

## **Work Environment Analysis At Pt Manusia Alam Indonesia**

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### **Abstract**

The background of this research is based on seeing many phenomena that the work environment has an important role for employees to carry out their work. The purpose of this research is to determine the work environment at PT Human Alam Indonesia. The method used in this research is descriptive qualitative with data analysis methods using data reduction, data presentation, drawing conclusions and verification. The data collection technique used in this research is a qualitative technique with primary data collection obtained through literature study, previous researchers, internet searching, and interviews. The sample or participant selection technique in this research used non-probability techniques. Based on the analysis that has been carried out from the existing data, it can be concluded that the work environment at PT Manusia Alam Indonesia, both in physical and non-physical forms, has a very important role in its influence on the welfare and performance of employees. The adjustment of employee activities to the work environment plays an important role in achieving optimal productivity and satisfaction in the workplace. A supportive work environment, such as good space design, adequate lighting, and an open atmosphere, can increase employee comfort and motivation.

**Keyword:** Work, Work Environment, Employee

## 1. Introduction

The success of a company or organization depends on human resources that support the performance of the company or organization. Competition in the world of work is very fierce, so both employees and companies strive to be superior to their competitors. One of the ways that companies can compete with other companies is to improve the performance of their employees.

To get competent, effective, and efficient performance, supporting factors are also needed, one of which is the work environment. The work environment is everything that exists around employees at work, whether physical or non-physical, direct or indirect, that can affect themselves and their work at work (Mekel & Rumengan, 2015).

The work environment is a place where an employee of a company to complete the work that the company has charged to the employee (Rizki & Suprajang, 2017). A good work environment is designed to support well-being and increase morale. This includes aspects such as physical comfort, effective communication, opportunities for growth and development, and workplace safety and security. The importance of a positive work environment cannot be overlooked, as it can affect employee satisfaction levels, retention, and overall company performance.

It can be concluded that the work environment is the state or atmosphere in the place where employees work, which includes various facilities provided to create a supportive and conducive working atmosphere, so that the company's operations can run well and optimally.

## **2. Literature Review**

### **2.1 Theory**

The work environment includes all elements that are present around employees when they are working, either directly or indirectly, which can affect both themselves and the work they do (Salsabiila & Hidayati, 2023).

According to Sedarmayanti, the work environment is broadly divided into 2, namely the physical work environment and the non-physical work environment (Kinasih et al., 2021). The physical work environment refers to all the elements that are or can be seen directly in the workplace, such as the design of the office space, lighting, temperature, noise, and layout of the equipment. It includes physical factors that can affect employees' comfort and health as well as their productivity. Meanwhile, the non-physical work environment includes aspects that are abstract or indirectly visible, such as company culture, policies and procedures, communication between colleagues, relationships between management and employees, and the level of fairness and support provided to employees. This non-physical work environment plays an important role in shaping motivation, satisfaction, and well-being

## **2.2 Theory 2**

In the theory of Ergonomics, it is said that Ergonomics is a science that studies how human characteristics in the work environment can be arranged in such a way as to create effective, efficient, safe, and comfortable conditions, as well as prevent the occurrence of occupational diseases and work accidents. Ergonomics studies include the adjustment of the physical space of the workplace, the equipment and materials used, work practices, and the work environment to suit the physical limitations and characteristics of the worker.

## **3. Material and Method**

The data collection method is important because the success of the researcher largely depends on the data collection technique used. The data collection process in the research involves observation, interviews and documentation.

### **3.1 Design Study**

This study uses qualitative research which is research that produces observable behavior as well as descriptive data in written or spoken language. The researcher conducted this study using a qualitative descriptive method, which is a research method that focuses on describing the problem through available data and obtained clearly to explore the phenomenon discussed. The data collection technique is through interviews with employees related to the topic being researched and also the researcher conducts direct observations in the field and documentation related to the research phenomenon.

### 3.2 Data Analysis

The researcher conducted interviews, observations and documentation of PT Manusia Alam Indonesia, in this study as informants were 1 *Marketing staff*, 1 *finance admin staff*, 1 *Graphic Design*, and 1 *operational staff*

No	Partisipan	Gender	Length of Work	Division
1.	Participant A	P	4	<i>finance</i>
2.	Participant B	P	2	<i>Marketing</i>
3.	Participant C	L	2	<i>Content&amp;Design</i>
4.	Participant D	L	3	Operasional

**Table 1.** Participants

## 4. Result

The working environment in the company is very important to create performance effectiveness for employees in the Company. Therefore, to find out the work environment at PT Manusia Alan Indonesia, the researcher asked several questions to four participants to be answered related to the work environment. Here are the answers from the participants:

### 1. Working Environment Conditions

The work environment is everything that exists around workers and can affect their daily office activities and activities. The work environment is an important element that not only affects productivity, but also employee well-being. A conducive work environment can encourage morale, increase motivation, and spark creativity. On the other hand, an unhealthy work environment can have fatal consequences, ranging from decreased performance, prolonged stress, to *burnout*.

Based on the observation results, there are still participants who consider that the work environment at PT Manusia Alam is still not good in physical and non-physical conditions.

Based on the observations made by the four participants, it can be concluded that the work environment at PT Manusia Alam Indonesia has several different characteristics. The work environment is dominated by young people, which affects the dynamics of communication between employees quite well. In general, non-physical environmental conditions tend to be relaxed and not too formal. There is an emphasis on the need to improve the design of the environment to make it more adequate, especially when it comes to outdoor themes.

Even though there is less than optimal use of facilities, the physical condition of the work environment still needs to be improved. Some participants mentioned the need for better facilities to support employee activities, especially in the face of the needs of large clients.

## **2. Adjustment of Employee Activities to the Work Environment**

A good work environment greatly affects employee activities, with a good work environment, employees are able to carry out activities effectively and efficiently. On the other hand, if the work environment is not supportive, employee activities can be hampered.

Based on the results of observations, it is true that the good and bad of the environment have a great influence on the activities of its employees. It can be concluded based on the observations made that a good work environment is reflected in individual characteristics such as high enthusiasm and motivation, as well as good cooperation among the team.

## **5. Discussion**

### **1. Working Environment Conditions**

According to Budiasa (2021), the work environment is everything that exists around employees at work, whether physical or non-physical, directly or indirectly, which can affect themselves and employees' work while working. The work environment includes all elements that are present around employees when they are working, either directly or indirectly, which can affect both themselves and the work they do (Salsabiila & Hidayati, 2023).

Based on the results of interviews conducted by the Researcher, the work environment at PT Manusia Alam still needs to be improved, especially in the non-physical work environment, especially in office facilities. Facilities in the company are still minimally available so that it can delay the work process carried out by employees.

A good and well-rounded work environment provides various significant benefits for employees and the organization as a whole. First of all, a comfortable and safe work environment can improve the mental and physical well-being of employees.

When employees feel comfortable in the work environment, they tend to be happier and more productive in their jobs. In addition, adequate facilities such as well-organized workspaces, well-equipped equipment, and easy access to the necessary resources can improve work efficiency and effectiveness. A good work environment also creates a positive work culture where collaboration, open communication, and

support between colleagues can flourish. This not only increases employee motivation but also strengthens loyalty to the company.

Large companies often pay close attention to aspects of the work environment such as room layout, organizational structure, relationships between colleagues, office facilities, transportation access, and so on (Sihaloho & Siregar, 2020).

Work environment conditions can also affect individual behavior, especially in employees who work. The Medan Theory from Kurt Lewin states that human behavior is not only caused by environmental factors, but also caused by internal factors (Sari, 2020)

Lewin's field theory positivity suggests that an individual's behavior is influenced not only by their personal characteristics (such as attitudes, values, and motivations), but also by the structure and dynamics of the environment in which the individual interacts.

## **2. Penyesuaian Aktivitas Karyawan Terhadap Lingkungan Kerja**

Employees as human beings cannot be separated from various circumstances around where they work, namely the work environment. During the work, each employee will interact with various conditions contained in the work environment. The work environment is an important factor for the employees with whom they carry out their daily activities. It can be said that the work environment affects employee performance (P Tambunan, 2018)

Based on the results of observations, it can be said that the work environment is closely related to the daily activities of employees. Adjusting employee activities to the work environment is an important factor in achieving maximum efficiency and productivity in the workplace. Each individual has different work styles and preferences, which can be influenced by various factors such as workspace layout, environmental noise, lighting levels, and the flow of



communication among coworkers.

## **6. Conclusion, Implication, and Recommendation**

Based on the analysis that has been carried out from the existing data, it can be concluded as follows:

1. The work environment at PT Manusia Alam Indonesia, both in physical and non-physical forms, has a very important role in its influence on employee welfare and performance. A good work environment, which includes adequate facilities and a comfortable working atmosphere, can positively affect employee motivation and productivity. Conversely, an inadequate or uncomfortable work environment can hinder employee performance and even reduce their satisfaction with the work they do. Companies need to pay close attention to these aspects of the work environment because it not only impacts individual employees but also the overall culture and performance of the organization. By creating a conducive work environment, companies can strengthen employee loyalty, increase productivity, and create a positive work atmosphere, which ultimately supports the achievement of the company's overall goals.
2. The adjustment of employee activities to the work environment plays an important role in achieving optimal productivity and satisfaction in the workplace. A supportive work environment, such as good space design, adequate lighting, and an open atmosphere, can increase employee comfort and motivation.

Each individual has a different work style and preferences, so it is important for companies to facilitate an environment that allows for adjustments that suit the

needs of employees. This not only supports work efficiency but also strengthens the personal well-being of employees. Thus, investing in creating a conducive work environment not only provides immediate benefits to employees, but also contributes to the long-term success of the organization as a whole through improved employee performance and loyalty.

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