	Lingkungan kerja_4	0.794		Valid
Fasilitas kerja	Fasilitas kerja_1	0.691	0.210	Valid
	Fasilitas kerja_2	0.578		Valid
	Fasilitas kerja_3	0.547		Valid
	Fasilitas kerja_4	0.659		Valid
Kepuasan kerja	Kepuasan kerja_1	0.612	0.210	Valid
	Kepuasan kerja_2	0.381		Valid
	Kepuasan kerja_3	0.694		Valid
	Kepuasan kerja_4	0.519		Valid
	Kepuasan kerja_5	0.643		Valid
Kinerja	Kinerja_1	0.290	0.210	Valid
	Kinerja_2	0.494		Valid
	Kinerja_3	0.476		Valid
	Kinerja_4	0.429		Valid
	Kinerja_5	0.581		Valid
	Kinerja_6	0.465		Valid

sumber: data diolah SPSS, 2026

Based on the table above, it shows that all questionnaires contained in the variables of work environment, work facilities, job satisfaction and performance have a calculated r value > r table (0.210), so it can be concluded that all questionnaire items are declared valid and meet the validity assumption test.

2. Classical Assumption Test Results

a. Normality test results

Normal P-P Plot of Regression Standardized Residual

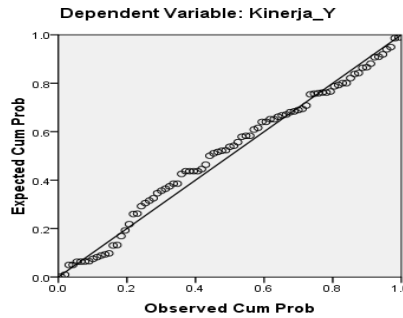


Figure 1. P-Plot Graph Test Results

Referring to the regression model above, the points in the regression model are spread evenly and along the diagonal line and close together so that it can be concluded that the data is normally distributed and meets the normality assumption test.

Histogram

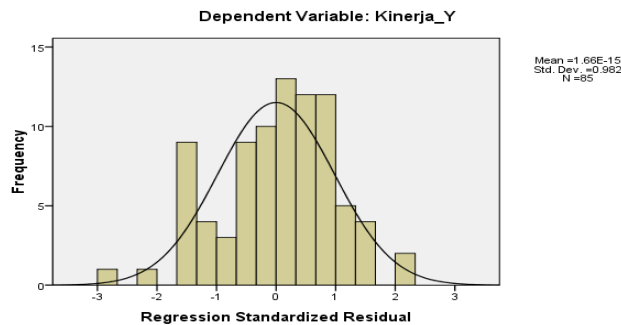


Figure 2. Results of the normality test using the histogram method

Referring to the table above, the points in the regression model are spread evenly, forming a curved line on the Y axis, so it can be concluded that the data is normally distributed and meets the assumption of normality.

b. Multicollinearity test results

Tabel 2. Hasil Uji Multikolinearitas

Variabel	Collinearity Statistics	
	Tolerance	VIF
Lingkungan kerja_X1	0.920	1.087
Fasilitas kerja_X2	0.849	1.178
Kepuasan kerja_X3	0.811	1.234

sumber: data diolah SPSS, 2026

The results of the multicollinearity test show that all independent variables have a tolerance value > 0.10 and $VIF < 10$. This indicates that there is no high correlation between the independent variables, so the regression model is declared to meet the multicollinearity assumption.

c. Results of heteroscedasticity test

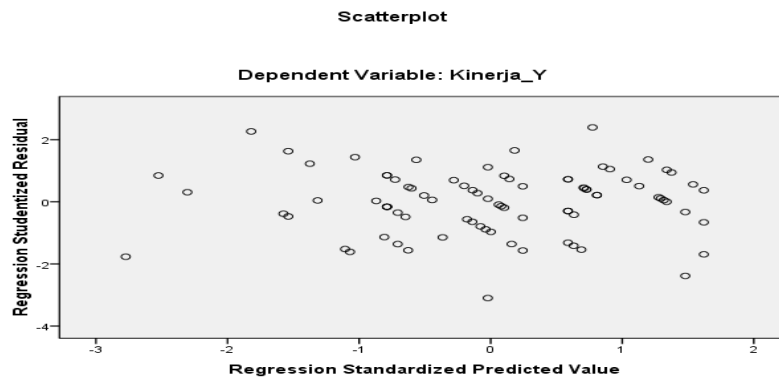


Figure 3. Results of the Heteroscedasticity Test Using the Scatterplot Method

Based on the heteroscedasticity test using a scatterplot, the residual points are randomly distributed and do not form a specific pattern. Thus, the regression model does not exhibit heteroscedasticity.

3. Hypothesis Test Results

a. Partial test results

Tabel 3. Hasil Uji Parsial

Model	Coefficients ^a		t	Sig.	
	Unstandardized				Standardized
	Coefficients				Coefficients
B	Std. Error	Beta			
1 (Constant)	2.230	1.241	1.797	.076	
Lingkungan kerja_X1	.783	.050	.714	15.597	.000
Fasilitas kerja_X2	.186	.058	.153	3.215	.002
Kepuasan kerja_X3	.321	.048	.327	6.706	.000

a. *Dependent Variable:* Kinerja_Y

Sumber: data diolah SPSS, 2026

The table above summarizes the partial test results as follows:

- 1) The work environment partially has a positive and significant effect on employee performance in the company (t-test value $>$ t-table value, $15.597 > 1.662$ at a significance level of $0.000 < 0.05$), thus accepting the research hypothesis H1.
- 2) Work facilities partially have a positive and significant effect on employee performance in the company (t-test value $>$ t-table value, $3.215 > 1.662$ at a significance level of $0.002 < 0.05$), thus accepting the research hypothesis H2.

- 3) Job satisfaction partially has a positive and significant effect on employee performance in the company (t-test value > t-table value, $6.706 > 1.662$ at a significance level of $0.000 < 0.05$), thus accepting the research hypothesis H3.

b. Simultaneous test results

Tabel 4. Hasil Uji Simultan ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	435.252	3	145.084	145.876	.000 ^a
Residual	80.560	81	.995		
Total	515.812	84			

a. Predictors: (Constant), Lingkungan kerja_X1, Fasilitas kerja_X2, kepuasan kerja_X3

b. Dependent Variable: Kinerja_Y

Sumber: data diolah SPSS, 2026

In this study, the number of samples $n = 68$, where the value of $df(1) = k - 1 = 4 - 1 = 3$ and the value of $df(2) = n - k = 85 - 4 = 81$, then obtained $F_{table} = 2.72$ at sig. 0.05. While the value of $F_{count} = 145.876$ at sig. 0.000. From the table above, it can be concluded that the work environment, work facilities and job satisfaction together have a significant effect on employee performance in the company (value of $F_{count} > F_{table}$, $145.876 > 2.72$ at sig. $0.000 < 0.05$), so that the research hypothesis H4 is accepted.

c. Determination test results

Tabel 5. Hasil Koefisien Determinasi (R²)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R square	F Change
1	.919	.844	.838	.99728	.844	145.876

a. Predictors: (Constant), Lingkungan kerja_X1, Fasilitas kerja_X2, kepuasan kerja_X3

b. Dependent Variable: Kinerja_Y

Sumber: data diolah SPSS, 2026

The table above shows that $R = 0.919$, indicating a very strong correlation between the work environment, work facilities, and job satisfaction and employee performance in carrying out tasks at the company. The R^2 value = 0.844, indicating that employee performance in the company can be explained by the work environment, work facilities, and job satisfaction by 84.40%, with the remaining 15.6% explained by other variables not examined.

Discussion

1. The Influence of the Work Environment on Employee Performance at PT. Adam Dani Lestari

Based on the results of statistical tests that can be carried out, it can be said that the work environment partially influences employee performance in the company ($t_{count} > t$

table, $15.597 > 1.662$ at sig. $0.000 < 0.05$), so that the research hypothesis H1 is accepted. Thus, it can be said that the existence of a work environment in the company with clean, comfortable conditions, healthy air circulation, all of these conditions can make employees more focused and total in carrying out their duties as well as possible, so that the work results expected by the leader in him will be achieved. Therefore, leaders need to maintain and maintain the existing work environment as well as possible for the benefit of the company and employees in the future. With the support of a healthy and conducive work environment, this condition can provide benefits for employees to contribute to the progress of the company to quickly develop and advance so that the achievement of the main goal will be greater. The results of this study have been supported by research by Putri, et al. (2025) and Idrus, et al. (2024), which can be concluded that the existence of a comfortable and safe work environment will have a significant influence on employees to be able to work optimally so that the work results that can be provided to the company will be optimal.

2. The Influence of Work Facilities on Employee Performance at PT. Adam Dani Lestari

Based on the results of statistical tests that can be carried out, it can be said that work facilities partially have a significant effect on employee performance at PT. Adam Dani Lestari Medan ($t_{\text{count}} > t_{\text{table}}$, $3.215 > 1.662$ at sig. $0.002 < 0.05$), so that the research hypothesis H2 is accepted. Thus, it can be said that the work facilities available in the company can provide many benefits and advantages for employees to be able to use existing work facilities to facilitate the implementation of tasks such as printers, telephones, faxes, official cars and other facilities. Employees will be able to use existing work facilities quickly and anytime when needed so that tasks can be completed quickly and on time. This can provide benefits and competitive advantages for companies to survive and grow. The results of this study are supported by research by Ayuni and Vidada (2024) who concluded that companies that provide sufficient and adequate work facilities for employees will have a positive impact on the smooth implementation of tasks by employees so that the results given become more optimal for the progress of the company.

3. The Influence of Job Satisfaction on Employee Performance at PT. Adam Dani Lestari

Based on the results of statistical tests that can be carried out, it can be said that job satisfaction partially influences employee performance at PT. Adam Dani Lestari ($t\text{-value} > t\text{-table}$, $6.706 > 1.662$ at sig. $0.000 < 0.05$), so that the research hypothesis H3 can be accepted. From the explanation above, it can be said that employees who work in the company expect satisfaction from the company where they work such as salary increases, allowances, incentives, bonuses, positions, facilities and so on. For employees who get satisfaction from the company according to their wishes and expectations, employees with their own will and willingness will work productively so that their goals in the future can be achieved. For this reason, this job satisfaction needs to be properly and correctly considered by the leadership

so that all employees can work productively for the progress of Perum Bulog in realizing its vision and mission. This study is supported by Sahda, et al. (2024) who concluded that employees who get job satisfaction from the company according to their expectations will be serious about working with totality and optimal contribution so that work results will be better given for the progress of the company to be superior amidst increasingly tight and competitive business competition..

4. The Influence of Work Environment, Work Facilities, and Job Satisfaction on Employee Performance at PT. Adam Dani Lestari

Based on the results of statistical tests that can be carried out, it can be said that the work environment, work facilities and job satisfaction simultaneously have a significant effect on employee performance at PT. Adam Dani Lestari (F count value $>$ F table, $145.876 > 2.72$ at sig. $0.000 < 0.05$), so that the research hypothesis H4 is accepted. Thus, it can be said that employee performance is very important for the progress of the company so that with the support of employees who are able to work optimally, the company will be more superior and able to realize its vision and mission in the future. In order to optimize the achievement of the company's main goals, efforts need to be made by the company by creating and providing a work environment that is expected by employees in general so that employees can stay longer in the work room and focus on completing their tasks. Improving employee performance in the company can be done by providing several work facilities needed by employees in general so that these work facilities can be used by employees while working. This will further accelerate and facilitate employees to work quickly and complete their tasks with optimal results. In addition, employees will work at their best if they get job satisfaction from the company where they work. With job satisfaction that aligns with employee expectations from the company, this will empower employees to work with optimal dedication. Therefore, this job satisfaction can spur employee enthusiasm to perform at their best, thus increasing their opportunities to grow and compete within the company in the future.

Conclusion

The following conclusions can be drawn from the research:

1. The work environment has a significant effect on employee performance at PT. Adam Dani Lestari (t-value $>$ t-table, $15.597 > 1.662$ at a significance level of $0.000 < 0.05$).
2. Work facilities have a significant effect on employee performance at PT. Adam Dani Lestari (t-value $>$ t-table, $3.215 > 1.662$ at a significance level of $0.002 < 0.05$).
3. Employee job satisfaction has a significant effect on employee performance at PT. Adam Dani Lestari (t-value $>$ t-table, $6.706 > 1.662$ at a significance level of $0.000 < 0.05$).
4. The work environment, work facilities, and job satisfaction simultaneously have a significant effect on employee performance at PT. Adam Dani Lestari (F count value $>$ F table, $145.876 > 2.72$ at sig. $0.000 < 0.05$).

Recommendations

The following are recommendations from this research:

1. For a better work environment in the company, employees should work together in the future to maintain and create a calm work environment so that all employees can work with total dedication and full concentration.
2. Management should significantly maintain and improve existing work facilities in the company to ensure a comfortable working environment for all employees, thereby achieving the desired results for the company's progress.
3. Management should provide optimal job satisfaction in accordance with the company's capabilities for the benefit of both employees and the company. This will encourage employees to fully love their jobs and dedicate their full attention to the company's future interests.
4. Employees should improve and maintain their performance for the company's progress by providing optimal contributions, ensuring the company's continued success amidst increasingly fierce business competition.

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