

**THE INFLUENCE OF WORK ENVIRONMENT, WORK
EXPERIENCE AND JOB TRAINING ON EMPLOYEE
PERFORMANCE IN THE MEDAN CITY
FIRE SERVICE**

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ABSTRACT

This research aims to look at the influence of the work environment, work experience and work training in the Medan City Fire Service and to achieve targets within a company and increase knowledge, skills and carry out training programs to obtain the maximum targets that employees want to achieve. It is known that there is a training problem such as a lack of implementation of training within the company or the educational background of the employee and work discipline. In this study, the population was 152 employees with 62 samples using a simple random sampling technique selected to be respondents. The research method used was quantitative with questionnaire and interview techniques. The R Square value of the coefficient of determination is 12.8% and the value tcount (2.711) > ttable (1.67155) and significance (0.009) < 0.05 for the work environment variable tcount (-1.005) < ttable (1.67155) and significance (0.0319) for the work experience variable and tcount (-0.380) < ttable (1.67155) and significance (0.705) for the work training variable so that the Fcount value (2.839) < Ftable (3.09), obtains a significant probability of 0.045 < 0.05 So Ho is accepted and Ha is rejected, therefore environmental variables, experience and work training have a simultaneous and significant influence on employee performance at the Medan City Fire Department

Keywords: *Work Environment, Work Experience, Job Training, Performance of Fire Department Employees*

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INTRODUCTION

The Medan City Fire Department is a government executive agency and fire department and/or BPBD (Regional Disaster Management Agency) which is tasked with carrying out fire and disaster management tasks which are included in emergency or Rescue services such as Ambulances or the National Emergency Services Agency.

The training provided by the company only takes the form of employee skills training and requires employees to acquire knowledge, skills, installation, etc. as a result of implementing the training program and can expand installer training. Aim for 3 months to achieve the biggest goals that employees want to achieve.

If the target is not achieved within three months, the employee will be considered to be subject to sanctions or dismissed. The academic background of Medan City Fire Department personnel is also very important and can be seen from their level of education. Jobs held by employees with elementary, middle school, high school or diploma education are different from jobs with a bachelor's degree. They work as directors, managers and appraisers in the construction industry. Therefore, it is very likely that an employee's educational background outside their field of expertise will reduce their abilities.

Meanwhile, the work discipline of the Medan City Fire Department is good, employees are encouraged to obey the regulations set by the company and demonstrate quality and quantity. All employees must look neat by wearing a shirt and take the time to finish their shift at 08.00 WIB every Monday to Saturday. Employees who are absent and late will have their salaries cut. Work discipline at the Medan City Fire Department has continued to decline over the last year, with many employees not paying attention to working hours

Work ability is a worker's ability to carry out a task based on the work skills and knowledge he or she has. The decline in work ability is caused by a lack of professional training carried out by the company, and the level of employee discipline is assessed by employee absences which become a burden on the company and of course reduce work ability. Being influenced in a field of expertise is very important for a company. Therefore, whether or not someone can work in a company depends on their

background. Because to achieve good competency it must be based on knowledge from the training system and a balanced academic background, so that this competency can be developed by employees.

LITERATURE REVIEW

Siagian (2014) states that the work environment is the environment where employees carry out their work and daily activities in the office. According to Siagian (2014), the work environment is divided into two, namely the physical work environment and the non-physical work environment. According to Siagian (2014:59) work environment indicators on performance 1. Physical Work Environment consists of: a. Workplace building, b. Adequate work equipment, c. Facilities, d. Availability of transportation facilities, 2. Non-physical work environment consisting of: a. Relationship between colleagues at the same level, b. Relationship between superiors and employees, c. Collaboration between employees

According to Malayu SP Hasibuan (2016, p.55), experienced people are potential employees who are willing to do something. The selection process should focus on the applicant's professional experience. According to Malayu SP Hasibuan (2016:55) Indicators of work experience are: a. Knowledge, b. Skills, c. Responsibility.

According to Andrew E. Sikula in AA Anwar Prabu Mangkunegara (2013: 44), "Training is a systematic and organized process where non-managerial employees learn technical knowledge and skills for limited purposes using a series of procedures. Indikator pelatihan according to Anwar PreMrs. Mangkunegara (2012, p. 116), hentarahis: a. Pela Typetihan, b. Aimn Pelatihan, c. Momteri, d. Method Yesng Usedkan, e. Kualifikathe Participant, f. KualifikaPelatih, g. Wowtime.

Performance according to Robbins (2016: 260) is defined as the results achieved by an employee in working in accordance with certain standards applied to the job. According to Robbins (2016:260), the following are several indicators for measuring employee performance, namely: a. Work Qualitals, b. Quantity, c. Timeliness, d. Effectiveness, e. Independence.

The following is a picture of the conceptual framework in this research which describes the relationship between the independent variable and the dependent variable:

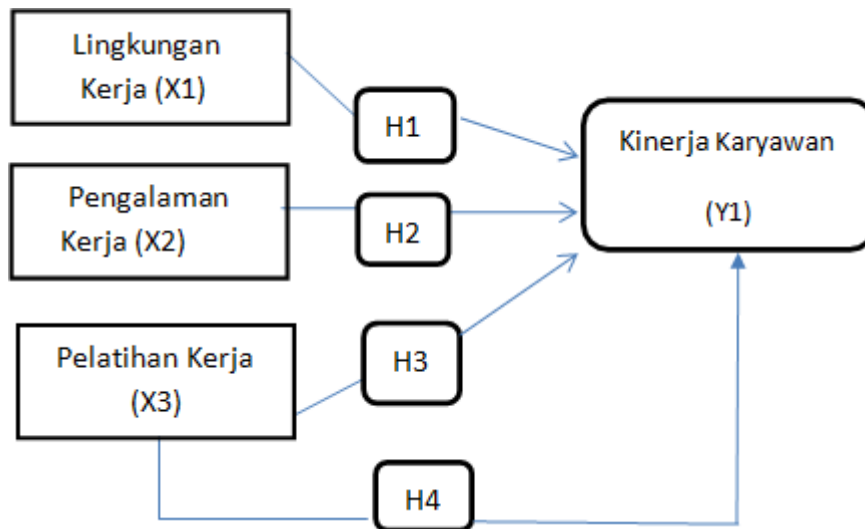


Figure 1. Conceptual Framework
Source: Researcher, 2023

The hypothesis of this research is: H1: The work environment has a positive and significant effect on employee performance at the Medan City Fire Prevention Service. H2: Work experience has a positive and significant effect on employee performance at the Medan City Fire Prevention Service., H3: Job training has a positive and significant effect on employee performance at the Medan City Fire Prevention Service., H4: Work environment, work experience and work training. has a positive and significant effect on the performance of employees at the Medan City Fire Prevention Service.

METHOD

This investigation was carried out at the Medan City Fire Department, located at Jl. Candi Borobudur No.2, Petisah Tengah, Kec. Medallion Petisah, Medan City, North Sumatra 20149 . Research will begin on January 23, 2023 and continue until completion. Research Methodology The author chose a quantitative research method. If you look at the opinion of Darmadi (2013), this method aims to determine the next

variable that is more capable of controlling the situation, namely all variables (behavior) rather than independent variables.

The nature of the research is quantitative and descriptive. According to V. Sujarweni (2014: 11), the essence of research is to provide an overview of the research subject in the field. The aim is to find out the meaning of the results for the values of the variables studied. The nature of this research is descriptive and can be interpreted as a description of certain variables or events.

According to Sugiyono (2014:90), most personnel staff are basically appointed as resource staff based on population size. This population includes the Medan City Fire Department, totaling 152 people. According to Sugiyono (2014:91), the population is larger, so the population represents a certain sub-population. By using the Slovin formula as a sample, the sample is 62 employees.

The data collection method consists of observing and distributing questionnaires, followed by interviews, conducting surveys and documentation related to research. The data source for this research is an existing direct data source. They are called primary (immediate) and secondary (existing).

RESULTS AND DISCUSSION

The results of the multiple linear regression test can be seen in the following table:

Table 1. The results of the multiple linear regression test

| | | Coefficients ^a | | | | | | |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 50.139 | 9.879 | | 5.075 | .000 | | |
| | X1 | .435 | .160 | .438 | 2.711 | .009 | .576 | 1.736 |
| | X2 | -.147 | .146 | -.146 | -1.005 | .319 | .715 | 1.399 |
| | X3 | -.048 | .126 | -.055 | -.380 | .705 | .726 | 1.377 |

a. Dependent Variable: Y

Source: Processed data, 2023.

From the results of the regression analysis, the following multiple regression equation can be obtained:

$$Y = 50.139 + 0.43X1 + -(0.14X2) + (-0.04X3) + e$$

The regression equation above has the following meaning:

1. The constant value in the multiple regression equation shows the value of employee performance if all independent variables are equal to zero. In this case, the constant value is 50.139. This means that if the work environment, work experience and work training do not exist or have no effect on employee performance, then employee performance is estimated to be 50.139.
2. The coefficient value of the independent variable in the multiple regression equation shows the influence of the independent variable on the dependent variable. In this case, the coefficient value of the work environment variable is 0.435. This means that if the work environment increases by 1 (one), then employee performance is expected to increase by 0.435. The coefficient value of the job training variable is 0.14. This means that if job training increases by 1 (one), then employee performance is expected to increase by 0.14. The variable coefficient value of work experience is -0.04. This means that if work experience increases by 1 (one), then employee performance is expected to decrease by 0.04.

A positive independent variable coefficient value indicates that the influence of the independent variable on the dependent variable is positive. This means that if the value of the independent variable increases, the value of the dependent variable will also increase. A negative independent variable coefficient value indicates that the influence of the independent variable on the dependent variable is negative. This means that if the value of the independent variable increases, the value of the dependent variable will decrease.

Based on the results of this analysis, it can be concluded that the work environment, work training and work experience have an influence on employee performance.

Table 2. F test results (Simultaneous Test)

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|-------|-------|
| 1 Regression | 230,833 | 3 | 76,944 | 2,839 | .046b |
| Residual | 1572.134 | 58 | 27,106 | | |
| Total | 1802.968 | 61 | | | |

- a. Dependent Variable: Y
b. Predictors: (Constant), X3, X2, X1
Source: Processed data, 2023

Based on the results of multiple linear regression analysis of employee performance at the Medan City Fire Prevention Service, the significance value of the work environment, work training and work experience variables is 0.046, which is smaller than the specified significance value of 0.05. A significance value of less than 0.05 indicates that work environment variables, work training and work experience influence employee performance variables. The calculated F value which is greater than the F table value indicates that the influence of work environment variables, job training and work experience on employee performance variables has a significant effect. Here that test results yesng telah dilakukan dapacan't be seent payes tathe bell is herewah this:

Table 3. T test results (Partial)

Coefficients^a

| Model | Unstanordized Coefficients | | Stanordized Coefficients | Q | Sig. | Collinearity Statistics | |
|-------------|----------------------------|------------|--------------------------|--------|-------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constan) | 50,139 | 9,879 | | 5,075 | ,000 | | |
| X1 | 0.435 | 0.160 | 0.438 | 2,711 | 0.009 | 0.576 | 1,736 |
| X2 | -0.147 | 0.146 | -0.146 | -1,005 | 0.319 | 0.715 | 1,399 |
| X3 | -0.048 | 0.126 | -0.055 | -0.380 | 0.705 | 0.726 | 1,377 |

- a. Dependent Variable: Y
Source: Processed data, 2023

The explanation of the t test results for each independent variable on the

dependent variable is as follows::

1. Based on the results of the t test of work environment variables on employee performance variables, the significance value of the work environment variable is 0.009, which is smaller than the specified significance value of 0.05. Apart from that, the t-calculated value of the work environment variable is 2.711, which is greater than the t-table value, namely $(Dk = n - k) = 1.67155$. Therefore, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. Thus, the hypothesis which states that "the work environment has a positive and significant effect on the performance of employees at the Medan City Fire Prevention Service" is proven to be correct.
2. Based on multiple linear regression analysis of employee performance data at the Medan City Fire Prevention Service, the significance value of the work experience variable is 0.319, which is not statistically significant. The t-calculated value of the work experience variable is -1.005, which is smaller than the t-table value of 1.67155. Thus, the null hypothesis (H_0) is accepted, so the alternative hypothesis (H_a) is rejected. Thus, the hypothesis states that "work experience has no effect on the performance of employees at the Medan City Fire Prevention Service.
3. Based on multiple linear regression analysis of employee performance data at the Medan City Fire Prevention Service, the significance value of the job training variable is 0.705, which is not statistically significant. The t-calculated value of the job training variable is -0.380, which is smaller than the t-table value of 1.67155. Thus, the null hypothesis (H_0) is accepted, so the alternative hypothesis (H_a) is rejected. Thus, the hypothesis states that job training has no effect on employee performance at the Medan City Fire Prevention Service.

The coefficient of determination (R^2) is used to measure the contribution of the independent variable to the dependent variable. The coefficient of determination value is between zero and one. A coefficient of determination value that is close to one indicates that the independent variable has a large contribution to the dependent variable. The following are the results of the determination test in the following table:

Table 4. Determinary Coefficient (R²)**Summa Modelryb**

| Model | R | R Square | Aadjusted R Square | Std. Error of the Estimate |
|-------|--------|----------|--------------------|----------------------------|
| 1 | 0.358a | 0.128 | 0.083 | 5,206 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Vafunble: Y

Source: Processed data, 2023

The table above shows that the Adjusted R square (R²) value is 0.083 = 8.3%, so it can be concluded that the variables of work environment, work training and work experience jointly influence the variable of interest by 8.3% while the remaining 91.7% influenced by other factors outside the research variables studied

CONCLUSION

Based on the results of the analysis, it can be concluded that the work environment has a positive influence on employee performance at the Medan City Fire Prevention Service. Based on the results of the analysis, work experience has no effect on the performance of employees at the Medan City Fire Prevention Service. Based on the results of the analysis, job training has no effect on the performance of employees at the Medan City Fire Prevention Service. The work environment, work training and work experience influence employee performance variables

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