

THE INFLUENCE OF THE WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES AT THE FIRE AND RESCUE DEPARTMENT OF PALEMBANG CITY

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Abstrak: This study aims to determine and analyze the influence of the work environment on employee performance at the Fire and Rescue Department of Palembang City. The work environment is one of the important factors that can affect employees' morale, productivity, and work effectiveness, especially in institutions that have high levels of risk and work pressure such as the fire department. The research method used is a quantitative method with a descriptive approach. Data were collected through the distribution of questionnaires to a number of respondents who are active employees at the Fire and Rescue Department of Palembang City. The data analysis technique used is simple linear regression analysis to test the extent to which the work environment variable influences employee performance. The results of the study indicate that the work environment has a significant and positive effect on employee performance. A work environment that is safe, comfortable, and supported by harmonious working relationships has been proven to increase employee motivation and performance in carrying out their duties. This shows that improving and managing a good work environment can be an important strategy in enhancing the quality of public services in the field of fire and rescue management.

Keywords: Work Environment, Employee Performance, Fire Department

INTRODUCTION

Human resource management is a part of organizational management that focuses on the human resource element. The task of human resource management is to manage the human element properly in order to obtain a workforce that is satisfied with their jobs. Within an organization, humans are one of the most important elements. Without the role of humans, even if various required factors are available, the organization will not function. This is because humans are the driving force and determinant of how an organization operates. Therefore, organizations should provide positive direction in order to achieve organizational goals.

In managing a company and carrying out organizational activities, a company needs to consider the achievements it aims to attain, both in the present and in the future, so that the company can develop in accordance with its long-term goals that have been established. This has a close relationship and interconnection between one factor and another with one another. According to Hariandja (2019), human resource management is very important in a company, in addition to other factors such as capital. This is because human resource management aims to obtain reliable employees who are capable of carrying out their duties properly and responsibly, thereby increasing organizational effectiveness in achieving its goals.

According to Wirawan (2021), human resources are important because they play a role in mobilizing and synergizing other resources to achieve organizational objectives. In human

resource management, if individuals within the organization, namely its human resources, can function effectively, then the organization will also operate effectively. Several human resource management activities include recruitment, evaluation, protection, motivating employees, empowering staff, improving discipline, guidance, and others. The management and optimization of human resources cannot be separated from the employee factor. Organizations must have employees with good performance. In other words, the sustainability of an organization is determined by the performance of its employees. Employee performance is influenced by several factors, including salary, work environment, organizational culture, leadership and work motivation, work discipline, job satisfaction, communication, and other factors (Siagian, 2018).

From the factors mentioned above, one way to improve employee performance is by paying attention to the work environment factor. Organizations, as the workplace, must provide a comfortable and conducive work environment that can encourage employees to work productively. Providing a comfortable work environment will be able to give employees satisfaction with their work and create a positive impression, which in turn leads to better performance. Research on the work environment conducted by Strek (2020) in the book *Modern Office Administration Management* by Sukoco (2021) explains that employees expect a comfortable work environment that supports them in carrying out their tasks. Furthermore, research conducted by Chao, Schwartz, Milton, and Burge (Sukoco, 2021) explains that an unhealthy and uncomfortable environment will reduce employee productivity and morale, thereby affecting organizational goals.

An unhealthy work environment can cause employees to become easily stressed, unmotivated to work, and prone to tardiness. Conversely, if the work environment is healthy, employees will be more enthusiastic, less likely to get sick, and better able to concentrate, so that tasks can be completed more quickly and in accordance with targets. The work environment itself has two dimensions, namely the physical dimension (such as room color, lighting, cleanliness, layout, etc.) and the non-physical dimension (such as employee welfare, work atmosphere, relationships among employees, etc.). Organizations must be able to provide both dimensions in good condition so that employees remain productive and can collaborate effectively with one another as well as with leadership to achieve organizational goals. This study is expected to provide benefits in improving employee performance so that the vision and mission of the Fire and Rescue Department of Palembang City can be achieved.

THEORETICAL FRAMEWORK

Work Environment

A good work environment has a direct influence on employee performance. Robbins and Judge (2019) explain that a comfortable physical work environment can reduce levels of physical and mental fatigue, enabling employees to work more productively. Conversely, a poor work environment can trigger stress and increase the risk of work errors.

According to Armstrong (as cited in Kisworo, 2021), the work environment consists of the system of work, job design, working conditions, and the ways in which people are treated at work by their managers and co-workers. In other words, the work environment includes the work system, job design, working conditions, and how individuals are treated in the workplace by both managers and colleagues.

According to Nitisemito (2018), the work environment is everything that exists around workers and can influence them in carrying out the tasks assigned to them. Meanwhile, Sedarmayanti (2021) defines the work environment as the overall tools and materials encountered, the surrounding environment in which a person works, the work methods used,

and the work arrangements, both individually and in groups. Furthermore, Saydam (2018) defines the work environment as the entire work facilities and infrastructure surrounding employees while they are performing their tasks, which can influence the execution of the work itself.

Employee Performance

Employee performance, according to Roziqin (2019), is the overall work process of an individual whose results can be used as a basis to determine whether the individual's work is good or otherwise. Meanwhile, Wirawan (2020) states that performance is the output produced by the functions or indicators of a job or a profession within a certain period of time. According to Prawirosentono (2021), performance is the work results achieved by an individual or a group of people in an organization, in accordance with their respective authority and responsibilities, in an effort to achieve organizational goals legally, without violating the law, and in line with moral and ethical standards. In line with these views, Hariman and Hilgert (as cited in Roziqin, 2019) describe performance as a manifestation of the work of employees, which then becomes the basis for assessing whether organizational targets and objectives have been achieved, including the results attained by employees in carrying out assigned tasks.

According to Pabundu (2016), the factors influencing employee performance can be divided into two categories: (1) internal factors, such as intelligence, skills, emotional stability, motivation, role perception, family conditions, physical condition, and work group characteristics; and (2) external factors, including labor regulations, customer demands, competitors, social values, labor unions, economic conditions, changes in the workplace, and market conditions. Similarly, Nawawi (2017) states that performance is influenced by three main factors: (1) knowledge, particularly related to the job responsibilities, including the type and level of education and training undertaken; (2) experience, which is not merely the length of time working but also relates to the substance of the work, where longer engagement can enhance one's ability in a specific field; and (3) personality, which includes internal conditions such as interests, talents, ability to cooperate or openness, perseverance, work motivation, and attitudes toward work.

Based on the opinions of the experts described above, the factors influencing employee performance can be categorized into internal and external factors. Internal factors are inherent within the employee, such as interests, talents, knowledge, work ethic, and motivation. Meanwhile, external factors originate from outside the employee, such as company regulations, work environment, economic conditions, facilities and infrastructure, and other related aspects.

Employee Performance Indicators

According to Mathis and Jackson (2019), employee performance indicators include the following Quantity of Output the amount of work that must be completed or achieved. This relates to the number of outputs produced. Quality of Output the level of quality that must be achieved (whether the results are good or not). Qualitative measurement of output reflects the level of satisfaction, namely how well the work is completed. This is related to the form and standard of the output.

Timeliness of Results whether the work is completed according to the planned schedule. Timeliness measurement is a specific type of quantitative measurement that determines how punctual the completion of an activity is. Attendance the presence or absence of employees in the workplace during working hours. Ability to Work in Teams – the ability

of employees to carry out activities together with others in tasks that cannot be completed individually.

Conceptual Framework

Organizations, as the workplace, require every employee to consistently work productively. One way to ensure that employees remain productive is by providing a comfortable and conducive work environment. A comfortable and supportive work environment is closely related to factors such as room color, cleanliness of the workspace, air circulation, lighting, safety, and noise levels within the work area. These aspects must be carefully considered, prepared, and planned, as they significantly affect both the physical and psychological conditions of employees.

In addition, relationships among employees must also be taken into account. Every employee should build harmonious relationships, both with fellow employees and with their superiors, be able to communicate effectively within a work team, and maintain a friendly attitude. If the organization is able to provide these conditions, employees will be more enthusiastic in their work, possess strong work motivation, and demonstrate a high sense of responsibility in completing their tasks with reliable and trustworthy quality. When these conditions are achieved, employee performance can be considered high.

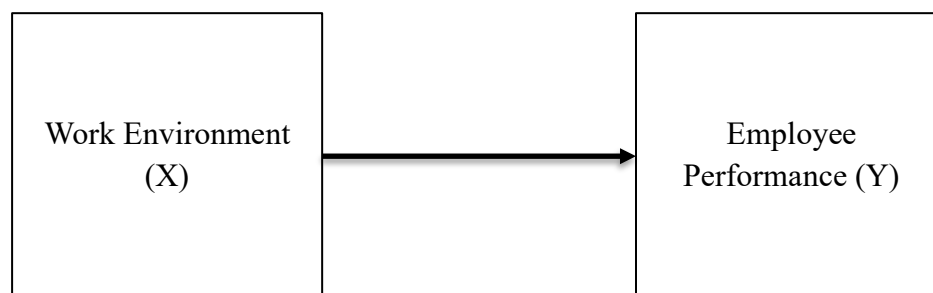


Figure 1.1

Research Conceptual Framework

Hypothesis

Based on the assumptions and expert opinions described above, the hypotheses to be tested in this study are as follows:

- H₀: There is no effect of the work environment on employee performance at the Fire and Rescue Department of Palembang City.
- H_a: There is an effect of the work environment on employee performance at the Fire and Rescue Department of Palembang City.

RESEARCH METHOD

According to Amrin (2023), a research approach is the way a researcher examines, understands, and studies a problem, whether by exploring, uncovering, tracing developments, or identifying cause-and-effect relationships. Meanwhile, Sugiyono (2019) distinguishes research approaches into quantitative and qualitative methods. Quantitative research uses numerical data, random sampling techniques, research instruments, and statistical analysis to test hypotheses, whereas qualitative research emphasizes understanding meaning in natural conditions, with the researcher acting as the main instrument.

Based on this foundation, this study employs a quantitative approach with a correlational research type, aiming to determine the relationship and influence between the independent variable, work environment (X), and the dependent variable, employee performance (Y). As explained by Sofyan Yamin (2018), correlational research aims to measure the strength of relationships between variables. This research was conducted at the Fire and Rescue Department of Palembang City, with the scope limited to examining the effect of the work environment on employee performance. The research design used is quantitative with a causal approach to test the cause-and-effect relationship between the variables studied.

The types of data used consist of primary and secondary data. Primary data were obtained directly from employees through questionnaires and interviews, covering perceptions of the work environment (facilities, social relationships, and organizational support) as well as employee performance (productivity, service quality, and response speed). Meanwhile, secondary data were obtained from official documents such as performance reports. Employee data, records of work facilities, as well as internal policies and guidelines of the institution were also used. Primary data sources were obtained from all active employees who have worked for at least one year, both in field operations and administrative divisions, while secondary data sources were derived from relevant institutional documents.

The population in this study consists of all employees of the Fire and Rescue Department of Palembang City, while the sample is a subset of the population selected using the proportionate stratified random sampling technique. This technique involves random sampling based on proportional strata to ensure that each group within the population is adequately represented.

RESULTS AND DISCUSSION

Respondent Description

The respondents in this study consisted of 145 employees. After distributing questionnaires to each respondent, a description of the characteristics of 40 respondents was obtained. This description of the respondents is considered important to present because it is assumed that differences in responses to the given items are related to differences in the background of each respondent, including education level, age, gender, and length of service. The first classification observed is respondents based on gender. From the data processing results, it can be seen that there are 22 male respondents and 18 female respondents. The characteristics of respondents based on gender are as follows:

Analysis Of Research Variables

To provide an overview of the work environment and its effect on employee performance at the fire and rescue department of Palembang city, this section describes the variable indicators based on respondents' answers to the research questionnaire. The responses of 31 respondents to the questionnaire are presented in the form of frequency distribution tables, including scores for each statement. Based on the scores and percentages obtained for each variable, the categories are determined using the likert scale criteria. The score acquisition for each questionnaire statement is as follows:

Table Measurement Scale of the Instrument Using the Likert Scale

Explanation	Score Question Assessment
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Strongly agree	5
Agree	4
Doubtful	3
Don't agree	2
Strongly Disagree	1
Amount	15

Source: Research Data Results

a. Work Environment Variable (X)

The presence of a work environment in delivering public services is expected to produce good outcomes in the services provided. In this study, the work environment is reflected through elements that contribute to comfort in working at the Fire and Rescue Department of Palembang City. To measure the five indicators in this study, a questionnaire consisting of 10 statements was used. The respondents' answers regarding the work environment variable (X) can be seen in the following table:

1) Lighting

Table Frequency Distribution Results of Work Environment Lighting

Answer Criteria	Amount	Score	Percentage (%)
Strongly agree	16	5	26%
Agree	29	4	47%
Doubtful	13	3	21%
Don't agree	4	2	6%
Strongly Disagree	0	1	0%
Amount	31	15	100%

Source: Research Data Results

Based on the table above, the majority of respondents chose Agree (S) at 47%, followed by Strongly Agree (SS) at 26%, Neutral (RR) at 21%, and Disagree (TS) at 6%. This indicates that almost all respondents agree that inadequate lighting or power outages at the Fire and Rescue Department of Palembang City can hinder work activities.

2) Work Environment Cleanliness

Table Frequency Distribution Results of Work Environment Cleanliness

Answer Criteria	Amount	Score	Percentage (%)
Strongly agree	12	5	19%
Agree	31	4	48%
Doubtful	16	3	28%
Don't agree	3	2	5%
Strongly Disagree	0	1	0%
Amount	31	15	100%

Source: Research Data Results

Based on the table above, the majority of respondents chose Agree (S) at 48%, followed by Strongly Agree (SS) at 19%, Neutral (RR) at 28%, and Disagree (TS) at 5%. This indicates

that most respondents agree that an unclean work environment at the Fire and Rescue Department of Palembang City can hinder work performance.

3) Air Circulation

Table Frequency Distribution Results of Air Circulation

Answer Criteria	Amount	Score	Percentage (%)
Strongly agree	14	5	23%
Agree	33	4	53%
Doubtful	13	3	21%
Don't agree	2	2	3%
Strongly Disagree	0	1	0%
Amount	31	15	100%

Source: Research Data Results

Based on the table above, the majority of respondents chose Agree (S) at 53%, followed by Strongly Agree (SS) at 23%, Neutral (RR) at 21%, and Disagree (TS) at 3%. This indicates that most respondents agree that poor or restricted air circulation at the Fire and Rescue Department of Palembang City can hinder work performance.

b. Employee Performance Variable (Y)

1) Employee Performance

Table Frequency Distribution Results of Employee Performance

Answer Criteria	Amount	Score	Percentage (%)
Strongly agree	3	5	5%
Agree	45	4	73%
Doubtful	13	3	21%
Don't agree	1	2	2%
Strongly Disagree	0	1	0%
Amount	31	15	100%

Source: Research Data Results

Based on the table above, the majority of respondents chose Agree (S) at 73%, followed by Strongly Agree (SS) at 5%, Neutral (RR) at 21%, and Disagree (TS) at 3%. This indicates that most respondents at the Fire and Rescue Department of Palembang City are able to achieve optimal employee performance.

2) Employee Quality

Table Frequency Distribution Results of Employee Quality

Answer Criteria	Amount	Score	Percentage (%)
Strongly agree	7	5	11%
Agree	38	4	61%
Doubtful	16	3	26%
Don't agree	1	2	2%
Strongly Disagree	0	1	0%

Amount	31	15	100%
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Source: Research Data Results

Based on the table above, the majority of respondents chose Agree (S) at 61%, followed by Strongly Agree (SS) at 11%, Neutral (RR) at 26%, and Disagree (TS) at 2%. This indicates that most respondents at the Fire and Rescue Department of Palembang City agree that they are able to achieve the expected level of work output.

4) Timeliness

Table Frequency Distribution Results of Timeliness

Answer Criteria	Amount	Score	Percentage (%)
Strongly agree	5	5	8%
Agree	35	4	56%
Doubtful	19	3	31%
Don't agree	3	2	5%
Strongly Disagree	0	1	0%
Amount	31	15	100%

Source: Research Data Results

Based on the table above, the majority of respondents chose Agree (S) at 56%, followed by Strongly Agree (SS) at 8%, Neutral (RR) at 31%, and Disagree (TS) at 5%. This indicates that most respondents at the Fire and Rescue Department of Palembang City agree that they are able to complete their work on time.

Instrument Data Testing Results

a) Validity Test

1) Work Environment Questionnaire

Table Validity Test Results of the Work Environment Questionnaire

Correlations												
		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
X1	Pearson Correlation	1	.021	.222	.146	.333	.268	.194	-.023	.334	.461**	.506**
	Sig. (2-tailed)		.910	.229	.433	.068	.145	.295	.902	.067	.009	.004
	N	31	31	31	31	31	31	31	31	31	31	31
X2	Pearson Correlation	.021	1	.145	.108	.061	-.044	.321	.426*	.253	.418*	.503**
	Sig. (2-tailed)	.910		.436	.563	.744	.814	.078	.017	.169	.019	.004
	N	31	31	31	31	31	31	31	31	31	31	31
X3	Pearson Correlation	.222	.145	1	.273	.154	.456**	.414*	.036	.554**	.294	.616**
	Sig. (2-tailed)	.229	.436		.138	.407	.010	.021	.848	.001	.108	.000
	N	31	31	31	31	31	31	31	31	31	31	31
X4	Pearson Correlation	.146	.108	.273	1	.386*	.361*	.192	.326	.209	.022	.533**
	Sig. (2-tailed)	.433	.563	.138		.032	.046	.302	.074	.259	.905	.002
	N	31	31	31	31	31	31	31	31	31	31	31
X5	Pearson Correlation	.333	.061	.154	.386*	1	.408*	.233	.212	.249	.103	.534**
	Sig. (2-tailed)	.068	.744	.407	.032		.023	.207	.252	.177	.581	.002
	N	31	31	31	31	31	31	31	31	31	31	31
X6	Pearson Correlation	.268	-.044	.456**	.361*	.408*	1	.356*	.239	.449*	.155	.631**
	Sig. (2-tailed)	.145	.814	.010	.046	.023		.049	.195	.011	.405	.000
	N	31	31	31	31	31	31	31	31	31	31	31
X7	Pearson Correlation	.194	.321	.414*	.192	.233	.356*	1	.127	.389*	-.014	.531**
	Sig. (2-tailed)	.295	.078	.021	.302	.207	.049		.495	.030	.939	.002
	N	31	31	31	31	31	31	31	31	31	31	31
X8	Pearson Correlation	-.023	.426*	.036	.326	.212	.239	.127	1	.208	.287	.525**
	Sig. (2-tailed)	.902	.017	.848	.074	.252	.195	.495		.262	.117	.002
	N	31	31	31	31	31	31	31	31	31	31	31
X9	Pearson Correlation	.334	.253	.554**	.209	.249	.449*	.389*	.208	1	.511**	.721**
	Sig. (2-tailed)	.067	.169	.001	.259	.177	.011	.030	.262		.003	.000
	N	31	31	31	31	31	31	31	31	31	31	31
X10	Pearson Correlation	.461**	.418*	.294	.022	.103	.155	-.014	.287	.511**	1	.589**
	Sig. (2-tailed)	.009	.019	.108	.905	.581	.405	.939	.117	.003		.000
	N	31	31	31	31	31	31	31	31	31	31	31
TOTAL	Pearson Correlation	.506**	.503**	.616**	.533**	.534**	.631**	.531**	.525**	.721**	.589**	1
	Sig. (2-tailed)	.004	.004	.000	.002	.002	.000	.002	.002	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31

Source: Research Data Results

In this study, there are 10 statement items (X1 to X10) used to measure the work environment variable. Based on the results of the Pearson correlation analysis as presented in Table 4.16, positive values were obtained, and the items are considered valid if the calculated r-value (r-count) is greater than the r-table value of 0.355. The result shows that $1 > 0.355$. It can be concluded that all statement items in the work environment questionnaire are valid and appropriate for measuring the intended variable in this study.

1) Employee Performance Questionnaire

Table Validity Test Results Of The Employee Performance Questionnaire

		Correlations										
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
Y1	Pearson Correlation	1	-.015	.507**	.608**	.487**	.419*	.130	.052	.602**	.519**	.613**
	Sig. (2-tailed)		.937	.004	.000	.006	.019	.487	.780	.000	.003	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y2	Pearson Correlation	-.015	1	.548**	.138	.317	.419*	.348	.452*	.598**	.221	.607**
	Sig. (2-tailed)	.937		.001	.460	.082	.019	.055	.011	.000	.231	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y3	Pearson Correlation	.507**	.548**	1	.339	.631**	.601**	.578**	.459**	.829**	.450*	.894**
	Sig. (2-tailed)	.004	.001		.062	.000	.000	.001	.009	.000	.011	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y4	Pearson Correlation	.608**	.138	.339	1	.428*	.466**	.129	-.038	.454*	.115	.523**
	Sig. (2-tailed)	.000	.460	.062		.016	.008	.489	.841	.010	.539	.003
	N	31	31	31	31	31	31	31	31	31	31	31
Y5	Pearson Correlation	.487**	.317	.631**	.428*	1	.547**	.450*	.348	.508**	.490**	.793**
	Sig. (2-tailed)	.006	.082	.000	.016		.001	.011	.055	.004	.005	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y6	Pearson Correlation	.419*	.419*	.601**	.466**	.547**	1	.261	.291	.671**	.000	.700**
	Sig. (2-tailed)	.019	.019	.000	.008	.001		.156	.113	.000	1.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y7	Pearson Correlation	.130	.348	.578**	.129	.450*	.261	1	.510**	.351	.290	.628**
	Sig. (2-tailed)	.487	.055	.001	.489	.011	.156		.003	.053	.113	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y8	Pearson Correlation	.052	.452*	.459**	-.038	.348	.291	.510**	1	.213	.293	.556**
	Sig. (2-tailed)	.780	.011	.009	.841	.055	.113	.003		.249	.110	.001
	N	31	31	31	31	31	31	31	31	31	31	31
Y9	Pearson Correlation	.602**	.598**	.829**	.454*	.508**	.671**	.351	.213	1	.343	.820**
	Sig. (2-tailed)	.000	.000	.000	.010	.004	.000	.053	.249		.059	.000
	N	31	31	31	31	31	31	31	31	31	31	31
Y10	Pearson Correlation	.519**	.221	.450*	.115	.490**	.000	.290	.293	.343	1	.542**
	Sig. (2-tailed)	.003	.231	.011	.539	.005	1.000	.113	.110	.059		.002
	N	31	31	31	31	31	31	31	31	31	31	31
TOTAL	Pearson Correlation	.613**	.607**	.894**	.523**	.793**	.700**	.628**	.556**	.820**	.542**	1
	Sig. (2-tailed)	.000	.000	.000	.003	.000	.000	.000	.001	.000	.002	
	N	31	31	31	31	31	31	31	31	31	31	31

Source: Research Data Results

In this study, there are 10 statement items (Y1 to Y10) whose validity was tested using Pearson correlation analysis between each item and the total score of the variable. Based on the results of the Pearson correlation analysis as presented in Table 4.17, positive values were obtained, and the items are considered valid if the calculated r-value (r-count) is greater than the r-table value of 0.355. The result shows that $1 > 0.355$. Therefore, all items in the employee performance questionnaire are declared valid, as they meet the significance requirements. Thus, all ten statements in the questionnaire are appropriate to be used as an instrument for measuring the employee performance variable in this study.

b. Reliability Test

The reliability test is used to determine whether the questions in the questionnaire are consistent or not. This test is related to the consistency of the data. If the Cronbach's Alpha value is greater than 0.6, then the measurement instrument is considered reliable.

Table Reliability Test Results

Variables Study	Cronbach's alpha	Normal Limits	Information
Environment Work	0.762	0.60	Can reliable
Performance Employee	0.864	0.60	Realizable

Source: Research Data Results

The results of the Cronbach's Alpha reliability test using SPSS 24 show that the Work Environment variable has a value of 0.762, indicating that it is reliable. Meanwhile, the Employee Performance variable has a Cronbach's Alpha value of 0.864, which also indicates that it is reliable.

1. Descriptive Statistical Analysis

a. Coefficient of Determination (R^2)

The coefficient of determination is used to determine the strength of the influence between the Work Environment (X) and Employee Performance (Y).

Table Results of the Coefficient of Determination Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 ^a	.576	.561	1.833

Source: Research Data Results

The results of the Adjusted R² test in this study obtained a value of 0.560. This shows that Employee Performance (Y) is influenced by the Work Environment (X) by 56%, while the remaining 44% is influenced by other factors not included in this study.

a. Simple Linear Regression Analysis

The data obtained from respondents in this study were analyzed using a simple linear regression model with the aim of determining the magnitude of the contribution of the independent variable, namely the Work Environment (X), in influencing the dependent variable, Employee Performance (Y).

Through this analysis, it can also be explained how the independent variable affects the dependent variable. The data processing was carried out using statistical analysis tools. The data processing was carried out using the SPSS 24 program, with the results as shown in the following table:

Table Results of the Simple Linear Regression Test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.799	2.992		6.284	.000
Lingkungan	.477	.076	.759	6.273	.000

Source: Research Data Results

Table 4.20 can be explained as follows: the B column shows the regression coefficient values for the constant and the independent variable (X); the Std. Error column shows the standard error values for the regression coefficient parameters; the Beta column indicates the standardized regression coefficient or path coefficient; the t column shows the t-value (t-count) for the regression coefficient parameters; and the Sig column indicates the significance level or probability of error. Thus, the simple linear regression equation is as follows:

$$Y = a + bX$$

$$Y = 18,799 + 0.477X$$

Where: **Y=Employee Performance**

X = Work Environment

Based on the simple linear regression equation, it is known that the regression coefficient value of the independent variable indicates the magnitude of the contribution of the independent variable to the dependent variable, assuming other variables are held constant. A positive coefficient value means that if the independent variable increases, it will lead to an increase in the dependent variable, and vice versa. A more detailed explanation of each variable is as follows:

The constant value from the unstandardized coefficient in this study is **18.799**. This means that if there is no increase in the Work Environment variable, the Employee Performance value will be **18.799**. The regression coefficient value for X is **0.477**, which means that for every one-unit increase in the Work Environment variable, Employee Performance will increase by **0.477**.

a. t-Test

The t-test, or partial regression coefficient test, is used to determine whether the independent variable has a significant effect on the dependent variable individually (partially). In this study, it is used to examine whether the work environment variable has a significant effect on employee performance. The test is conducted using a significance level of 0.05.

Tablet-Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.799	2.992		6.284	.000
Lingkungan	.477	.076	.759	6.273	.000

Source: Research Data Results

The testing of the work environment variable on employee performance is based on the following hypotheses:

H₀: There is no effect of the work environment on employee performance at the Fire and Rescue Department of Palembang City.

H₁: There is an effect of the work environment on employee performance at the Fire and Rescue Department of Palembang City.

CONCLUSIONS AND SUGGESTIONS

Conclusion

This study aims to analyze and determine the effect of the work environment on employee performance at the Fire and Rescue Department of Palembang City. Based on the research problem formulation, data analysis, and discussion that have been carried out, the conclusion of this study is as follows:

There is a significant effect of the work environment on employee performance, where $t\text{-count} (6.273) > t\text{-table} (2.045)$. Thus, H_1 is accepted, meaning that the work environment has an influence on employee performance at the Fire and Rescue Department of Palembang City.

Suggestions

1. Based on this study, it is recommended that the Fire and Rescue Department of Palembang City continues to create and maintain a conducive work environment, both in physical and non-physical aspects, in order to improve employee performance.
2. Creating a comfortable, safe, and supportive work environment will encourage higher work motivation and more optimal productivity.

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