

Analysis of Employee Performance Through Islamic Work Environment Factors

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ABSTRACT: *This study aims to determine the conditions of the Islamic work environment and how significant the influence of the Islamic work environment is on the performance of employees at PT Bina Informatika Solusi Cirebon. This research is a type of descriptive research with hypothesis testing. This study's population was all PT Bina Informatika Solusi Cirebon employees, totalling 50. The entire population is taken as a sample, so it is called population research and does not use sampling techniques. The data collection technique uses a questionnaire that has been tested beforehand and tested for validity and reliability. The data analysis technique used is correlation coefficient analysis, determination coefficient test, hypothesis testing, and simple regression testing. The results of this study indicate that there is a significant influence between the work environment system (X) on employee performance (Y) with a regression equation of $Y = a + bx$ or $Y = 3.010 + 0.946x$ and with a coefficient of determination (r^2) of 0.6034 or 60.34%. In comparison, the remaining 39.66% is influenced by other variables not observed in this study and uses the t-test, which yields if t (table) at α 0.05 or 5%, it is obtained at 2.009, then t (count) is higher than t (table), namely $8.59 > 2.009$. This means that there is a significant influence of the Islamic work environment variable (X) on employee performance (Y) at PT Bina Informatika Solusi Cirebon.*

Penelitian ini bertujuan untuk mengetahui kondisi lingkungan kerja Islami serta bagaimana pengaruh signifikan antara lingkungan kerja Islami terhadap kinerja Pegawai di PT Bina Informatika Solusi Cirebon. Penelitian ini termasuk jenis penelitian deskriptif dengan pengujian hipotesis. Populasi dalam penelitian ini adalah seluruh Pegawai PT Bina Informatika Solusi Cirebon yang berjumlah 50 orang. Seluruh populasi diambil sebagai sampel sehingga disebut penelitian populasi dan tidak menggunakan teknik sampling. Teknik pengumpulan data menggunakan angket yang telah diuji cobakan terlebih dahulu dan diuji validitas serta uji reliabilitas. Teknik analisis data yang digunakan adalah analisis koefisien kolerasi, uji koefisien determinasi, uji hipotesis, serta uji regresi sederhana. Hasil penelitian ini menunjukkan ada pengaruh yang signifikan antara system lingkungan kerja (X) terhadap kinerja pegawai (Y) dengan persamaan regresi sebesar $Y = a + bx$ atau $Y = 3,010 + 0,946x$ dan dengan tingkat koefisien determinasi (r^2) sebesar 0,6034 atau 60,34%, sedangkan sisanya 39,66% dipengaruhi oleh variabel lain yang tidak diamati dalam penelitian ini, serta menggunakan uji t yang menghasilkan jika t (table) pada α 0,05

atau 5%, diperoleh sebesar 2,009, maka t (hitung) lebih tinggi dari t (tabel) yaitu $8,59 > 2,009$. Hal ini memberikan arti bahwa terdapat pengaruh yang signifikan variabel lingkungan kerja Islami (X) terhadap kinerja pegawai (Y) pada PT Bina Informatika Solusi Cirebon.

Keywords: *Employee Performance, Islamic Work Environment, Work Success.*

Received: January 20, 2022; Revised: May 19, 2022; Accepted: June 27, 2022

I. INTRODUCTION

Along with the development of the environment and technology, every organization or company, in carrying out its activities, is required to maintain its continuity, one of which is by continuing to innovate and adapt itself to various changes and demands of society (Suwarna, 2011). Therefore, both companies engaged in manufacturing, trade, and services will try to achieve predetermined goals effectively and efficiently by optimizing their various resources, one of which is human resources (Djajadiningrat, 2002). Several factors will be interrelated and influence human resources to achieve these desired goals. One factor that has a vital role and impacts employee behaviour in carrying out their work duties is the environment in which they work or the environment or organizational climate (Ahmad, Youjin, Zikovic, & Belyaeva, 2022). Even so, human resources still play an essential role. Therefore, organizations must manage and optimize human resources as well as possible, such as making policies that will provide job satisfaction (Hasibuan, 2002);(Samsudin, 2010);(Ramadhani & Pangestu, 2022).

Job satisfaction felt by individual employees must undoubtedly impact the organization. (Luthans, 2011) states that personal job satisfaction should affect organizational performance. This implies that human resources are vital in achieving overall organizational performance (Purba & Aswitari, 2016). Management of human resources itself is critical in a company in addition to other factors such as capital (Rachmawati, 2008). Because the management of human resources itself is expected to be able to shape the competence of employees according to needs, in addition to discipline factors, reliable, have work motivation, can work together and communicate between employees and be able to carry out tasks on time correctly and responsibly which can increase organizational effectiveness to achieve the goal (Handoko, 2001);(Triatmanto, Zain, Troena, & Rahayu, 2010).

Employee performance is an achievement of his responsibility in carrying out tasks in a certain period. Still, in carrying out his duties, evaluation steps are needed, as stated by (Jerome, 2013), who said that performance could be improved by rectifying unwanted behaviour through constructive feedback. To achieve work targets, employees must have motivation (Hanafi & Muntaha, 2019). Employee performance is one of the determining factors for the success of a company or organization in achieving its goals. For this reason, the performance of employees must receive attention from company leaders because decreased employee performance can affect the company's performance as a whole (Wiratama & Ibrahim, 2018). The benefits of increased performance are felt when it can become work behaviour so that work behaviour based on performance can achieve high work performance. Every employee cannot achieve optimal work performance, so there is still a need for a driving factor

to achieve maximum work performance. One of the driving factors is the Islamic work environment (Anwaruddin, 2006).

This work environment can create a binding working relationship between people in their environment (Koburtay, Refai, & Haloub, 2020). Therefore, it should endeavour that the work environment is good, safe and conducive because a good, safe and conducive working environment and adequate company facilities make employees feel at home in the room, happy and excited to carry out their duties so that satisfaction work will be formed. From the employee's job satisfaction, the employee's performance will also increase (Lukoschek & Stock-Homburg, 2021).

The results of initial observations on the research object, namely at PT Bina Informatika Solusi Cirebon, authors identify problems including; a). Allegedly the employees have yet to fully understand the culture and environment of the organization, b). There are still many employees who need to reflect indiscipline, c). It is suspected that the achievement of work targets has not met the expectations of the leadership, and there are many more allegations, including the policies of the company's administration. The problems mentioned above can occur, among other things, because employees feel the work environment is not conducive, lack of motivation to work, or other factors outside of that can also cause it. Likewise, with the work environment, it is suspected that there needs to be better communication between superiors and fellow employees, a lack of supporting facilities, cleanliness of the workspace and tidiness of the arrangement of work equipment and equipment so that the situation becomes uncomfortable.

The above problems certainly will not be suitable if left alone. The work environment generally does not directly affect the running of a company, but the Islamic work environment is in direct contact with employees who work to run the company. A good work environment can increase the enthusiasm and performance of employees, and a maintained work environment is also suitable for personal comfort and in terms of carrying out work assignments. On the other hand, an inadequate and uncomfortable work environment can reduce employee morale and performance so that, in the end, performance decreases.

The Islamic work environment can at least be divided into two dimensions: physical and non-physical. The physical dimension consists of; air circulation, lighting, cleanliness, noise, work facilities, etc. At the same time, the non-physical dimension consists of employee welfare, work atmosphere, relations between employees, etc. The company must create both sizes in good condition to achieve organisational goals. Thus employees can continue to work productively and cooperate between employees and with leaders.

The same thing also needs to be considered on personal and environmental factors in creating high performance. These two factors largely contribute to the input system and process and determine the achievement of quality performance. A conducive environment is a significant capital to create a high performance (Permenkes, 2016).

Based on the reasons above, the authors limit the alleged variable of the problem, namely that it will only discuss Islamic work environment factors as variables (X) or independent/free variables and employee performance factors as dependent/bound variables. According to (Suparyadi, 2015), the work environment is everything around employees that can influence the carrying out of their work, both physical and psychological, as well as Islamic nuances.

States that in broad outline, the type of Islamic work environment is divided into 2: 1) The physical work environment is all physical conditions that exist around the workplace which can affect employees directly or indirectly. 2) The non-physical work environment is all conditions related to work relations, both with superiors and co-workers or with subordinates (Sedarmayanti, 2009);(Sedarmayanti, 2016). Employee performance is a central issue in the life of an organization because an organization or company will be able to achieve its goals or not, very much depending on how well the performance is aimed at its employees. According to (Pabundu, 2006), the factors that influence employee performance can be divided into two, namely: 1) Internal factors, such as intelligence, skills, stability, emotions, motivation, role perception, family conditions, the physical condition of a person, characteristics of work groups, and so on; 2) external factors include labour regulations, customer desires, competitors, social values, labour unions, economic conditions, changes in work location and market conditions. Employee performance indicators, according to (Mathis & Jackson, 2006), include quantity, quality, reliability, attendance, and ability to work together.

II. METHOD

In conducting this research, the authors did at the office of PT Bina Informatika Solusi Cirebon Branch with the brand name BITSNET, a private company engaged in the Internet Service Provider (ISP) sector with membership number APJII 423/APJII/K-2014 and an Internet Service Provider Operations License. (ISP) Number: 987 of 2014. PT Bina Informatika Solusi is a company whose initial aim was to accommodate creativity which can then be able to absorb labour and ultimately help strengthen the economy of the people around the company (Gozali, 2007).

In this study, the author used a Verificative Descriptive Research Method, namely to describe the alleged problems in the object of research, where further testing of the hypothesis was carried out through significance tests and other tests to determine the level of closeness of the variables and the magnitude of the influence of variable X on Y as Sugiono descriptive research with surveys to test hypotheses by distributing (verifying) instruments to respondents so that a perception is built (Sugiyono, 2015).

Samples are all employees at PT Bina Informatika Solusi Cirebon Branch, with a simple random sampling technique, with the provisions according to Suharsimi Arikunto namely (Arikunto, 2006), if the subject is less than 100 people, it is best to take all of them if the issue is significant or more than 100 people can be taken 10-15 % or 20-25% or more. Based on this explanation, in this study, the number of samples used was 50 (fifty) employees of PT Bina Informatika Solusi Cirebon. The Islamic work environment variable instrument and the Employee performance variable instrument use the Likert Scale or Rensis Likert, which is a development of a rating scale specifically used to measure attitudes, opinions, and perceptions of a person or group of people towards an object of attitude or treatment (Indrawan & Yaniawati, 2016).

Table 1. Answer Category (Questionnaire Score)

Positive (+) negative (-) statements	Strongly agree	Agree	Don't know	Disagree	Strongly Disagree
(+)	5	4	3	2	1
(-)	1	2	3	4	5

Source Rully Indrawan and Poppy Yaniawati (2016; 118)

With table values. If $r_{count} > r_{table}$, then the item is said to be valid. If $r_{count} < r_{table}$, then the item is said to be invalid.

An instrument validity test was carried out on research instruments, namely all questionnaire items, to find or determine valid questionnaire items. The instrument Reliability Test basically measures the reliability of the device. A measurement is said to be reliable if the height provides consistent results. The correlation Coefficient Test is used to find the relationship between two variables with the data of the two variables on an interval or ratio scale. The correlation coefficient has a value of $-1 \leq r \leq 1$. Determination Coefficient Test. The coefficient of determination is a measure that can be used to determine the magnitude of the influence of the independent variable on the dependent variable. If the coefficient of determination $r^2 = 0$. A partial test (t test) is used to test whether each independent variable (X) has a positive and significant effect on the dependent variable partially. The simple regression test is a linear relationship between one independent variable (X) and the dependent variable (Y) (Umar, 2005);(Ikhwan, 2021).

III. RESULT AND DISCUSSION

Instrument Validity Test

Table 2. Validity Test

Instrument items	r_{count}	r_{table}	Description
X1	0,599	0,514	Valid
X2	0,346	0,514	Invalid
X3	0,538	0,514	Valid
X4	0,593	0,514	Valid
X5	0,710	0,514	Valid
X6	0,449	0,514	Invalid
X7	0,622	0,514	Valid
X8	0,444	0,514	Invalid
X9	0,558	0,514	Valid
X10	0,616	0,514	Valid
X11	0,616	0,514	Valid
X12	0,739	0,514	Valid
X13	0,524	0,514	Valid
X14	0,637	0,514	Valid
X15	0,552	0,514	Valid
Y1	0,466	0,514	Invalid
Y2	0,589	0,514	Valid
Y3	0,550	0,514	Valid
Y4	0,576	0,514	Valid
Y5	0,664	0,514	Valid
Y6	0,521	0,514	Valid
Y7	0,550	0,514	Valid

Y8	0,437	0,514	Invalid
Y9	0,546	0,514	Valid
Y10	0,581	0,514	Valid
Y11	0,615	0,514	Valid
Y12	0,657	0,514	Valid
Y13	0,564	0,514	Valid
Y14	0,589	0,514	Valid
Y15	0,531	0,514	Valid

Based on Table 2, it can be seen that from the results of the trial given to the 15 respondents through an instrument validity test using the Pearson Product Moment Correlation formula, it turns out that of the 15 statements that were declared valid, as many as 12 questionnaire items so that three questionnaire items were invalid, namely number 2, 6, and 8 on the Islamic work environment variable while out of 15 statements that were declared valid as many as 13 questionnaire items so that two questionnaire items were invalid, namely no. 1 and 8 on employee performance.

Instrument Reliability Test

Table 3. Reliability Test

Variable	Cronbach Alpha	Description
Islamic Work Environment	0.802	Reliable
Employee Performance	0.711	Reliable

Table 3 shows that all variables in this study have a value of more than 0.514, which means that all variables are reliable.

Correlation Coefficient Test

$$r_{xy} = \frac{n\sum XY - (\sum X)(\sum Y)}{\sqrt{\{n(\sum X^2) - (\sum X)^2\} \{n(\sum Y^2) - (\sum Y)^2\}}}$$

$$r_{xy} = \frac{50(143740) - (2673)(2679)}{\sqrt{\{50(143449) - (2673)^2\} \{50(144357) - (2679)^2\}}}$$

$$r_{xy} = \frac{143449(2679) - (2673 \times 143740)}{50(143449) - (2673)^2}$$

$$r_{xy} = 0,7768$$

Based on the results above, an r of 0.7768 is obtained, which means a positive effect of 0.7768 between the work environment and increased performance. Then the correlation found at 0.7768 is included in the strong category.

Test the Coefficient of Determination

$$Kd = r^2 \times 100\%$$

$$Kd = (0,7768)^2 \times 100\%$$

$$Kd = 60,34\%$$

From the calculation above, the coefficient of determination is 0.6034 or 60.34%, which means that employee performance is influenced by an Islamic work environment of 60.34%. At the same time, other factors affecting employee performance are $100\% - 60.34\% = 39.66\%$.

Significance Test (T Test)

$$t = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,7768 \sqrt{50-2}}{\sqrt{1-(0,7768)^2}}$$

$$t = \frac{0,7768 \times 6,92820}{\sqrt{1-0,60342}}$$

$$t = 8,59$$

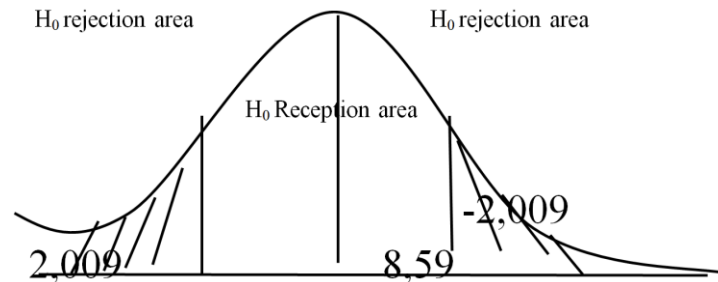


Figure 1. Areas of Hypothesis Rejection and Acceptance

Based on the results of the above calculations, as shown in Figure 4.1, the t count is 8.59, which means it is in the area of rejection of Ho., meaning that the null hypothesis, which states that there is no influence between the Islamic work environment and increased employee performance is rejected. Thus the alternative hypothesis is accepted. Therefore, the correlation coefficient of 0.7768 is significant and means that the correlation coefficient can be generalized or applied to the population.

Simple Regression Test

The formula: $y = a + bx$

Information :

y= Subject in the dependent variable

x = subject to the independent variable that has a value

a = Price of y if x = 0 or a = constant

b = Directional number or regression coefficient, which shows the number

Furthermore, the price of a can be calculated as follows:

$$a = \frac{\sum X^2 \sum Y - (\sum X)(\sum XY)}{n(\sum X^2) - (\sum X)^2}$$

$$a = 3,010$$

Then the price of b can be calculated as follows:

$$b = \frac{n\sum XY - (\sum X)(\sum Y)}{n(\sum X^2) - (\sum X)^2}$$
$$b = \frac{50(143740) - (2673 \times 2679)}{50(143449) - (2673)^2}$$

$$b = 0,946$$

Thus the regression equation is $y = 3.010 + 0.946X$. This means that the value (a) or a constant is 3.010, which means that if the work environment is zero (0) or there is no increase, the level of the Islamic work environment is 3.010. unit on employee performance, then the employee performance level is 0.946.

IV. CONCLUSION

The conclusion the researcher can convey after conducting research and discussing the influence of the Islamic work environment on employee performance can be concluded. Descriptively, the description of the Islamic work environment and employee performance at PT Bina Informatika Solusi Cirebon is relatively high enough but still needs to reach the 90% standard of the highest possible score. Employee Performance of PT Bina Informatika Solusi Cirebon is included in the high category, meaning that employees have a reasonably high performance in their work. This can be seen from the total score of the employee's assessment which is in the high interval. The hypothesis being tested is "there is a significant positive influence between the Islamic work environment and the performance of employees at PT. Bina Informatics Solusi Cirebon" the influence between the Islamic work environment and employee performance at PT Bina Informatika Solusi Cirebon is very significant, with solid criteria with a coefficient interval of 0.600 – 0.799.

This means that the better the Islamic work environment for employees, the better their performance. Furthermore, the contribution of the Islamic work environment to improving employee performance is 77.68%, while the remaining 22.32% is due to other factors. This implies that the position of the independent variable is the Islamic work environment as part of the performance of employees at PT Bina Informatika Solusi Cirebon.

Leaders must show employees the importance of working together in work teams where collaboration is established between colleagues to improve a conducive work environment to achieve predetermined company targets. Company leaders must be able to encourage employees to carry out tasks better and be thorough in carrying out tasks so that company goals will be achieved. Company leaders must be able to encourage employees to cooperate in completing work. For future researchers, it is necessary to add other variables and not just be limited to two because other possible variables have a more significant effect on performance.

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