

The Effect of Work Environment, Workload and Information Technology on Employee Performance

Work Environment,
and Information
Technology

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ABSTRACT

Employee performance is one of the factors that greatly influences the work system, be it an organization or company, and whether a company or organization is good or not can be seen from how good or bad the performance of the employees is. The purpose of this study is to determine the role of independent variables in the form of work environment, workload and information technology on employee performance by taking the object of research at Surya Mart Supermarket Ponorogo. This research uses quantitative research principles. The data used in the research data mining process are primary data and secondary data. The parties selected as the population are employees of Surya Mart Supermarket Ponorogo with a sample of 45 people. The summary of the research results is that the work environment variable has a positive effect on employee performance variables, the workload variable has a positive effect on employee performance, and the information technology variable is positive on employee performance simultaneously, all variables affect employee performance.

Keywords: Work Environment, Workload, Information Technology, Employee Performance

ABSTRAK

Kinerja karyawan merupakan salah satu faktor yang sangat mempengaruhi sistem kerja, baik itu suatu organisasi atau perusahaan, dan baik atau tidaknya suatu perusahaan atau organisasi dapat dilihat dari seberapa bagus atau tidaknya kinerja karyawan tersebut. Tujuan dari penelitian ini yaitu untuk mengetahui peran variabel bebas berupa lingkungan kerja, beban kerja dan teknologi informasi terhadap kinerja karyawan dengan mengambil obyek penelitian di Swalayan Surya Mart Ponorogo. Riset ini memakai kaidah penelitian kuantitatif. Data yang digunakan dalam proses penggalian data penelitian yaitu data primer dan data sekunder. Pihak yang dipilih sebagai populasi yaitu karyawan Swalayan Surya Mart Ponorogo dengan sampel sebanyak 45 orang. Ringkasan hasil riset yaitu variabel lingkungan kerja memiliki pengaruh yang positif terhadap variabel kinerja karyawan, variabel beban kerja memiliki pengaruh positif terhadap kinerja karyawan, dan juga variabel teknologi informasi positif terhadap kinerja karyawan secara simultan keseluruhan variabel berpengaruh terhadap kinerja karyawan.

Kata kunci: Lingkungan Kerja, Beban Kerja, Teknologi Informasi, Kinerja Karyawan

INTRODUCTION

All companies must grow and improve their business structurally in a program to improve employee performance. In general, Human Resource Management (HRM) has an important role in achieving organizational goals. Organizations also realize that HR is a major asset in business development. Therefore, the quality of HR needs to be

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continuously improved and directed in order to meet the goals set by the company or organization. Bintoro & Daryanto (2017) stated that HRM is a science or approach to managing relationships and the role of workers efficiently and effectively, therefore HR can be utilized optimally to achieve the goals desired by the company, employees, and society as a whole. According to Edy (2016), HRM involves a series of activities including planning, development, procurement, maintenance, and use of HR with the aim of achieving optimal results both individually and organizationally. Every organization or business is expected to be able to manage and handle various important aspects effectively. By managing these aspects through good HRM, the company will find it easier to achieve the goals and visions that have been set. In this context, the study will focus on the Surya Mart Supermarket located at Jl. HOS Cokroaminoto No. 41, Mangkujayan Banyudono, Banyudono, Ponorogo District, Ponorogo Regency, East Java (63411), one of the branches of Surya Mart Supermarket in the city of Ponorogo.

The work environment in which employees carry out their duties plays an important role in influencing their performance. Several factors such as adequate facilities, spacious workspace, good room temperature, good lighting, effective relationships and communication between superiors and subordinates or between fellow employees, can all influence work result. The work environment is an area where employees carry out their activities, and can have a positive or negative impact on achieving the goals expected by employees of Surya Mart Supermarket on Ponorogo. As explained by Syafrina & Manik (2018), the work environment also includes a motivational model given by the company to increase employee morale. The work environment in an organization is a crucial element that must be understood to ensure that all employees feel comfortable while working. A conducive work environment has a direct influence on improving employee performance to provide services to the community. The main focus of the work environment is on achieving work results. If the work environment is inadequate, it can result in decreased performance and reduced employee work motivation, which in turn can hinder the achievement of organizational goals. The advantage of a comfortable working environment is the creation of a new spirit to improve employee performance at Surya Mart Supermarket Ponorogo, which can ultimately increase their work productivity.

In addition to the work environment aspect, employee performance is also influenced by their workload. In placing the right position in an organization, it is important to first consider the workload of each employee. The purpose of this consideration is to provide increased employee performance and ensure they feel comfortable with their work, which in turn supports the achievement of company goals effectively and efficiently. If the organization has many workers who are satisfied with their work, therefore the employees tend to give their all to produce optimal work. This will have a positive impact on the organization, provide increased performance and work quality, and make the organization better.

Workload is divided into three main categories: standard workload, excessive workload, and excessively low workload. Inappropriate workload, either too heavy or too light, can lead to inefficiencies in work. If the workload is too light, it can lead to excess labor, where the company has to pay more employees without increasing productivity, leading to cost inefficiencies. Conversely, if the company faces a workload that exceeds the capacity of the available workforce, it can result in physical and psychological fatigue in employees, which ultimately reduces their productivity due to excessive fatigue. According to Rohman & Ichsan (2021), it can be understood that workload refers to a collection or series of activities that must be completed by an organizational unit or individual in a certain period of time. It is important to ensure that the workload given to workers is in accordance with their competencies and abilities. If the workload is not balanced with the employee's abilities, it can cause problems that have the potential to interfere with their performance in the future. Meanwhile, Fransiska & Tupti (2020) explained, that workload includes excessive processes or activities and can cause stress to individuals. This excess workload can cause a decrease in employee performance,

especially if the demands of expertise, speed, and work volume exceed their capabilities. Supermarkets need to ensure the appropriate distribution of workload to each employee to provide increased performance and achieve company targets. If the company gives an excessive workload with a limited number of workers, it can cause physical fatigue and reduce productivity. Therefore, employee performance decreases, and work results are not optimal.

The application of new and current technology in an organization, agency, or company will have an impact on the entire organizational structure, especially on its human resources. According to Kang et al. (2018), Information Technology can improve the performance of a company's organization, allowing them to work more effectively and efficiently. Information technology is a type of technology that includes technical equipment to process and deliver data. This includes various devices used to process data, as manipulation tools, aids, and information management. With the rapid development of technology in the era of globalization, technological equipment has become increasingly sophisticated and has a wide reach, allowing human activities to be completed more effectively and efficiently, and achieving optimal results. According to Rintho (2018), Information Technology is a field of technology related to data processing to be converted into data and the process of distributing data or information within the limits of space and time. Meanwhile, according to Umukoro et al. (2016), Information Technology includes computers and other electronic devices used to retrieve, store, manipulate, and transmit data.

Employee performance is the result of the thoughts and efforts carried out by an employee in his work. This performance can be seen in tangible and measurable forms, such as the amount of work completed, but often aspects such as problem-solving ideas, product or service innovation, and the discovery of more efficient work methods cannot be measured or seen directly. According to Mangkunegara (2013), performance is the result of work that is assessed from the quality and quantity aspects achieved by workers to carry out tasks according to their responsibilities. Meanwhile, Affandi et al. (2021) explained that performance is the willingness of individuals or groups to carry out or provide improvements to activities according to their responsibilities and with the desired results. High-performance employees are needed in organizations because performance is a crucial aspect that must be considered. Problems can arise when some employees are not present on time, are absent from work, or leave work without permission.

There are facts in the field that not all sections can use computer facilities and software programs available at Surya Mart Supermarket Ponorogo, only a few sections such as the cashier section, stock data collection and others. Not all sections are able to operate computers also because the work does not require using a computer. Not only that, the workload given must also reach the target desired by the company with the time given. While every day the target achieved is always different. Giving a workload that is too heavy with an inappropriate time can also create a less than good work environment. In accordance with this phenomenon, therefore researchers are encouraged to conduct a study entitled the influence of the work environment, workload, and information technology on employee performance at Surya Mart Supermarket Ponorogo. Related to the background that has been explained, the formulation of the problem related to this study is whether the work environment has an impact on employee performance?; Does the workload have an impact on employee performance?; Does information technology have an impact on employee performance?; and, Do the work environment, workload, and information technology simultaneously have an impact on employee performance?. The final objective of this study is to provide conclusions and suggestions that can be taken by the company, namely to improve employee performance in order to achieve the desired targets seen from the perspective of the work environment, workload and information technology.

LITERATURE REVIEW

According to Nitisemito (2016), the work environment includes all elements around employees that can influence the implementation of their tasks, such as air conditioning (AC), good lighting, and so on. According to Afandi (2016), the work environment is various things around employees that can influence them in carrying out their tasks, including temperature, humidity, ventilation, noise, lighting, cleanliness of the workplace, and the adequacy of work tools. According to Sedarmayanti & Haryanto (2017), the work environment is generally divided into two categories, namely the physical work environment and the non-physical work environment. According to Robbins (2017), the physical condition of the workplace can also be a cause of work stress for employees which has an impact on their performance. Several factors that influence physical conditions in the workplace include temperature, noise, lighting and air quality. According to Nitisemito (2016), the indicators of the work environment are such as supportive coworkers, workspace conditions and supportive work equipment. According to Rohman & Ichsan (2021), it is understood that workload refers to a set of tasks or activities that must be completed by an organizational unit or individual at a certain time. The assignment of workload to workers must be in accordance with their competence and abilities. If not, it can cause problems that will interfere with the performance of workers in the future. According to Fransiska & Tupti (2020), workload is an excessive process or desire that can cause tension in individuals. This can result in decreased employee performance due to the demands of such great expertise, excessive speed of work, and a very large number of tasks, and so on. According to Suwanto (2016), there are various aspects that influence workload, including physical environmental factors and psychological environmental factors. According to Koessomowidjojo (2017), the workload indicators are such as work conditions, mastery of working hours and targets that must be achieved. According to Islam & Syaikhuddin (2018), information technology includes facilities and infrastructure such as hardware, software, and usage devices, as well as systems and methods for accessing, sending, processing, interpreting, storing, organizing, and utilizing data effectively.

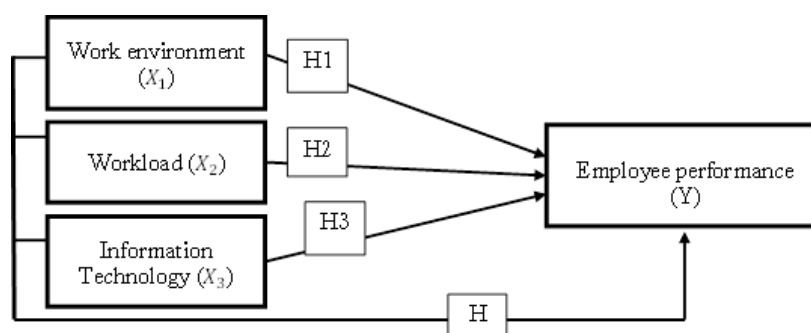


Figure 1. Research design

According to Lestary & Harmon (2017), In accordance with the results of the study, it was found that the work environment has a positive impact on employee performance in the Detail Part Manufacturing Division of the Production Directorate of PT Dirgantara Indonesia (Persero). This indicates that the work environment does have a positive influence on employee performance. According to (Ronald & Hotlin, 2019), in accordance with the results of the test carried out using the SPSS tool, it was found that the work environment has a significant and positive influence on employee performance at PT. Super Setia Sagita Medan. According to (Saputri et al., 2024) these results indicate that the work environment has a positive impact that is in line with employee performance. Therefore, the better the work area, the better the employee performance.

H1: *There is a positive effect of work environment on employee performance at Surya Mart Supermarket Ponorogo.*

The t-test that has been run by this study, the information obtained is that the workload variable partially has an impact on employee performance at Surya Mart Supermarket Ponorogo. The results of the t-test show that the Workload Variable has a regression coefficient value of 0.247 with a $T_{\text{count}} \text{ score} > T_{\text{table}}$ or $0.944 > 0.301$. In accordance with this, it can be concluded that H_0 is rejected and H_a is accepted, therefore there is a significant impact of the workload variable on employee performance at Surya Mart Supermarket Ponorogo. In accordance with the results of the regression test, the workload variable has a coefficient of 0.247 with a significance value of 0.350, which means that the workload variable has a positive value with a significance of $0.350 > 0.05$. Therefore, it can be concluded that the workload variable has a significant and positive impact on employee performance at Surya Mart Supermarket Ponorogo. In this study, when the workload variable increases, employee performance at Surya Mart Supermarket Ponorogo will also increase. This is inversely proportional to the statement that if the workload increases, employee performance will decrease, because in this study the workload indicator has a positive impact on the company and the workload can also be carried out well by employees. In accordance with the results of respondents' responses related to the workload variable, where the indicator using working time according to SOP with a score of 4.13 so that it can be stated that the time given to employees of Surya Mart Supermarket Ponorogo in working is in accordance with the SOP or is sufficient. According to Neksen et al. (2021) the results of the study show that workload has a positive impact on employee performance at PT. Global Sumatera Group. According to Rohman & Ichsan (2021), if workload has a positive impact on employee performance. The results of another study conducted by Wulandari et al. (2022), the Workload variable (X2) has a positive coefficient indicating a positive impact between variables on Employee performance (Y) at RSU Muhammadiyah Ponorogo.

H2: *There is a positive effect of workload on employee performance at Surya Mart Supermarket Ponorogo.*

Based on the t-hypothesis test that has been carried out by the researcher, it shows that the information technology variable partially has a significant and positive impact on employee performance at the Surya Mart Supermarket Ponorogo. The results of the t-test show that the information technology variable has a regression coefficient value of 0.464 with a $T_{\text{count}} \text{ score} > T_{\text{table}}$ or $0.464 > 0.301$. In accordance with this, it can be concluded that H_0 is rejected and H_a is accepted, therefore there is a significant impact of the information technology variable on employee performance at the Surya Mart Supermarket Ponorogo. This is in accordance with the results of respondents' responses related to the information technology variable, where the indicator software programs that can help in working with a score of 4.11 so that it can be stated that software programs can help the work process so that they can improve employee performance at the Surya Mart Supermarket Ponorogo. The results of this study are also supported by previous studies conducted by Yusman & Suwarsi (2019), if information technology has a significant and positive impact on the performance of OTO Multi Artha Bandung employees. The results of another study conducted by Dwiningsih (2017), in this study also resulted in information technology having a significant and positive influence on employee performance.

H3: *There is a positive effect of information technology on employee performance at Surya Mart Supermarket Ponorogo.*

The variables of Work Environment, Workload and Information Technology are able to influence Employee Performance at Surya Mart Supermarket Ponorogo simultaneously. The simultaneous test output shows a significance value of F count $0.001 < 0.05$. In accordance with the determination coefficient test, it shows a result of 0.292 or 29.2% which can be interpreted that employee performance at Surya Mart Supermarket Ponorogo is influenced by the work environment, workload and information technology

worth 29.2% while the remaining 70.8% is the opportunity for other variables outside the study to contribute to employee performance.

H4: *There is a positive effect of work environment, workload and information technology on employee performance at Surya Mart Supermarket Ponorogo.*

METHOD

This study uses quantitative research methods and uses various statistical techniques to analyse data (Ghozali, 2018). Data analysis was carried out using several tests such as validity, reliability, normality, and linearity tests. This study also uses linear regression analysis, coefficient of determination analysis, T-test, and F-test. The target population of this study consisted of employees of Surya Mart Supermarket located on Ponorogo, totalling 45 people with various types of jobs. Due to the broad scope of the study, 45 respondents were selected from the entire workforce. This was done to ensure that the findings truly describe the characteristics and behaviour of the target population. Quantitative methods allow for more accurate and objective data analysis, allowing researchers to identify patterns and trends that are not visible with other methods. The selection of statistical tests is based on the objectives of the study and the characteristics of the data so that the results are reliable and generalizable. Data analysis was carried out using statistical software that provides accurate and efficient results. Overall, the use of quantitative methods in this study allows for a comprehensive and thorough investigation of research questions, allowing researchers to draw conclusions and provide recommendations based on the results I have done.

RESULTS

The data explains that the employees at Surya Mart Supermarket Ponorogo are mostly female employees with a value of 27 employees in a percentage of 60% while for male employees there are 18 employees in a percentage of 40%. This condition can occur because female employees have the ability to multitask and communicate better than male employees. The age of employees at Surya Mart Supermarket Ponorogo who were respondents in the study was 34 people or 75.6% including employees aged 20-30 years, 9 or 20.0% including employees aged 31-40 years, and 2 or 4.40% including employees aged >41 years. Therefore, the conclusion that can be taken is that the majority of respondents include employees aged 20-30 years, because at that age it is also referred to as a productive age, where young employees have enthusiasm, skills, and creative ideas that can have a good impact on a business ecosystem. Meanwhile, the minority of respondents aged >41 years due to the non-productive age range are susceptible to declining health, reduced internal energy resulting in decreased ability to work. Data on the length of service of respondents including employees of Surya Mart Supermarket Ponorogo, namely 6 people or 13.3% have years of service for <1 year, 13 people or 28.9% have years of service for 1 to 2 years, as many as 26 people or 57.8% have years of service >2 years. Therefore, it can be concluded that the majority of Surya Mart Supermarket Ponorogo have worked for >2 years. This happens because with a fairly long work period, employees already have good knowledge and experience, compared to employees who have not worked for long. So, the majority of those who already have that knowledge and experience choose to remain employees because they feel capable of doing the job.

Table 1. Respondent characteristics

Respondent	Number of employees	Percentage
Gender	Woman	27 60%
	Man	18 40%
Age Range	20-30 years	34 75.6%
	31-40 years	9 20.0%
	>41 years	2 4.4%
Years of service	<1 years	6 13.3%
	1-2 years	13 28.9%
	>2 years	26 57.8%

Respondents gave the highest average score, which was 4.27 (very high category), for the statement Adequate work equipment and following modern technological developments and Good and comfortable workspace conditions. This shows that respondents feel that the company provides adequate and comfortable work facilities. Conversely, the lowest average score was 4.13 (high category) for the statement Supportive co-workers, indicating that support from co-workers is considered less than optimal compared to other aspects. Respondents suggested the need for guidance to improve employee cooperation and performance. The statement with the highest average score was 4.13 (high category) to be able to use work time according to SOP, indicating that respondents follow standard operating procedures. Conversely, the lowest score was 3.91 (high category) to be able to complete targets according to the specified time, indicating that achieving targets within the specified time is still difficult. The data also shows the highest average score of 4.11 (high category) for software programs that help with work, indicating that software helps with work. The lowest score was 3.18 (moderate category) for All employees who use information technology, indicating that not all employees use information technology to improve personnel performance. The statement with the highest value of 4.04 (high category) is being able to do the work and get the appropriate results, while the lowest value of 3.35 (moderate category) is being able to take responsibility for the work I do, indicating that responsibility for the work still needs to be improved.

The study was conducted with the aim of obtaining the truth about the object being studied, therefore validity becomes a crucial factor. Truth in the study can only be achieved through the use of valid instruments. Therefore, if there is a statement in the study instrument that is not valid, the statement cannot be used in the research process. In Sugiyono (2017), it explains that in this validity test, with the help of the SPSS program, it is used, by utilizing the Product Moment correlation formula.

Table 2. Validity test

Variable	Indicator	r-count	r-table	Information
Work environment (X1)	Question 1	0.649	0.301	Valid
	Question 2	0.420	0.301	Valid
	Question 3	0.597	0.301	Valid
Workload (X2)	Question 1	0.596	0.301	Valid
	Question 2	0.579	0.301	Valid
	Question 3	0.539	0.301	Valid
Information Technology (X3)	Question 1	0.531	0.301	Valid
	Question 2	0.563	0.301	Valid
	Question 3	0.639	0.301	Valid
Employee Performance (Y)	Question 1	0.693	0.301	Valid
	Question 2	0.621	0.301	Valid
	Question 3	0.749	0.301	Valid
	Question 4	0.549	0.301	Valid

The data presentation in Table 2 provides information and it can be concluded that all statement items in the research instrument are valid because they have $r_{count} > r_{table}$ (with a total of $n = 45$ and a Sig level of 5%, the result is 0.301). According to Yusuf et al. (2014), reliability testing is a measurement tool that functions to assess the reliability of a questionnaire. The reliability testing process is carried out using the SPSS program and involves examining all question items simultaneously. If the Cronbach's Alpha value exceeds 0.60, then the measuring instrument can be considered a reliable instrument.

Table 3. Reliability Test

Variable	Cronbach Alpha	Alpha Coefficient	Information
Work environment	0.686	0.60	Reliable
Workload	0.726	0.60	Reliable
Information Technology	0.633	0.60	Reliable
Employee performance	0.745	0.60	Reliable

The Cronbach's Alpha value for all variables exceeds the established threshold, which is more than 0.6. This shows that all questions in the questionnaire consistently provide uniform answers over time. Thus, the questionnaire is considered suitable for use in data collection. According to Ghozali (2018), the purpose of the Normality Test is to determine whether the disturbance or residual errors in a linear regression model follow a normal distribution. In this study, the Normality Test was run using SPSS software and the Kolmogorov-Smirnov method.

Table 4. Reliability Test

N	45	
Normal Parameters	Mean	51.62
	Std. Deviation	5.158
Most Extreme Differences	Absolute	.115
	Positive	.115
	Negative	-.063
Test Statistic	.115	
Asymp. Sig. (2-tailed)	.162 ^c	

According to the results of the normality test, the sig value is 0.162, > 0.05 . This shows that the residual value follows a normal distribution, therefore the regression model used can be considered valid and can be applied. In this study, the linearity test was run with the help of SPSS software using the Ramsey Test. Data is considered to have a linear relationship if the sig Deviation from the Linearity value is > 0.05 .

Table 5. Linearity Test and f Test

Variable	Model	Sum of Squares	Df	Mean Square	F	Sig.
Linearity Test	Combined	126.417	14	9.030	2.304	0.027
	Linearity	81.353	1	81.353	20.756	0.000
	Deviation from Linearity	45.064	13	3.466	0.884	0.577
f Test	Regression	82.954	3	27.651	7.040	0.001
	Residual	161.046	41	3.928		
	Total	244.000	44			

In the multiple regression linearity test, Residuals that are not stated in standard form and Prediction Values that are not stated in standard form are used. According to the results of the test, the sig value for Deviation from Linearity is 0.577, which is higher than the specified sig value, which is 0.05. Thus, it can be concluded that the regression model used is linear. According to Sugiyono (2017), the F test is intended to understand the influence of independent variables simultaneously. The F test criteria are if $F_{count} < F_{table}$ with a Sig level of 5% (0.05) so that H_0 is accepted and H_a is rejected. If $F_{count} \geq F_{table}$ with a Sig level of 5% (0.05) so that H_0 is rejected and H_a is accepted. According

to the test results in Table 6, it can be seen that the Fcount value is 7.040 with an Ftable score of 2.833 so that it can be concluded that $F_{count} > F_{table}$ or $7.040 > 2.833$ and a sig level of $0.001 < 0.05$ so that H_0 is rejected and H_a is accepted, it can be concluded that the work environment variables (X1), workload (X2), and Information technology (X3) simultaneously have a significant impact on employee performance at Surya Mart Supermarket Ponorogo. Sugiyono (2017) explains that Multiple Regression Analysis is applied to predict the condition of the dependent variable according to the use of two or more independent variables as factors that influence or predict. The results of this multiple linear regression analysis are presented in Table 6:

Table 6. Multiple Linear Regression Analysis and T Test

Model	Unst. Coef. B	Unst. Coef. Std. Error	Std. Coef. Beta	T	Sig.
Constant	0.547	3.211		0.170	0.866
Work environment	0.469	0.203	0.318	2.308	0.026
Workload	0.247	0.261	0.146	0.944	0.350
Information Technology	0.464	0.260	0.280	1.789	0.081

The constant value (a) is 0.547, the value for the work environment (X1) is 0.469, the value for the workload (X2) is 0.247, and the value for information technology (X3) is 0.464. By using these values, the following equation is obtained.

$$Y = 0.547 + 0,469X_1 + 0,247X_2 + 0,464X_3 + e$$

Constant (a) = 0.547. This means that if the work environment variable (X1), workload (X2), and information technology (X3) have a value of 0, therefore employee performance (Y) will be worth 0.547. The coefficient value of the work environment (X1) $b_1 = 0.469$. The work environment, as one of the independent variables, explains its contribution to the employee performance variable with a coefficient value of 0.469. This shows that an increase in the work environment's condition will negatively impact employee performance, according to the coefficient number. In this study, other independent variables are considered neutral with a coefficient value of 0. The coefficient value of the workload (X2) $b_2 = 0.247$. According to the coefficient value of the workload, the conclusion that can be drawn is that when the workload, as an influencing factor, increases by 1 unit, therefore employee performance will increase by 0.247. It should be noted that this conclusion applies in situations where other variables that have an impact are considered to have a value of 0. The coefficient value of information technology (X3) $b_3 = 0.464$, Information technology has a coefficient value of 0.464. This means that if every time there is a one-unit increase in information technology, employee performance can increase proportionally according to the coefficient value of that information technology. This condition is considered ideal if all other independent variables in the study have a value of zero. Standard error (e) = 0.660, This means that if 0.660 of the variables that influence the results of the study are not explained by the existing model. This value is obtained by subtracting R Square of 0.340 from 100%.

According to Sugiyono (2017), the T-test is a statistical method used to analyze hypotheses about the relationship between two or more variables when there is a controlled variable. The main purpose of the T-test is to determine whether each independent variable significantly influences the dependent variable. In this test procedure, the T-value obtained from the data is compared with the T-table score at a 5% error rate and a two-sided test with degrees of freedom of $n-2$. For this test, the T-table value obtained is 0.301. If $T_{count} < T_{table}$ so that H_0 is accepted and H_a is rejected, it means it is not significant. If $T_{count} \geq T_{table}$ so that H_0 is rejected and H_a is accepted, it means it has a significant impact. In accordance with Table 6, it can be concluded that the Work Environment variable has a regression coefficient value of 0.469 with a T-count

score > T-table or 2.308 > 0.301. In accordance with this, it can be concluded that H0 is rejected and Ha is accepted, therefore there is a significant impact of the work environment variable on employee performance at Surya Mart Supermarket Ponorogo. The workload variable has a regression coefficient value of 0.247 with a Tcount score > Ttable or 0.944 > 0.301. In accordance with this, it can be concluded that H0 is rejected and H(a) is accepted, therefore there is a significant impact of the workload variable on employee performance at Surya Mart Supermarket Ponorogo. The Information Technology variable has a regression coefficient value of 0.464 with a Tcount score > Ttable or 1.789 > 0.301. In accordance with this, it can be concluded that H0 is rejected and Ha is accepted, therefore there is a significant impact of the information technology variable on employee performance at Surya Mart Supermarket Ponorogo. According to Sugiyono (2017), the coefficient of determination has a function to measure how far the independent variable can explain the variation in the dependent variable. The value of this coefficient is in the range of 0 to 1; the closer it is to 1, the greater the ability of the independent variable (X) to explain the dependent variable (Y). The following is the data displayed to test the coefficient of determination:

Table 7. Coefficient of Determination

R	R Square	Adj. R Square	Std. Error
0.583	0.340	0.292	1.982

As shown in Table 7, the coefficient of determination value in Adjusted R Square is 0.292. In percentage form, this is equivalent to 29.2%, which shows that the contribution of the independent variable is equal to the Adjusted R Square value, while the rest, which is 70.8%, is likely influenced by other variables outside the study that can have an influence.

DISCUSSION

In accordance with the t-test that has been run by the researcher, it informs that the work environment variable is able to correlate partially with the employee performance variable at the Surya Mart Supermarket Jl. HOS Cokroaminoto. The t-test output shows the T-value of the work environment variable which is 2.308 < 0.301 so that H0 is rejected and Ha is accepted. In accordance with the results of the regression test, the work environment variable has a coefficient of 0.469 with a sig score of 0.026 which means that the work environment variable has a positive value and a significant value of 0.026 < 0.05. Therefore, it can be concluded that the work environment variable has a significant and positive impact on employee performance at the Surya Mart Supermarket Ponorogo so that when the work environment variable increases, there will be an increase in employee performance at the Surya Mart Supermarket Ponorogo. This is in accordance with the results of employee respondents' responses related to the work environment variable, where the indicator good and comfortable work space conditions and adequate work equipment also follow the development of modern technology has a score of 4.27 so that it can be stated that the work environment is able to increase employee performance at Surya Mart Supermarket Ponorogo.

According to Sudaryono & Astuti (2005) and Yudha & Ramantha (2014), information technology can be used for various business interests, with benefits such as savings and increased productivity, timeliness, and better information accuracy. According to Sutarman et al. (2019), it is explained that the components of information technology are hardware, software, database, network (network facilities and communication), people. According to Kasiyanto (2015), technology has several important aspects, including hardware, software and users. According to Hutabarat & Sinambela (2018), performance refers to the results achieved by individuals or groups in an organization, which are in accordance with their respective responsibilities and authorities in order to achieve the goals of the organization. According to Priansa (2017), performance is the level of success of an employee in completing his/her tasks. Performance is not a person's character such

as talent or ability, but a manifestation of that talent and ability. Performance reflects the results of employee work in carrying out the tasks and work given by the organization.

According to Rivai & Sagala (2009), the aspects used to assess performance can be divided into three main categories, such as technical ability, conceptual ability and interpersonal relationship ability. According to Handoko (2014), factors that influence employee performance include motivation, job satisfaction, stress levels, work conditions, compensation systems and job design. According to Hasanah & Efendi (2024), several indicators for assessing employee performance are such as work quality, work quantity, implementation of tasks and responsibilities. The formulation of the problem related to this study is, does the work environment have an impact on employee performance?, does workload have an impact on employee performance?, does information technology have an impact on employee performance?, and do the work environment, workload, and information technology simultaneously have an impact on employee performance?. Meanwhile, the formulation of the research hypothesis proposed to answer the formulation of the problem is that there is a significant influence of the work environment on employee performance, there is a significant influence of workload on employee performance, there is a significant influence of information technology on employee performance and there is a joint influence of the work environment, workload and information technology on employee performance.

CONCLUSION

This study concludes that the work environment has a significant and positive impact on employee performance at Surya Mart Supermarket in Ponorogo. Similarly, the workload variable also demonstrates a significant and positive influence on employee performance at the same location. Additionally, the information technology variable shows a significant and positive effect on employee performance at Surya Mart Supermarket. The findings indicate that these variables—work environment, workload, and information technology—collectively have a simultaneous and significant influence on employee performance. The study emphasizes that the combination of these three factors contributes positively to enhancing employee performance at Surya Mart Supermarket. A conducive work environment motivates employees and fosters a more productive atmosphere. An appropriately managed workload ensures that employees can perform their tasks efficiently without undue stress. Furthermore, the effective use of information technology streamlines processes, facilitates communication, and supports overall employee productivity. Together, these variables create a synergistic effect that significantly boosts employee performance. This study highlights the importance of managing these factors to maintain high performance levels, suggesting that improvements in these areas can lead to substantial gains in employee effectiveness and overall business success at the supermarket.

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