



## **Influence Well-being Employees and the Environment Work Employee on the Performance of PT XYZ Employees in Bandung**

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**Abstract:** Study This is studies quantitative use method descriptive and verification. In research this, testing hypothesis done through testing continued simultaneously with testing Partial. In section verification research, found that Pearson correlation between variable Well-being Employees (X1) and Environment Work Employee (X2) has coefficient correlation (rx1x2) of 0.717, or 71.7% if stated in percentage. Use device SPSS version 23 software, known that coefficient track for variable Well-being Employee (X1) to Employee Performance (Y) is 0.550 or 55.0%. It means Well-being Employees and the Environment Work Employee in a way together affecting employee performance at PT. XYZ in Bandung was 70.6% (R square value), while the other 29.4% influenced by other factors that are not researched. Coefficient track For Well-being Employee on Employee Performance is 0.550, while coefficient track Environment Work Employee on Employee Performance is 0.354. Variables that don't researched own influence amounting to 29.4%. With equality the, total influence or combined from influence direct or not direct Environment Work Employees (X2) to Employee Performance (Y) are of 0.264 or 26.4%. It means that in a way partial, Environ Work Employee influential on Employee Performance. Positive value show that connection between second variable is unidirectional; If Environment Work Employee increases, then employee performance also increases, and vice versa.

**Keywords:** Performance, Welfare, Environment Work

### **INTRODUCTION**

The population in Indonesia continues to increase every year. This population increase also increases the number of workers available. Human resources are an important aspect that has a big influence in improving the quality and sustainability of a company (Zen et al., 2023). Therefore, maintaining human resources is crucial for every company. Apart from aiming to retain the existing workforce, this maintenance can also increase employee dedication,

discipline and loyalty (Susanto, Sawitri, Ali, et al., 2023). If human resources receive less attention, this can result in decreased work morale, increased absenteeism rates, and high employee turnover rates. As a result, company goals become difficult to achieve (Susanto, Sawitri, & Susita, 2023).

To achieve the goals expected by every organization, human resources are needed who are able to manage the relationships and roles of these individuals (Siagian et al., 2023). Human resource management is closely related to managing employees within a company, with the aim of organizing, developing potential and optimizing organizational functions (Henokh Parmenas, 2022). Human resources have a significant impact on every organization, making their management one of the most important aspects of an organization's management tasks (Suhendra et al., 2024). If human resource management is not done well, the organization will not operate smoothly (Riyanto et al., 2017). Companies are required to follow modern industrial developments and be in line with current trends (Zahara et al., 2023). Therefore, high quality employees are needed to support the company in achieving the success of its vision and mission (Widiastuti et al., 2020). Good management will ensure that the company is able to compete and develop in accordance with market dynamics and current needs (Wahdiniawati et al., 2023).

Human resource maintenance is an effort made by the company to maintain and improve the physical and mental condition of employees so that they remain loyal and contribute to optimal performance (Lesmini et al., 2023). This maintenance is an important process in human resource management that cannot be ignored, because it plays a role in forming a strong workforce and encouraging profitable performance for the company (Sawitri et al., 2019). The implementation of this maintenance must be managed well, starting from the planning, implementation, to control and evaluation stages of the plans and implementation that have been carried out (Susanto, Perwitasari, Pahala, et al., 2023).

The success or failure of a company is greatly influenced by the quality of its employees. Employees who have high abilities and competencies can have a significant impact on improving company performance (Rameshkumar, 2020). Therefore, losing talented and competent employees is a huge loss for the company, as it has to expend additional resources to recruit and train equivalent replacements (Rony et al., 2019). Losing highly competent employees can also reduce productivity and lower the morale of other employees, and can damage the company's reputation in the eyes of potential employees (Prayetno & Ali, 2020).

Companies not only need to attract talented workers but also ensure they remain employed for the long term (Panggabean et al., 2024). Therefore, it is important for companies to design and implement effective employee welfare programs. These programs can include various facilities and benefits provided directly to employees, such as health insurance, educational benefits, work time flexibility, and work-life balance programs (Susanto, Parmenas, & Tannady, 2023). In addition, companies can provide a supportive and enjoyable work environment, career development opportunities, as well as recognition and appreciation for employee achievements (Sawitri et al., 2023). By creating a positive work environment and offering a variety of benefits, companies can increase employee satisfaction and loyalty, thereby reducing turnover rates and ensuring the long-term sustainability of a high-quality workforce (Jumawan & Widjaja, 2023). This not only increases productivity but also strengthens the company's image as a desirable place to work for professionals (Susanto, Setiawan, et al., 2024). Harshani and Welmilla (2017) said that employees who are provided with facilities such as insurance, health care, adequate rest hours, and wages that are appropriate to working hours make these employees stay in the company.

To achieve its goals, companies need to design effective strategies to be able to compete in an increasingly competitive market and improve the company's overall performance (Mulyono et al., 2023). In a situation of increasingly tight competition between companies,

each entity is trying to excel compared to its competitors. This competitive advantage can only be achieved if the company has high performance (Candra Susanto & Henokh Parmenas, 2021). A company's performance is highly dependent on the performance of its employees, because they are the ones responsible for planning, implementing and evaluating all operational processes (Carvalho et al., 2022).

In addition, companies must understand that employee performance is influenced by various factors, including the work environment, welfare, career development opportunities and company culture (Saks, 2022). Therefore, it is important for companies to invest in training and development programs, create a positive and supportive work environment, and provide incentives that motivate employees (Putra et al., 2023). By increasing employee satisfaction and engagement, companies can encourage them to provide their best performance, which in turn will improve the company's overall performance (Murdiono et al., 2024). Additionally, companies must continuously monitor market trends and customer needs to ensure that their strategies remain relevant and effective in the face of rapid changes in the market (Panjaitan et al., 2023). With a holistic, employee-focused approach, companies can build a strong foundation to achieve competitive advantage and long-term success (Susanto, Ali, Sawitri, et al., 2023).

Based on vision, mission, and philosophy PT XYZ business in Bandung, the company always put forward consumer but No notice performance influential employees to Company achievements.

### **Well-being employee**

Well-being employee is one of matter important for company Because well-being can make it easier employee for manage stress so that can maintain healthy environment. Well-being employee This covers mental, physical, emotional and economic health employee. A number of influencing things well-being employee that is connection they with colleague work, working hours, salary, and safety Work.

According to Hasibuan (2003), "welfare employee is reply service complementary (material and non-material) provided based on wisdom". According to Mathis and Jackson (2002), "well-being employee is rewards No given directly to somebody employee or group employee as part from membership in the organization"

Well-being employee become not quite enough answer direct from leader, no only HRD. Leader must ensure employee own attitude positive to work and environment work, so problem well-being become priority company. Attention This is also influenced by dynamics organization laborer. Apart from that, management source Power man aim for maintain quality employees as well as increase condition physically and mentally so they can Work with Good.

### **Environment Work**

According to Eko Murtisaputra and Sri Langgeng Ratnasari (2018) Environment Work have influence to employees in the company in business for finish assigned tasks to him, which was in the end influential to Spirit Work employee. Environment good and satisfying work employee Of course will increase performance employee That Alone become more maximum and optimal in Work. Environment good work will be to push emergence Spirit Work employee.

Environment Work This Can shared into two, viz environment Work physical and environmental Work non physical.

Environment physique covers all objects and equipment in place work that can be done influence employees, fine in a way direct nor no direct. It's divided into two categories:

1. A perfect environment direct relate with employees, like room work, chairs, tables, and others.

2. Influencing environment condition man in a way No straight away, like temperature, humidity, circulation air, lighting, noise, smell No delicious, color, and so on. Environment Work someone is very related with place they Work or activities, so environment the can affects mood and emotions they.

Environment non physical involve connection between employees, like connection with superiors and colleagues Work. According to Indeed, culture company and conditions work, like balance life work and style life healthy, influenced by the environment non physical. The company has capacity for create good and encouraging environment productivity employee.

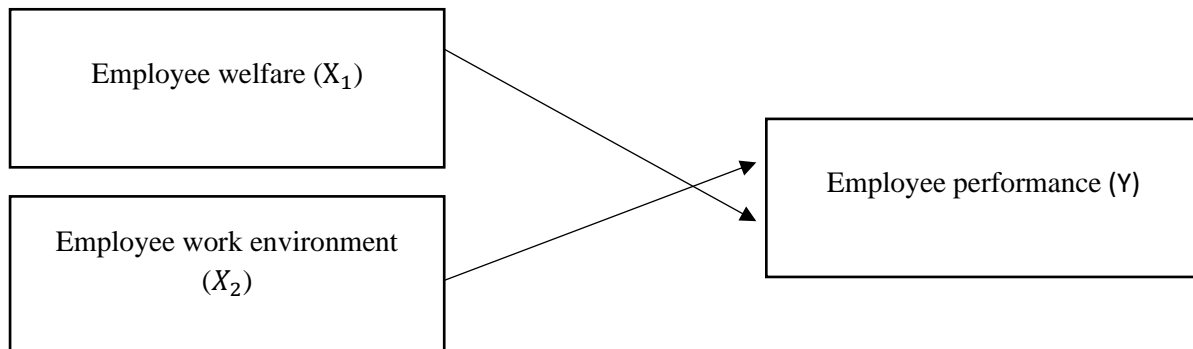
Atmosphere work that doesn't conducive to cause environment work that doesn't fun, like competition, friend coworkers each other drop, and work same bad. Atmosphere work that doesn't support like that's what makes it employee No Spirit work, Muhammad Nur Deni Musa in Surijadi & Idris (2020).

### Employee performance

Employee performance reflect extent of abilities, skills, and results demonstrated work moment they operate duties and responsibilities answer on the spot Work. This performance can assessed through a number of indicators, such as achievement of set targets, level productivity, quality results work, as well ability Work The same in team (Rojikun & Panggabean, 2021).

Employee performance is key success from success company, then from That employee sued professional, integrity as well as productive in achievement it works (Desty Febrian et al., 2023). So that the goal company can achieved in a way efficient and effective, Adi Mulyadi and Ranthy Pancasasti (2022). Evaluation performance works as base for make decision administrative, identifying need training, as well development Good For organization nor individual. This process involve comparison between performance employee with standards set by the organization (Tahir, 2023) .

Based on reason on so for explain interest between independent variables with the dependent variable so framework model is created thinking as following:



### METHODS

In research this , writer use method descriptive and verification (Susanto, Arini, et al., 2024). According to Arikunto (2019) research descriptive is intended research for investigate circumstances, conditions or other things already mentioned, which is the result displayed in form report study. Whereas method verification according to Sugiyono (2018) is method basically research used for test theory with testing or proof hypothesis. Verify means test truth theory through testing hypothesis for determine is hypothesis the accepted or rejected.

### RESULT AND DISCUSSION

#### Influence Well-being Employees and the Environment Work Employee on Employee Performance

In section This study will be analyzed in a way verification that is in look for the influence of Employee Welfare (X<sub>1</sub>) and Employee Work Environment (X<sub>2</sub>) as variable free Employee Performance as variable bound (Y), this will be tested with a statistical test with method calculation coefficient track . As for the testing as following:

**Analysis path (Path Analysis)**

Path analysis is used to identify the direct and indirect impacts of a number of variables, which function as causal variables (X1), on other variables which become effect variables (Y). Because using the path analysis method, researchers must first calculate the Product Moment Correlation Coefficient to determine the relationship between X<sub>1</sub> and X<sub>2</sub>, namely rx<sub>1x2</sub>. The formula used for this calculation is as follows. :

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

The following are the results of calculating the Product Moment Correlation Coefficient using SPSS ver 23 software:

**Table 4.34 Pearson Correlation Correlations**

		Employee welfare	Environment Work Employee	Employee performance
Well-being Employee	Pearson Correlation	1	.717 **	.803 **
	Sig. (2-tailed)		.000	.000
	N	88	88	88
Employee Work Environment	Pearson Correlation	.717 **	1	.748**
	Sig. (2-tailed)	.000		.000
	N	88	88	88
Kinerja Karyawan	Pearson Correlation	.803**	.748**	1
	Sig. (2-tailed)	.000	.000	
	N	88	88	88

\*\* . Correlation is significant at the 0.01 level (2-tailed).

In table above, it can be seen that the close relationship between variables X<sub>1</sub> and If stated in percentage amounting to 71.7% yield This will later be used in calculating the coefficient of determination, to calculate the magnitude of the indirect influence from the cause variable to the effect variable. After the correlation coefficient between variables X<sub>1</sub> and X<sub>2</sub> is obtained, then the path analysis will be calculated using equality :

$$Y = \rho_{yx1}X_1 + \rho_{yx2}X_2 + \rho_{y\epsilon}$$

Where:

X<sub>1</sub> = Welfare Employee

X<sub>2</sub> = Environment Work Employee

Y = Employee Performance

ρ<sub>yx1</sub> = Welfare path coefficient Employee to employee performance

ρ<sub>yx2</sub> = Environmental path coefficient Work to Employee Performance

ρ<sub>yε</sub> = Epsilon path coefficient to Employee Performance

Based on calculations with SPSS ver 23, it can be seen that the results of the path coefficient calculation are as follows:

**Coefficient**

**Coefficients <sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,896	1,600		,550	,016
	Well-being employee	,296	,071	,354	11,351	,000
	Environment employee work	,454	,068	,550	11,512	,000

Dependent Variable: Employee Performance

In table above, in the *Standardized Coefficients column* there are each path coefficient for the variables X<sub>1</sub> and X<sub>2</sub> towards Y. Path coefficient for the variable Employee Welfare (X<sub>1</sub>) and Employee Work Environment (X<sub>2</sub>) on Purchasing Decisions (Y), namely  $\rho_{yx_1}$  is 0.550 or 55.0%.

The table above, the Standardized Coefficients column shows the path coefficient for variables X1 and (X<sub>1</sub>) and Employee Work Environment (X<sub>2</sub>) on Employee Performance (Y), namely  $\rho_{yx_1}$  is 0.550 or 55.0%.

**The Magnitude of the effect (coefficient of determination) of simultaneous testing**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,840 <sup>a</sup>	,706	,699	2,396

a. Predictors: (ConstanSt), Environment Work Employees, Welfare Employee

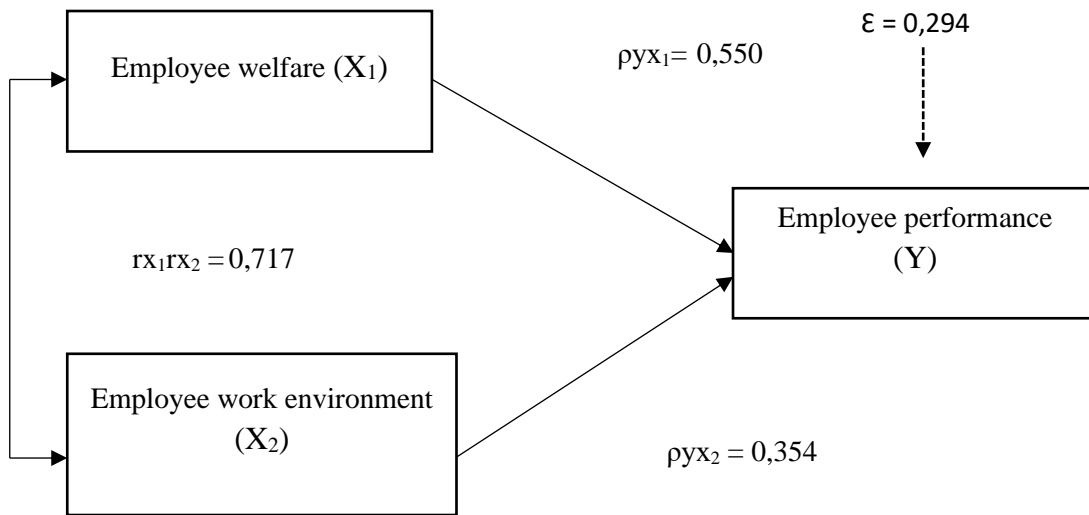
$$\text{Namely } \sigma_{y\epsilon} \text{ with the formula } \sigma_{y\epsilon} = \sqrt{(1 - R^2_{yx_1 \dots x_n})}$$

$$= \sqrt{(1 - 0,706)} = 0.294$$

Thus, it can be concluded that Employee Welfare and Employee Work Environment have an influence on PT Employee Performance. XYZ in Bandung was 70.6%. (R square) and influenced by other factors not studied was 29.4% . Whereas the magnitude of the influence received by Employee Performance (Y) from Employee Welfare (X<sub>1</sub>) and Environment Work Employee (X<sub>2</sub>) as well as all variables outside (X<sub>1</sub>) and (X<sub>2</sub>) which are expressed as residual variables (ε), namely  $R^2_{yx_1x_2} + \rho_{y\epsilon} = 70.6\% + 29.4\% = 100\%$

The empirical causal relationship framework between X<sub>1</sub> and seen like picture following This :





**Path Diagram of the Empirical Causal Relationship of X<sub>1</sub> and X<sub>2</sub> to Y**

From the path diagram showing connection causal empirical X<sub>1</sub> and X<sub>2</sub> against Y is known that coefficient correlation between Employee Welfare (X<sub>1</sub>) And Environment Work Employee (X<sub>2</sub>) is  $r_{x_1x_2} = 0.717$ . Coefficient track For Well-being Employee on Employee Performance is  $\rho_{yx_1} = 0.550$  and the coefficient track Environment Work Employee on Employee Performance is  $\rho_{yx_2} = 0.354$ . Variables that don't researched own coefficient of 0.294.

**The magnitude of the influence of Welfare Employees ( X<sub>1</sub> ) on Employee Performance (Y) partially at PT. XYZ in Bandung**

- Direct influence  $= (\rho_{yx_1})^2$   
 $= (0.550)^2$   
 $= 0.303 / 30.3\%$
- Influence through a correlation relationship with X<sub>2</sub>  $= \rho_{yx_1} X r_{x_1x_2} X \rho_{yx_2}$   
 $= (0.550) (0.717) (0.354)$   
 $= 0.139 / 13.9\%$

For  $r_{x_1x_2}$  in the equation above you can see from *correlation* table

- Influence of X<sub>1</sub> to Y in total  $= 0.303 + 0.139$   
 $= 0.442 / 44.2 \%$

Based on the equation above, the influence of Employee Welfare (X<sub>1</sub>) directly on changes in Employee Performance (Y) is 0.303 or 30.3% and the influence through the relationship with the Employee Work Environment (X<sub>2</sub>) is 0.139 or 13.9 %. So, the total influence of Welfare Employee (X<sub>1</sub>) on Employee Performance (Y) is partially the magnitude of the total or combined influence of the direct and indirect influence (X<sub>1</sub>) on (Y) namely of 0.442 / 44.2%. It means prosperity Employee partially influences employee performance. This positive value indicates a unidirectional relationship if (X<sub>1</sub> increases then Y increases) and vice versa.

**The magnitude of the influence Environment Work ( X<sub>2</sub> ) on Employee Performance (Y) partially at PT.XYZ in Bandung**

- Direct influence  $= (\rho_{yx_2})^2$   
 $= (0.354)^2$   
 $= 0.125 / 12.5\%$
- Influence through a correlation relationship with X<sub>1</sub>  $= \rho_{yx_1} X r_{x_1x_2} X \rho_{yx_2}$   
 $= (0,550)(0,717)(0.354)$   
 $= 0.139 / 13.9\%$

For  $r_{x_1x_2}$  in the equation above, pay attention to the *correlation table*

- Influence of  $X_2$  on  $Y$  in total  $= 0.125 + 0.139$   
 $= 0.264 / 26.4\%$
- total influence of  $X_1$  on  $Y = 0.442$   
total influence of  $X_2$  on  $Y = 0.264$   
 $R^2 = 0.442 + 0.264$   
 $= 0.706$

From the equation above, the magnitude of the influence of environmental quality Work ( $X_2$ ) directly to changes in Employee Performance ( $Y$ ) is 0.125 or 12.5% and that through its relationship with Welfare Employee ( $X_1$ ) of 0.139 or 13.9% . Thus the influence of the environment Work Employee ( $X_2$ ) on Employee Performance ( $Y$ ) is partially the magnitude of the total or combined influence of the direct and indirect influence ( $X_2$ ) on ( $Y$ ) namely of 0.264 or 26.4%. This shows that the Environment Work partially influences employee performance. This positive value indicates a unidirectional relationship, namely when ( $X_2$  rises then  $Y$  rises) and vice versa.

### Hypothesis testing

To prove whether Employee Welfare and Employee Work Environment influence Employee Performance both simultaneously and partially, hypothesis testing was carried out. The testing process begins with simultaneous testing, then continues with partial testing.

#### Simultaneous Employee Welfare Test And Environment Work Employee on Employee Performance (F Test)

To test the significance (test of significance) of the calculated path coefficient, it is necessary to first formulate a hypothesis as follows:

$H_o$  : There  $\rho_{yX_1}, \rho_{yX_2} = 0$ , is no influence on welfare Employees ( $X_1$ ) and Work Environment ( $X_2$ ) on Employee Performance ( $Y$ ) simultaneously.

$H_a$  : There is  $\rho_{yX_1}, \rho_{yX_2} \neq 0$ , a welfare influence Employees ( $X_1$ ) and Employee Work Environment ( $X_2$ ) on Employee Performance ( $Y$ ) simultaneously.

### Discussion

1. Influence of Employee Welfare ( $X_1$ ) on Employee Performance ( $Y$ ).

Based on research conducted at PT XYZ in Bandung, it was found that Well-being Employees ( $X_1$ ) are influential to Employee ( $Y$ ), with results variable mark coefficient correlation equal to  $\rho_{yx_1} = 0.550$ . Test result This showing that Well-being Employee influential significant to PT XYZ Employee Performance in Bandung. This matter showing that the Company's efforts in improve well-being employees, like provision of supportive Health and Wellness programs health employee's physical and mental, influential to performance employee.

2. Influence of Work Environment ( $X_2$ ) on Employee Performance ( $Y$ ).

Based on the research results of PT XYZ in Bandung, in research Well-being Employees ( $X_1$ ) are influential to Employee ( $Y$ ). Variable Environment Work have influence positive is also significant on Employee Performance. Coefficient results track Environment Work Employee on Employee Performance that is equal to  $\rho_{yx_2} = 0.354$ . Findings in study showing that Environment Work on employee performance will give impact like innovation in work, push every employee for emit ability best in work and deliver energy positive between employee at each department, this is what is expected, and ideally happens in every company.

### CONCLUSION



1. Analysis coefficient track show variable Well-being Employees ( $X_1$ ) to Employee Performance (Y), namely  $\rho_{yx_1}$  is of 0.550 or 55.0% which is significant own influence significant to performance employees at PT XYZ.
2. Analysis coefficient track show Environment Work Employee influential on Employee Performance with coefficient  $\rho_{yx_2} = 0.354$  or 35.4% and which is also significant to performance employees at PT XYZ.
3. Based on results Analysis Influence Environment Work Employees ( $X_2$ ) on Employee Performance (Y) in total Partial that is big total influence or combined from influence direct or not directly ( $X_2$ ) with respect to (Y) i.e of 0.264 or 26.4%. It means Environment Work in a way Partial influential on Employee Performance. Positive value show connection one way if ( $X_2$  goes up then Y goes up) and vice versa. With So, you can interpreted that  $X_1$  and  $X_2$  influential to performance PT XYZ employees in Bandung amounted to 70.6% (R square) and were influenced by other factors that were not researched amounting to 29.4%.

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