

The Influence of Physical Work Environment and Non-Physical Work Environment on Employee Performance at PT. Chess Prima Teknik

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Abstract

The purpose of this study is to determine the influence of the physical work environment and non-physical work environment on employee performance at PT. Chess Prima Technique. The method used is quantitative. The sampling technique uses saturated sampling where all members of the population are used as samples, thus the sample in this study totals 61 respondents. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient, determination coefficient and hypothesis test. The population in this study is employees of PT. Catur Prima Teknik and the number of saturated samples amounted to 61 respondents. The method of data collection is through questionnaires with a *likert scale*, observation, and literature study. The results of this study are that the physical work environment has a significant effect on employee performance with a determination coefficient of 44.5% and the hypothesis is obtained by calculating t_{table} or $(6,882 > 2,001)$. The non-physical work environment had a significant effect on employee performance with a determination coefficient of 37.8% and the hypothesis was obtained by the calculation t_{table} or $(5,994 > 2,001)$. The physical work environment and the non-physical work environment simultaneously had a significant effect on employee performance with a regression equation of $Y = 7.205 + 0.431X_1 + 0.414X_2$, the determination coefficient was 59.2% while the remaining 40.8% was influenced by other factors. The hypothesis test obtained the value of $F_{cal} > F_{table}$ or $(42.008 > 3.160)$.

Keywords: physical work environment; Non-physical work environment; Employee Performance.

INTRODUCTION

The rapid development of science and technology today has a great influence on business progress. To advance the business venture, proper management is needed. Various ways are taken by the company in order to survive and develop in its operations. Fierce competition causes companies to be required to be able to increase competitiveness in maintaining the survival of the company. For this reason, companies need to form a qualified workforce for the survival of the company. One of the anticipations is with a more skilled and qualified human resource environment.

PT. Catur Prima Teknik is a company engaged in general trade, engineering, procurement, contractors and services with complex and dynamic

operational characteristics. In the field of general trade and procurement, the company plays a role in providing goods according to client needs, starting from the process of finding suppliers, negotiating prices, to distributing goods to project sites. This activity requires administrative rigor, coordination between divisions, and timely delivery.

In the field of engineering, the company is involved in technical design, specification calculation, system installation, and equipment testing. This job requires a competent workforce, the use of adequate work tools, and safe and comfortable working environment conditions because it is related to technical aspects and work safety.

In the contractor field, the

company carries out project work both inside and outside the company's location (field), such as installation, maintenance, and construction of certain installations. This field requires good team coordination, work discipline, complete personal protective equipment, and adequate support of work facilities so that work can be completed according to the target time and quality standards set. Furthermore, in the field of services, the company provides technical and non-technical services to clients who need certain skills with effective services and communication, as well as harmonious working relationships between team members.

PT. Catur Prima Teknik has a total of 61 employees divided into several divisions, namely the Production/Warehouse division as many as 29 people, the Field/Project division as many as 15 people, the *Engineering division* as many as 8 people, the Administration and HRD division as many as 4 people, the Finance division as many as 3 people, and the Security division as many as 2 people. The company occupies a three-story building with a different division of workspace functions on each floor.

The Company has been established since 2018 in entering the increasingly competitive business world, the Company considers it necessary to have a good, prospective, directed and achievable vision and mission in the development of engineering, machinery, electrical and instrument fields that are more effective, efficient and measurable for future development so that they certainly have the determination to achieve maximum performance.

Performance is one of the important components to measure the success achieved by a company. In its activities, the company must be able to

improve performance from time to time. Good performance is able to show an increased number of achievements and meet the quality of good work and is done optimally, has confidence in completing all tasks and work and has full responsibility for its duties and obligations. In addition, employees also have enough ability to overcome problems at work so that they can increase the company's competitiveness well.

PT. Catur Prima Teknik assesses employee performance with the aim of evaluating the performance of the employee concerned. Through this performance appraisal, it will be easier for the company or personnel to find out the abilities, skills, behaviors, strengths and weaknesses that employees have. The implementation of employee performance evaluations and assessments must be carried out transparently, so that employees know that the assessments made are not only based on the likes or dislikes of the employee concerned. Employees themselves also feel that regular evaluations have a positive impact on their work motivation.

So far, based on a survey related to performance at PT. Catur Prima Teknik still has several problems or there are still phenomena that need to get the attention of management, so that in the future performance can be achieved optimally. Indicators that are still not able to be achieved optimally.

In the work quality indicator, there are still employees who are not able to meet the quality of work according to the company's specifications, where work is often *delayed* and not completed on time because employees often use excessive rest time or take too long breaks. Then in the indicator of the quantity of work or the targeted amount should be completed on time but not able to be

achieved properly, this is often due to the slow process of service to customers and also often found at the same time customers are in a hurry to go to the office because they do not have a long time. Furthermore, punctuality in completing the production of consumer orders is also often found to be completed for a long time, both preparing raw materials to processing goods for production until the finished goods are collected or put into the warehouse to separate which are of good quality and which are defective. In the implementation of work tasks, it is also often found that there are still many who wait for commands or orders from their superiors in carrying out their daily duties, even though employees already know what must be prioritized in completing their work.

In the effectiveness indicator, there are still employees who do not fully understand the order of their work even though the work is done every day. Forgetting is often the reason so that sometimes it hinders the further process of work. Then the indicator of independence, there are also still employees who if there is a mistake they do not immediately make improvements, especially in fact the work is a routine job that is done so that it often results in work becoming.

Every company has a way of measuring performance. In conducting work assessments, the company uses a scale given starting from the percentage achievement value (%) starting from the achievement of < 60% to 100% which is then grouped into the sentence "Very good, good, enough, less, very lack".

Table 1: Employee Performance Data of PT. Chess Prima Teknik in 2023-2025

Indicator		Target	Achievement Per Year (%)
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	Rated Indicators	et (%)	2023	2024	2025
1. Quality of work	Employees' ability to carry out work in accordance with the standards set by the company	100%	78,2%	68,8%	68,7%
2. Working quantity	Employees' ability to achieve the job targets given by the company	100%	82,4%	77,5%	72,6%
3. Punctuality	Timeliness in delivering running job tasks	100%	85,7%	83,3%	75,6%
4. Effectiveness	Effectiveness in carrying out work	100%	84,6%	68,5%	68,2%

5. Independence	Employee independence related to job responsibilities	100%	83,5%	74,2%	72,3%
Average Reach			82,9%	74,5%	71,5%
Achievement Criteria		Good	Enough	Enough	

Source: PT. Chess Prima Technique, 2025 (processed)

Based on the data in the table above, performance is measured from several indicators, namely work quality indicators, work quantity indicators, work punctuality indicators, indicators of the ability to effectively complete work and indicators of having independence of a sense of responsibility in their field of work, from all indicators of achievement fluctuating and decreasing. The performance achievement in 2023 from the 100% target determined was only able to be achieved on average of 82.9%, including good criteria. Then in 2024 there will be a decline that can only be achieved by 74.5% or sufficient criteria. Then in 2025 the achievement will again decrease from the previous year which was only able to be achieved by 71.5% or included in the sufficient criteria.

The decline in performance above, the author also suspects is a result of the physical work environment that has not been fulfilled properly in order to achieve the expected goals. An employee in carrying out work, can be influenced by the physical work environment in the company, because

the physical work environment is one of the main factors that can affect employee performance, because the work environment is a place for employees to do their work. Of course, in the physical work environment, there are furniture, spatial arrangements, and other physical conditions that can affect employee activities. This is in line with the opinion of Sedarmayanti (2022:33) that the physical work environment is all physical conditions that exist around the workplace that affect the way employees work both directly and indirectly. The observation made by the author at PT. Catur Prima Teknik is that the physical work environment in the company is inadequate. The company's current condition continues to be improved in terms of facilities and infrastructure. There are several facilities provided to provide employee comfort at work as well as work facilities provided to provide convenience for employees. For indicators of equipment or facilities, the aspect of work equipment or work facilities is still inadequate, such as computer facilities where not all employees are given computers or laptops so that often when making employee reports, they change their laptops, besides that there are also limited printers that sometimes change. In addition, there is also a coffee machine that only provides 1 unit which is often damaged. These inadequate and suboptimal facilities do not support employees' work, so that they affect their performance in completing their work.

Then the lighting indicator in the workspace is still a room that has not been equipped with sufficient lighting installation to avoid errors and the accuracy of workers' vision in doing their work, especially this security service concerns security in all task areas. Lighting levels that are too high

or too low make workers forced to bend over and try to focus their vision. This can cause problems with the back and eyes in the long run and can slow down the employee's work.

Furthermore, air temperature indicators in the workspace that are quite cool, such as the existence of *an air conditioner*, in addition to bringing benefits to the health of workers, are also good for maintaining employee concentration. So far, the installation of air conditioners is still uneven, and there are even some air conditioners that are not in cold condition and have not been replaced with new ones. Then in the indicators of work safety that are still not optimal, security personnel must also be able to provide good customer service. They are the first face of the organization or place they take care of, so friendly and helpful customer service will create a positive impression on office or residential employees.

Then in the indicator of color use (decoration), it is more often found that walls that are dull have not been repainted, or partition wallpaper in the employee's workspace has also peeled off but is not immediately replaced. The above conditions are summarized by the author into data on ideal conditions and real conditions as in the following table:

Table 2: Physical Work Environment Data of PT. Chess Prima Techniques Based on Ideal Conditions and Real Conditions in the Field

Indicator	Ideal Conditions	Real Condition
1. Description	Lighting in the workspace and other rooms is	Many lights are dim, they are not replaced

	bright enough so that it does not interfere with vision	
2. Air temperature in the room	Air conditioning (AC) is sufficient so that the room does not heat up	The number of air conditioners is still less when compared to the number of employees
3. Noise	Office equipment to support complete and sufficient work but does not cause annoying noise	Warehouse work facilities are noisy and interfere with the work processes of other employees
4. Occupational hygiene and safety	There are enough security personnel, the security post room is decent and the employee bag locker according to the number of employees	Lack of security personnel (only 2), narrow security posts and no bag lockers

5. Decoration Layout	The color of the walls is bright, painting is carried out every year	The color of the walls is opaque, some of the wallpaper has peeled off
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Source: Survey PT. Chess Prima Technique, 2025

Based on the data in the table above, it shows that from various aspects or indicators related to the physical work environment, many are not suitable or inadequate, such as equipment that is often damaged and lack of air conditioning, can interfere with the comfort and focus of employees at work. This condition certainly does not support the creation of maximum performance.

A good physical work environment will have a good impact on improving performance, but conversely, a poor physical work environment will have a negative impact on performance. The conditions that occurred at PT. Catur Prima Teknik shows several indicators that are not supportive, as the author did with survey activities where related to the physical work environment still needs to be improved so that the atmosphere of employees becomes more comfortable in carrying out work activities optimally. Among them is the formation of a good relationship between superiors and subordinates. Leaders, managers and employees need to understand that they have a role to play in creating situations full of effective emotional management in order to improve performance.

The non-physical work environment also has an important role in the company. A good non-physical work environment such as the perception and employees of the work

environment they get so that employees can give different assessments of all aspects of their work environment. If the perception shown by employees is good, it will affect the employee's performance because it can make employees feel more comfortable and pleasant with the state of a good work environment, while if the perception shown by employees is bad, the performance of the employee will also be reduced.

The non-physical work environment is more about the atmosphere of the work relationship within an organization, the surrounding environment where a person works, the working methods, and the arrangement of work both as an individual and as a group." Performance will be high and automatic employee performance as well as high non-physical work environment that includes the working relationship between subordinates and superiors at the place where the employee works. A good non-physical work environment will also have a good influence on performance improvement, but on the other hand, a poor non-physical work environment will also have a bad influence on performance improvement. The conditions that occurred at PT. Catur Prima Teknik shows several indicators that are not supportive, as the author did with a pre-survey activity of 30 employees where the assessment of employees is summarized in the following table:

Table 3: Non-Physical Work Environment Data Based on a Presurvey of 30 Employees

Indica tor	State ment	N u m b e r o f P r e- S u r v e y s	Agree		Disagr ee	
			P e o p l e	%	P e o p l e	%
1.Wor king struc ture	The struc ture of work order s and work repor ting is not comp licate d	30	19	6 3, 3 %	11	3 6, 7 %
2. J ob resp onsi biliti es	Empl oyees can be respo nsibl e for the field of work they are assig ned to	30	2 0	6 6, 7 %	10	3 3, 3 %
3. L eade rshi p care and	Lead ers have a good atten tion	30	21	7 0, 0 %	9	3 0, 0 %

Indica tor	State ment	N u m b e r o f P r e- S u r v e y s	Agree		Disagr ee	
			P e o p l e	%	P e o p l e	%
supp ort	to their dutie s and respo nsibil ities well					
4. C ooper atio n betw een grou ps	Coop erati on betw een empl oyee work units has been well estab lishe d so far	30	2 3	7 6, 7 %	7	2 3, 3 %
5. S moor th com muni cati on	Lead ers can estab lish good work com muni cati on with	30	2 2	7 3, 3 %	8	2 6, 7 %

Indicator	Statement	Number of Pre-Surveys	Agree		Disagree	
			People	%	People	%
	employees					
Average			21	70,00 %	9	30,00 %

Source: Presurvey, 2025

Based on the data in the table above, employee responses based on the results of the pre-survey related to the condition of the non-physical work environment show that almost all indicators still exist that give a disagreement assessment or still need to be improved. These indicators include the work structure that provides responses that disagree with reaching 36.7%, with assignments accompanied by policies taken often confusing employees so that employees often feel that work reporting is convoluted so that employees feel bored with work and less motivated to work effectively.

Then in the indicator of responsibility at work that gives a disapproving response reaches 33.3%, with the role of employees expected to have a high sense of responsibility in their field of duty, but often if mistakes are found in the employee's work, they do not immediately fix it. , Then the attention and support from leaders that are felt is still lacking who gives a disapproving response reaching 30.0%, so that motivation decreases, employee loyalty, and productivity. Unconducive

work environments, such as lack of transparency, lack of recognition of achievements, and lack of opportunities for growth, are also triggering factors. This can lead to stagnation or even a decline in the overall performance of the organization. Then the indicator of cooperation between employees who gave a disapproving response reached 23.3%, meaning that employees who are less collaborative tend to work individually so that work coordination becomes rigid, work quality decreases, and performance is disrupted. Furthermore, the smooth communication related to smooth communication both between employees and to the leadership or vice versa, which provides responses that disagree reaches 26.7%, lack of coordination resulting in decreased performance, conflicts, and difficulties in achieving the goals to be achieved. This can have an impact on the efficiency, quality, and success or task being performed. The above conditions must be immediately corrected so that the delivery of work-related orders can be built properly so that employees are able to carry out well and are able to provide *feedback* on company policies. Communication that can build better work management. In addition, it is also important to build more effective communication in implementing policies made by management so that performance can be achieved. Based on the exposure in the background above related to the connection between the physical work environment and employee performance.

Regarding the physical work environment, previous research conducted by *Rahmita, Safrul Rizali (2024)*, then research by *Amelia Syahada (2024)*, as well as research by *Hendra Jayusman, et al (2021)*, then *Wulan Andini, Lili Sularmi (2024)* and

also Delya Fitriyani, Muhamad Guruh (2025) and Veritia, Feb Amni Hayati, Lili Sularmi, Reza Sofyan Romadhon (2025), although the research objects carried out were different, all of them resulted in the conclusion that partially The physical work environment has a positive and significant effect on employee performance. However, the results of the research conducted by Muhammad Farhan Ashari (2025) and his research Doming Amanda Putri, Salfadri, Dina Adawiyah (2024) have inconsistencies where the findings are that the physical work environment does not have a significant effect on employee performance.

Regarding the non-physical work environment and performance, previous research conducted by Mila Setiawati Lase (2025), then Ria Apriliani (2023), then Budhi Prabowo (2023) and also by Sri Safiati Astuti, Mulyadin (2022), although the research objects carried out were different, all of them resulted in the conclusion that partially the non-physical work environment have a positive and significant effect on employee performance. However, the results of research conducted by Khusnatul Fauziyyah, Indah Rohyani (2022) have inconsistencies where the findings are that the non-physical work environment does not have a significant effect on employee performance.

Simultaneous research between the variables of the physical work environment and the non-physical work environment on employee performance was carried out by Muhammad Yusron Fadlillah, Nindie Ellesia (2025), then by Hikmah, Guntur Suryo Putro, Arfianny, Nurhidayanti (2025) and also Wiwik Puspita, Darwin (2024) followed by research by Zulkifli Rizki, Adek Kurnia Fiza (2024) Although the objects of the research were different, they all came to the

conclusion that simultaneously the physical work environment and the non-physical leadership environment had a positive and significant effect on employee performance. However, the results of the research conducted by Sofiatul Aulia, Heru Baskoro (2022) found inconsistencies where the findings were that simultaneously the physical work environment and the non-physical leadership environment did not have a significant effect on employee performance.

Method

This type of research is quantitative, according to Sugiyono (2020:8) argues that "quantitative research is a research method based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses". This study is an empirical study that aims to examine the influence between the variables of the physical work environment and the non-physical work environment on employee performance at PT. Chess Prima Technique. The population and sample in this study amounted to 61 respondents, data collection using primary data by distributing questionnaires to respondents. The data analysis carried out includes: instrument tests, classical assumption tests, as well as regression tests, determination tests and hypothesis tests.

RESULTS OF RESEARCH AND DISCUSSION

Research Results

Validity Test

The validity test is used to determine whether the questionnaire is said to be valid or not. In this validity test, the researcher used SPSS version

26 with the following criteria:

- If the calculated value $>$ the table, then the statement item is said to be valid.
- If the rcalculated value $<$ rtable, then the statement item is said to be invalid.

The following are the results of the calculation of the validity test of each variable used by the researcher in this study, namely the variables of the physical work environment, non-physical work environment and employee performance with the following details:

Testing the Validity of Physical Work Environment Variables (X₁)

Based on the results of the validity test, the following results were obtained:

Table 4: Testing the Validity of the Physical Work Environment Statement Instrument (X₁)

Statement No	r count	r Table	Remarks
KX1-1	0,572	0,252	Valid
KX1-2	0,721	0,252	Valid
KX1-3	0,343	0,252	Valid
KX1-4	0,520	0,252	Valid
KX1-5	0,683	0,252	Valid
KX1-6	0,604	0,252	Valid
KX1-7	0,435	0,252	Valid
KX1-8	0,406	0,252	Valid
KX1-9	0,679	0,252	Valid
KX1-10	0,507	0,252	Valid

Source: Data Processing, 2026.

Based on the table above, if $r_{\text{counts}} > r_{\text{table}}$, it is declared valid and vice versa, if $r_{\text{counts}} < r_{\text{table}}$, it is declared invalid. In this study, the number of samples (n) to be tested was 61 respondents with a bidirectional significance level of 0.050 with the provision that $df = n - 2$, then $df = 61 - 2 = 59$, then the r table was obtained as 0.252. From the table above, the

statement on the physical work environment variable can be said to be valid because all statements have a calculated r value of > 0.252 .

Testing the Validity of Non-Physical Work Environment Variables (X₂)

Based on the results of the validity test, the following results were obtained:

Table 5: Testing the Validity of Non-Physical Work Environment Statement Instruments (X₂)

Statement No	r count	r Table	Remarks
KX2-1	0,364	0,252	Valid
KX2-2	0,306	0,252	Valid
KX2-3	0,631	0,252	Valid
KX2-4	0,514	0,252	Valid
KX2-5	0,409	0,252	Valid
KX2-6	0,558	0,252	Valid
KX2-7	0,595	0,252	Valid
KX2-8	0,503	0,252	Valid
KX2-9	0,491	0,252	Valid
KX2-10	0,464	0,252	Valid

Source: Data Processing, 2026.

Based on the table above, it is known that all statement items in the non-physical work environment variable are declared valid, this is evidenced by the value of $r_{\text{calculated}} > r_{\text{table}}$, $(n - 2) = 61 - 2 = 59$ which is 0.252. Thus, the data is suitable to be forwarded as research data.

Validity Testing of Employee Performance Variables (Y)

Based on the results of the validity test, the following results were obtained:

Table 6: Testing the Validity of Employee Performance Statement Instruments (Y)

Statement No	r count	r Table	Remarks
KY-1	0,399	0,252	Valid
KY-2	0,536	0,252	Valid

Statement No	r count	r Table	Remarks
KY-3	0,371	0,252	Valid
KY-4	0,519	0,252	Valid
KY-5	0,451	0,252	Valid
KY-6	0,426	0,252	Valid
KY-7	0,730	0,252	Valid
KY-8	0,527	0,252	Valid
KY-9	0,622	0,252	Valid
KY-10	0,593	0,252	Valid

Source: Data Processing, 2026.

Based on the table above, it is known that all statements on the employee performance variable are declared valid, as evidenced by the value of $r_{\text{calculated}} > r_{\text{of the table}}$, $(n-2) = 61 - 2 = 59$ which is 0.252. Thus, the data is suitable to be forwarded as research data.

Reliability Test

Reliability is an index that shows how reliable an instrument is. In this test, it was carried out by comparing the *Cronbach alpha value* obtained with the critical standard of 0.600 with the provision that it is said to be reliable if $>$ from 0.600, and said to be unreliable if it is $<$ from 0.600. The following is a table of instrument reliability results:

Reliability Test of Physical Work Environment Variables (X1)

Based on the results of the reliability test, the following results were obtained:

Table 7: Reliability Test of Physical Work Environment Variables (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
,738	10

Source: SPSS 26 data processing

From the table above, it can be seen that the physical work environment variable is said to be

reliable, because the test obtained a *Cronbach alpha* value greater than 0.600, which is $0.738 > 0.600$.

Reliability Test of Non-Physical Work Environment Variables (X2)

Table 8: Variable Reliability Test of Non-Physical Work Environment (X2) Reliability Statistics

Cronbach's Alpha	N of Items
,619	10

Source: SPSS 26 data processing

From the table above, it can be seen that the non-physical work environment variable is said to be reliable, because the test obtained a *Cronbach alpha* value greater than 0.600, which is $0.619 > 0.600$.

Employee Performance Variable Reliability Test (Y)

Table 9: Reliability Test of Employee Performance Variables (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,687	10

Source: SPSS 26 data processing

From the table above, it can be seen that the employee performance variable is said to be reliable, because the test obtained a *cronbach alpha* value greater than 0.600, which is $0.687 > 0.600$.

Classic Assumption Test

This classical assumption test consists of a normality test, a heteroscedasticity test, and a multicollinearity test. The tool used to process the data is using the SPSS 26 program.

Normality Test

The normality test is carried out to find out whether the data population is normally distributed or not, the normality test is carried out by 2 (two)

methods, namely: 1) Kolmogorov-Smirnov with the provision that if the significance value is > 0.05 , the data is declared normal. 2) A graph with the provision that the data distribution points are said to be normal if the data or scattered points are around the diagonal line and follow the direction of the diagonal line, on the other hand, the data is said to be not normally distributed if the data spreads far from the direction of the line or does not follow the diagonal line. The test results are as follows:

Table 10: Normality Test Results One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		61
Normal Parameters ^a , ^b	Red	.0000000
	Std. Deviation	2.31788896
	Absolute	.085
Most Extreme Differences	Positive	.056
	Negative	-.085
Test Statistic		.085
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

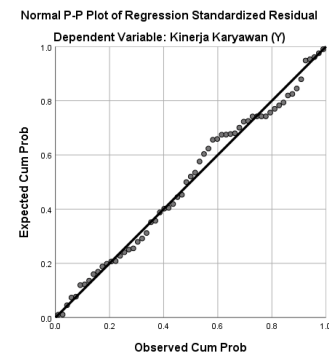
d. This is a lower bound of the true significance.

Source: Data Processing, 2026.

From the table above, a significant value (2-tailed) of 0.200 can be obtained. Because the significance is more than 0.050 or ($0.200 > 0.050$), it is concluded that the data is normally distributed.

Furthermore, the normality test is also carried out using a *Probability Plot* (P-P Plot) graph which in principle normality can be detected by looking at the pattern of data distribution (points) on the diagonal axis of the graph or by looking at the histogram and its

residuals or in other words following the direction of the diagonal line. The test results are as follows:



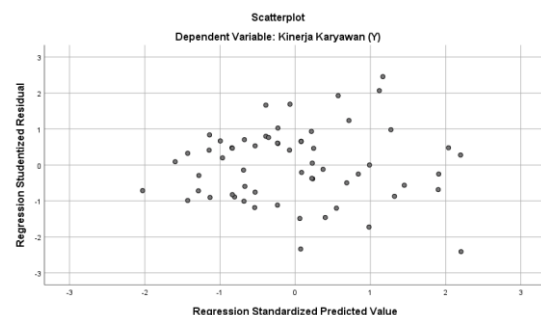
Source: Data Processing, 2026.

Figure 1: P-Plot of Normality Test

From the graph above, it can be seen that the points are spread around the line and follow the direction of the diagonal line, so it can be concluded that the residual data from the variables of the physical work environment (X_1), the non-physical work environment (X_2) and the employee performance (Y) studied are normally distributed data.

Heteroscedasticity Test

The heteroscedasticity test is to find out whether or not there is variance from the residual variance for all observations in the regression model. In this study, the heteroscedasticity test can be seen in the *scatterplot* graph as follows:



Source: Data Processing, 2026.

Figure 2: Scatter Plot Graph of Heteroscedasticity Test Results

In the *scatter plot image*, it can be seen that the dots are scattered randomly and irregularly, so it can be concluded that there is no heteroscedasticity in this regression model.

Hypothesis Test

T test (Partial test)

To find out the influence between the physical work environment (X_1) and the non-physical work environment (X_2) on employee performance (Y) can be done by a t test (partial test). The provisions are as follows:

- 1) If the $t_{count} > t_{table}$ means that H_0 is rejected and H_a is accepted (there is an influence).
- 2) If the $t_{count} > t_{table}$ means that H_0 is accepted and H_a is rejected (no effect)

Partial Hypothesis Test for Physical Work Environment Variables (X_1)

The hypotheses that will be tested in this section are:

H_{01} : There was no significant influence between the physical work environment on employee performance at PT. Chess Prima Technique.

H_{a1} : There is a significant influence between the physical work environment on employee performance at PT. Chess Prima Technique.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 11: Partial Hypothesis Test Results Between Physical Work Environment (X_1) and Employee Performance (Y)

Models	Coefficient		t	Sig.
	Unstandardized Coefficients	Standardized Coefficients		

	B	Std. Error	Beta		
1 (Constant)	17.192	3.079		5.584	.000
Physical Work Environment (X_1)	.572	.083	.667	6.882	.000

a. Dependent Variable: Employee Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the value of $t_{calculated} > t_{of\ the\ table}$ or ($6.882 > 2.001$), this is also strengthened by a significance value of < 0.05 or ($0.000 < 0.05$). Thus, H_{01} was rejected and H_{a1} was accepted, this shows that there is a significant influence between the physical work environment on employee performance at PT. Chess Prima Technique.

Partial Hypothesis Test for Non-Physical Work Environment Variables (X_2)

The hypotheses that will be tested in this section are:

H_{02} : There is no significant influence between the non-physical work environment on employee performance at PT. Chess Prima Technique.

H_{a2} : There is a significant influence between the non-physical work environment on employee performance at PT. Chess Prima Technique.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 12: Partial Hypothesis Test Results Between Non-Physical Work Environment (X_2) and Employee Performance (Y)

Models	B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	15.816	3.760		4.206	.000
Non-Physical Work Environment (X2)	.612	.102	.615	5.994	.000

a. Dependent Variable: Employee Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the t_{cal} value of $> t_{of}$ the table or $(5.994 > 2.001)$ was obtained, this was also strengthened by a significance value of < 0.05 or $(0.000 < 0.05)$. Thus, H_{02} was rejected and H_{a2} was accepted, this shows that there is a significant influence between the non-physical work environment on employee performance at PT. Chess Prima Technique.

Simultaneous Test (F Test)

Statistical F testing is a joint test of all independent variables (physical work environment and non-physical work environment) against their dependent variables (employee performance). The statistical calculation of F from ANOVA is carried out by comparing the critical values obtained from the distribution table F at a certain significant level. The hypothesis formulation made is as follows:

H_{03} : There is no significant influence between the physical work environment and the non-physical work environment

simultaneously on employee performance at PT. Chess Prima Technique.

H_{a3} : There is a significant influence between the physical work environment and the non-physical work environment simultaneously on employee performance at PT. Chess Prima Technique.

As a comparison to see the significant effect, a significant level of 5% (0.05) was used and compared the F-calculation with the F-table with the following criteria:

1) If $F_{calcul} < F_{table}$ means H_0 is accepted and H_a is rejected

2) If $F_{calcul} > F_{table}$ means H_0 is rejected and H_a is accepted

The formula for finding the F value of the table is:

$$(df = k-1) = df_1 = 3-1 = 2 \text{ and } (df_2 = n - k) = 61 - 3 = 58$$

So with a significance of 5% or 0.05, F_{table} of 58 = 3.160 from the statistical table is obtained. Here are the results of the ANOVA test or the F test:

Table 13: Results of Simultaneous Test (Test F) Between Physical Work Environment (X1) and Non-Physical Work Environment (X2) on Employee Performance (Y)

NEW ERA					
Models	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	466.955	2	233.477	42.008	.000
Residual	322.357	58	5.558		
Total	789.312	60			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Non-Physical Work Environment (X2), Physical Work Environment (X1)

Source: Data Processing, 2026.

Based on the test results in the ANOVA table above, the value of F_{was} obtained $calculated > F_{table}$ or $(42.008 > 3.160)$ and strengthened with a significance of < 0.05 or $(0.000 < 0.05)$. So it can be concluded that the physical work environment and the non-physical work environment together have a significant effect on employee performance at PT. Chess Prima Technique.

Discussion

After the findings in this case are known, it is then analyzed how well the data presents the results of the research raised, especially the ability to explain how good the physical work environment and non-physical work environment are to employee performance. Furthermore, the results of this study will be discussed as follows:

Influence of Physical Work Environment (X1) on Employee Performance (Y)

Based on the results of the analysis, the physical work environment has a significant effect on employee performance as evidenced by the results of the t_{count} test = 6.882 while $t_{table} = 2.001$ ($t_{cal} > t_{table}$) with a significant level of $0.000 < 0.05$, H_{01} is rejected and H_{a1} is accepted. This research is in line with the research that has been conducted by Rahmita, Safrul Rizali (2024). The Effect of the Physical Work Environment on the Performance of Government Employees at the Tabalong Regency Regional Revenue Agency. In his research, it was concluded that the physical work environment had a significant positive

effect on employee performance with an influence contribution of 23.0% and the hypothesis test obtained sig. 0.000 < 0.05 .

Influence of Non-Physical Work Environment (X2) on Employee Performance (Y)

Based on the results of the analysis, the non-physical work environment has a significant effect on employee performance as evidenced by the results of the t_{cal} test = 5.994 while $t_{table} = 2.001$ ($t_{cal} > t_{table}$) with a significant level of $0.000 < 0.05$, H_{02} is rejected and H_{a2} is accepted. This research is in line with the research that has been conducted by Mila Setiawati Lase (2025). The Influence of Non-Physical Work Environment on Employee Performance at UPTD Hilzalootano Health Center, Mazino District, South Nias Regency. In his research, it was concluded that the non-physical work environment had a significant positive effect on employee performance with a hypothesis test obtained from t calculated $> t$ table $(3.547 > 1.692)$.

The Effect of Physical Work Environment (X1) and Non-Physical Work Environment (X2) Simultaneously on Employee Performance (Y)

Based on the results of the Anova test, the value of $F_{cal} > F_{table}$ or $(42.008 > 3.160)$ was obtained and also strengthened with a significant value of < 0.05 or $(0.000 < 0.05)$, then H_{03} was rejected and H_{a3} was accepted. So it can be concluded that the physical work environment and the non-physical work environment together have a significant effect on employee performance at PT. Chess Prima Technique. This research is in line with the research that has been conducted by Muhammad Yusron Fadlillah, Nindie

Ellesia (2025). The Influence of Physical Work Environment, Non-Physical Work Environment and Internal Locus of Control on Employee Performance at the Office of the National Unity and Political Agency of Pasuruan Regency. Indonesian. In the study, it was concluded that the physical work environment, non-physical work environment and internal locus of control simultaneously had a significant effect on employee performance with an influence contribution of 73.1% and the hypothesis test obtained $F_{\text{calculated}} > F_{\text{table}}$ ($29.069 > 2.89$).

Conclusion

Based on the results of the description in each previous chapter, and from the results of the analysis and discussion of the influence of the physical work environment (X_1) and the non-physical work environment (X_2) on employee performance (Y), the following are as follows:

1. Partially, the physical work environment has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by $t_{\text{count}} > t_{\text{table}}$ ($6.882 > 2.001$) and also strengthened by a significance of $0.000 < 0.05$. So H_{a1} was accepted. Thus, it can be concluded that the physical work environment variables have a significant effect on employee performance at PT. Chess Prima Technique.
2. Partially, the non-physical work environment has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by $t_{\text{count}} > t_{\text{table}}$ ($5.994 > 2.001$) and also strengthened with a significance of $0.000 < 0.05$. So H_{a2} was accepted. Thus, it can be concluded that the variables of the non-physical work

environment have a significant effect on employee performance at PT. Chess Prima Technique.

3. The physical work environment and the non-physical work environment simultaneously have a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained $F_{\text{count}} > F_{\text{table}}$ or ($42,008 > 3,160$) and also strengthened by a significance of $0.000 < 0.05$. Hence H_{a3} is accepted. Thus, it can be concluded that the variables of the physical work environment and the non-physical work environment simultaneously have a significant effect on employee performance at PT. Chess Prima Technique.

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