

The Effect of Quality of Work Life and Work Environment on Employee Performance at PT Wijaya Karya Rekayasa Konstruksi East Jakarta

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Abstract

This study aims to determine whether there is an influence on the quality of work life and work environment on employee performance at PT Wijaya Karya Rekayasa Konstruksi East Jakarta. This research method uses quantitative methods with a descriptive approach. The sampling technique is saturated with all the population as samples, namely as many as 130 respondents. The data collection method used is the observation method by distributing questionnaires. The data analysis used is validity test, reliability test, correlation test, simple linear regression test, multiple linear regression test, determination test, classical assumption test, hypothesis test (t test), and hypothesis test (F test). Based on the research results, + 0.509. The correlation coefficient value is 0.622, meaning that the independent variable has a strong relationship with the dependent variable. The coefficient of determination shows that the variable quality of work life and work environment contributes 38.6% to employee performance, while the remaining 61.4% is influenced by other factors not examined. The results of the t-test that the coefficient value for the Quality of Work Life variable is 0.226 with tcount of 3,079 > ttable 1,979 the tcount value of Quality of Work Life is greater than the value of ttable and the significant level of t is less than 0.05 (0.03 < 0.05) then H1 is accepted, while for the work environment variable is 0.509 with tcount 7.424 > ttable 1.979 and the significant level t is less than 0.05 (0.00 < 0.05) then H1 is accepted.

Keywords

quality of work life; work environment; employee performance



I. Introduction

Globalization has demanded humans to always be ready to face changes and competition at the international level. If you are not able to adapt, then humans will lose. The same thing will happen to an organization, if they cannot manage human resources (HR) that have a global culture and spirit. In order to be able to survive in the era of globalization, organizations need to increase the capacity of their human resources because human resources greatly determine the success and progress of the company. Competitive advantage will not have a significant effect on the company if it is not supported by human resources, because the competition that human resources have makes them able to explore their potential and optimize the use of other resources to achieve company goals.

According to Mangkunegara (2015:2) revealed that human resources are a planning, organizing, coordinating, implementing and supervising the procurement, development, provision of remuneration, integration, maintenance and separation of workers in order to achieve organizational goals.

PT Wijaya Karya Rekayasa Konstruksi is a company engaged in investment, EPC services, and operation & maintenance. This company has a vision to become the best integrated total solution company in the energy sector in Southeast Asia. The development activity cycle involves all fields within the PT Wijaya Karya Rekayasa Konstruksi organization, including the field of EPC operations and the field of operation & maintenance.

The biggest challenge faced by PT Wijaya Karya Rekayasa Konstruksi is attracting, retaining and developing its employees. One way to face this challenge is to create a good quality of work life for its employees. According to Cascio (2015: 24), the quality of work life can be defined as employees' perceptions of their mental and physical well-being when working.

Wirawan (2015: 97) argues that the quality of work life is a work organization process that allows its members at all levels to actively participate in shaping the environment, methods and timing of organizational operations. According to Wirawan (2015:98) this value-based process is intended to meet the goals of increasing organizational effectiveness and improving the quality of life in the workplace for employees.

Quality of work life It is also intended as workers' perceptions of the welfare, atmosphere and experience of workers in the places where they work, which refers to how effectively the work environment meets the personal needs of workers. The components of the quality of work life according to Cascio (2015: 292) include employee participation, conflict resolution, communication, occupational health, work safety, job security, proper compensation, pride, and career development. A good quality of work life can certainly support the improvement of employee work.

At PT Wijaya Karya Engineering Construction, East Jakarta, conflict resolution and communication have been optimal. The complaint process is issued both formally and informally. The same applies to occupational health and safety factors. This is supported because the company's management has formed a Health, Safety, Environment (HSE) team which aims to implement and evaluate occupational safety and health programs, in addition the company requires all employees to take part in safety morning talk and routine fitness activities every Friday.

Job security and compensation at PT Wijaya Karya Rekayasa Konstruksi East Jakarta have been said to be feasible, this is able to motivate employees to work hard to achieve the set targets so that they get suitable career development according to their potential. The company's concern for the environment is very good, this is proven because the company routinely holds Corporate Social Responsibility (CSR) activities so that employees have a sense of pride. However, the employee participation factor on work responsibility is still not optimal.

The work environment at PT Wijaya Karya Rekayasa Konstruksi, East Jakarta on lighting, air temperature, noise, use of color, space required, work security, work relations between superiors and subordinates and relationships among co-workers. Unhealthy work environment conditions can cause employees to be easily stressed, not enthusiastic to work, arriving late. Vice versa, if the work environment is healthy, the employees will certainly have the enthusiasm to work and it is easy to concentrate, so that the work can be completed according to the target. The work environment itself has 2 (two) dimensions, namely physical dimensions (lighting, air temperature, noise, use of color, space required, and job security) and non-physical dimensions (work relations between superiors and subordinates and relationships among co-workers). According to Mangkunegara (2015: 67) the notion of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Based on this description, the researcher considers it necessary to conduct further research on the influence of the variables of Quality of Work Life, Work Environment, and Employee Performance at PT Wijaya Karya Rekayasa Konstruksi East Jakarta to be able to complete the research with the title "The Effect of Quality of Work Life and Work Environment on Performance Employees at PT Wijaya Karya Engineering Construction East Jakarta".

II. Review of Literature

2.1. Understanding Performance

The term performance comes from the word job performance or actual performance (performance achievement or actual achievement achieved by someone). According to Mangkunegara (2015: 67) the notion of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Hasibuan (2017: 34) explains that performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time.

Performance appraisal is one of the functions of human resource management, so it should be done properly. Without performance appraisal, management will certainly find it difficult to determine, for example, how much salary or bonuses, or other appropriate welfare given to employees (Ronny, 2020).

According to Rivai (2015:309) performance is a function of motivation and ability. To complete a task or job, a person should have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it. Performance is a real behavior that is displayed by everyone as work performance produced by employees according to questions in the company. Employee performance is a very important thing in achieving goals.

2.2. Definition of Quality of Work Life

Quality of work life is a systems approach implemented by managers to increase the productivity of their employees. It is also realized by workers that by improving the quality of work, it will be able to increase better wages. For management, when employees have good work quality, productivity will also increase so that organizational goals will be achieved.

Robbins (2002: 105) describes the quality of work life as a process of how an organization responds to the needs of employees by developing mechanisms in such a way that these employees have the opportunity to make decisions to design their lives within the scope of work. According to Cascio (2015: 24) "QWL in terms of employees perceptions of their physical and mental well-being of work." It means that the quality of work life is employees' perception of their mental and physical well-being at work. Siagian (2015: 320) states that a concept of quality of work life can be said as a systematic effort in organizational life through which workers are also given the opportunity to find their way of working and which they provide to the organization in order to achieve its goals and various goals.

2.3. The Effect of Quality of Work Life on Employee Performance

Cascio (2006:24) explains that the quality of work life of employees is one of the important goals in meeting the needs and desires of employees. There are two views on the meaning of Quality of Work Life. First, Quality of Work Life is a set of circumstances and practices of an organization (eg democratic enrichment of supervisors, employee involvement, and safe working conditions). While the second, Quality of work life is the

perception of employees that they want to feel safe, they feel satisfied, and get the opportunity to grow and develop as human beings. Thus employees will work wholeheartedly, so as to improve employee performance. According to Irawati (2015: 41-52) reveals the results of his research. The results of testing on the hypothesis show that the Quality of Work Life has an effect on employee performance at the Department of Industry and Trade of Sampang Regency. This proves that the Quality of Work Life greatly affects employee performance.

2.4. The Effect of Work Environment on Employee Performance

The work environment is one of the factors that causes an increase in employee performance, because a safe and comfortable work environment makes employees motivated to work and feel at home to work for a long time in the company or organization. According to Budianto and Katini (2015) in their research concluded that there is a very strong and positive (significant) influence between the work environments on employee performance at PT Perusahaan Gas Negara. Meanwhile, according to Surjosuseno (2015) revealed that the work environment has a positive and significant effect on employee performance at UD Ada Plastic Factory. Hendri Rosa (2015) in his research explains that the work environment and training partially have a positive and significant effect on the performance of PTPN VI employees, Ophir Sariak unit.

2.5. The Influence of Quality of Work Life and Work Environment on Employee Performance

Quality of work life and work environment are two important things that strongly encourage employees to stay in the organization. Employees will continue to survive because their needs are guaranteed, there is a good relationship with co-workers, superiors, a safe and comfortable work environment and so on. According to Pertiwi and Sedjati (2019) in their research, they concluded that together, the three variables studied had a significant positive effect on employee performance at the UPTD Puskesmas Sunyaragi Cirebon City by 54.9% while the remaining 45.1% came from other factors outside the framework.

III. Research Methods

The type of research used in this research is quantitative research with a descriptive approach. Quantitative research is one type of research whose specifications are systematic, well-planned and clearly structured. According to Sugiyono (2017:13), quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative or statistics with the aim of testing established hypotheses.

This research was conducted at PT Wijaya Karya Rekayasa Konstruksi which is located at Jalan DI Panjaitan Kav. 2 Kelurahan Cipinang Cempedak, East Jakarta, 13340. The study was conducted from September 2020 to April 2021 until the data and information needs were met.

The population that is used as the object of this research is 130 employees who are placed at PT Wijaya Karya Rekayasa Konstruksi East Jakarta. The sample that is used as the object of this research is all 130 employees who are placed at PT Wijaya Karya Rekayasa Konstruksi East Jakarta. The scale used is a Likert scale (Likert scale) to measure a person's attitudes, opinions and perceptions about social events or phenomena.

IV. Results and Discussion

Respondent data in this study can be categorized into several types, namely based on gender, age of the respondent, the last education of the respondent and the period of service of the respondent.

Respondents who were male as many as 71 people or (55%) and women as many as 59 people or (45%). Respondents aged 21-30 years as many as 96 people or (74%), ages 31-40 years as many as 24 people or (18%), ages 41-50 as many as 8 people or (6%), and ages more than 51 years as many as 2 people or (2%).

There are 130 respondents with a high school education (equivalent) totaling 24 people or (18%), with a Diploma (D3) education totaling 21 people or (16%), with a bachelor degree (S1) totaling 83 people or (64%), and 2 people with Bachelor (S2) education or (2%). Respondents who worked < 1 year were 21 people or (16%), who worked 1-7 years were 68 people or (68%), who worked 8-14 years were 10 people or (8%), and those who worked > 15 year amounted to 10 people or (8%).

4.1 Variable Quality of Work Life (X₁)

Quality of Work Life at PT Wijaya Karya Rekayasa Konstruksi East Jakarta based on the respondent's answer is categorized as very good with a scale value of 4.64.

4.2 Work Environment Variable (X₂)

The work environment at PT Wijaya Karya Rekayasa Konstruksi, East Jakarta, based on the respondents' answers, is categorized as very good with a scale value of 4.22.

4.3 Performance Variable (Y)

Performance at PT Wijaya Karya Rekayasa Konstruksi East Jakarta based on respondents' answers is categorized as very good with a scale value of 4.32.

a. Validity Test Analysis

Validity test is intended to test the questions on each question item on the questionnaire are valid or not, in the sense that they can be used or not. Furthermore, to process the validity test, researchers used SPSS version 2.3 with the following criteria:

- If the value of $r_{\text{count}} > r_{\text{table}}$, then the statement item is said to be valid.
- If the value of $r_{\text{count}} < r_{\text{table}}$, then the statement item is said to be invalid.
- Significant level = 0.05 or (5%), meaning that the level of confidence in the test is 95%.

Based on the validity test, all statement items on the quality of work life variable (X₁) all statement items are declared valid, where all statement items have a corrected item total correlation value > 0.173 or $r_{\text{hitung}} > r_{\text{tabel}}$.

Validity test all work environment variable statement items (X₂) all statement items are declared valid, this is evidenced by all statement items having the corrected item total correlation value greater than the value r_{tabel} (0.173). For this reason, the questionnaire used is feasible to process research data.

Test the validity of all performance variable statement items (Y) all statement items are declared valid, this is evidenced by all statement items having a value of $r_{\text{hitung}} > r_{\text{tabel}}$ (0.173).

b. Validity Test Analysis

Reliability testing is intended for reliability or stability of answers from respondents. The criteria for making reliable decisions whether or not the answer to the statement is as follows:

- If the value of cronbach alpha > 0.60 , then the item statement is said to be reliable.
- If the Cronbach alpha value < 0.60 , then the statement item is said to be no reliable.

The level of significance = 0.05 (5%) with the confidence level of the test is 95%. The following are the results of the calculation of the reliability test on each of the variables calculated using the SPSS version 23 software system, as follows:

Table 1. Reliability Test Results of Quality of Work Life Variables (X1)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,743 | 18 |

Source: SPSS Processing Results in 2021

Based on the results of the reliability test in the table above, it is concluded that it is reliable, it is evidenced by the Cronbach Alpha value > 0.60 or $0.743 > 0.60$. Thus the data is feasible to be continued in this study.

Table 2. Work Environment Variable Reliability Test Results (X2)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,721 | 18 |

Source: SPSS Processing Results in 2021

Based on the table data above, it can be seen that for the work environment variable lingkungan (X₂) all statement items are declared reliable, where all statement items have a Cronbach Alpha value > 0.60 which is 0.721.

Table 3. Performance Variable Reliability Test Results (Y)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,723 | 18 |

Source: SPSS Processing Results in 2021

Based on the results of data processing above, it is known that each item of employee performance variable statement (Y) has a Cronbach Alpha value > 0.60 or $0.723 > 0.60$. Thus the instrument is declared reliable.

4.4. Classical Assumption Test Analysis (Prerequisite Test)

Classical Assumption Testing is used to determine the accuracy of the data, or to determine the significance of the relationship between the independent variable and the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and limitedly from the weaknesses that occur because there are still symptoms of classical assumptions. In this study, the classical assumption test consisted of normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test.

a. Normality Test

The normality test was conducted to test whether in the regression model, the dependent variable and the independent variable were normally distributed or not normally distributed. Normality test, namely normal data is data that forms points that spread not far from the diagonal line.

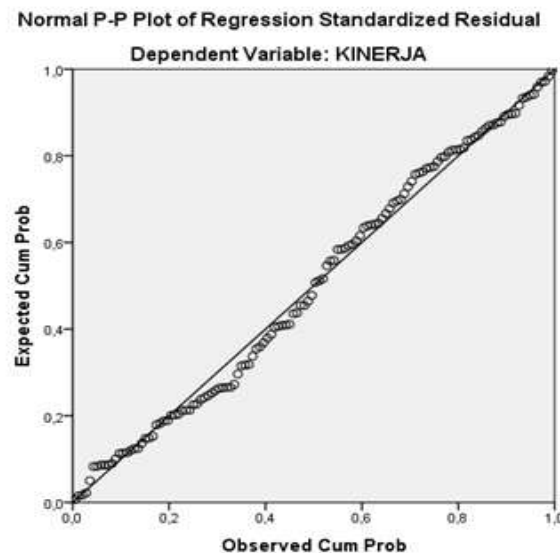


Figure 1. Probability plot graph (P – Plot)

In the picture above, it can be seen that the data (dots) spread around the diagonal line which means that the data meets the assumption of normality.

b. Multicollinearity Test

The multicollinearity test was intended to test whether the regression model found a correlation between the independent variables. To detect the presence or absence of multicollinearity, it can be seen from the tolerance value or Variance Inflation Factor (VIF) with the following conditions:

- a. If the VIF value is > 10 and the tolerance value is > 1 , then multicollinearity occurs
- b. If the VIF value is < 10 and the tolerance value is < 1 , then there is no multicollinearity

The multicollinearity test obtained that the quality of work life (X1) and work environment (X2) had a tolerance value of 0.944 or > 0.10 while the VIF value on the quality of work life (X1) and work environment (X2) was 1.060 or > 10.00 , thus the results of the test this does not occur multicollinearity.

c. Heteroscedasticity Test

Heteroscedasticity test is intended to test whether in the regression model there is an inequality of residual variance from one observation to another observation. To detect whether heteroscedasticity occurs or not is to look at the scatter plot graph on the predicted value of the dependent variable (ZPRED) and the residual value (SRESID). Decision making criteria:

- a. If the dots in the resulting image form a certain regular pattern, then heteroscedasticity has occurred.
- b. However, if it spreads without forming a certain pattern, then the model does not occur heteroscedasticity.

The results of the heteroscedasticity test are as follows:

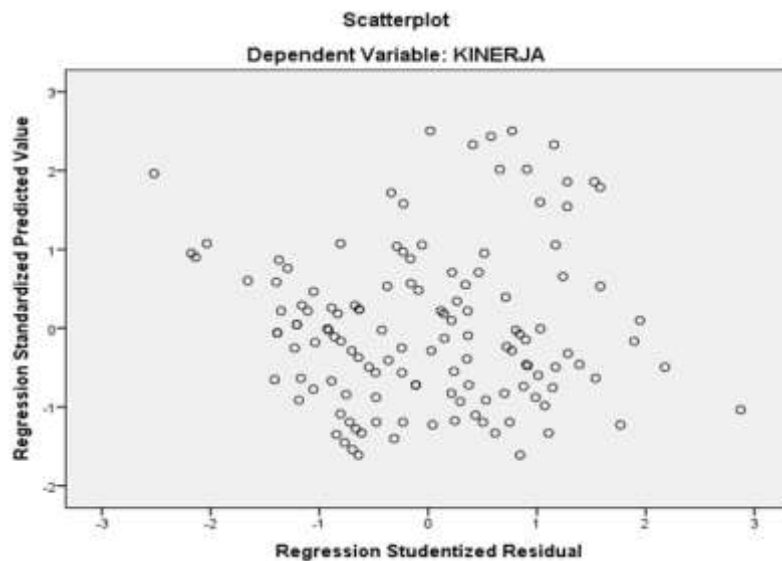


Figure 2. Heteroscedasticity Test Results

In the picture above, the points on the scatterplot graph do not have a clear distribution pattern and the points spread above and below the number 0 on the Y axis, thus this shows that there is no heteroscedasticity disorder.

d. Autocorrelation Test

The autocorrelation test is used to determine whether or not there is a deviation from the classical assumption of autocorrelation, namely the existence of a correlation between sample members. The method that can be used to detect the presence or absence of autocorrelation in this study is the Durbin-Watson test (DW test). Based on the results of the test table above, it is stated that there is no autocorrelation, this is evidenced by the Durbin-Watson value of 1.933 which is between the interval 1.550 – 2.460.

4.5. Analysis of Correlation Coefficient Test

The correlation coefficient analysis is intended to determine the level of influence strength or the relationship between the independent variables on the dependent variable either partially or simultaneously. The results of the analysis calculated using the SPSS version 23 software system are as follows:

Table 4. Variable Correlation Coefficient Test Results X_1 and X_2 Against Y
Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------|----------|-------------------|----------------------------|
| 1 | .622a | .386 | .377 | 4,116 |

a. Predictors: (Constant), work environment, quality of work life

b. Dependent Variable: performance

Source: SPSS Processing Results in 2021

From the table above, the correlation coefficient value of 0.622 is obtained, which is in the interpretation range of 0.600 - 0.799, it can be concluded that the variable quality of work life (X_1) and work environment (X_2) has a strong relationship level to employee performance (Y).

4.6. Multiple Linear Regression Test Analysis

This multiple linear regression test is intended to determine the magnitude of the effect of the variable Quality of Work Life (X_1) and work environment (X_2) on employee performance (Y).

Based on the results of the regression calculations in the table above, the regression equation is $Y = 20.296 + 0.226X_1 + 0.509X_2$ then it can be concluded as follows:

1. The constant value is 20.296. It means that if the Quality of Work Life (X_1) and the work environment (X_2) = 0 or constant, then the performance (Y) will be worth 20.296.
2. The Variable Quality of Work Life (X_1) has a regression coefficient value of 0.226 (positive) This means that if it is constant and there is no change in the work environment variable (X_2), then every 1 unit change in the quality of work life variable (X_1) will result in an increase in performance. (Y) of 0.226.
3. The work environment variable (X_2) has a regression coefficient value of 0.509 (positive), meaning that if it is constant and there is no change in the quality of work life variable (X_1), then every 1 unit change in the work environment variable (X_2), will result in an increase in changes in the work environment variable (X_2). productivity variable (Y) is 0.509.

4.7. Test Coefficient of Determination (R Square)

The analysis of the coefficient of determination is intended to determine the percentage of the influence of the independent variable on the dependent variable either partially or simultaneously. In this analysis, the formula $KD = R^2 \times 100\%$ is used.

Based on the results of the coefficient of determination of the effect of the quality of work life and work environment on performance, the results obtained determination data of 0.386 or $0.386 \times 100 = 38.6\%$, thus it can be concluded that the variables of quality of work life (X_1) and work environment (X_2) have a significant contribution the effect on the employee performance variable (Y) is 38.6%, while the remaining 61.4% is influenced by other factors not carried out in this study.

4.8. Significant Test

a. Partial Test (t Test)

Partial hypothesis testing is intended to test statistically (t test) whether the hypothesis formulation made is accepted or rejected. Testing the effect in this study between the independent variables on the dependent variable partially. Significance in this study used 5% (0.05) by comparing with the following criteria:

- a. If $>$, then it is rejected and accepted.
- b. If $<$, then it is accepted and rejected.

Based on the results of the t test, it can be seen that the coefficient value for the Quality of Work Life variable is 0.226 with tcount of 3,079 $>$ ttable 1,979 the tcount value of Quality of Work Life is greater than the value of ttable and the significant level of t is less than 0.05 ($0.03 < 0.05$) then H_1 is accepted, while for the work environment variable is 0.509 with tcount 7.424 $>$ ttable 1.979 and the significant level t is less than 0.05 ($0.00 < 0.05$) then H_1 is accepted.

So that it can be partially concluded that the variables of Quality of Work Life and work environment have a significant and significant effect on performance.

b. Simultaneous Test (F Test)

To test the effect of the variable Quality of Work Life (X_1) and work environment (X_2) simultaneously on the employee performance variable (Y) at PT Wijaya Karya Rekayasa Konstruksi East Jakarta carried out with the F statistical test (simultaneous test). Significance in this study used 5% (0.05) by comparing F_{hitung} with F_{tabel} with the following criteria:

- a. If $F_{hitung} < F_{tabel}$, so H_0 accepted and H_3 rejected.
- b. If $F_{hitung} > F_{tabel}$, so H_0 rejected and H_3 accepted.

Based on the test results, the value of $F_{hitung} > F_{tabel}$ or $(39.989 > 2.680)$ this is also reinforced by a significance probability value of $0.000 < 0.005$. Thus then H_0 rejected and H_3 accepted, then this shows that there is a positive and significant influence simultaneously (simultaneously) between the variables of Quality of Work Life (X_1) and work environment (X_2) on employee performance (Y) at PT Wijaya Karya Rekayasa Konstruksi East Jakarta.

4.9. The circumstances or criteria of the object under study are based on the variable Quality of Work Life (X1)

Variable Quality of Work Life there are 9 (nine) indicators including employee participation, career development, conflict resolution, communication, health, safety, job security, pride in work, and compensation. Based on the results that have been analyzed by the author on the results of the questionnaire distributed to 130 respondents and there are 18 statements regarding the Quality of Work Life given by the company. The results were those who answered Strongly Agree (SS) 66.29%, Agree (S) 32.18%, Doubtful (R) 1.37%, Disagree (TS) 0.08% and Strongly Disagree (STS)) 0.08%. With reference to the maximum value of 100%.

From the above results it can be concluded that Quality of Work Life at PT Wijaya Karya Rekayasa Konstruksi East Jakarta based on respondents' answers with an average score of 4.64 is categorized as very good. For the calculation of F_{hitung} with F_{tabel} can be concluded then $F_{hitung} (0.524) > F_{tabel} (0.173)$ provided that $= 0.05$ (5%) means the variance of item 1 variable (X_1) can be declared valid and so on how to test variance for items 2 to 18.

4.10. The condition or criteria of the object under study are based on the Work Environment variable (X2)

There are 8 (eight) indicators of the work environment, including lighting, air temperature, noise, use of color, required space for movement, work security, work relations between superiors and subordinates, and relations with colleagues. Based on the results that have been analyzed by the author on the results of the questionnaire distributed to 130 respondents and there are 18 statements regarding the work environment provided by the company. The results are those who answered Strongly Agree (SS) by 32.44%, Agree (S) 60.34%, Doubtful (R) 4.96%, Disagree (TS) 1.75% and Strongly Disagree (STS)) 0.51%. With reference to the maximum value of 100%. From the results above, it can be concluded that the work environment at PT Wijaya Karya Rekayasa Konstruksi East Jakarta based on respondents' answers with an average score of 4.22 is categorized as very good.

4.11. The state or criteria of the object under study are based on the Performance variable (Y)

The performance variable has 4 indicators including work quality, timeliness, knowledge, and responsibility. Based on the results that have been analyzed by the author on

the results of the questionnaire distributed to 130 respondents and there are 18 statements about the performance given by the company. The results are those who answered Strongly Agree (SS) by 38.97%, Agree (S) 55.77%, Doubtful (R) 3.89%, Disagree (TS) 1.16% and Strongly Disagree (STS).) 0.21%. With reference to the maximum value of 100%.

From the results above, it can be concluded that the performance at PT Wijaya Karya Rekayasa Konstruksi East Jakarta based on the respondents' answers with an average score of 4.32 is categorized as VERY GOOD. For the calculation, it can be concluded that $(0.230) > (0.173)$ with the provision that $= 0.05$ (5%) means that the variance of item 1 variable (Y) can be declared valid and so on how to test variance for items 2 to with 18th.

4.12. Effect of Quality of Work Life (X1) on Performance (Y).

Multiple linear regression obtained $Y = 20.296 + 0.266X_1 + 0.509X_2$. constant of 20.296, this means that the performance value has reached 20.296. The regression coefficient of the Quality of Work Life (X_1) variable is 0.266 and is positive, this means that every increase in the value of the Quality of Work Life (X_1) variable is increased by one unit assuming the value of other variables remains, then the performance variable will increase by 0.266 units and Quality of Work Life (X_1) has a positive effect on performance (Y).

The value of the t-test results on the Quality of Work Life (X_1) variable is $> (3,079 > 1,979)$ and the significance value is $0.000 < 0.05$. These results indicate that it is rejected and accepted. This means that there is a positive and significant influence between Quality of Work Life (X_1) on employee performance.

4.13. Effect of Work Environment (X2) on Performance (Y)

Multiple linear regression obtained $Y = 20.296 + 0.266X_1 + 0.509X_2$ constant of 20.296, this means the performance value has reached 20.296. The regression coefficient obtained by the work environment variable (X_2) is 0.509 and is positive, this means that every increase in the value of the work environment variable (X_2) is increased by one unit assuming the value of other variables remains, then the performance variable will increase by 0.509 unit and work environment (X_2) have a positive effect on performance (Y).

The value of the t-test results on the work environment variable (X_2) is $> (7.424 > 1.979)$ and the significance value is $0.000 < 0.05$. These results indicate that it is rejected and accepted. This means that there is a positive and significant influence between the work environment (X_2) on employee performance.

4.14. Effect of Quality of Work Life (X1) and Work Environment (X2) on Performance (Y)

The calculation results in the ANOVA table show a value of $>$ or $(39.989 > 2.680)$ with a significance of $0.000 < 0.05$. This means that it is rejected and accepted, thus there is a positive and significant effect simultaneously (simultaneously) between the variables of Quality of Work Life (X_1) and work environment (X_2) on employee performance (Y) at PT Wijaya Karya Rekayasa Konstruksi East Jakarta. While the value of the coefficient of determination, the value of R^2 is 0.386 or 38.6%. The data identified that the quality of work life and work environment contributed to the effect of employee performance by 38.6%, the remaining 61.4% was influenced by other factors that were not examined.

V. Conclusion

1. Based on the variable Quality of Work Life () the highest value is on the "Safety" indicator with a scale value of 4.74 which means that the safety factor has been considered by the company. The company has guaranteed the safety of its employees. it can affect the quality of work life in each employee. On the work environment variable () the highest score is on the "Occupational Security" indicator with a scale value of 4.30 which means that the security system in the company is good, because employees get peace of mind at work. And in the performance variable (Y) the highest value is on the "Timeliness" indicator by assessing the scale range of 4.36 which means that employees have done and completed their tasks according to the time determined by the company.
2. There is a positive and significant influence between Quality of Work Life on employee performance at PT Wijaya Karya Rekayasa Konstruksi Jakarta Timur, it is known from the results of hypothesis testing (t test) that is $> (3,079 > 1,979)$ with a significance value $(0.000 < 0.05)$ which means rejected and accepted. And there is a positive and significant influence between the work environment on employee performance at PT Wijaya Karya Rekayasa Konstruksi Jakarta Timur, it is known from the results of hypothesis testing (t test) that is $> (7.424 > 1.979)$ with a significance value $(0.000 < 0.05)$ which means rejected and accepted.
3. There is an effect of Quality of Work Life and work environment on employee performance at PT Wijaya Karya Rekayasa Konstruksi Jakarta Timur, it is known from the calculation results of SPSS software system version 23, data analysis of correlation variables X₁, X₂, and Y the relationship is "strong" i.e. (r) is 0.622 The coefficient of determination of Quality of Work Life and work environment has a positive effect on employee performance, namely 0.386 or 38.6% while the remaining 61.4% is influenced by other factors. Multiple linear regression equation $Y = 20.296 + 0.226X_1 + 0.509X_2$. it can be concluded that if the quality of work life and work environment is increased by one unit, employee performance will increase by 0.294 for the quality of work life, 0.401 for the work environment and vice versa. Meanwhile, from simultaneous hypothesis testing, a value of $> (39.989 > 2.680)$ was obtained with a significance value $(0.000 < 0.05)$. Thus, it is rejected and accepted, meaning that there is a simultaneous positive and significant influence between the Quality of Work Life and the work environment on the performance of employees at PT Wijaya Karya Rekayasa Konstruksi East Jakarta.

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