



**INFLUENCE OF WORK ENVIRONMENT, ABILITY AND WORK EXPERIENCE  
ON EMPLOYEE PERFORMANCE OF PT. INECDA SEBERIDA DISTRICT  
INDRAGIRI HULU DISTRICT**

**Raja Marwan Indra Saputra<sup>1)</sup>, Ziko Fransinatra<sup>2)</sup>, Gerhana Adjie<sup>3)</sup>Ade Nurul Pratiwi<sup>4)</sup>**

<sup>1234)</sup>Management, Institute of Technology and Business Indragiri

[marwan@stieindragiri.ac.id](mailto:marwan@stieindragiri.ac.id) [zikofransinatrassmm@gmail.com](mailto:zikofransinatrassmm@gmail.com)

[gerhanaadjie@stiendragiri.ac.id](mailto:gerhanaadjie@stiendragiri.ac.id) [ade\\_nurulpratiwi@gmail.com](mailto:ade_nurulpratiwi@gmail.com)

**Abstract**

*The research was conducted at PT. Inecda, Seberida District, Indragiri Hulu Regency. The purpose of the study was to determine the influence of the work environment, ability and work experience on the performance of harvest employees at PT. Inecda, Seberida District, Indragiri Hulu Regency.*

*This study is applied quantitative method. The population in this study is all employees at PT. Inecda, Seberida sub-district, Indragiri Hulu Regency in 2022 with a total of 400 people. Sampling using accidental random sampling technique, with a total sample of 80 people. With the data sources used, namely primary data is data obtained directly from field research such as questionnaires, and secondary data data related to the theoretical basis of literature studies and research sites The methods used to analyze data are Instrument Test, Basic Assumption Test, Line Analysis, Multiple Correlation Coefficient, Coefficient of Determination and Hypothesis.*

*Based on the results of research from the discussion, it can be concluded that: The work environment has a significant effect on the performance of harvest employees at PT. Inecda, Seberida District, Indragiri Hulu Regency Ability (work ability) has a significant effect on the performance of harvest employees at PT. Inecda, Seberida District, Indragiri Hulu Regency Work experience has a significant effect on the performance of harvest employees at PT. Inecda, Seberida District, Indragiri Hulu Regency.*

**Keywords: Work Environment, Ability, Work Experience, and Employee Performance**

**Abstrak**

*Penelitian dilaksanakan pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu. Tujuan penelitian yaitu untuk mengetahui pengaruh lingkungan kerja terhadap kinerja karyawan bagian panen pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu. Untuk mengetahui pengaruh ability terhadap kinerja karyawan bagian panen pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu. Untuk mengetahui pengaruh pengalaman kerja terhadap kinerja karyawan bagian panen pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu.*

*Jenis penelitian yang digunakan dalam penelitian ini adalah metode kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan di PT. Inecda kecamatan Seberida Kabupaten Indragiri Hulu tahun 2022 dengan jumlah sebanyak 400 orang. Pengambilan sampel menggunakan teknik pengambilan sampel secara acak kebetulan (accidental random sampling), dengan jumlah sampel sebanyak 80 orang. Dengan sumber data yang digunakan yaitu data Primer merupakan data yang diperoleh langsung dari riset lapangan seperti kuesioner, dan data sekunder data yang berkaitan dengan dasar teoritis dari studi pustaka maupun tempat penelitian Metode yang digunakan untuk menganalisis data adalah Uji Instrumen, Uji Asumsi dasar, Analisis jalur, Koefisien Korelasi*

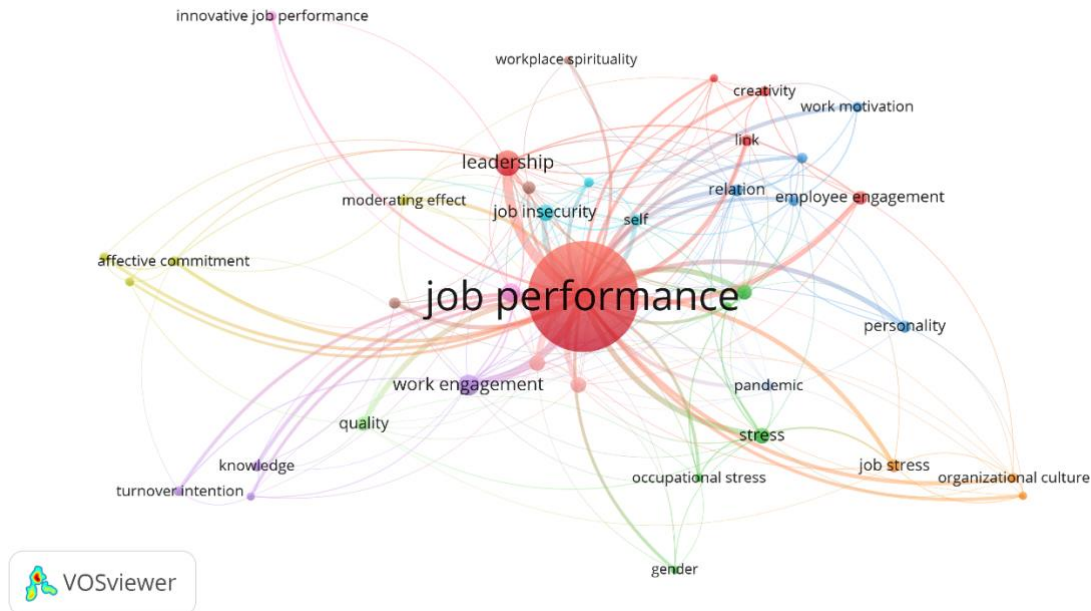
*Berganda, Koefisien Determinasi dan Hipotesis. Berdasarkan hasil penelitian dari pembahasan, maka dapat diambil kesimpulan bahwa: Lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan bagian panen pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu. Ability (kemampuan kerja) berpengaruh signifikan terhadap kinerja karyawan bagian panen pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu. Pengalaman kerja berpengaruh signifikan terhadap kinerja karyawan bagian panen pada PT. Inecda Kecamatan Seberida Kabupaten Indragiri Hulu.*

## INTRODUCTION

According to pre-research observation, the work environment and personnel performance at PT. Inecda, Seberida District, Indragiri Hulu Regency, have been carried out rather well, while member performance has not been at its best. Harvest employees' performance can be influenced by several factors, including their work environment, abilities, and experience. Employee performance can be affected by their work environment. Nitisemito on Nurani (2013) defined the work environment as anything surrounding the worker that can affect him or her in carrying out the prescribed responsibilities. In this situation, anything in the worker's environment, whether physical or non-physical, can affect the employee's ability to do the tasks allocated to him.

The physical surroundings that immediately affect employees, such as harvest tools like egreks, fruit axes, rickshaws, and dodos, provide insight into the work environment of harvest department personnel. The lighting, temperature, noise level, security, and cleanliness of one's immediate surroundings constitute the non-physical work environment. An employee's performance will be encouraged to improve in a pleasant work environment, which is defined as comfortable working conditions, good work methods and arrangements, and positive collaborative relationships. This will help PT. Inecda, Seberida sub-district, Indragiri Hulu Regency achieve its goal and continue to improve on it.

Apart from that, in order to improve performance, work experience is critical. Employee work experience indicates an employee's level of mastery of information and abilities in the workplace, which may be measured by the amount of time worked and the type of work performed. Employees who work for extended periods of time with fewer colleagues have less job experience. Work experience is the level of mastery of knowledge and abilities possessed by employees in the workplace, as measured by the length of time worked and the type of work performed during a certain period. This is consistent with Robbins and Timothy's argument presented in Santoso (2017), which holds that job experience is determined by employees' knowledge and skills. According to Hariandja and Santoso (2017), job experience is based on the sort of work performed within a specific period. Because researchers seek novelty in their work, the availability of VOSviewer helps speed up the completion of systematic literature reviews. The following visual display can be produced using the data that PoP has collected and saved in RIS format.



Picture 1  
*Vos Viewer Visualization*

A network graph in Figure 1 above illustrates Job Satisfaction based on 700 searches conducted between 2019 and 2023. The meta-analysis of job performance, which illustrates the relationship between creativity, spirituality, and commitment, is represented by the yellow dots. Figure 1 displays the research groups with red dots, or field points from the Job Satisfaction survey that have the strongest relationships with other points. The dot seems big in the visual aid. The following set of blue and purple dots represents the Job Performance subject group; the largest dot is the country dot. A scale of work engagement, creativity environment, autonomy, stress, creativity, gender, and emotional intelligence are included in this group, which is correlated with the size of the organization. The green dot represents a group of job performance topics connected to the largest point, the satisfaction point. By selecting work satisfaction as variable Y, the researcher imposed limits based on the results of empirical and theoretical investigations. In this case, variable X is the work environment, ability, and job experience.

## LITERATURE REVIEW

Because every employee is diverse in their ability to accomplish their job, each employee's performance is a matter specific to them. Based on each employee's performance, management is able to evaluate employees' job output. A performance is not an event; it is an action. The performance action itself is a multi-part process that takes time to manifest its effects. Performance is essentially a personal matter since each worker possesses a distinct aptitude for doing their job. Performance is determined by a person's ability, effort, and opportunities. This indicates that performance is the outcome of workers devoting a specific amount of time to their labor, with a focus on the output of work finished within that time frame. Job Performance is the amount and caliber of work done by individuals or groups inside an organization to fulfill fundamental duties and responsibilities that are governed by established standards, SOPs,

criteria, and measurements that apply to the company.. (Torang, 2013).

Performance-influencing factors (Simanjuntak, 2015):

1. Employee quality and talents, issues with education and training, work ethic, motivation, mental attitude toward work or stress, and physical health of employees are all important considerations.
2. Supporting facilities, which include issues with the workplace (health and safety, production facilities, technology) and employee welfare (pay and benefits, social security, job stability).
3. Supra means, namely issues pertaining to connections between industrial management and government policy.

The following variables affect each worker's performance (Mathis, et al dalam Ningsih, 2018):

- a. Potential ability (IQ) and actual ability (knowledge plus skill) make up an employee's psychological ability.
- b. Workload, which is the mental strain an employee experiences and is not immediately visible to them.
- c. Each person may perceive, evaluate, and recall social support differently, depending on how they were supported.
- d. The fact that they even conduct this task. The work that remains after it is finished is the work itself.
- e. Relationship with Organization: This covers interactions with superiors and organizational support.

The work environment is everything that surrounds the employee and can influence him to complete the tasks assigned to him (Nurani, 2013). The physical work environment includes any physical conditions present in the workplace that can affect employee performance, either directly or indirectly (Rahmawanti, 2014). Creating a pleasant work environment that meets employees' demands will give them a sense of accomplishment and promote their passion for their jobs. On the other hand, a work environment that does not receive enough care will have a negative influence and diminish work morale because employees are disrupted while carrying out their jobs, causing them to lose excitement and give less energy and thought to their duties. Conceptually, performance is the outcome of a person's work, both in terms of quality, in line with the tasks assigned, and quantity, as measured directly from the process and results of work. Meanwhile, an employee's ability is built on skills and experience that lead them in carrying out their duties in accordance with SOP (Standard Operating Procedure). Work ability is an important aspect in accomplishing corporate goals. The goal of work ability is to be able to assist work by completing each job successfully and efficiently without difficulty, resulting in strong employee job performance. Psychologically, ability is made up of prospective ability (IQ) and reality (knowledge and skill), which means that individuals with an IQ above average, suitable schooling for their profession, and daily work skills will have an easier time achieving peak performance (Larasati, 2018).

The duration of an individual's employment indicates their level of work experience (Mangkat et al., 2019).

Experience at work is determined by an employee's knowledge and abilities (Santoso, 2017). Work experience is one of the fundamentals or references for an individual in determining the responsibilities that will be carried out, both based on formal and non-formal education and the abilities possessed in a particular field of work, according to multiple expert explanations of the term. Therefore, it may be concluded that an employee's job experience demonstrates their propensity to possess the knowledge and abilities that will eventually influence how well they

perform at work.

The author can propose a hypothesis or interim solution based on the problem formulation, literature review, and background information provided.

H1 Harvest Department Employee Performance at PT. Inecda, Seberida District, Indragiri Hulu Regency May Be Affected by Work Environment

H2 Harvest workers' performance at PT. Inecda, Seberida District, Indragiri Hulu Regency, may be impacted by Ability.

H3 Employee performance in the harvest department at PT. Inecda, Seberida District, Indragiri Hulu Regency, is thought to be influenced by work experience.

## RESEARCH METHODS

A scientific technique to obtaining reliable data with the aim of identifying, producing, and validating certain information that may then be used to comprehend, resolve, and anticipate issues is known as research methodologies (Sugiyono,2014:6). This study employs quantitative techniques. It is analysed using route analysis. Path analysis equations are used to identify the relationship between dependent variables. An equation defines the relationship between variables, allowing the value of variable Y to be calculated or predicted given the value of variable X. The questionnaire is provided as a research instrument, and then Path analysis is used to estimate the independent variable's contribution to the dependent variables. The path analysis formula is as follows:  $Y = P_{yx1}X1 + P_{yx2}X2 + P_{yx3}X3 + e$

The t-test is used to see if each independent variable has a significant effect on the dependent variable. The decision criteria from (Ghozali,2011:85) are used, which indicates that if  $t_{count} > t_{table}$ , the independent variable has a significant effect on the dependent variable, suggesting  $H_a$ . If  $t_{count} < t_{table}$ ,  $H_a$  is rejected since the independent variable has no significant influence on the dependent variable.

## FINDINGS AND DISCUSSION

It is evident from the data in the accompanying table that the linearity test's sig value is 0.812, 0.154, and 0.430. There is a linear association between variables X and Y because the values of 0.812 (variable X1), 0.154 (variable X1), and 0.430 (variable X3)  $> 0.05$ . To ascertain how the independent variable (X) and the dependent variable (Y) are related, path analysis is utilized. Since the values of variables X and Y are known, the relationship between them can be represented as an equation that predicts or determines the value of variable Y. The following outcomes of the computation were found:

Table 1  
Path analysis SPSS Result  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constan)	-5.418	2.521		-2.149	.035	.272	3.681
1 Work_Environment	.942	.173	.376	5.441	.000	.277	3.612
Ability	.646	.077	.575	8.386	.000	.953	1.049
Work_Experience	.388	.112	.128	3.472	.001	.272	3.681

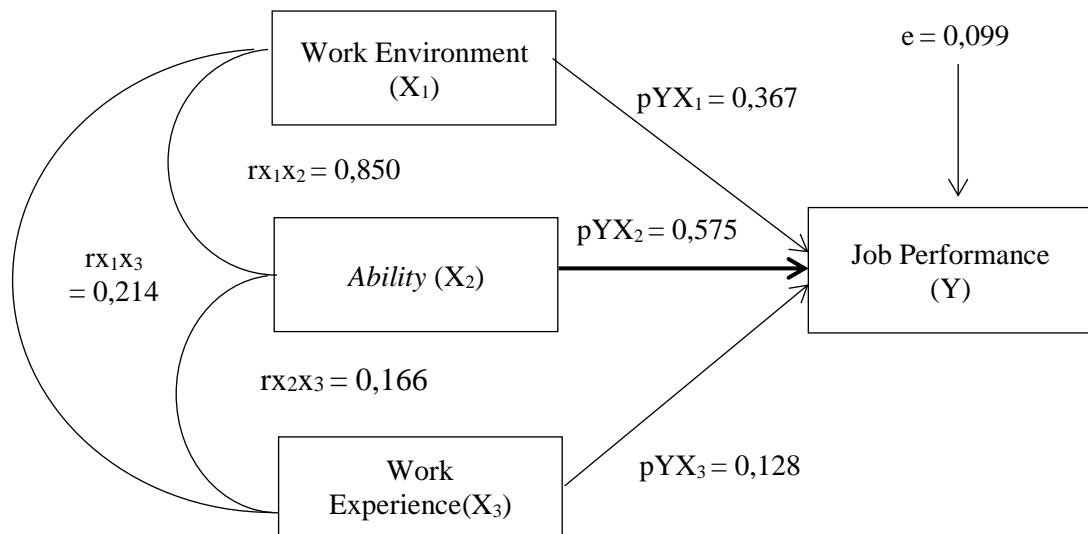
a. Dependent Variable: Job\_Performance

The path analysis's findings are as follows, based on the analysis's findings:

$$Y = 0,376 X_1 + 0,575 X_2 + 0,128 X_3 + 0,099$$

- a. The effect of work environment on employee performance is 0.376
- b. The effect of ability on employee performance is 0.575
- c. The effect of work experience on employee performance is 0.128.

- d. The correlation between work environment and ability is 0.850
- e. The correlation between work environment and work experience is 0.214
- f. Correlation of ability with work experience is 0.166.
- g. The influence of other variables from the variables studied is  $(e) = 1 - R^2 = 1 - 0.901 = 0.099$



Picture 1  
Path Diagram

Employee performance is positively impacted by the work environment, according to research findings from the path analysis value. The physical and non-physical aspects of a worker's surroundings that can affect how well they complete their tasks are collectively referred to as their work environment. Employee performance is impacted by the workplace.

The impact of ability on employee performance is favorable. Ability is the capacity to inspire people to communicate a thought they have. Performance of employees is influenced by their ability. Employee performance is positively impacted by job experience, as demonstrated by the value of path analysis. job experience, which can be determined by an employee's length of service and the kind of job they have performed over a specific time period, is the degree of mastery of knowledge and abilities they possess in the workplace. The value of the path analysis indicates that job experience improves employee performance. job experience, which can be determined by an employee's length of service and the kind of job they have performed over a specific time period, is the degree of mastery of knowledge and abilities they possess in the workplace.

## CONCLUSION

Based on the research results from the discussion, it can be concluded that:

1. The work environment affects the performance of harvest section employees at PT Inecda Seberida District, Indragiri Hulu Regency.
2. Ability (work ability) affects the performance of harvest section employees at PT. Inecda Seberida District, Indragiri Hulu Regency
3. Work experience affects the performance of harvest section employees at PT. Inecda Seberida District, Indragiri Hulu Regency

## LIMITATION & FURTHER RESEARCH

For employee performance variables, the lowest indicators are quantity and cost emphasis. It is hoped that agencies will pay more attention to the abilities and abilities appropriate to the employee's work position in carrying out a job, set company targets and goals according to their abilities and establish good communication with employees. Apart from that, companies can also adjust and evaluate employee activity cost budgets. So that employee performance increases and can increase company productivity. For the work environment variable, the lowest indicator is in co-worker relationships, employees must create harmonious relationships between fellow employees. For this reason, it is hoped that the company will create a comfortable work environment and provide positive energy so that they are always enthusiastic about completing their work. When employees start to feel comfortable with their work environment, it is possible that a feeling of love will grow towards the company where they work. For the ability or work ability variable, the lowest indicator is individual responsibility, employees must instill self-awareness in carrying out actions or behavior that have been required of them. Such as disciplining yourself and having the courage to accept the consequences of everything you do and being honest. For this reason, it is hoped that companies will provide feedback on employee performance, build a culture of empowerment and trust and make clear consequences for employee behavior. This makes it easy for employees to be open and honest and ready to take personal responsibility for their duties.

For further research, it is recommended employee activity cost budgets, communication, employee relationship, responsibility, self-awareness, behaviour and personality.

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