The Influence Of Co-Worker, Work Conflict, And Work Environment On Employee Perfomance (Case Study At PT. Petindo Era Tangguh)

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Abstrak

The objective of the study was to examine the influence of Coworkers, Work Conflicts, and the Work Environment on Employee Performance at PT Petindo Era Tangguh. The researcher utilized a quantitative descriptive approach, gathering survey data from PT Petindo Era Tangguh employees. The data analysis encompassed assessments of validity, reliability, classical assumptions, statistical models, t-tests, and F-tests. The research results revealed that Coworkers, Work Conflicts, and the Work Environment collectively affect Employee Performance by 48.4% as indicated by the adjusted R Square (R^2), while the remaining 51.6% is influenced by other factors. In the t-test results, the Coworker variable (X1) had a value of 5.833, surpassing 2.037, with a significant value of 0.000 (< 0.05), leading to the rejection of Ho and acceptance of Ha. Conversely, the Workplace Conflict variable (X2) showed a value of 0.353, less than 2.037, with a significant value of 0.726 (> 0.05), resulting in the acceptance of Ho and rejection of Ha. Moreover, the Working Environment variable (X3) exhibited a value of 3.313, exceeding 2.037, with a significant value of 0.002 (< 0.05), leading to the rejection of Ho and acceptance of Ha. Additionally, according to the F-test, the Coworker (X1), Workplace Conflict (X2), and Working Environment (X3) variables in relation to Employee Performance (Y) produced a value of 11.642, surpassing 2.679, with a significant value of 0.000 (< 0.05). Thus, Ho was rejected, and Ha was accepted, indicating that the dependent variable simultaneously influences the independent variables.

Keywords: {Co-workers, Work Conflicts, Work Environment, Employee Perfomance}

Introduction

In order to reach a predetermined goal, essential resources are needed, and human resources play a pivotal role as the primary motivator. Without this fundamental involvement, the intended objectives will stay out of reach, even if other readily available supporting resources are present.

Colleagues who have various behaviors make many habits that can occur, such as colleagues who have a less disciplined nature, lack of ethics owned, have the nature of invidualism, lack of good cooperation, have low loyalty to the company, and lack of value that each employee has in solve existing problems to assist other coworkers in solving problems.

Similarly, work conflicts encompass both horizontal and vertical conflicts that manifest over time, resulting in social disruptions within the workplace and potentially casting a negative light on any issue arising within the company. Disagreements and opposing viewpoints, inherent to work dynamics, often lead to the emergence of conflicts.

An optimal work environment enhances the competitiveness of resources in terms of quality. This is because a favorable work environment influences each employee's perspectives within the company, thus effectively boosting productivity.

Within PT Petindo Era Tangguh, a variety of job positions are held by coworkers, and conflicts frequently arise between colleagues and supervisors. Moreover, the present working conditions are considered subpar. As a result, researchers aim to further investigate how Coworkers, Work Conflicts, and the Work Environment influence employee performance.

Literature Reviews

Management

The definition of management according to Solihin in (Fabiani Sofie dan Sisca Eka Fitria, 2018) states that : "Management can be defined as a process for planning, organizing, leading and controlling various organizational resources to achieve the goals to be achieved effectively and efficiently".

Human Resources Management

According to Handoko's definition in (Karlina and Rosento, 2019), Human Resource Management is founded on the principle that each employee is a human being and not merely a machine or a business asset.

Co-Workers

The definition of Co-Workers according to (Rachel dan Kusnawan, 2022) states that : "Co-workers are the bonds that occur when people are in the same situation with the same goals and they help each other raise spirits, become more active and active, and are useful in discussing a decision."

Work Conflicts

In accordance with the definition by Veithzal Rivai in (Wibowo and Listen, 2019), work conflict is characterized as a discrepancy emerging among individuals or groups within an organization or company, involving two or more parties. This disparity stems from the necessity to distribute scarce resources or clashing work assignments, further amplified by varying statuses, goals, values, or viewpoints.

Work Environment

According to Sedarmayanti's definition in (Silaswara and Yuli, 2021), the work environment can be defined as a location where various groups gather, accompanied by a range of

supportive amenities aimed at realizing company objectives in alignment with the company's vision and mission.

Employee Perfomance

Mangkunegara, as cited in (Silaswara & Yuli, 2021), defines Employee Performance as the outcome of accomplishing tasks with both quality and quantity, aligning with an employee's assigned responsibilities within the company.
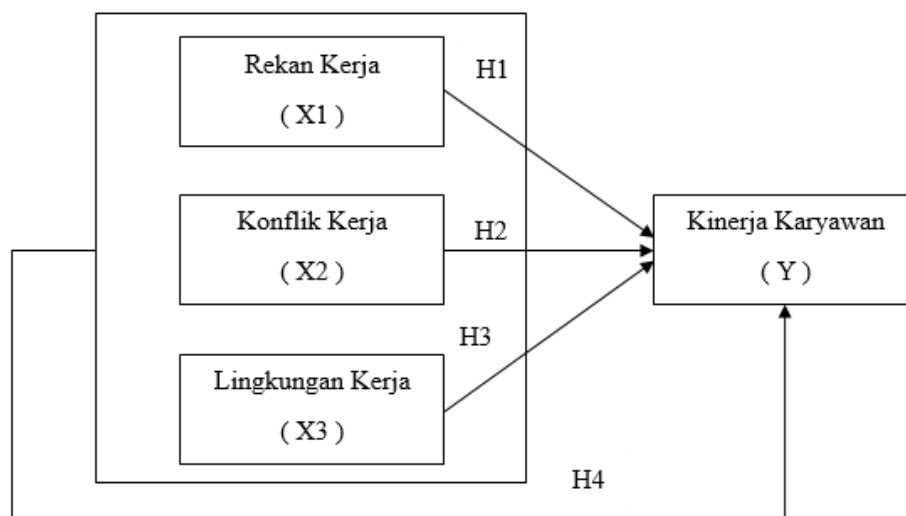
Structured

Figure 1 Structured

Hipothesis

A hypothesis represents a temporary assumption regarding the specifics outlined in the problem statement. It is deemed provisional as the validity of the assertion hasn't been verified and necessitates research evidence for confirmation, irrespective of whether the proposed hypothesis holds true or not.

Hypotheses:

H1: There is a presumption that Coworkers exert a partial influence on Employee Performance.
H2: There is an assumption that Work Conflict has a partial impact on Employee Performance.
H3: There is an assumption that the work environment partially affects employee performance.
H4: There is an assumption that Coworkers, Work Conflicts, and the Work Environment collectively influence employee performance.

Methods

In this study, the researcher utilized a quantitative descriptive research approach. As outlined by Punch in (Sugiyono, 2020), descriptive research is focused on determining the magnitude of independent variables, whether singular or multiple, without delving into comparisons or establishing relationships with other variables.

As per Bungin in (Claudia, 2023), quantitative descriptive research entails the researcher summarizing and presenting research outcomes concerning various phenomena and variables using interviews, observations, and their respective documentation.

Data Collection,

1. **Kind of data**
   a. Primary Data

As per (Sugiono et al., 2021), Primary Data refers to information acquired through the distribution of questionnaires to respondents.

1. **Kind of data**

b. Secondary Data

According to (Handry, 2022), Secondary Data comprises information gathered from previously researched and collected data by other parties, which is relevant to the research issue, sourced from books or articles obtained from websites.

2. **Source of data**

Table 1 Variables Operational

No	Variables	Parametre Statements / Question
1	Co-workers (X1)	1. Increase motivation at work. 2. Make guidelines to help each other. 3. Creating good working business relationships. 4. Focus on each other's work. 5. Determining factors in achieving goals. 6. Capable co-worker skills. 7. Healthy competence. 8. Mutual respect. 9. Family atmosphere. 10. Cooperate with each other in solving problems.
2	Work Conflict (X2)	1. Poor communication. 2. Mutual suspicion. 3. Unfair competition. 4. Yield differences. 5. Conflicting work demands. 6. Job vagueness. 7. Vagueness of the procedure. 8. Vagueness of work responsibilities. 9. Limited resources. 10. Differences in perception.
3	Work Environment (X3)	1. Lighting. 2. Supportive work facilities. 3. Cleanliness of the workspace. 4. Workplace atmosphere. 5. Relationships between employees. 6. Care and maintenance of employee health insurance. 7. Safety at work. 8. Communication tools. 9. Sufficient air circulation. 10. Comfortable workspace .
4	Employee Performance (Y)	1. Have the best way to improve the quality of work. 2. Every job is completed on time. 3. As a form of responsibility, always arrive on time. 4. Have the ability to complete the work. 5. Understand from the decisions taken.

		6. Serves as a potential model for fellow employees. 7. Achieves tasks within the specified timeframe. 8. Avoids delaying completion of tasks. 9. Regular attendance. 10. Punctual

Population and Sample

The research comprised 35 employees from PT Petindo Era Tangguh. A saturated sampling technique was employed, encompassing the entire population, which consisted of 35 employees. This methodology is in line with the description provided by (Asari et al., 2023), characterizing saturated sampling as an approach that encompasses every individual within a population as a sample, typically applied when the population size is relatively small, usually less than 50 individuals.

Data Analysis Techniques

After collecting the essential information and data, the next phase involves examining the data for this research. In carrying out this analysis, the researcher employed a questionnaire with adapted statements. The data obtained were analyzed using SPSS Version 25 software, implementing various procedures such as validity assessment, reliability assessment, classical assumption testing, statistical model examination, t-tests, and F-tests.

Results

THE Validity and Reliability Test

Co-Workers (X1)

Table: 2 Case Processing Summary.

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0
a. Listwise deletion based on all variables in the procedure.			

Sources : Data Processing SPSS 25

Derived from the data outlined in the Case Processing Summary table, it is apparent that a complete set of 35 participants were analyzed concerning the Colleagues variable, with no data being omitted from the analysis.

Table: 3 Reliability Statistics.

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.943	.944	10

Sources : Data Processing SPSS 25

The Reliability Statistics table displayed above shows a Cronbach's Alpha value of 0.943 ($r_i > 0.70$) for the Co-worker variable, involving 10 statements. As per Nunnally cited in (Yusup et al., 2018), an instrument is deemed reliable when the Cronbach's Alpha reliability coefficient surpasses 0.70 ($r_i > 0.70$). Consequently, the data gathered from the questionnaire about colleagues is affirmed to possess reliability and is appropriate for further analysis.

Work Conflict (X2)

Table 4 Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0
a. Listwise deletion applied to all variables in the procedure.			

Sources : Data Processing SPSS 25

Based on the details presented in the Case Processing Summary table, it can be inferred that the study involved a total of 35 participants for the Work Conflict variable, and no data were omitted from the analysis.

Table 5 Reliability Statistic

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.916	.918	10

Sources : Data Processing SPSS 25

Displayed in the Reliability Statistics table, the Cronbach's Alpha value for the Work Conflict variable stands at 0.916, surpassing the 0.70 threshold even with 10 statements. According to Nunnally, as referenced in (Yusup et al., 2018), an instrument is deemed reliable when the Cronbach's Alpha reliability coefficient exceeds 0.70. Therefore, the data gathered from the Work Conflict questionnaire has been confirmed as reliable and appropriate for further analysis.

Work Environment (X3)

Table 6 Case Procesing Summary

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0
a. Listwise deletion based on all variables in the procedure.			

Sources : Data Processing SPSS 25

Drawing upon the data outlined in the Case Processing Summary table above, it is clear that the study encompassed a complete set of 35 participants in the assessment of the Work Environment variables, with no exclusion of data during the analysis.

Table 7 Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.868	.887	10

Sources : Data Processing SPSS 25

As illustrated by the Reliability Statistics table presented above, the Cronbach's Alpha value for the Work Environment variable stands at 0.868, which surpasses the 0.70 threshold even with 10 statements. Consistent with Nunnally, cited in (Yusup et al., 2018), an instrument is considered dependable when the Cronbach's Alpha reliability coefficient exceeds 0.70 ($r_i > 0.70$). Consequently, the data acquired from the Work Environment questionnaire is confirmed to possess reliability and is appropriate for further analysis.

Employee Perfomance (Y)

Table 8 Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excludedª	0	.0
	Total	35	100.0
a. Listwise deletion based on all variablles in the procedure.			

Sources : Data Processing SPSS 25

Based on the Case Processing Summary table presented above, it can be deduced that the study encompassed a total of 35 respondents in relation to the Employee Performance variable, and no data was omitted or disregarded during the analysis.

Table 9 Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.831	.855	10

Sources : Data Processing SPSS 25

The Reliability Statistics table shown above illustrates that the Cronbach's Alpha value for the Employee Performance variable is 0.831, exceeding the 0.70 threshold with 10 statements. As outlined by Nunnally and referenced in (Yusup et al., 2018), an instrument is considered reliable when the Cronbach's Alpha reliability coefficient surpasses 0.70 (ri > 0.70). Thus, the data collected from the Employee Performance questionnaire has been verified to be reliable and is suitable for further analysis.

Coefficient of Determination

Table 10 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728ª	.530	.484	4.281
a. Predictors: (Constant), Lingkungan Kerja, Konflik Kerja, Rekan Kerja				

Sources : Data Processing SPSS 2

The Model Summary table presented above indicates an adjusted R Square value of 0.484, which translates to 48.4%. This figure indicates that Coworkers (X1), Work Conflicts (X2), and Work Environment (X3) collectively impact Employee Performance (Y) by 48.4%. The remaining 51.6% (100% - 48.4% = 51.6%) is influenced by factors not specifically under consideration in this study.

T Test

The influences of co-workers on employees performances

Table 11 Coefficient

Models		Unstandardizeed Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.311	5.374		1.547	.131
	Rekan Kerja	.694	.119	.712	5.833	.000
a. Dependent Variable: Kinerja Karyawan						

Sources : Data Processing SPSS 25

Using the details presented in the table, it is evident that the Coworker variable (X1) exhibits a tcount value of 5.833, surpassing the ttable value of 2.037. Additionally, the associated significance value is 0.000, which is below 0.05. Consequently, it can be deduced that Ho is rejected, and Ha is accepted, signifying a partial influence of the Coworker variable (X1) on Employee Performance (Y).

The influence of work conflict on employee performance

Table 12 coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	37.873	4.364		8.679	.000
	Konflik Kerja	.047	.132	.061	.353	.726
a. Dependent Variable: Kinerja Karyawan						

Sources : Data Processing SPSS 25

According to the information provided in the table above, the tcount for the Work Conflict variable (X2) is 0.353, which is lower than the ttable value of 2.037. Additionally, the significant value is 0.726, exceeding the significance level of 0.05. Thus, the conclusion can be drawn that Ho is accepted, and Ha is rejected, signifying the absence of a partial influence of the Work Conflict variable (X2) on Employee Performance (Y).

The influence of work environment on employee perfomance

Table 13 Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.544	6.050		3.230	.003
	Lingkungan Kerja	.504	.152	.500	3.313	.002
a. Dependent Variable: Kinerja Karyawan						

Sources : Data Processing SPSS 25

Referring to the table shown above, the Work Environment variable (X3) demonstrates a tcount value of 3.313, exceeding the ttable value of 2.037. Moreover, the significance value is 0.002, which is below the significance level of 0.05. Hence, it can be concluded that Ho is rejected, and Ha is accepted, indicating a partial impact of the Work Environment variable (X3) on Employee Performance (Y).

F Test

Table 14 ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	640.068	3	213.356	11.642	.000[b]
	Residual	568.103	31	18.326		
	Total	1208.171	34			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Lingkungan Kerja, Konflik Kerja, Rekan Kerja						

Sources : Data Processing SPSS 25

The table above displays an Fcount value of 11.642, corresponding to a probability level of 0.000, while the Ftable value is 2.679. Consequently, it is apparent that Fcount (11.642) surpasses Ftable (2.679), and the probability level is less than 0.05 (0.000 < 0.05). As a result, the null hypothesis (Ho) is rejected, and the alternative hypothesis (Ha) is accepted. This implies that the variables Coworker (X1), Work Conflict (X2), and Work Environment (X3) collectively exert an impact on Employee Performancence, the computations affirming the impact of Coworkers, Work Conflicts, and Work Environment on Employee Performance at PT Petindo Era Tangguh can be considered accurate and valid.

Conclusion

Based on the outcomes of the Co-Worker Hypothesis (X1), it is observed that the tcount value is 5.833, surpassing the ttable value of 2.037, with a significant value of 0.000, which is less than 0.05. Consequently, Ho is rejected, and Ha is accepted, signifying a partial influence of the Coworker variable (X1) on Employee Performance (Y).

Analyzing the outcomes for the Work Conflict Hypothesis (X2), the tcount value stands at 0.353, falling below the ttable value of 2.037. Additionally, the significant value is 0.726, exceeding 0.05.

Consequently, Ho is embraced, and Ha is discarded, suggesting the absence of a partial impact of the Work Conflict variable (X2) on Employee Performance (Y).

Regarding the results of the Work Environment variable hypothesis (X3), the tcount value records 3.313, surpassing the ttable value of 2.037. Moreover, the significant value is 0.002, lower than 0.05. Hence, Ho is declined, and Ha is accepted, implying a partial effect of the Work Environment variable (X3) on Employee Performance (Y).

Referring to the data presented in table 14 (ANOVA), the fcount value amounts to 11.642, while the ftable value is 2.679. This leads to the conclusion that fcount (11.642) exceeds ftable (2.679) with a probability level of 0.000, which is less than 0.05. Therefore, Ho is rejected, and Ha is accepted, signifying that the Co-worker (X1), Work Conflict (X2), and Work Environment (X3) variables collectively influence Employee Performance.

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