

## THE INFLUENCE OF THE PHYSICAL WORK ENVIRONMENT AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE

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**Abstract:** This research explores the impact of the physical work environment and career development on employee performance at CV. Ide Creative Printing Tangerang Selatan. The research uses a quantitative approach for all CV employees. South Tangerang Creative Printing Idea, totaling 60 people, was used as the research population. Data collection methods include observation, literature study, and use of questionnaires. Data analysis was carried out using various statistical tests, such as Validity Test, Reliability, Classical Assumptions, Pearson Correlation, Determination, Simple Linear Regression, and Hypothesis Testing. The analysis results show that the physical work environment and career development significantly influence employee performance at CV. Ide Creative Printing Tangerang Selatan. The multiple linear regression value shows the positive contribution of these two variables to employee performance, with a contribution of 67.3%, while other factors influence the remaining 32.7%.

**Keywords:** Physical Work Environment, Career Development, Employee Performance

## INTRODUCTION

In the current era of industrial globalization, increasing economic growth offers opportunities for companies and other business entities to compete in the market for goods and services. In line with developments over time, companies must be able to innovate and remain competitive so as not to stay caught up in industrial competition. Therefore, the productivity of human resources within the company must continue to be improved from time to time to achieve business goals, including maximum profits. Human resources are one of the critical aspects of the success of an organization. Competent employees with good skills can encourage the company to achieve the targets that have been set. The quality of an organization's management is reflected in the quality of its human resources. The progress of a nation and country also depends significantly on the quality of its human resources. With good quality human resources, a country can become more advanced and able to compete in the challenges it faces.

The research was conducted at CV. Ide Creative Printing Tangerang Selatan, established in 2000, is located at Ruko Mega Mall Ciputat Jl. Ir. H. Juanda Block B No.7-9 South Tangerang. CV. Ide Creative Printing South Tangerang is a company that operates in the field of printing company profiles, brochures, labels, stickers, magazines, tabloids, and other types of printing. Based on the results of observations made on CV. Ide Creative Printing Tangerang Selatan, there are several phenomena regarding the physical work environment within the company, including a work environment that is still not conducive and some still do not meet standards, such as in terms of lighting, lack of workspace facilities, and inadequate equipment for employees and there are still many shortcomings. Which do not meet standards, and this will significantly affect employee performance in carrying out activities in the company.

Based on the results of observations that have been made on the condition of the physical work environment at CV. The South Tangerang Creative Printing idea still needs to support employees to work comfortably, as can be seen from the files scattered around the employees, unused items piled up near the employees, inadequate room temperature, and inadequate workspace, thus limiting movement space employees, and so on.

Based on field data, the situation at CV. Ide Creative Printing Tangerang Selatan still needs to meet comfort standards regarding the physical work environment. This is caused by several factors, including

uncomfortable air temperatures due to a lack of air conditioning and narrow rooms that make it difficult for employees to move. In addition, the number of employees working on each floor exceeds the ideal room capacity, causing overcrowding and disturbing noise. This condition certainly hurts employee performance. Apart from that, the level of security in the work environment still needs to be more conducive. The availability of CCTV in work areas is inadequate, thereby increasing the risk of criminal acts occurring, which could be detrimental to the company and its employees.

Career development at CV. The idea of Creative Printing in South Tangerang is an essential concern in efforts to maintain and improve employee performance. This is because qualified and skilled employees are valuable assets for the company. The career development process starts with employees' recruitment, placement, and training stages, according to their abilities and potential. This training is essential so that employees can understand their work well. However, apart from the training factor, it is also essential for companies to provide guarantees and encouragement for employee career development. Career development motivates employees to work better, especially for those who do not yet have a clear career plan. This initiative should be the responsibility of company leadership because it provides a sense of comfort and appreciation to employees for their contributions.

Precise career planning not only benefits employees, but also companies in human resource development. The physical work environment can also affect employee performance, so companies must consider this factor. A decrease in employee performance can hurt company productivity and potentially cause the loss of customers. Therefore, companies need to reward employees who perform well, while employees whose performance declines need to be warned to improve their performance.

Based on field data, employee career development at CV. Ide Creative Printing Tangerang Selatan are not yet optimal. Many employees have worked for three years but have yet to experience significant career development. Job performance has fluctuated, decreasing from 85% in 2019 to 41% in 2020 and an increase to 50% in 2021. Employee exposure also experienced a similar pattern, with a decrease from 75% in 2019 to 33% in 2020, then experienced an increase to 40% in 2021. The same thing happened to job networks, opportunities for growth, and mentors and sponsors, all of which showed a decline in 2020, although they experienced a slight increase in 2021.

Problems that are often faced in employee performance at CV. The South Tangerang Creative Printing idea still needs to be optimal, which results in the company's goals not being appropriately achieved. One of them is employee actions that do not support effectiveness and efficiency in work. As a result, companies suffer losses because work is often not completed on time, forcing other employees to complete it and increasing the overall workload. Apart from that, a problem that often occurs is decreased work morale, which can decrease the quality of work and employee performance.

Increasing abilities, self-development, and work results are essential to employee performance. It is crucial to provide employees with an understanding of company regulations, especially compliance with work presence and attendance. This needs to be socialized to increase employees' understanding of the importance of arriving on time at work, entry, break, and departure times. The high level of unexplained absences must also be addressed through appropriate measures. Field data shows the performance of CV employees. Creative Printing ideas experienced a decline from 2019 to 2021 in all aspects, both work behavior (discipline, responsibility, cooperation, and leadership) and work results (work quality, work quantity, work skills).

Performance appraisal trends over the last few years show employee performance on CVs. Ide Creative Printing Tangerang Selatan tends to decline. In 2019, performance reached 70% with a sufficient category assessment, but there were indications of low responsibility at 6%. In the following year, performance dropped to less due to discipline problems and lack of responsibility, with a score of 6.5%. In 2021, performance decreased again, reaching 63.5%, indicating a significant decline.

According to HRD from CV. Idea Creative Printing South Tangerang, this condition is caused by an unsupportive work environment and high levels of absenteeism because employees take jobs outside the company. Employee performance has yet to reach optimal levels, which causes company goals not to be adequately achieved due to employee actions that do not support effectiveness and efficiency. This results in losses for the company because work is often not completed on time, forcing other employees to complete it and increasing the overall workload.

## **RESEARCH METHODS**

This research uses a quantitative descriptive method, which refers to data in the form of numbers or quantitative data. According to Sugiyono (2017:28), research methods are a scientific process that aims to obtain valid data to find, prove, and develop knowledge so that it can be used to understand, solve, and anticipate existing problems. The research place is CV. Ide Creative Printing Tangerang Selatan located at Ruko Mega Mall Ciputat Jl. Ir. H. Juanda Block B No.7-9, South Tangerang.

The independent or independent variables consist of the physical work environment (X1) and career development (X2). The physical work environment includes aspects such as lighting, air temperature, noise, color scheme, and safety in the workplace. In contrast, career development includes work performance, exposure, work networks, opportunities for growth, and mentors and sponsors.

The population in this study consisted of all employees with CVs—creative Printing Ideas, South Tangerang, totaling 60 respondents. Samples were taken using a saturated sampling technique, where all population members were used as samples. Data collection was carried out through direct observation, literature study, and using a questionnaire with a Likert scale. Data analysis is carried out by grouping, tabulating, and presenting data based on the variables studied and calculations to answer the problem formulation and test the proposed hypothesis. The data that has been collected is processed using the multiple linear regression method with SPSS 26.00

## RESULTS AND DISCUSSION

### A. Respondent Characteristics

Respondent characteristics were viewed from two main aspects, namely gender and age. Based on the results of data collection through questionnaires, out of a total of 60 respondents who were employees of CV. Creative Printing Ideas, 58.33% or 35 respondents were women, while 41.67% or 25 respondents were men. With this proportion, it can be concluded that the number of female workers in the sample is more dominant than the number of male workers. Meanwhile, there are significant variations in the age distribution of respondents. Of the total 60 respondents, the highest percentage was in the 20 year age group, with 17 or 28% of respondents. The 21-25 year age range also has a significant percentage, although it is lower than the 20 year age group. Specifically, the percentage of respondents in this age group is 20%, 14%, 8%, 10%, and 20% for ages 21, 22, 23, 24, and 25 years respectively.

### B. Validity and Reliability

**Table 1. Validity Test**

<b>Physical Work Environment (X1)</b>			
Questionnaire No	r count	R table	Information
1	0.798	0.254	Valid
2	0.826	0.254	Valid
3	0.798	0.254	Valid
4	0.657	0.254	Valid
5	0.773	0.254	Valid
6	0.663	0.254	Valid
7	0.827	0.254	Valid
8	0.814	0.254	Valid
9	0.859	0.254	Valid
10	0.851	0.254	Valid
<b>Career Development (X2)</b>			
1	0.372	0.254	Valid
2	0.426	0.254	Valid
3	0.762	0.254	Valid
4	0.664	0.254	Valid
5	0.628	0.254	Valid
6	0.637	0.254	Valid
7	0.750	0.254	Valid
8	0.625	0.254	Valid
9	0.770	0.254	Valid
10	0.692	0.254	Valid
<b>Employee Performance (Y)</b>			
1	0.523	0.254	Valid
2	0.584	0.254	Valid
3	0.652	0.254	Valid

4	0.527	0.254	Valid
5	0.594	0.254	Valid
6	0.687	0.254	Valid
7	0.529	0.254	Valid
8	0.620	0.254	Valid
9	0.557	0.254	Valid
10	0.652	0.254	Valid

Source: Data processed with SPSS 26

Based on the table data above, all variables obtained a calculated r value > r table (0.254), so all questionnaire items are said to be valid.

**Table 2. Reliability Test**

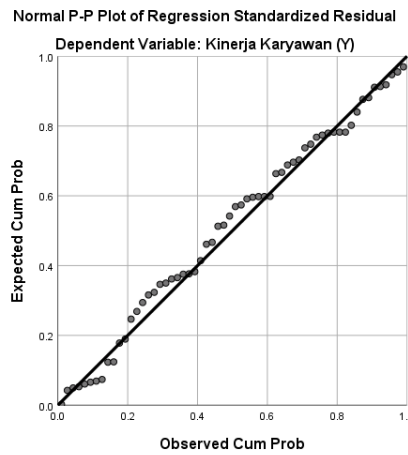
Variable	Cronbach Alpha	Critical Value	Decision
Physical Work Environment (X1)	0.931	0.600	Reliable
Career Development (X2)	0.790	0.600	Reliable
Employee performance(Y)	0.784	0.600	Reliable

Source: Data processed with SPSS 26 (2023)

Based on the test results in the table above, it shows that all research variables are declared reliable, because they have a cronbatch alpha value greater than 0.600.

**C. Classic Assumption Test**

**1. Data Normality Test**



**Figure 1. Normality Test**

In the image above, it can be seen that the normal probability plot graph shows a normal graphic pattern. This can be seen from the points scattered around the diagonal line and the distribution follows the diagonal line. Therefore, it can be concluded that the regression model meets the normality assumption.

**2. Multicollinearity Test**

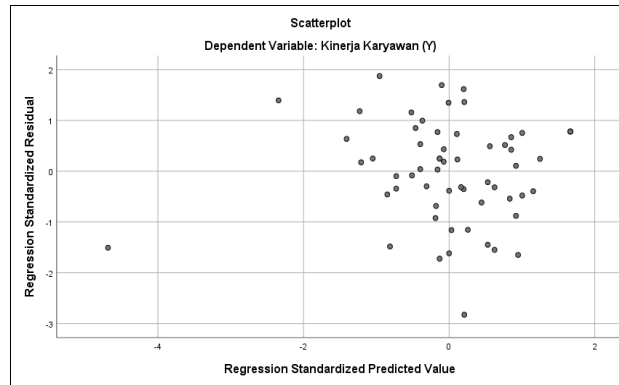
**Table 3. Multicollinearity Test**

Variable	Collinearity Statistics	
	Tolerance	VIF
Physical Work Environment (X1)	,321	3,113
Career Development (X2)	,321	3,113

a. Dependent Variable: Employee Performance  
 Source: SPSS 26 Data Processing Results (2023)

Based on the results of multicollinearity testing, it shows that the calculated tolerance value for each Physical Work Environment variable is 0.321 with a VIF value of 3.113. The Career Development variable has a tolerance value of 0.321 with a VIF value of 3.113. Based on the guidelines for the multicollinearity test, the tolerance value is > 0.1 and the VIF value is < 10, so it can be concluded that there is no multicollinearity between the independent variables in the regression model.

**3. Heteroscedasticity Test**



**Figure 2. Heteroscedasticity Test**

Based on the results of the image above, the points on the scatterplot graph do not have a clear distribution pattern or do not form certain patterns. Thus, it is concluded that there is no heteroscedasticity interference in the regression model so that this regression model is suitable for use.

**4. Autocorrelation Test**

**Table 4. Autocorrelation Test Results**

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.738a	.545	.529	4,060	1,553
a. Predictors: (Constant), Career Development (X2), Physical Work Environment (X1)					
b. Dependent Variable: Employee Performance (Y)					

Based on the test results in the table above, this regression model does not have autocorrelation, this is proven by the Durbin-Watson value of 1,553 which is in the interval 1,550 – 2,460.

**D. Multiple Linear Regression**

**Table 9. Multiple Linear Regression**

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,654	3,959		1,933	,058
	Physical Work Environment	-.125	,140	-.141	-.892	,376
	Career development	,908	,169	,850	5,387	,000
a. Dependent Variable: Employee Performance						

Based on the table above, the results of multiple regression test calculations can be seen that the regression equation formed is  $Y = 7.654 - 0.125 X_1 + 0.908 X_2$ . Based on the multiple linear regression equation above, it can be interpreted as follows:

- a. The constant of 7.654 states that there are no variables Physical Work Environment (x1) and Career development (x2) so Employee performance (y) remains formed at 7.654 or if the value Physical Work Environment (x1) and Career development (x2), the value = 0 then Student's motivation to study still has a value = 7.654. Which means that a good physical work environment and career development can increase employee performance quite high for employees where they work.
- b. Variable Physical Work Environment (x1) has a negative effect on Employee Performance (y) with a coefficient value of -0.125. This means that every 1 unit change in the Physical Work Environment variable (x1) will result in a decrease in employee performance (Y) of 0.125 points. The partial test results show that the calculated t value (-0.892) is smaller than the t table (-0.892 < 2.002) and the significance value (sig) is greater than 0.05 (0.376 > 0.05). Therefore, the conclusion that can be drawn is that the physical work environment does not have a significant influence on employee performance at CV. Ide Creative Printing Tangerang Selatan.
- c. Variable Career development (x2) has a positive effect on student learning motivation (y) with a coefficient value of 0.908. This means that if every change is 1 unit in the variable Career development (x2) will result in a change in employee performance (Y) of 0.908 points. From the partial test results it was found that the calculated t value (5.387) was greater than the t table (5.387 > 2.002) and the significance value (sig) was less than 0.05 (0.000 < 0.05). So the conclusion is that there is a significant positive influence between Career Development and employee performance at CV. Ide Creative Printing Tangerang Selatan.

**Table 10. Simultaneous Test**

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1123,283	2	561,642	34,077	,000b
	Residual	939,450	57	16,482		
	Total	2062,733	59			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Career Development, Physical Work Environment						

Based on the test results in the table above, the calculated F value is 34.077 with a probability (sig) of 0.000. The calculated F value is greater than the F table which is 3.160, and the significance value (sig) is smaller than 0.05, namely  $0.000 < 0.05$ , so it can be concluded together, the physical work environment and career development have a positive effect on employee performance at CV. Ide Creative Printing Tangerang Selatan

**Table 11. Coefficient of Determination**

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.738a	,545	,529	4,060
a. Predictors: (Constant), Career Development (X2), Physical Work Environment (X1)				
b. Dependent Variable: Employee Performance (Y)				

Based on the test results in the table above, it can be concluded that the coefficient of determination (R Square) obtained is 0.545. This means that as much as 54.5% of the variability in student decisions can be explained by physical work environment variables (X1) and career development (X2), while the remaining 45.5% is influenced by other factors not included in this research.

## E. Discussion

The analysis results show that the physical work environment does not significantly influence employee performance. Non-physical factors such as managerial policies, company culture, or the quality of team interactions have a more dominant role in determining individual performance than physical environmental factors. It can be caused by individual variations in work environment preferences or the influence of deeper psychological factors. However, factors related to the physical work environment should be addressed.

The research findings mean that management needs to focus more on non-physical aspects of the work environment to improve performance. Strategies that can be implemented include developing policies and programs that support overall employee welfare, such as training and development programs, recognition of

achievements, and creating an inclusive and collaborative work environment. Additionally, regular measurement and monitoring of employee satisfaction and well-being can help identify areas where changes are needed to improve overall performance and productivity. In addition, management needs to pay attention to aspects such as role clarity, superior support, development opportunities, and work-personal life balance to improve employee performance.

The research finding that career development positively and significantly influences employee performance provides an essential foundation for understanding how investment in career development can increase individual productivity and contribution to the organization. The findings of this research indicate that when employees feel supported in their career development, they tend to be more motivated, have a greater sense of responsibility, and perform better in their jobs. With opportunities for career development, employees feel more involved and committed to achieving organizational goals, improving their overall performance.

In its efforts to improve employee performance, management needs to increase focus and investment in holistic and sustainable career development programs. This can include providing training and development relevant to individual and organizational needs, mentoring and support to achieve career goals, and creating clear and transparent career paths. Apart from that, management should also strengthen an organizational culture that supports employee growth and development by strengthening open communication, providing constructive feedback, and encouraging collaboration between teams for learning and knowledge exchange. In this way, organizations can ensure that career development not only provides benefits for individuals but also contributes positively to the achievement of goals and the organization's overall success.

## CONCLUSION

Based on the research results, the physical work environment does not significantly influence employee performance. Non-physical factors such as managerial policies, company culture, or the quality of team interactions have a more dominant role in determining individual performance than physical environmental factors. However, aspects of the physical work environment should be addressed because they can psychologically impact employee performance. On the contrary, research findings show that career development positively and significantly influences employee performance. Employees who feel supported in their career development tend to be more motivated, have a greater sense of responsibility, and perform better in their jobs. Therefore, management must increase focus and investment in holistic and sustainable career development programs to improve employee performance and organizational contribution.

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