



**THE INFLUENCE OF WORK ENVIRONMENT, TRAINING AND PLACEMENT ON PT  
EMPLOYEE PERFORMANCE INDONESIA PALM OIL CALENDAR**

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**ABSTRACT**

*The purpose of this study was to examine the effect of the work environment, training and placement on employee performance at PT. Kencana Indonesia Palm. This research is based on the results of testing of 126 respondents at PT. Kencana Indonesia Palm. This study uses research respondents who are directly distributed and uses multiple linear regression techniques to test research data with the help of SPSS 25. This study uses the work environment, training, and placement of independent variables and one dependent variable, namely: employee government performance. The results showed that partially, the work environment had a significant influence on employee performance, training had a significant effect on employee performance, and placement had a significant effect on employee performance.*

**Keyword:** *Work Environment, Training and Placement, Employee Performance*

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**INTRODUCTION**

Performance is a description of the level of achievement of an activity in realizing the goals, objectives, mission and vision of an organization as stated in an organization's strategic planning (Mamangkey, 2015). It can be concluded that performance is the level of how far HR carries out their work based on the responsibilities they carry out.

According to Sasra (2015) the factors that influence employee performance are: employee ability, motivation, work knowledge, employee relationships with co-workers, support and support from superiors.

According to Pokatong (2015) the environment is outside institutions that have the potential to influence organizational performance. Meanwhile, according to Sofyan (2013), the work environment is everything around an employee that influences him in completing the tasks given to him in an organization. From the opinion above, it can be concluded that training is an activity intended to increase the knowledge and skills of employees so that they are more skilled and able to carry out work where the training material is determined according to job needs and its implementation is carried out in a short time.

Yulasmı (2016) states that placement is the process of filling a position or reassigning an employee to a new, different task or position. It can be concluded that placement is the process of placing a position or position appropriately.

Pokatong (2015) states that the factors that need to be considered in employee placement are: educational background, physical and mental health, age of human resources and marital status.

### **The Influence of the Work Environment on Employee Performance**

According to Weol (2015), work environments such as: a pleasant workplace atmosphere, harmonious co-worker relationships and the availability of good work facilities influence employee performance.

The work environment has a positive and significant influence on employee performance (Weol, 2015), (Runtunuwu et al., 2015), and (Mamangkey et al., 2015).

H1: The work environment is thought to have a positive and significant effect on employee performance.

### **The Effect of Training on Employee Performance**

According to Rosa (2015), job training here can consist of training to improve the ability to carry out tasks, training to change behavior, training to increase discipline, and training to increase knowledge which can influence employee performance. These results are in line with research (Sasra, 2015), (Weol, 2015), and (Mamangkey et al., 2015) showing that training simultaneously has a positive and significant effect on employee performance.

H2: Training is thought to have a positive and significant effect on employee performance.

### **The Effect of Placement on Employee Performance**

According to Bagus (2013), placements such as: academic achievement, work experience, physical and mental health, marital status, and age for placement influence employee performance. These results are in accordance with research (Bagus, 2013), (Ogi, Mekel, & Rori, 2014), and (Yulasmı, 2017) showing that placement has a positive and significant effect on employee performance.

H3: Placement is thought to have a positive and significant effect on employee performance

## **RESEARCH METHODS**

The research method uses quantitative research. Based on the background and framework of thought presented in the previous chapter, the research objects are variables X1 (Work Environment), X2 (Training), X3 (Placement) and variable Y (Employee Performance).

The population for this research were employees at the PT factory. Kencana Palm Indonesia is in Nagari Sungai Kunyit, Kec. Sangir Balai Janggo, South Solok Regency, West Sumatra Province. The total population in this study included 126 employees. The sampling used in this study was a total sampling technique. The type of data used is cross sectional data with primary data sources. The measurement scale in this research is an interval scale and a 1-5 Likert scale.

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The data collection instrument in this research used a questionnaire. How to collect data by distributing a list of questions to respondents. The definition of the variables used in this research is clarified, namely the dependent variable (Y) employee performance and the independent variable (X) work environment, training and placement.

**Table 1**  
**Operational Definition**

No	Variable	Understanding	Indicator	Measurement Scale
1.	Performance Employees (Y)	Employee performance is the level to which HR completes their work tasks in accordance with their duties and responsibilities.	1. Work quality 2. Quantity 3. Punctuality 4. Independence 5. Work commitment	Likert Scale
2.	Working environment (X1)	The work environment is everything around humans that can have an influence on activities and actions, either directly or indirectly in carrying out daily activities and has a big influence on the running of a good work system in the work environment of a company.	1. Work atmosphere 2. Relationship with coworkers 3. Availability of work facilities	Likert Scale
3.	Training (X2)	Training is an activity intended to increase the knowledge and skills of employees so that they are more skilled and able to carry out work where the training material is determined according to job requirements and its implementation is carried out in a short time.	1 Learning Experience (learning experience) 2 Trainer Quality (Trainer Quality) 3 Training Design (training design).	Likert Scale
4.	Placement (X3)	Placement is the process of placing a position or position appropriately.	1. Education 2. Working knowledge 3. Job skills Work experience	Likert Scale

## RESULTS AND DISCUSSION

### 1. Normality test

**Table 2**  
**Normality Test Results**

<b>One-Sample Kolmogorov-Smirnov Test</b>	
	Asymp. Sig. (2-tailed)
Unstandardized Residuals	0.200

*Source: SPSS data processing results*

Based on table 2, it can be seen that the results of the normality test show that the significant value of the Kolmogorov-Smirnov test is because it is  $0.200 > 0.05$  and has a normal distribution, so the data can be used for further research.

### 2. Multicollinearity Test

**Table 3**  
**Multicollinearity test results**

<b>Variable</b>	<b>Tolerance</b>	<b>VIF</b>
Work environment	,974	1,027
Training	,979	1,022
Placement	,995	1,005

*Source: SPSS data processing results*

Based on table 3 above, it can be seen that the tolerance value for the independent variables is 1.027 (Work Environment 0.974), (Training 0.979) and (Placement 0.995) is above the tolerance standard of 0.10, while the VIF value for all independent variables is more than 10, namely 1.027 (Work Environment), 1.022 (Training) 1.005 (Placement). This means that the results of the analysis show that there are no symptoms of multicollinearity so that the test is feasible using a multiple regression model.

### 3. Heteroscedasticity Test

**Table 4**  
**Heteroscedasticity Test Results**

<b>Variable</b>	<b>Q</b>	<b>Sig.</b>
Work environment	1,290	,200
Training	-,820	,414
Placement	,325	,746

*Source: SPSS data processing results*

Based on table 4 above, it can be seen that the significance probability values for the independent variables are 0.200 (Work Environment), 0.414 (Training), 0.746 (Placement) which are above the confidence level of 5%, so it can be concluded that this regression model does not contain heteroscedasticity.



4. Multiple Linear Regression Test Results

**Table 5**  
**Multiple Linear Regression Test Results**

Variable	Coefficients	Std. Error	Sig.
(Constant)	13,977	3,506	,000
Work environment	-,183	,090	,045
Training	,168	,083	,046
Placement	,719	,080	,000

Source: SPSS data processing results

Based on table 5, a summary of the test results can be provided with the following regression equation:

$$Y = 13.977 + 0.183 (X1) + 0.168 (X2) + 0.719 (X3) + e$$

Where:

Y = Employee Performance

X1= Work Environment

X2= Training

X3= Placement

E = error

From this equation it can be seen that:

1. This constant = 3.506 shows that without the independent variables (Work Environment, Training and Placement) there will be an increase in employee performance, which is equal to the constant value, the result of which is 13.977.
2. Work Environment regression coefficient
3. The Training regression coefficient
4. The placement regression coefficient
5. T test

**Table 6**  
**T-Test (statistical test)**

Variable	t-count	Sig.	Conclusion
Work environment	-2,023	,045	Accepted
Training	2,014	,046	Accepted
Placement	8,981	,000	Accepted

Source: SPSS data processing results

This test aims to determine the significant relationship of each independent variable to the dependent variable. The t test was carried out to further examine which of the three independent variables from the work environment, training and placement were significant or not on employee performance as stated in table 16. The reference used was t count > t table or sig value < 0.05, so H0 is rejected and Ha is accepted, but conversely if t count < t table or sig value > 0.05 then H0 is accepted and Ha is rejected. With a significant level using  $\alpha = 0.05$  and degree of togetherness (df) = number of samples - 3 = 126 - 3 = 123 with reference to the t table, the t table result is 1.657.

It can be seen from table 6 that for the Work Environment variable t count < t table is 2.023 > 1.657 with a significance of 0.00. The significant value of Work

Environment (X1) is  $0.045 < 0.05$ , so H1 is accepted. This means that work environment variables have a significant influence on employee performance at PT. Indonesian Palm Oil Calendar.

For the training variable  $t \text{ count} < t \text{ table}$ , namely  $2.014 > 1.657$  with a significance of 0.00. The significant value of training (X2) is  $0.046 < 0.05$ , so H1 is accepted. This means that the training variable has a significant effect on employee performance at PT. Indonesian Palm Oil Calendar.

For the placement variable  $t \text{ count} < t \text{ table}$ , namely  $8.981 > 1.657$  with a significance of 0.00. The significant value of placement (X3) is  $0.000 < 0.05$ , so H1 is accepted. This means that the placement variable has a significant effect on employee performance at PT. Indonesian Palm Oil Calendar.

## **DISCUSSION**

### **The Influence of the Work Environment on Employee Performance**

In partial testing (T test) it shows that the Work Environment variable influences employee performance at PT. Kencana Palm Indonesia, this can be seen from the significant value, namely  $0.045 > 0.05$  and the calculated t value  $> t \text{ table}$ , namely  $2.023 > 1.657$ , meaning that if the Work Environment variable is increased by 1 unit, the level of employee performance will increase.

Research result This is also supported by previous research conducted by (Weol, 2015) which states that work environments such as: a pleasant workplace atmosphere, harmonious co-worker relationships and the availability of good work facilities influence employee performance. Based on previous research, it is explained that the work environment influences employee performance with a significant coefficient value.

These results are in accordance with Several previous studies, such as research from (Weol, 2015) entitled the influence of the work environment, training and placement on employee performance, show that the work environment has a positive and significant influence on employee performance.

Rahmawanti's (2014) research entitled research on the influence of the work environment on employee performance shows that the work environment has a positive and significant effect on employee performance.

This indicates that the work environment in this research is an important variable that can influence employee performance. A positive, comfortable, enjoyable and complete environment has been proven to improve employee performance at work.

### **The Effect of Training on Employee Performance**

In partial testing (t test) it shows that the Training variable has an effect on employee performance at PT. Kencana Palm Indonesia, this can be seen from the significant value, namely  $0.046 > 0.05$  and the calculated t value  $> t \text{ table}$ , namely  $2, 014 > 1.657$ , meaning that if the training variable is increased by 1 unit, the employee's performance level will increase.

The results of this study are also supported by previous research. According to Rosa (2015), job training here can consist of training to improve the ability to carry out tasks, training to change behavior, training to increase discipline, and

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training to increase knowledge which can influence employee performance. These results are in accordance with previous research. Rosa's (2015) research entitled the influence of the work environment and training on employee performance shows that training has a positive and significant effect on employee performance. Sasra's (2015) research entitled the influence of competency, education and training as well as employee placement on career development and its impact on employee performance shows that training simultaneously has a positive and significant effect on employee performance. Rori's (2013) research entitled education, training and work placement influence on employee performance shows that training has a positive and significant effect on employee performance.

This indicates that training in this research is an important variable that can influence employee performance. Good training for attitudes, skills, knowledge and abilities has been proven to improve employee performance at work.

#### **The Effect of Placement on Employee Performance**

In partial testing (t test) it shows that the placement variable influences employee performance at PT. Kencana Palm Indonesia, this can be seen from the significant value, namely  $0.000 > 0.05$  and the calculated t value  $> t$  table, namely  $8.981 > 1.657$ , meaning that if the Placement variable is increased by 1 unit, the employee's performance level will increase.

The results of this study are also supported by previous research. According to Bagus (2013), placements such as: academic achievement, work experience, physical and mental health, marital status, and age for placement influence employee performance. These results are in accordance with previous research. Bagus's (2013) research entitled the effect of placement and experience on job satisfaction and employee performance shows that placement has a positive and significant effect on employee performance. Pokatong's (2015) research entitled competency analysis, placement and work environment on employee performance shows that placement has a positive and significant effect on employee performance. This indicates that placement in this research is an important variable that can influence employee performance.

## CONCLUSION

Based on the research results, it can be concluded that the research object in this study is PT. Indonesian Palm Oil Calendar. The research data used in this research is in the form of distributing questionnaires to PT employees. Indonesian Palm Oil Calendar. All data is processed using multiple regression analysis by looking at the TCR test, validity, reliability, classical assumptions and hypothesis testing with the T test and R2 test.

The variables in this research are work environment, training, placement, with the results that the work environment has a positive effect on employee performance at PT. Indonesian Palm Oil Calendar (H1). Training has a positive effect on employee performance at PT. Indonesian Palm Oil Calendar (H2). Placement has a positive effect on employee performance at PT. Indonesian Palm Oil Calendar (H3).

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