


Influence Of Human Relations And Work Environment On Employee Performance At PT Perkebunan Nusantara IV Regional IV Kebun Rimbo Satu

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Article Info	ABSTRACT
<p>Keywords: Human Relations. Work environment and employee performance</p>	<p>In an organisation there are many factors that affect employee performance. James (2014: 124) suggests 'there are several factors that affect employee performance including leadership, motivation, work environment, compensation, organisational culture, job satisfaction, competence and work discipline'. So employees as much as possible solve their work problems, for maximum achievement there must be proper human relations. This study was conducted to determine and analyse what kind of influence human relations and work environment on employee performance at PT Perkebunan Nusantara IV Regional IV Kebun Rimbo Satu. The purpose of this study was to determine and analyse the effect of human relations and work environment on employee performance. The method of analysis in this study is to use quantitative methods with data collection using questionnaires. The type of data used in this study is primary data, the data collection method used is a questionnaire and processed using SPSS 20. Respondents who were sampled were employees of PTPN IV Region IV Kebun Rimbo Satu. Based on the T test shows that the human relations variable has no positive and significant effect on employee performance ($1,360 < 1,668$), while the work environment has a positive and significant effect on employee performance ($2,466 > 1,668$). Based on the coefficient of determination (R^2) shows that human relations and the work environment have a positive effect and significant effect on employee performance.</p>
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INTRODUCTION

Human resources are capital that plays an important role for the company in developing and carrying out its operational activities. And every employee, will produce better performance at any time inseparable from the knowledge of the creativity they have, as well as the responsibility of the workers in completing their work as expected by the company, whether or not each employee increases from time to time all depends on how the company manages its human resources. (Pratiwi, 2020)

Human resource management cannot be separated from the employee factor, which is expected to have the best possible creativity and performance in order to achieve company goals. Employee performance is the company's most important asset and plays a key role as a thinker, planner and manager of company activities, employees need good human relations and work environment to work more diligently. Performance is an output obtained after a person performs his duties and obligations at work and is based on experience skills, as well as time influenced by factors from within the company and outside the company (Nurmainingsih & Wahyono, 2017). Robbins & Judge (2008) explain that employee performance is the achievement of work according to certain criteria applied in the job. (Ulfa, 2022)

According to Mathis and Jackson, they explain that HR is a design of various formal systems in an organisation with the aim of ensuring the effective and efficient use of human skills to achieve organisational or company goals as desired. (Dr Agus Wibowo, 2020:09). According to Rini (2022) "Human Relations can be defined as persuasive communication between people who are in a formal organisational structure in achieving certain goals or outcomes". Human Relations is more than just sending and receiving messages, and also seeks to develop the potential of human resources. Human Relations, as we all know is the way we understand human nature and humanity and learn to accept others as they are to foster a positive work atmosphere that can improve morale and affect productivity. (Prayogi & Dirbawanto, 2023).

According to previous research conducted by (Rahayu, 2017) Human Relations has a positive and significant effect on employee performance. Research obtained $t_{count} > t_{table}$ (2.377 > 1.669). because $t_{count} > t_{table}$ (2.377 > 1.669), then H_0 is rejected and H_a is accepted. This means that there is a positive and significant effect on Human Relations on Employee Performance at PT Perkebunan Nusantara III Medan (Persero) Medan. Further research by (Widodo and Susanti 2017) states that human relations have a positive and significant effect on the work ethic of PT Pelindo employees can be accepted.

Human Relations is an important element in building the image of self, group, organisation or even company. By building good human relations, employees will feel more comfortable and there will be better cooperation between fellow employees and employees with superiors. PT Plantation Nusantara IV Regional IV Jungle Garden One has a large number of employees consisting of several teams, and each employee and supervisor must work together well and complement each other. Human relations that exist between employees and superiors at PT Plantation Nusantara IV Regional IV Jungle Garden One are still not good so that it can affect employee performance.

Basically, if the company wants to get optimal employee performance in accordance with the goals and targets that have been determined, the company must provide a good relationship between employees (human relations) so that employees can devote their energy, thoughts and creativity into their work. (Neovita, 2023)

To achieve standard work, organisations must create a good environment. In other words, the work environment must provide healthy, comfortable, safe and pleasant conditions for all employees to complete their work. The environment is everything that

surrounds living things and affects the development of life. According to Bintaro, the environment is everything that surrounds human life. These things such as objects or nonobjects, as well as influencing and being influenced by the attitudes and actions possessed by humans.

The ideal work environment is a conducive work environment and understands the balance of career and personal life. (Neovita, 2023) The work environment is one of the factors that greatly affects employee performance because the work environment can create a binding working relationship between the people in the environment. For employees, the work environment is a very influential part of the operation of a company. Especially in companies engaged in oil palm plantations, it requires a conducive work environment so as to get effective performance and will make the company's productivity run well.

In addition, the physical work environment is equally important because it can affect employees in the workplace. A clean and comfortable environment can make employees happy at work and can affect their work results. Conversely, if the condition of the work environment is inadequate, it will have a negative impact on reducing the productivity level of employee performance.

Based on the results of preliminary observations at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu, problems were found regarding the not optimal implementation of human relations, this can be seen from the pressure at work from changes in leadership, and the existence of communication that is not smooth as employees who do not understand the orders of the leadership so that mistakes occur in work. In addition, there are also no ongoing sanctions for rules violated by employees for employee tardiness. And also not the optimal state of the work environment. The company also needs to pay attention to basic things, such as cleanliness, spacious rooms, noise and buildings from the company.

Problem Formulation

Based on the background of the problem and problem identification, the following problems can be formulated in the study:

1. How does Human Relations affect Employee Performance at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu ?
2. How does the influence of Work Environment on Employee Performance at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu
3. How is the effect of Human Relations and Work Environment on Employee at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu ?

Research Objectives

Based on the formulation of the problem above, the purpose of this study is to find out about:

1. To study and analyse the effect of Human Relations on employee performance at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu ?
2. To study and analyse the effect of the work environment on employee performance on PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu ?

3. To study and analyse the effect of Human Relations and Work Environment on employee performance at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu ?

Benefits of Research

The benefits that will be expected are:

1. Benefits for the Company

It is hoped that this writing can be used as a consideration and input to PT Plantation Nusantara IV Regional IV Kebun Rimbo Saru with Human Relations and Work Environment for employees in order to improve their performance and hard work in working to achieve the desired organisational goals.

2. For Universitas Dharmas Indonesia

The results of this research can add to the collection at the University of Dharmas Indonesia library and can be a reference for readers who need it.

3. Benefits for Researchers

- a. As one of the requirements for completing studies at the University of Dharmas Indonesia

- b. To increase knowledge in connection with the knowledge gained and tekuni and can contribute ideas in analysing the influence of Human Relations and Work Environment on employee performance at PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu.

Overview

Human Relations

Translating the meaning of the word 'Human Relations'. Literally translated as human relations, this is not wrong but this translation does not contain the true meaning of human relations, because the emphasis of human relations is on the 'human'. The human factor in these relations is not in its form, but rather the characteristics, character, behaviour, or other psychological aspects of humans. (Adawiyah, 2020:05)

In previous research conducted by (Afrian Rahman & Kasmiruddin, 2017) there are several indicators of human relations according to Uchajana, (2009: 63) namely: (a) There is communication, (b) There is direction, (c) There is openness, (d) There is mutual respect, (e) There is loyalty.

Work environment

According to (Prasetyo, E, B., 2021) the work environment is the overall tooling and materials faced where a person works his work methods and work arrangements both as an individual and as a group. According to Sedarmayanti (in Intaghina, 2008) the work environment indicators are as follows: (a) Lighting, (b) Air temperature, (c) Noise (d) Use of colour, (e) Space required, (f) Ability to work, (g) Relationships between employees.

Employee Performance

Performance is the most important asset of an organisation. The progress of the organisation will lie in how employees are able to carry out work with full responsibility (Kelik Purwanto, 2020). According to Rivai (2018), employee performance is the real behaviour that each person displays as a work achievement produced by employees in accordance with: (a) Hygiene Factors, which include salary, personal life, quality of

supervision, working conditions, job security, and interpersonal relationships. (b) Motivation Factors, which are related to the content of work which includes success, (Lutfiya & Anah, 2022).

According to Robbins (2016: 260) performance indicators are tools to measure the extent of employee performance achievement. Here are some indicators to measure employee performance: (1) Work Quality; (2) Quantity; (3) Timeliness; (4) Effectiveness; (5) Independence

METHODS

Presented in this section are the population and sample, data analysis methods and techniques, and data collection process. The population in this study were employees who were in the office of PT Perkebunan Nusantara IV Regional IV Kebun Rimbo Satu, which amounted to 68 employees. The sample is part of the population whose results represent the overall symptoms observed. The sample technique used is total sampling / saturated sampling. 'Saturated sampling is a sampling technique when all members of the population are used as samples'. Sugiyono (2016: 85). So the sample in this study amounted to 68 samples. Collection where the questionnaire contains a list of five-level Likert scale questions, related to the influence of human relations and work environment variables. The research questionnaire contains 36 statement items related to the research variables, namely human relations (X1), work environment (X2), and employee performance (Y).

Data were processed statistically and hypothesis testing was carried out using the SPSS20 programme.

1. Validity and Reliability Test. The validity test is carried out to determine whether there are questions on the questionnaire that must be discarded or replaced because they are considered invalid. The test was carried out statistically through the SPSS programme tool. The testing technique used for the validity test is to use the Bivariate Pearson correlation (Pearson Product Moment). If $r_{count} \geq r_{table}$ (one-sided test with a significance of 0.05) then the instrument or question items are significantly correlated to the total score (declared valid).
2. The reliability test is used to determine whether the instrument, in this case a questionnaire, can be used more than once, at least by the same respondent. Because this research instrument is in the form of a questionnaire (questionnaire) and a multilevel scale, the instrument reliability test uses the Cronbach Alpha provisions.

RESULTS AND DISCUSSION

Data analysis techniques used:

Descriptive analysis

Descriptive analysis is a statistic used to analyse data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalisations (Sugiyono, 2017) which aims to provide a descriptive or description of the data that has been obtained. The following are the results of descriptive analysis testing

Descriptive analysis

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
Human Relation (X1)	68	52	75	64,59	5,885
Lingkungan Kerja (X2)	68	28	55	42,25	6,235
Kinerja Karyawan (Y)	68	30	50	42,59	4,278
Valid N (listwise)	68				

Multiple linear regression analysis

Multiple linear regression analysis is used to determine the magnitude of the influence of independent variables, namely Human Relations experience (X1) and Work Environment (X2) on employee performance on the dependent variable together can be calculated through a multiple regression equation.

Multiple linear regression analysis

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	25,364	5,371		,722	000
X1 Human Relation	,126	,093	,173	,360	178
X2 Lingkungan Kerja	,215	,087	,314	,466	016

a. Dependent Variable: Y Kinerja Karyawan

T Test

The degree of freedom (df) $N-k-1$ is $68-2-1 = 65$ (N is the number of respondents and k is the number of independent variables) so the result obtained for the t table is 1.668.

Table T Test

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	25,364	5,371		4,722	,000
Human Relation (X1)	,126	,093	,173	1,360	,178
Work Environment (X2)	,215	,087	,314	2,466	,016

a. Dependent Variable: Employee Performance (Y)

Source: processed data SPSS 20 (2024)

From the table data above, it can be interpreted as follows:

a. Human relations (X1) on employee performance (Y)

It can be seen that t count 1.360 and t table 1.668 where t count is smaller than t table ($1.360 < 1.668$) this shows that the independent variable human relations does not have a positive and significant effect on the dependent variable employee performance. And the level of significance is greater than alpha ($0.178 > 0.05$), it can be obtained that H_0 is accepted and H_1 is rejected, meaning that human relations (X1) have no effect significant on employee performance (Y).

b. Work environment (X2) on employee performance (Y)

It can be seen that t count 2.466 and t table 1.668 where t count is greater than t table (2.466 > 1.668) this shows that the independent variable work environment has a positive and significant effect on the dependent variable employee performance. And the significance level is greater than alpha (0.016 < 0.05), it can be obtained that Ho is rejected and H2 is accepted, meaning that the work environment (X2) has a positive and significant effect on employee performance (Y).

f test

Testing is done with the f test (ANOVA). The f test uses a significance level of 0.05 (2-sided test) with a degree of freedom df 2 (N-k-1) or 68-2-1 = 65, so the results obtained for the f table are 2.36.

Table F Test

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	220,011	2	110,005	7,104	,002 ^b
Residual	1006,460	65	15,484		
Total	1226,471	67			

a. Dependent Variable: Employee Performance (Y)
 b. Predictors: (Constant), Work Environment (X2), Human Relation (X1)

Source: processed data SPSS 20 (2024)

From the table data above, it can be seen that this test is carried out by comparing the value of f count with f table, because the value of f count is greater than the value of f table (7.104 > 2.36) and the level of significance (0.002 < 0.05). So Ho is rejected and H3 is accepted, which means that this is done together between human relations and the work environment has a significant effect on employee performance.

Determinant Coefficient Test (R2)

Table Determinant Coefficient Test (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424 ^a	,179	,154	3,935

a. Predictors: (Constant), human relation (X1), Work Environment (X2)
 b. dependent Variable, Employee Performance (Y)

Source: processed data SPSS 20 (2024)

Based on the results of the coefficient of determination test in the table above, the R-square value is 0.179 (17.9%). This shows that the contribution of human relations and work environment variables to employee work is 0.179. Which means that the effect of human relations and work environment on employee performance is 17.9%, while 82.1% is influenced by other factors that are not included in this research model.

CONCLUSION

Based on the results of research and data analysis that has been done and described about the Effect of Human Relations and Work Environment on Employee Performance at PT

Perkebunan Nusantara IV Regional IV Kebun Rimbo Satu, it can be concluded that the independent variable human relations does not have a positive and significant effect on the dependent variable employee performance ($1.360 < 1.668$) and the independent variable work environment has a positive and significant effect on the dependent variable employee performance ($2.466 > 1.668$). For the Company: PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu to pay more attention to the small things of communication between superiors with employees so that the relationship between atsan and employees is well established and can achieve the company's work objectives. In environmental conditions, PT Plantation Nusantara IV Regional IV Kebun Rimbo Satu is expected to pay attention to basic things such as air temperature in the workplace. To continue to maintain employee performance so that it continues to increase every time, employees are expected to cooperate with fellow employees in order to achieve optimal company goals. For Future Researchers For further researchers, hopefully this research can be material or additional data for research recommendations, further researchers in other places to gain a broader understanding of employee performance in various companies.

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