

THE INFLUENCE OF WORKLOAD AND WORK ENVIRONMENT ON THE PERFORMANCE OF 25 KORAMIL SERVICES IN PASURUAN CITY

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Abstract

In the era of globalization, company competition is getting higher and more complex so that companies/agencies are required to improve matters related to each company and be more responsive in order to continue to survive and continue to grow. This study aims to determine the effect of workload and work environment on the performance of Koramil 25 soldiers in Pasuruan City. The population used was Babinsa Koramil 25 Pasuruan City using the census method because all soldiers were sampled and only 42 respondents were Koramil soldiers in Pasuruan City. The analysis used is Multiple Linear Regression. The results of this study indicate that: Workload and work environment affect the performance of Koramil 25 soldiers in Pasuruan City. This can be seen based on the results of the F test with a sig. $0.000 < 0.05$. The coefficient of determination (R^2) or the simultaneous contribution of workload and work environment to the performance of the Koramil 25 Soldiers in Pasuruan City is 48.3%, while the rest is influenced by other variables outside of this study such as working hours and work facilities.

INTRODUCTION

Human resources are required to be able to show good work results in the company, human resources are the most important element. Because humans are the movers and determinants of the course of an organization, therefore the

company agency itself should provide positive direction for the achievement of goals. And those who act as human resources here are soldiers, soldiers are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities (Hasibuan, 2001: 27).

To achieve maximum performance, it is important for agencies to pay attention to the condition of their human resources because of the provision of an effective workload, agencies can find out the extent to which soldiers can provide maximum workload and the extent of its influence on agency performance. The organizational unit activity load or the workload of each soldier should be evenly distributed so that organizational units can be avoided with too many activities and organizational units with too little activity. seems too many unemployed (Sutarto, 2006:122).

In addition to workload, another factor that affects the performance of soldiers is the work environment. An uncondusive work environment will make it difficult for soldiers to concentrate and decrease work productivity (Tanjung, 2016)

From the description of workload and work environment, I can conclude that the influence of workload and work environment on the performance of Koramil soldiers 25 Pasuruan city is very influential, where the provision of workload effectively is useful for knowing the extent to which employees can be given the maximum workload, while the work environment can increase enthusiasm for work (Supardi 2003:37)

RESEARCH METHODS

This study uses a quantitative approach. The population used in this study were Koramil 25 soldiers, Pasuruan City, totaling 42 people. The technique of determining the sample using the census method. The census method is a research method that takes the entire population as a sample as a whole and uses a questionnaire. Retrieval of questionnaire data was obtained using the distribution of Google Forms where researchers will contact respondents via the WhatsApp Group. This research was conducted at Koramil 25, Pasuruan City. The analysis used includes: Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Test, Analysis of the Coefficient of Determination (R²), and hypothesis testing. The data analysis technique in this study used a computer program, namely SPSS.

RESULTS AND DISCUSSION

RESEARCH INSTRUMENTS

VALIDITY TEST

Table 1. Validity Test Results

No	Variable	r Count	Criteria
	X1.1.1	0,696	Valid
	X1.1.2	0,765	Valid
	X1.2.1	0,485	Valid
	X1.2.2	0,658	Valid

1.	Workload	X1.3.1	0,541	Valid
		X1.3.2	0,683	Valid
		X1.4.1	0,699	Valid
		X1.4.2	0,648	Valid
2.	Work Environment	X2.1.1	0,819	Valid
		X2.1.2	0,711	Valid
		X2.2.1	0,803	Valid
		X2.2.2	0,588	Valid
		X2.3.1	0,872	Valid
		X2.3.2	0,860	Valid
		X2.4.1	0,531	Valid
		X2.4.2	0,586	Valid
3.	Soldier Performance	Y.1.1	0,897	Valid
		Y.1.2	0,814	Valid
		Y.2.1	0,777	Valid
		Y.2.2	0,727	Valid
		Y.3.1	0,825	Valid
		Y.3.2	0,831	Valid
		Y.4.1	0,648	Valid
		Y.4.2	0,728	Valid

Source: Primary data processed, 2023

Based on table 1 the results of the validity test show that the statement items in the questionnaire are declared valid.

Reliability Test

Based on the reliability test using the SPSS program, the following results are obtained:

Table 2. Reliability Test Results (X¹)

No	Variabel	Value Cronbach's Alpha	Conclusion
1.	Workload (X ₁)	0,796	Reliable

Source: Primary data processed, 2023

Based on table 2, it shows that the results of the Workload reliability test (X₁) are said to be reliable, it can be seen from the Cronbach's Alpha value > 0.60, which means that the data is feasible to be able to proceed to the next test.

Table 3. Reliability Test Results (X²)

No	Variabel	Value Cronbach's Alpha	Conclusion
1.	Work Environment (X ₂)	0,869	Reliable

Source: Primary data processed, 2023

Based on table 3, it shows that the results of the Work Environment reliability test (X₂) are said to be reliable, it can be seen from the Cronbach's Alpha value > 0.60, which means that the data is feasible to be able to proceed to the next test.

Table 4. Reliability Test Results (Y)

No	Variabel	Value Cronbach's Alpha	Conclusion
1.	Soldier Performance (Y)	0,904	Reliable

Source: Primary data processed, 2023

Based on table 4, it shows that the results of the Soldier Performance reliability test (Y) are said to be reliable, it can be seen from the value of Cronbach's Alpha > 0.60, which means that the data is feasible to be able to proceed to the next test.

Classic assumption test

a. Normality test

Table 5. Results of the One-Sample Kolmogorov-Smirnov Test

Criteria	Mark	Information
Asymp. Sig. (2-tailed)	,093 ^{c,d}	Residual berdistribusi normal

Source: Primary data processed, 2023

Based on table 5 shows the sig. 0.200 > 0.05, it is said to be normal, which means that the regression model of the Workload (X1) and Work Environment (X2) variables on Soldier Performance (Y) has a normal distribution.

b. Multicollinearity Test

Table 6. Multicollinearity Test Results Coefficients^a

Independent Variable	Dependent Variable	Collinearity Statistics		Description
		Tolerance	VIF	
Workload (X ₁)	soldier performance (Y)	0,619	1,615	There is no multicollinearity
Work Environment (X ₂)		0,619	1,615	

Source: Primary data processed, 2023

Based on table 6, it shows that the VIF value is not more than 10 and the tolerance value is not less than 0.1, so the model can be free from multicollinearity.

c. Heteroscedasticity Test

Figure 1. Heteroscedasticity Test

Source: Primary data processed
 Based on

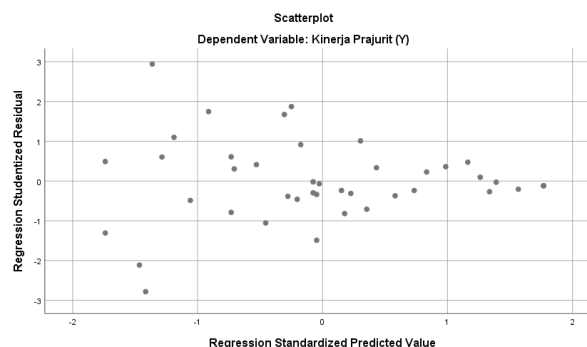


Figure 1, it can be seen that the dots spread randomly and do not form a clear pattern and are scattered above and below the number 0 on the Y axis. It can be said that there is

no heteroscedasticity in the regression model and is suitable for predicting the Workload variable (X1) and Work Environment (X2) on Soldier Performance variable (Y).

Data analysis technique

Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Analysis Test Results

Independent Variable	Dependent Variable	Unstandardized Coefficients		Information
		B	Std. Error	
constant		12,644	4,11	positive
Workload (X ₁)	Soldier	0,779	0,153	positive
Work Environment (X ₂)	Performance (Y)	-0,085	0,137	Negative

Source: Primary data processed, 2023

Based on the table above, the multiple linear regression equation can be described as follows:

- 1) The value of the constant has a positive value of 12.644, a positive sign means that it proves that there is a unidirectional influence between the independent (free) variables on the dependent (bound) variable. This shows that if all the independent variables consisting of Workload (X1) and Work Environment (X2) are 0 percent or do not change, then the soldier's performance value is 12.644.
- 2) The value of the regression coefficient for the workload variable (X1) has a positive value of 0.799. This shows that if the workload increases by 1%, the soldier's performance will increase by 0.799, assuming the other independent variables are held constant. The positive sign means that it shows a unidirectional influence between the independent (free) and dependent (dependent) variables.
- 3) The value of the regression coefficient for the workload variable (X2) has a negative value of -0.085. The negative sign means that it shows the opposite effect between the independent (free) and dependent (dependent) variables, in the work environment it can reduce the soldier's performance. This is because soldiers think that the work environment at Koramil 25, Pasuruan City has an impact on strategy and results in lower soldier performance.

Determination Coefficient Test (R2)

Table 8. Test Results for the Coefficient of Determination (R2) Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	12,644	4,111		3,076	,004		
	Workload (X1)	,779	,153	,747	5,105	,000	,619	1,615
	Work Environment (X2)	-,085	,137	-,091	-,621	,538	,619	1,615

Source: Primary data processed, 2023

Based on the table above, it shows that the test results for the variable workload and work environment simultaneously affect the soldier's performance variable by 0.483 or 48.3%, while the remaining 51.7% is influenced by other variables outside of this study such as work facilities and working hours.

Simultaneous Test (Test F)

Table 9. Simultaneous Test Results with F Test statistics

ANNOVA ^a					
Independent Variable	Dependent Variable	t count	t table	Sig	information
Workload (X ₁)	Soldier Performance (Y)	18,195	2,838	,000 ^b	Hypothesis 1 Accepts H ¹
Work Environment (X ₂)					

Source: Primary data processed, 2023

Based on the results of the table above, the value of Fcount > Ftable is 18.195 > 2.838 with a sig. 0.000 < 0.05 means that simultaneously the workload and work environment variables have a significant effect on the performance of soldiers at Koramil 25 Soldiers, Pasuruan City.

Partial Test (T Test)

**Table 10. Partial Test Results with T Test Statistics
Effect of Workload on Soldier Performance**

Independent Variable	Dependent Variable	t count	t table	Sig	information
Beban Kerja (X ₁)	Kinerja Prajurit (Y)	5,105	2,022	0,000	Hypothesis 1 Accepts H ¹

Source: Primary data processed, 2023

The Workload Variable obtained a tcount > ttable, namely 5.105 > 2.022 or a sig value of 0.000 < 0.05, meaning that Workload proved to have a significant effect on Soldier Performance variables.

**Table 11. Partial Test Results with T Test Statistics
The Influence of the Work Environment on Soldier Performance**

Independent Variable	Dependent Variable	t count	t table	Sig	Information
Lingkungan Kerja (X ₂)	Kinerja Prajurit (Y)	-621	2,022	,538	Hypothesis 1

					Accepts H ¹
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Source: Primary data processed, 2023

The Work Environment variable obtained a tcount > ttable, namely -621 > 2.022 or a sig value of 0.538 < 0.05, meaning that the Work Environment proved to have no significant effect on Soldier Performance variables.

DISCUSSION

1. Effect of Workload and Work Environment on Soldier Performance

The results of this study are based on the results of the analysis of the data obtained, this study shows that there is a positive and significant effect on employee performance in the workload variable and there is a negative and significant effect on the performance of soldiers in the work environment variable. This proves that a low workload can improve soldier performance, conversely in a work environment where there is good comfort and safety, it can improve soldier performance.

This research is in accordance with previous research written by Dian Asriani, Muchran BL, Irwan Abdullah, (2018) which states that workload and work environment have a simultaneous influence on soldier performance.

2. Effect of Workload on Soldier Performance

Based on the description above, it can be seen that the standard work indicator has the highest average of 4.45 in the very good category, meaning that more respondents are aware that the work standards carried out can be carried out to the best of their ability and in accordance with existing regulations. This statement is reinforced by the respondents' answers obtained on the questionnaire that was distributed to 42 soldiers (100%).

This research is in accordance with previous research written by Fernando Reinhard Tjiabrata, Bode Lumanaw, Lucky O.H. Dotulong, (2017) which states that workload has an influence on the performance of soldiers.

3. The Effect of the Work Environment on Soldier Performance

This shows that the work environment dominates the performance of soldiers at the 25 municipal military units in Pasuruan. Based on this description it can be seen that the sound indicator does not affect the work environment. Based on this description it can be seen that the sound indicator has no effect on the work environment even though the environment has a lot of vehicle noise.

This research is in accordance with previous research written by Muhammad Rendi Santoso, Sri Widodo (2022) which states that the work environment has no effect on the performance of soldiers.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Based on the analysis and discussion, it can be concluded as follows:

1. Workload (X1) and work environment (X2) simultaneously influence the performance of soldiers (Y) at Koramil 25, Pasuruan City. This means that when there is a workload on the performance of Koramil 25 soldiers in Pasuruan City and followed by a work environment that is in accordance with

the soldier's performance, then this is able to foster work standards for carrying out the soldier's performance.

2. Workload has a positive and significant effect on the performance of soldiers (Y) at Koramil 25, Pasuruan City. This means that there is work that is difficult to understand so that it can make the workload carried out by soldiers less than optimal.
3. The work environment (X2) has no significant effect on the performance of soldiers (Y) at Koramil 25, Pasuruan City. This means that the Koramil 25 City of Pasuruan has no effect on the performance of soldiers because the work environment at the Koramil 25 City of Pasuruan does not really support this because of the noise of vehicles, especially the sound of motorbikes, which interferes with the performance of soldiers.

Recommendations

Some suggestions that researchers can give regarding this research include:

1. For Further Researchers

It is expected that future researchers in the same field will examine based on variables that are different from the variables in the study, such as workload variables, work environment, or can add variables in the study to other variables. It aims to be able to find out what variables can affect the performance of soldiers.

2. For Institutions/Places of Business

- a. Workload

Based on the results of the descriptive test of the workload variable it is known that the statement item that has the lowest value is the "target to be achieved" from this statement the Pasuruan 25th Military Command must provide training so that soldiers can carry out their duties according to the target desired by the Pasuruan 25th Military Command.

- b. Work environment

Koramil 25 Pasuruan City should maintain a good non-physical work environment, good relationships with colleagues and opportunities to communicate with superiors regarding work must be maintained, because this can enhance good cooperation. This is because the work environment of the Pasuruan City Koramil 25 has no effect on the performance of soldiers because most of the Babinsa spend more time in their respective areas and also the soldiers only use the Pasuruan City Koramil 25 as a place for gatherings and a place to discuss with their colleagues.

- c. Warrior Performance

Awards should be given in accordance with the achievements given to the organization. The forms of appreciation do not have to be in the form of money, but also in the form of commendation that is proportional to achievement so that soldiers can continue to be motivated at work. Another form of appreciation can be given in the form of providing opportunities for self-development through formal and informal education so that soldiers continue to develop which in the end is expected to improve the work performance of soldiers and will become added value for the soldiers concerned and for the institution.

- d. Limitations

This research has limitations, therefore it is suggested to other researchers to

use different variables in this study and according to the conditions in the field

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