THE INFLUENCE OF TRAINING AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT SAMWON COPPER TUBE INDONESIA

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Abstract: The objective of this study is to determine the influence of training and work environment on employee performance at PT Samwon Copper Tube Indonesia in Tangerang Regency, Banten. The method used is quantitative. The sampling technique used is saturated sampling, meaning all members of the population are used as the sample, resulting in a sample of respondents in this study. Data analysis was conducted using validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, determination coefficients, and hypothesis testing.

The study results indicate that training has a positive and significant effect on employee performance, with a regression equation showing a direct relationship. The coefficient of determination shows that part of the variation in employee performance can be explained by the training variable, and hypothesis testing results indicate a positive and significant influence of training on employee performance at PT Samwon Copper Tube Indonesia in Tangerang Regency, Banten.

The work environment also has a positive and significant effect on employee performance, with a regression equation showing a direct relationship. The coefficient of determination shows that part of the variation in employee performance can be explained by the work environment variable, and hypothesis testing results indicate a positive and significant influence of the work environment on employee performance at PT Samwon Copper Tube Indonesia in Tangerang Regency, Banten.

Training and work environment simultaneously have a positive and significant effect on employee performance, with a regression equation indicating the contribution of these two variables together. The coefficient of determination shows that a large portion of the variation in employee performance can be explained by training and work environment, while the remainder is influenced by other factors. Hypothesis testing results indicate a positive and significant influence of training and work environment simultaneously on employee performance at PT Samwon Copper Tube Indonesia in Tangerang Regency, Banten.

Keywords: Training, Work Environment, Employee Performance

INTRODUCTION

Human resources (HR) are the main factor in achieving organizational goals. High-quality HR plays an important role in advancing the company by supporting smooth operations and improving performance. The role of HR is crucial, both in private and government companies, as the success of a company greatly depends on the quality of its HR. HR has the potential to be continuously developed through various work activities. Whether individually or in teams, HR acts as the main driver of company operations, with the company's success or failure dependent on HR contributions. Therefore, companies must ensure that their HR is ready to contribute to achieving corporate goals.

PT Samwon Copper Tube Indonesia, a copper tube manufacturing company, requires optimal performance to compete and meet market demands. One key to success is implementing optimal performance in production planning, which will help the company meet customer demands effectively. Employee

performance is an important indicator of a company's success. Good performance reflects achieving targets with maximum quality and responsibility, helping to improve the company's competitiveness. Employees with optimal performance will accelerate the company's target achievement.

Performance evaluations at PT Samwon Copper Tube Indonesia are conducted to assess employees' abilities, skills, and behavior. Evaluations are carried out transparently to motivate employees and show that assessments are based on objective job performance, not personal preferences. The performance conditions at PT Samwon Copper Tube Indonesia still have areas that need improvement, such as work quality, target achievement, job-related knowledge, and employee responsibility in solving work problems. Addressing these aspects has become a management focus to maximize company performance.

Some obstacles to employee performance include lack of knowledge leading to work delays and low responsibility in addressing work issues. Improving competence in these areas can help the company maintain work stability and productivity. In performance assessments, the company uses a scale measured in percentages, from <60% to 100%, with categories ranging from "Very Good" to "Very Poor." This scale helps the company identify aspects that need improvement and those that should be maintained to enhance overall employee performance. Based on data from the Human Resources Department, performance in 2019 reached only 81.2% of the 100% target, placing it in the "good" category, though it did not meet the target. In 2020, performance declined to 71.1%, falling into the "satisfactory" category. In 2021, there was a slight improvement from the previous year, reaching 82.9%, which again fell under the "good" category but still missed the target. In 2022, performance decreased again to 74.5%, remaining in the "satisfactory" category. In 2023, performance dropped further to 71.5%, which still falls within the "satisfactory" category.

Every company must ensure that its employees can deliver optimal performance to achieve the set goals. The decline in performance, as seen in previous data, is believed to be due to suboptimal training programs and a work environment that does not fully support employee activities. Employee performance plays a crucial role in a company's success; if employees perform well, the company can progress, but if performance declines, the company may experience setbacks.

Factors influencing the decline in employee performance include inadequate training that does not align with employees' tasks and responsibilities, as well as a lack of motivation among employees to participate in training. To enhance employees' skills in carrying out their duties, companies need to provide relevant training that aligns with organizational goals. There have been issues with the training program, such as the lack of alignment between training material and employee needs, which should be adjusted to ensure employees receive maximum benefit.

The monotonous training methods also pose a problem. Training has primarily relied on lectures and slide presentations without variation. Some material would be more effective if delivered through simulations or hands-on practice, making it easier for employees to understand and apply in their jobs. Furthermore, the instructors' abilities are often limited, with the company frequently using the same trainers without considering their relevance and expertise in the specific topics.

Another issue in training is the limited number of participants and unequal training opportunities, where only certain departments frequently receive training, while others rarely have the chance. This results in uneven skill levels among employees, leaving some divisions lacking the necessary skills for their tasks. Additionally, low employee interest in training further contributes to the lack of necessary competencies.

The aspect of training evaluation is also often overlooked. Companies do not always conduct evaluations after training to assess its impact on employee performance. Evaluation is crucial to measure the success of training and identify areas that need improvement. With targeted training programs and continuous evaluation, training can not only enhance employees' knowledge and skills but also serve as a tool to support the company's goals.

Based on field studies, the implementation of training at PT Samwon Copper Tube Indonesia in Tangerang Regency, Banten, reveals several challenges. In terms of training content, the material delivered by instructors is often less relevant to employees' specific job fields. The training methods used tend to be monotonous, relying on lectures and projectors, which are less effective in helping employees apply the material optimally. Regarding the instructors' abilities, trainers often lack complete mastery of the material or adequate expertise in their respective fields.

In terms of participants, training is frequently attended by employees from specific departments, such as finance and tax, while other divisions have not received equal opportunities. Additionally, training evaluations are rarely conducted consistently to assess successes or shortcomings, resulting in less-than-optimal outcomes in improving employee competencies. This situation highlights the need to focus on training intensity and equal opportunities for all employees, ensuring it is not limited to certain departments. Employee training serves to impart knowledge, skills, and specific attitudes so that they become more skilled and capable of fulfilling their responsibilities according to job standards.

As competition and changes occur within the company, training becomes increasingly important. Employees must adapt to the changes the company faces, and continuous training helps to update and enhance their capabilities. Job training is a process of developing behavior, skills, and attitudes to achieve desired goals, enabling employees to meet expected standards. The company has made efforts to conduct regular training to improve employees' skills and knowledge. However, the results still indicate that some employees have not reached the desired competency level, with several failing to pass the training due to insufficient competence.

Based on field studies, it was found that PT Samwon Copper Tube Indonesia has held several training sessions to enhance employee skills and knowledge. In 2019, the company conducted logistics management training to provide insight into meeting needs in planning, execution, control, and storage of production goods. This training was attended by 12 participants, although two employees were required to retake it.

Additionally, the company organized service excellence training to improve consumer service skills. This training included 14 participants, with two needing to retake the training. The company also provided training on machine maintenance and minor repairs to ensure production machines remained in optimal condition and could be repaired independently if damaged. Of the 40 participants, eight were required to retake the training. In 2020, the company held individual performance improvement training aimed at enhancing personal skills in performance improvement. Sixteen participants attended, with two needing to retake the training. The company also held team-building training to foster solidarity, integrity, and collaboration within teams. Out of the 22 participants, three were required to retake the training.

In 2021, the company implemented employee development training focused on improving individual performance to strengthen employee solidarity. This training was attended by 12 participants, with four needing to retake it. Additionally, disaster or earthquake mitigation training was provided to enhance preparedness, attended by 21 participants with one employee required to retake it. In 2022, the company organized a sense of belonging training to foster employee responsibility for equipment and the company's success. Fourteen participants attended, with three needing to retake the training. The company also held fire suppression simulation training to improve fire prevention knowledge. Out of 20 participants, three were required to retake the training. In 2023, the company provided product quality training to enhance employee understanding of product quality standards, with 12 participants and three needing to retake it. Hard skill training was also conducted to ensure employees were proficient in their respective fields, attended by 18 participants with three needing to retake the training. Additionally, soft skill training was held to develop work behaviors such as customer interaction, discipline, and social awareness, with 20 participants and three required to retake the training.

The decline or failure to achieve the performance targets set by the company is also suspected to be due to an inadequate work environment. One key role that a company must emphasize to reach its goals is creating a positive work environment for its employees, both in physical and non-physical aspects. For instance, employees' perceptions of their work environment can lead them to different evaluations of various work environment aspects. If employees have a positive perception of the environment, this can enhance their performance, making them feel more comfortable and pleased with a supportive work setting. Conversely, if employees have a negative perception, their performance is likely to decrease.

According to Sedarmayanti (2020:21), the work environment encompasses all tools, materials, surroundings, work methods, and work arrangements, whether individually or as a group. A positive work environment boosts both employee performance and achievement, including work relationships between subordinates and supervisors and the physical workspace where employees operate.

The work environment has a significant impact on improving organizational performance since a good environment affects several aspects, such as management, organizational structure, and job descriptions. A satisfying physical environment includes facilities like prayer rooms, comfortable workspaces, security, and suitable working hours. Additionally, a workspace designed to account for factors such as the amount of space, layout, and level of personal control provided impacts employee performance and job satisfaction.

A good work environment positively affects performance, whereas a poor work environment negatively impacts performance improvement. Conditions at PT Samwon Copper Tube Indonesia in Tangerang Regency show several unsupportive aspects, as evidenced by a pre-survey of 30 employees. The employees' assessments are summarized in the following table:

Table 1. Pre-Survey of Work Environment at PT Samwon Copper Tube Indonesia

Aspect	Pre-Survey Total	Agree		Disagree	
		F	%	F	%
Employees receive adequate facilities or equipment from the company	30	22	73,3%	8	26,7%

Lighting in the workplace and other facility areas is sufficiently bright	30	25	83,3%	5	16,7%
The company provides air conditioning in each employee's workspace	30	23	76,7%	7	23,3%
The company provides safety equipment for working	30	25	83,3%	5	16,7%
Employee workspaces are designed with good paint and decor	30	24	80,0%	6	20,0%
Average		24	79,3%	6	20,7%

Based on the data in Table 1, the pre-survey results on the work environment at PT Samwon Copper Tube Indonesia indicate that nearly all aspects of the work environment still require improvement. For work facilities, 73.3% of employees feel that adequate facilities are available, but 26.7% still find them lacking. In terms of lighting, 83.3% of employees feel it is sufficient, while 16.7% disagree. Regarding workspace temperature, 76.7% of employees are satisfied with the presence of air conditioning, whereas 23.3% feel it could be improved. For safety, 83.3% of employees agree that the company provides adequate safety equipment, yet 16.7% believe it could be enhanced. As for workspace decor, 80% of employees view the room design as good, while 20% feel it is inadequate.

These findings highlight the need for work environment improvements to create a comfortable atmosphere for employees, allowing them to work optimally. Fostering good relationships between supervisors and subordinates, as well as effective emotional management, is also essential in efforts to enhance performance.

RESEARCH METHODOLOGY

This study employs an associative research type to analyze the relationship between variables, specifically training and work environment, on employee performance. According to Sugiyono (2020), associative research aims to identify the influence or relationship between two or more variables, allowing for the development of theories that explain, predict, and control specific phenomena. A quantitative approach is used, where data is collected and statistically analyzed to test the established hypotheses.

The study was conducted at PT Samwon Copper Tube Indonesia, located at Jalan Raya H. Tabri No.28, Bojongkamal, Legok, Tangerang Regency, Banten. This study was carried out over a specified period to obtain accurate data according to the research needs. The research location was chosen as a scientific target for collecting objective data that can be used to analyze employee performance.

Operationalizing variables in this study is essential to determine the types, indicators, and scales of the involved variables. According to Sugiyono (2020), operational variables are attributes measured and studied in the research to draw conclusions. The independent variables in this study are training and work environment, while the dependent variable is employee performance.

According to Rivai (2020), the training variable includes indicators such as training material, training methods, instructor competence, participants, and evaluation. Meanwhile, the work environment variable, as defined by Sedarmayanti (2020), includes work equipment, lighting, workspace temperature, safety, and decor. Employee performance, as defined by Mangkunegara (2020), is measured through indicators of work quality, work quantity, job knowledge, task execution, and job responsibility.

The population of this study comprises all employees at PT Samwon Copper Tube Indonesia, totaling 65 people. Using the saturated sampling method, all members of the population were included as samples. Saturated sampling, or census, is a technique where the entire population is used as a sample, making the data representative of the population studied.

Data was collected using several techniques, including questionnaires, observation, and documentation. The questionnaire was based on a Likert scale with five response levels to measure respondents' perceptions of the research variables. Direct observation was conducted to gather relevant data from on-site conditions. Additionally, documentation was used to obtain supplementary data such as the company's history and employee profiles.

In data analysis, descriptive methods were used to describe the variable conditions, and the Likert scale was applied to measure the degree of respondent agreement. Data was analyzed using multiple linear regression analysis with SPSS version 26 software.

A. Respondent Characteristics

Based on gender, the majority of respondents are male, totaling 41 people or 63.1%, while female respondents number 24 people or 36.9%. This shows that most employees in the company are male, possibly reflecting the labor needs in the manufacturing sector, which often requires more physical work.

The second characteristic is the age of the respondents. Most respondents are aged between 36 and 45 years, comprising 23 people or 35.4%. This age group indicates that most employees are within a productive and mature age range, with considerable experience. Meanwhile, 5 respondents or 7.7% are under 25 years, and 7 respondents or 10.8% are over 50 years. This suggests a diverse age composition in the company, though the majority are in middle age.

In terms of education, most respondents, 37 people or 56.9%, have a high school education. This suggests that the minimum educational qualification in the company is at the high school level. Additionally, 7 respondents or 10.8% have a diploma, 19 respondents or 29.2% are bachelor's degree graduates (S1), and only 2 respondents or 3.1% have a master's degree (S2). Overall, most employees have a mid-level education, with a small portion holding higher educational qualifications.

The next category is work tenure. The majority of respondents, 25 people or 38.5%, have worked in the company for 3 to 4 years. This group likely has sufficient work experience to understand the company's workflow. Additionally, 22 people or 33.8% have worked for 5 to 6 years, and 15 people or 23.1% have worked for more than 6 years. Only 3 respondents or 4.6% have worked for less than 2 years.

The distribution of tenure characteristics shows that most employees have over 3 years of work experience, which can be interpreted as labor stability within the company. This likely has a positive impact on performance, as longer work experience contributes to better understanding and work skills.

Overall, the respondent characteristics in this study indicate that PT Samwon Copper Tube Indonesia is predominantly staffed by male employees, aged between 36 and 45 years, with a high school education, and a tenure between 3 to 6 years. This composition shows that the company has an experienced and mature workforce.

This composition of age, education, and tenure may influence the research findings on the relationship between training, work environment, and employee performance. With a diverse yet mostly middle-aged and experienced background, the research results may provide a clearer picture of how training and work environment affect employee performance within the company.

B. Instrument Validity Test

Table 2. Validity Test Results

No	Training Statement Items	R count	r table	Info
1	KX1-1	0,346	0,244	Valid
2	KX1-2	0,397	0,244	Valid
3	KX1-3	0,523	0,244	Valid
4	KX1-4	0,539	0,244	Valid
5	KX1-5	0,738	0,244	Valid
6	KX1-6	0,582	0,244	Valid
7	KX1-7	0,754	0,244	Valid
8	KX1-8	0,777	0,244	Valid
9	KX1-9	0,716	0,244	Valid
10	KX1-10	0,342	0,244	Valid
No	Work Environment Statement Items	R count	r table	Info
1	KX2-1	0,352	0,244	Valid
2	KX2-2	0,444	0,244	Valid
3	KX2-3	0,625	0,244	Valid
4	KX2-4	0,476	0,244	Valid
5	KX2-5	0,483	0,244	Valid
6	KX2-6	0,534	0,244	Valid
7	KX2-7	0,548	0,244	Valid
8	KX2-8	0,.563	0,244	Valid
9	KX2-9	0,539	0,244	Valid
10	KX2-10	0,469	0,244	Valid

No	Training Statement Items	R count	r table	Info
No	Employee Performance Statement Items	R count	r table	Info
1	KY-1	0,532	0,244	Valid
2	KY-2	0,320	0,244	Valid
3	KY-3	0,700	0,244	Valid
4	KY-4	0,557	0,244	Valid
5	KY-5	0,467	0,244	Valid
6	KY-6	0,467	0,244	Valid
7	KY-7	0,545	0,244	Valid
8	KY-8	0,383	0,244	Valid
9	KY-9	0,534	0,244	Valid
10	KY-10	0,583	0,244	Valid

Source: Processed data, 2024.

Based on the data in table 2, all questionnaire items in the research variables obtained a calculated r value > r table (0.244), thus all questionnaire items were declared valid.

Table 3. Reliability Test Results

No	Variable	Cronbatch Alpha	Standar Cronbatch Alpha	Decision
1	Training (X1)	0,768	0,600	Reliabel
2	Work Environment (X2)	0,658	0,600	Reliabel
3	Employee Performance (Y)	0,671	0,600	Reliabel

Source: Processed data, 2024.

Based on the test results in table 3, it shows that the training variable (X1) obtained a cronbatch alpha value of 0.768, the work environment (X2) was 0.658 and employee performance (Y) was 0.671, all of which were declared reliable, this is proven by each variable having a cronbatch alpha value greater than 0.600.

C. Classical Assumption Testing
1. Normality Test
Table 4. Results of Normality Test with Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		65
Normal Parameters[a,b]	Mean	0,0000000
	Std. Deviation	2.34238580
Most Extreme Differences	Absolute	.053
	Positive	.043
	Negative	-.053
Test Statistic		.053
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Processed data, 2024.

Based on the test results in table 4, the Asymp. Sig. (2-tailed) value is 0.200 > 0.050. Thus, the assumption of the distribution of the equation in this test is normal.

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2. **Multicollinearity Test**

Tabel 5. Multicollinearity Test Results

		Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	8,386	3,155		2,658	0,010		
	Training (X1)	0,399	0,079	0,470	5,023	0,000	0,747	1,339
	Work environment (X2)	0,403	0,090	0,399	4,477	0,000	0,747	1,339
a. Dependent Variable: Employee performance (Y)								

Source: Processed data, 2024.

Based on the results of the multicollinearity test in table 5, the tolerance value of the training variable is 0.747 and the work environment is 0.747 where the value is less than 1, and the Variance Inflation Factor (VIF) value of the training variable is 1.339 and the work environment variable is 1.339 where the value is less than 10. Thus, this regression model is stated to have no multicollinearity interference.

3. **Autocorrelation Test**

Tabel 6. Autocorrelation Test Results With Durbin-Watson

			Model Summary[b]		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	0,771[a]	0,594	0,581	2,380	1,573
a. Predictors: (Constant), Work environment (X2), Training (X1)					
b. Dependent Variable: Employee Performance (Y)					

Source: Processed data, 2024.

Based on the test results in table 6, this regression model has no autocorrelation interference, this is proven by the Durbin-Watson value of 1.753 which is between the interval 1,550 - 2,460.

4. **Heteroscedasticity Test**

Table 7. Results of Heteroscedasticity Test Using Glejser Test

		Coefficients[a]				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-2,598	1,780		-1,460	0,149
	Training (X1)	0,029	0,045	0,092	0,658	0,513
	Work Environment (X2)	0,091	0,051	0,252	1,799	0,077
a. Dependent Variable: RES2						

Source: Processed data, 2024.

Based on the test results in table 7, the glejser test model on the training variable (X1) obtained a significance value of 0.513 and the work environment (X2) obtained a significance value of 0.077 where both significance values (Sig.) > 0.05. Thus, the regression model on this data is concluded to have no heteroscedasticity interference, so this regression model is suitable for use as research data.

D. **Multiple Linear Regression Test**

Table 8. Multiple Linear Regression Test Results

	Coefficients[a]			
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	8,386	3,155		2,658	0,010
	Training (X1)	0,399	0,079	0,470	5,023	0,000
	Work Environment (X2)	0,403	0,090	0,399	4,477	0,000
a. Dependent Variable: Employee Performance (Y)						

Source: Processed data, 2024.

Based on the test results in the 8 tables above, the regression equation Y = 8.386 + 0.399X1 + 0.403X2 can be obtained. From the equation above, the following conclusions can be drawn:

a. The constant value of 8.386 means that if the training variables (X1) and work environment (X2) are not considered or have a value of zero, then employee performance (Y) will only be worth 8.386 points.

b. The training regression coefficient value (X1) of 0.399 is positive, this indicates that every one-unit increase in the training variable (X1) will result in an increase in employee performance (Y) of 0.399 points.

c. The work environment regression coefficient value (X2) of 0.403 is positive, this indicates that every one-unit increase in the work environment variable (X2) will result in an increase in employee performance (Y) of 0.403 points.

Table 9. Correlation Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,771[a]	0,594	0,581	2,380
a. Predictors: (Constant), Work Environment (X2), Training(X1)				

Source: Processed data, 2024.

Based on the test results in table 9, the correlation coefficient value is 0.771 where the value is in the interval of 0.600 to 0.799, meaning that the training and work environment variables have a strong relationship with employee performance. Based on the test results in table 9, the determination coefficient value is 0.594, so it can be concluded that the training and work environment variables have an effect on employee performance variables by 59.4% while the rest is (100-59.4%) = 40.6% influenced by other factors that were not studied.

Table 10. Hypothesis Test Results (F Test)

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	514,785	2	257,393	45,445	0,000
	Residual	351,153	62	5,664		
	Total	865,938	64			
a. Dependent Variable: Employee Performance (Y)						
b. Predictors: (Constant), Work Environment (X2), Training(X1)						

Source: Processed data, 2024.

Based on the test results in table 10, the calculated F value is obtained > F table or (45.445 > 2.750), this is also strengthened by the significance < 0.050 or (0.000 < 0.050). Thus, H0 is rejected and H3 is accepted, this shows that there is a significant simultaneous influence between training and work environment on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten.

E. Discussion of Research Results
1. The Effect of Training (X1) on Employee Performance (Y)

Based on the analysis results, training has a positive and significant influence on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten. This is evident from the simple linear regression equation, which shows that when training is at zero or constant, employee performance will remain at a certain value. The positive regression coefficient indicates a direct influence, meaning that each increase in training will enhance employee performance. The correlation coefficient for training falls within a range

that indicates a strong relationship with employee performance. Meanwhile, the coefficient of determination reveals that training makes a substantial contribution to performance, with the remainder influenced by other factors not examined in this study. Hypothesis testing supports that training has a positive and significant impact on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten.

This study's findings align with the research conducted by Risa Henriani and Endang Sugiarti on the influence of training on employee performance at PT Media Internusa Jakarta. Their study concluded that training has a positive and significant impact on employee performance, with a considerable contribution.

This research also supports the findings of Lipia Kosdianti and Didi Sunardi on the influence of training on employee performance at PT Satria Piranti Perkasa, Tangerang City. Their study concluded that training has a positive and significant impact on employee performance, with a significant contribution to performance.

2. The Influence of Work Environment (X2) on Employee Performance (Y)

Based on the analysis results, the work environment has a positive and significant effect on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten. This is evident from the simple linear regression equation, where the constant value indicates that when the work environment variable is at zero or constant, employee performance will remain at a specific level. The positive regression coefficient shows a direct influence, meaning that each increase in the work environment variable will lead to an increase in employee performance. The correlation coefficient for the work environment falls within a range that suggests a strong relationship with employee performance. The coefficient of determination reveals that the work environment contributes substantially to performance, with the remainder influenced by other factors not examined in this study. Hypothesis testing supports a positive and significant effect of the work environment on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten.

This study's findings align with research by Dede Sobari and Hamsinah on the effect of the work environment on employee performance at PT Sinar Citra Abadi. Their study concluded that the work environment has a significant impact on employee performance, contributing a substantial effect. The findings also support research by Herwin Tri Munardi, Tjipto Djuhartono, and Nur Sodik on the effect of the work environment on employee performance at PT National Finance. Their study concluded that the work environment has a significant effect on employee performance, with a notable contribution to performance.

3. The Influence of Training (X1) and Work Environment (X2) on Employee Performance (Y)

Based on the analysis results, training and the work environment simultaneously have a positive and significant effect on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten. This is reflected in the multiple linear regression equation, which indicates that when the values of training and work environment variables are zero or constant, employee performance will remain at a baseline level. The positive regression coefficients show a direct influence, meaning that each increase in the training variable will increase employee performance, as will each increase in the work environment variable. The correlation coefficient for the training and work environment variables combined falls within a range indicating a strong relationship with employee performance. The coefficient of determination reveals that training and work environment together contribute significantly to employee performance, with the remainder influenced by other factors not examined in this study. Hypothesis testing supports a positive and significant simultaneous effect of training and work environment on employee performance at PT Samwon Copper Tube Indonesia, Tangerang Regency, Banten.

This study's findings align with the research by Bachrudin Saleh Luturlean and Muhammad Rizky Rahman on the influence of training and work environment on employee performance at PT Antero Bahana Cemerlang (ABC Express Cargo). Their study concluded that training and work environment together significantly influence employee performance, with a substantial contribution.
The findings also support the research by Ika Suryono and Kevin Erik Saputra on the influence of training and work environment on employee performance at Crowne Plaza Residences Jakarta. Their study concluded that training and work environment together significantly impact employee performance, with a high contribution to overall performance

CONCLUSION

The conclusions from this study indicate that training and work environment have a significant influence on employee performance at PT Samwon Copper Tube Indonesia. Individually, training shows a strong relationship with performance, while the work environment also has a significant influence with a strong level of correlation. Together, training and work environment have a positive and significant impact on

employee performance, explaining much of the variation in employee performance, although other factors also contribute to a lesser extent.

This study has some limitations, such as focusing solely on the variables of training and work environment and a limited sample of only 65 respondents, which may not fully represent the actual conditions. It is recommended that future research incorporate additional methods, such as interviews, and consider other potential influencing variables to obtain more accurate and comprehensive results.

Several improvement suggestions are provided based on this study's findings. The company should tailor training content to meet the actual needs of employees for greater effectiveness. In terms of work environment, providing adequate facilities is crucial to support optimal performance. Additionally, the company is advised to provide clearer guidance regarding employee job descriptions to ensure they understand their responsibilities and roles within the company.

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