

The Influence Of The Work Environment, Emotional Intelligence, And Job Characteristics On Employee Performancesimpang Empat District Office, Asahan District

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Abstract:

This research aims to analyze the influence of the work environment, emotional intelligence, and job characteristics on employee performance at the Simpang Empat District Head Office, Asahan Regency. This research uses a survey method with a questionnaire as a data collection instrument. Respondents consisted of employees at the Simpang Empat Subdistrict Office who were chosen randomly. The sample in this study amounted to 33 people. The research results show that the work environment partially has a positive effect on employee performance; emotional intelligence partially has a positive effect on employee performance; job characteristics partially have a positive effect on employee performance; and the work environment, emotional intelligence and job characteristics simultaneously have a positive effect on employee performance. Job characteristics have also been proven to have a significant effect on employee performance. Aspects such as job variety, responsibility, and autonomy at work have a positive correlation with employee performance. With variety and appropriate responsibilities, employees tend to be more motivated and high-performing

Keywords Emotional Intelligence; Job Characteristics; Employee Performance

Introduction

Execution is something that can add to the advancement of an organization. Execution can assist the organization with accomplishing the work program that has been set. Representative execution will impact the objectives of a specific organization. Employee performance will be affected by needs, job design, job satisfaction, fairness, and low expectations. High and low levels of employee work motivation can be influenced by these factors. Great execution is ideal work—to be specific, execution as indicated by hierarchical guidelines. With great work, every representative can finish the work and obligations that have been given, and representatives who have a decent degree of work can add to completing organization exercises whose advantages can accomplish objectives. arranged organization (Nawawi, 2001). The Simpang Empat Subdistrict Office is an association or establishment under the support of the subdistrict government, as in its exercises the subdistrict government. In this situation, the subdistrict head and his representatives are expected to have great ability to accomplish foreordained objectives and endeavor to further develop administrations in the local area; consequently, an administration is required that truly works as a local area/public help and not similarly as an administration instrument. Aside from that, the sub-locale head should fabricate an open working climate for his representatives by focusing on all work needs and establishing a decent work space, so later the workers will have every one of the capabilities to do their exhibition.

To accomplish predominant representative execution, associations and organizations specifically need to comprehend the inspirations and requirements of workers in their workplace perpetually. The primary goal of implementing the quality-of-work-life concept is not to improve employee performance but rather to emphasize how work can improve employee performance. The principal components of the nature of the Simpang Empat sub-region office's work life in this exploration are the manner in which the organization is concerned. In this situation, the Simpang Empat sub-locale office is concerned with what work can mean for individuals, authoritative viability, and the significance of cooperation by Simpang Empat sub-area representatives in the dynamic cycle, particularly those connected with the representative's vocation, pay and future at work. Enhancement and strengthening of HR will be firmly connected with worker attributes, which will be felt by representatives. In the event that the functioning circumstances accessible are sufficient, representatives will be ideal in their work. As such, representatives in an organization will fulfill their obligations to the greatest degree conceivable, assuming they are worked on with great and suitable gear, which will bring about ideal work execution in finishing their work and obligations. Every organization wants employees who perform well. Truly, the exhibition of representatives doesn't match the organization's assumptions, particularly at the Simpang Empat Locale Administrative Center. Analysts found that representative work execution was low. Because of low representative work execution, the organization's efficiency diminishes, and they can't offer ideal assistance to the local area as per their capabilities and obligations, with the goal that the office encounters impediments in its turn of events.

Literature Review / State-of-Arts / Research Background

As indicated by (Lewa & Subowo, 2005), the climate is planned so that work connections can be established that tighten laborers to their current circumstances. Employees can perform their duties optimally, safely, and comfortably in a good workplace. A horrible climate can request more work and time and doesn't uphold the making of an effective work framework plan. The workplace is a region or work environment. The meaning of workplace has a few definitions set forward by specialists, including (Heizer & Render, 2010), who characterize the workplace as "a position of work that impacts work results and the nature of their work life." (Sedarmayanti & Haryanto, 2017) characterizes the workplace as "all circumstances around the work environment that will impact representatives either straightforwardly or by implication on their work." This is in accordance with the meaning of the workplace set forward by (Ichsan et al., 2021), who characterizes the workplace as "the whole work foundation around representatives who are doing work, which can impact the execution of the actual work.

. The term capacity to understand people on a profound level arose broadly during the 1990s. Already (Goleman, 2009) recommended eight insights in people (different insights). (Goleman, 2003) that the different insights proposed by Gardner are an indication of the dismissal of the scholarly remainder (intelligence level) view. According to Salovey (Goleman, 2009), the fundamental definition of emotional intelligence is Gardner's personal intelligence. The knowledge being referred to is relational insight and intrapersonal knowledge. Individual emotions can be sorted, satisfaction can be sorted, and mood can be controlled with emotional intelligence. Mind-set coordination is at the core of good, friendly connections. (Goleman, 2003) states: "The

capacity to understand anyone on a deeper level is close to home capacity, which incorporates the capacity to control oneself, having perseverance while dealing with an issue, having the option to control driving forces, persuading oneself, having the option to manage state of mind, and the capacity to identify and construct associations with others." The capacity to appreciate people at their core can place an individual's feelings in the right place, figure out fulfillment and direct temperament. Temperament coordination is at the core of good, friendly connections. Assuming somebody is great at adjusting to the mind-sets of others or can identify, they will have a decent degree of emotionality and will all the more effectively adjust to social collaborations and their current circumstances.

(Mangkuprawira, 2003) states that work qualities are the ID of different work aspects that all the while work on hierarchical proficiency and occupation fulfillment. In the interim, (Darmawan et al., 2021) states that a task that has qualities that are alluring to representatives and enjoyable to do can be an inspiration for workers. Morgeson and Humphrey (2016: 83) characterize work qualities as the strategies used to follow through with a task and the extent of work given. As indicated by (Arraniri et al., 2021), work attributes are the nature of assignments that incorporate liabilities, kinds of undertakings and the degree of fulfillment felt from the actual gig. The majority of people are more motivated by jobs that are not intrinsically satisfying than by jobs that are. As per (Ichsan et al., 2021), work qualities are the central components of work that contain the qualities of the undertakings in a task. (Simamora, 2018) says that work attributes are a way to deal with work advancement.

Next up is the meaning of representative execution, on which most authorities on the matter would agree. (Mangkunegara, 2011) states that representative presentation is the aftereffect of work as far as quality and amount accomplished by a worker in doing his obligations as per the obligations he has been given. In the mean time, as per (Dessler, 2015), representative exhibition (work accomplishment) is the representative's genuine accomplishment contrasted with the representative's normal accomplishment. The normal work execution is a standard exhibition arranged as a kind of perspective, so you can see the representative's presentation as indicated by their position contrasted with the principles made. In the mean time, as per (Sedarmayanti & Haryanto, 2017), execution is deciphered as execution, which additionally implies work execution execution or work appearance.

Methodology

In a study, the population is a group of people or things with similar characteristics. (Arikunto & Yuliana, 2008) makes sense of the fact that "the populace is the whole examination subject." In the meantime, the (Sugiyono, 2016) populace is "a summed-up region comprising items or subjects that have specific characteristics not entirely set in stone by specialists to be concentrated and afterward ends drawn. As indicated by (Sugiyono, 2017), the soaked example assurance strategy, or all-out examination, is an example assurance method when all individuals from the populace are utilized as tests. The examples taken in this exploration were workers of the Simpang Empat sub-region head, whose situation in the hierarchical construction was 34 individuals; in this example, the sub-locale head was not utilized as a respondent in this examination. The justification for involving the whole populace as an example is on the grounds that it addresses the whole populace since, supposing that the populace is under 100, (Arikunto & Lia, 2017) stated that "it is better to take all of them if there are less than one hundred subjects so that the research is a population and all of them are used as research samples." As per (Santoso, 2016), legitimacy tests are utilized to decide how exactly an estimating instrument can carry out its role. The estimating device that can be utilized in testing the legitimacy of a poll is the connection number between the explanation score and the general score of the respondent's assertions in regards to the survey data.

Case studies/experiments/ demonstrations/ application functionality

Tk. based on the DPRD-GR's decision II Asahan: 3/DPR-GR/1963 On February 16, 1963, it was recommended that the capital of Asahan Rule be moved from the District of Tanjung Balai to the city of Kisaran because the Region of Tanjung Balai could foster itself more and, furthermore, because the area of Kisaran City was more vital for the Asahan locale. This was just acknowledged on May 20, 1968 and was built up by unofficial law Number 19 of 1980, State Newspaper of 1980 Number 28, State Supplement Number 3166. In 1982, Kisaran City was assigned as an authoritative city in light of Unofficial Law Number 17 of 1982 and Paper State Number

26 of 1982. With the Declaration of the Pastor of Home Undertakings Number 821.26-432 dated January 27, 1986, the Asahan Aide Official's Functioning Region was shaped into three Asahan Associate Regions. 40 preparation villages and 15 preparation villages have been established in the Level II Asahan Region in accordance with the Minister of Home Affairs of the Republic of Indonesia's Regulation No. 4 of 1981 and the Level I Regional Regulation of North Sumatra's Regulation No. 5 of 1983, respectively, regarding the formation, unification, splitting, and abolition of villages. fifteen) spread across a few sub-locales, whose conclusive introduction was completed by the Legislative Leader of the Top of the Level I District of North Sumatra on February 20, 1997, as per the Pronouncement of the Legislative Leader of the Top of the Level I Locale of North Sumatra Number 146/2622/SK/Year 1996 dated August 7, 1996.

Validity test

The measure of a measuring instrument's ability to measure what it intends to measure is known as validity. High validity indicates a valid instrument. Then again, an instrument that is less legitimate means it has low legitimacy (Arikunto & Lia, 2017). Before the information assortment is done, the inquiries in the survey are tried first to determine their legitimacy and unwavering quality. The estimation strategy utilizes SPSS; the determined incentive for this test can be known through the consequences of information handling by means of SPSS adaptation 24.00 (see connection). In the interim, the r table incentive for $n = 33$ and a mistake level (α) of 0.05% is 0.344 ($db = n-2$). From the legitimacy test process completed on these respondents, the summed-up results can be displayed in the accompanying table:

Table 1. Variable Validity Test Results (X1)

Variable	r _{count}	r _{table}	Description
1	0,663	0,344	Valid
2	0,560	0,344	Valid
3	0,718	0,344	Valid
4	0,768	0,344	Valid
5	0,518	0,344	Valid
6	0,393	0,344	Valid
7	0,475	0,344	Valid
8	0,772	0,344	Valid
9	0,663	0,344	Valid
10	0,563	0,344	Valid

Table 2. Variable Validity Test Results (X2)

Variable	r _{count}	r _{table}	Description
1	0,451	0,344	Valid
2	0,545	0,344	Valid
3	0,639	0,344	Valid

4	0,713	0,344	Valid
5	0,552	0,344	Valid
6	0,584	0,344	Valid
7	0,667	0,344	Valid
8	0,729	0,344	Valid
9	0,501	0,344	Valid
10	0,584	0,344	Valid

Table 3. Variable Validity Test Results (X3)

Variable	r _{count}	r _{table}	Description
1	0,345	0,344	Valid
2	0,496	0,344	Valid
3	0,681	0,344	Valid
4	0,765	0,344	Valid
5	0,414	0,344	Valid
6	0,461	0,344	Valid
7	0,667	0,344	Valid
8	0,732	0,344	Valid
9	0,713	0,344	Valid
10	0,484	0,344	Valid

Table 4. Variable Validity Test Results (Y)

Variable	r _{count}	r _{table}	Description
1	0,413	0,344	Valid
2	0,685	0,344	Valid
3	0,675	0,344	Valid
4	0,745	0,344	Valid
5	0,638	0,344	Valid
6	0,579	0,344	Valid
7	0,562	0,344	Valid
8	0,756	0,344	Valid
9	0,452	0,344	Valid
10	0,703	0,344	Valid

Based on tables 1 to 4, all statements in each variable have a coreccted item correlation (rcount) value greater than rtable.

Reliability Test

Being trustworthy is a hallmark of reliability. A measuring instrument is said to be reliable if the same results are obtained each time it is used by the same researcher or other researchers (Priska et al., 2020). Unwavering quality testing utilizing SPSS will be done utilizing Dependability Examination Measurements with Cronbach Alpha (α). In the event that the Cronbach Alpha (α) value is > 0.60 , one might say that the variable is dependable. The aftereffects of this exploration's unwavering quality test are as per the following:

Table 5. Variable Reliability Test

Variable	Cronbach'sAlph	N of Items	Reabilitas Status
X₁	0,853	10	Reliabel
X₂	0,848	10	Reliabel
X₃	0,807	10	Reliabel
Y	0,860	10	Reliabel

It is known that each indicator has an alpha value that is ($>$) greater than 0.6 when comparing the Cronbach Alpha calculation results for each indicator with an alpha standard of 0.6. In light of these outcomes, it tends to be presumed that all marks of the factors utilized in the exploration are solid or dependable.

Hypothesis testing

During the assessment of this information, the creator will test all or a piece of the speculation. Additionally, the author searches for the necessary characteristics using personal computer software, specifically the SPSS for Windows program. As a result, the following information is found to be helpful in evaluating this data:

Table 6. Regression Coefficient Statistical Test Results

Model		Unstandarize d Coefficients		Standardize d Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	3.355	4.974		.674	.505
	lingkungan.kerja	.425	.110	.450	3.873	.001
	kecerdasan.emosional	.274	.111	.293	2.477	.019
	karakteristik.pekerjaan	.287	.123	.305	2.334	.027

Based on table 6 above, the following regression equation can be created:

$$Y = 3.355 + 0.425X_1 + 0.274X_2 + 0.287X_3 + \varepsilon$$

The condition above makes sense because the beta coefficient esteem is 3.355. This expresses that assuming the workplace factors, the capacity to appreciate anyone on a deeper level, and occupation qualities are equivalent to nothing, then, at that point, the representative's presentation will be worth 3.355 units. The workplace coefficient has a positive worth, specifically 0.425; this shows that on the off chance that the workplace

variable is expanded by 1 unit, worker execution will increment by 0.425 units. In the interim, the ability to appreciate people on a profound level coefficient is positive, in particular 0.274. This additionally shows that assuming the ability to appreciate people on a deeper level is expanded by 1 unit, representative execution will increment by 0.274 units. Furthermore, the coefficient of the gig quality variable likewise has a positive value, specifically 0.287. Assuming that work attributes increment by 1 unit, this will be followed by an expansion in representative execution of 0.287 units.

Hypothesis Testing with F Test

The table below shows the results of speculation testing on the synchronous impact of human resource development, discipline, and occupational qualities on work execution:

Table 7. Simultaneous Test Results (F Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.243	3	12.081	25.355	.000 ^b
	Residual	13.818	29	.476		
	Total	50.061	32			

The Fcount value is 25.355, and the significance value is 0.000, as shown in the table above. The Ftable value (with a confidence level of 95 percent) is known to be 0.05, which is 2.870. Consequently, the value of Fcount > Ftable (25.355 > 2.870) implies that Ho is dismissed and acknowledges the speculation in this examination that the workplace, the capacity to understand people on a profound level, and occupation qualities all the while decidedly affect the presentation of representatives at the Simpang Empat Locale Administrative Center, Asahan Regime.

Conclusion

The workplace, to some degree, definitely affects the presentation of representatives at the Simpang Empat Subdistrict Office, Asahan Regime. The capacity to understand individuals on a profound level to some degree emphatically affects the presentation of workers at the Simpang Empat Subdistrict Office, Asahan Rule. Work qualities, to some extent, definitely affect the presentation of representatives at the Simpang Empat Subdistrict Office, Asahan Rule. Employee performance at the Simpang Empat District Head Office, Asahan Regency, is positively influenced by the work environment, emotional intelligence, and job characteristics simultaneously. The R Square worth is 0.724. This demonstrates that work environment variables, emotional intelligence, and job characteristics can account for 72.40% of employees' performance at the Simpang Empat District Head Office, Asahan Regency, while unstudied variables account for the remaining 27.60%.

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