GROSTLOG 2023
Global Research on Sustainable Transport & Logistics

ISSN: 2622-5778 (online)
Advances in Transportation and Logistics Research
http://proceedings.itltrisakti.ac.id/index.php/altr

Work Environment Approach and Human Resource Competence on Employee Performance Productivity at PT. Wahana Multi Logistik

Aswanti Setyawati[a], Agus Setiawan[a], Risna Diena Nuraliyah[a], Kayla Rana Putri[a]

[a]Faculty of Management and Business, Institut Transportasi dan Logistik Trisakti. Jakarta, Indonesia

Corresponding author: aswantimurgiyanto@gmail.com

Abstract: This study aims to analyze how much influence the work environment and human resources competencies have on the productivity of PT Wahana Multi Logistics employee performance. The research method used is a quantitative descriptive method, with a sample of 34 respondents of PT Wahana Multi Logistik employees. Data was obtained from the results of observations and distributing questionnaires. Analysis and hypothesis testing using multiple regression with SPSS 26.0. The results of this study indicate that the work environment and human resource competence have a significant effect on employee performance productivity in freight forwarding services, as evidenced by the results of the t-test, which shows the significance value of the X1 and X2 variables on the dependent variable with a significance value of 0.000 <0.05 and the results of the f-test which shows the X1 and X2 variables have a significant effect on variable Y because the significance value is 0.000 <0.05.

Keywords: *Work environment, work competency, human resources, and employee performance productivity*

1. Introduction

Along with the times, now companies must be able to compete with other companies. A company's performance productivity in achieving goals will be related to existing resources, especially human resources. Available human resources will not necessarily guarantee achieving organizational goals if human resources do not have the competence and a good work environment with high-performance productivity. The competence of qualified human resources will have a big role in the activities of a company. A factor that can affect the success rate of a company is employee performance productivity. To achieve employee performance productivity is inseparable from the ability and competence of human resources.

Several factors affect employee productivity in the company. The main factors of the performance environment and human resource competencies to motivate increasing the employee performance productivity of PT Wahana Multi Logistik are recognition of good performance and achievements, opportunities for career development and promotion, a conducive and pleasant work environment, intensive or bonuses based on performance achievement, participation in decision making and planning, the existence of training and development programs to improve skills and competencies in employee performance productivity. The research results from (Saragih, 2023) found that employee performance productivity factors are training, employees' mental and physical abilities,

ISSN: 2622-5778 (online)
Advances in Transportation and Logistics Research
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and relationships between superiors and subordinates. Employee performance productivity is the strength and ability to produce something.

The problem factors of the work environment at PT Wahana Multi Logistik vary greatly from the lack of adequate facilities for employees, lack of support from coworkers, conflicts between employees or conflicts within the team, and limited human resources that affect employee performance. The research results from (Jannah & Septayuda, 2022) found that the work environment can directly or indirectly affect employees; a bad work environment will hinder work, and vice versa. If the work environment is good, it will be easier for employees to do their work.

Human resource competencies to meet employee performance productivity, PT Wahana Multi Logistik employees will depend on their position and role in the company, such as employee knowledge of logistics and supply chain management, employee ability to manage and coordinate the delivery of goods, good communication and negotiation skills, ability to solve problems and make decisions, skills in using information technology and logistics systems, ability to work in teams and adapt to a dynamic environment, and compliance with applicable work rules and safety standards. Employee competencies will vary according to the demands of each job. The management and development of employee competence is one important aspect of HR management strategy to improve the productivity and efficiency of employee performance. Research results from (As'ad, 2021) found that competence in skills and knowledge characterized by professionalism in a particular field is the most important thing.

Employee performance productivity is the main demand for companies so that their survival or operational system can continue to be guaranteed. To achieve employee work productivity is inseparable from the ability and competence of its human resources. A good employee is judged by achieving many targets in accordance with company goals, and employees who do not meet targets by company goals will reduce their productivity.

Strategic issues in human resource management at PT Wahana Multi Logistik are the gap between employee competency needs and company needs, limited budget for employee training and development, compliance with government regulations, and performance and productivity issues that can be affected by a non-conducive work environment. When working in a pleasant setting, employees are more relaxed and at ease, which increases productivity. Conversely, a non-conducive work environment makes employees prone to illness, stress, and difficulty concentrating, resulting in decreased employee productivity. In addition, there are problems in the program or plan of unachieved productivity that still does not meet the target, namely the addition of service-type business licenses for handling the transportation of dangerous goods using land modes.

PT Wahana Multi Logistik has been the best logistics company since 2001, making it a logistics company that prioritizes safety and customer satisfaction. The number of employees at the head office of PT Wahana Multi Logistik is 34 employees. PT Wahana Multi Logistik uses various modes of transportation to deliver goods, such as trucks, ships, and airplanes. Transportation modes will be adjusted to the type of goods transported and the shipment's destination. PT Wahana Multi Logistik provides various freight forwarding services, such as land, air, sea, or integrated logistics, and also provides specialized services for delivering dangerous goods, high-value goods, or large cargo

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Advances in Transportation and Logistics Research
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shipping services. PT Wahana Multi Logistik has a service coverage that includes the Jabodetabek area and areas outside Java and throughout Indonesia.

This research is based on previous research findings related to the work environment, human resource competencies, and employee performance productivity with different findings. Yonathan and Anthonius (2020) argue that there is a positive and significant effect of employee competence, communication, work environment, and work ethic on employee performance productivity. Meanwhile, according to Ade & Baharudin (2021), competence has a positive and significant effect on employee performance, and the work environment has a positive and insignificant effect on employee performance. According to Ignatius & Tasya (2021), work ability and motivation at work have a positive impact, while the work environment negatively affects employee productivity, so the work environment hypothesis is rejected. Based on this research gap, we are interested in further researching "Work Environment Approach and Human Resource Competence on Employee Performance Productivity at PT. Wahana Multi Logistik."

2. Literature Review

2.1 Work Environment

The work environment is an environment or area around the company related to employees that can affect each individual or group in carrying out their respective duties. Everything in the area or workplace is a work environment plan or arrangement of all physical and non-physical components to support the productivity of employee performance. The work environment can support employees in completing their work and releasing tasks to produce productivity and efficiency in achieving company goals.

According to (Tumiwa et al., 2017), The work environment has a major influence on work effectiveness and orientation. Therefore, the work environment will provide a new atmosphere for him, influencing the successful implementation of his duties and work. The work environment is defined by space, physical layout, noise, tools, materials, and coworker relationships, and the quality of all of these has an important positive impact on the quality of work produced.

2.2 Human Resource Competency

Competence is the ability of each employee to carry out tasks from the company in accordance with its goals and objectives efficiently and effectively. When employees have a high level of ability and skill, their employee performance productivity will increase. Each employee has varied abilities and skills and can evaluate his performance in each situation by working in his field.

According to (Damastara & Sitohang, 2020), Employee competence is the ability to think critically and act decisively under pressure in various work-related situations to be productive and efficient. According to another definition, performance competence or productivity in more situations with better results than those carried out when carrying out policy determinations and assessments from the company.

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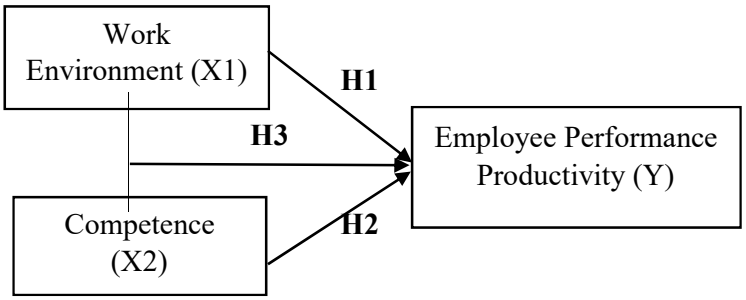
2.3 Employee Performance Productivity

Productivity is an important element in a company in determining the future sustainability of the business. Productivity is the effective and efficient use of resources (inputs) to produce or increase the output of goods and services. Every company must pay attention to the factors that affect performance productivity to increase its performance productivity.

According to (Yunitasari et al., 2021), Performance productivity is the ratio between the results achieved (output) and the overall resources used (input). Productivity shows the relationship between the output produced by a production or service system and the inputs provided to create that output.

Conceptual Framework



Hypothesis

1) **The Relationship between Work Environment and Employee Performance Productivity**

A conducive work environment greatly affects employee performance productivity. Good working relationships between superiors and subordinates and subordinates with fellow subordinates can increase employee productivity. Conversely, poor working relationships between superiors and subordinates and subordinates with fellow subordinates can reduce employee performance productivity. Based on the description above, the following hypothesis can be formulated:

H1: The work environment positively and significantly affects employee performance productivity.

2) **The Relationship between Human Resource Competency and Performance Productivity**

In the research of Alfina & Aulia (2021), Aprilyani (2021) revealed that competence significantly positively affects employee performance productivity. This means that the higher an employee's competence, the higher the employee performance productivity will be. Based on this, the hypothesis in this study is as follows.

H2: Human Resource Competencies positively and significantly affect employee performance productivity.

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3) The Relationship between Work Environment and Human Resource Competence to Employee Performance Productivity

In a comfortable work environment, employees will be more eager to work (Pramana & Sudharma, 2016). According to Efendi et al.'s research, (2017), competence is the experience, expertise, and basic skills possessed by an employee that can affect their ability to perform tasks or other work effectively and efficiently or in accordance with company standards. Based on the theory and results of previous research, the following hypothesis can be drawn:

H3: Work Environment and Human Resources positively and significantly affect employee performance productivity.

3. Research Method

This research method uses quantitative type research. A quantitative research approach to explain the description and influence of work environment variables and human resource competencies on employee performance productivity variables at PT Wahana Multi Logistik. This research uses primary data with data collection methods, theory, and data analysis. This quantitative method is through a questionnaire instrument distributed to 34 employees in PT Wahana Multi Logistik. Then, the authors collected primary data by filling out questionnaires that would spread to employees. The subject of this study was obtained from a sample of respondents filling in data in accordance with the calculation of the Slovin formula. Furthermore, the data was processed and analyzed using the quantity method with the SPSS version 26.0 technique. Data analysis in this study includes multiple linear regression, T-test, and F-test.

3.1 Dimension and Indicator

Variable	Operational Definition	Dimension	Indicator
Work Environment (X1) (Ardhianti & Susanty, 2020), (Jaya, 2022)	The work environment is defined by space, physical layout, noise, tools, materials, and coworker relationships; these all positively impact the quality of work produced. (Tumiwa et al., 207)	Physical Environment	Lighting in the workplace Air Ventilation in the workplace Noise in the workplace Facilities in the workplace
		Non-Physical Environment	Relationship between employees Cooperation between employees

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			Security in the workplace
Competency Human Resources (X2) (Fauzi & Siregar, 2019), (Suryani & Firmansyah, 2021)	Employee competence is the ability to think critically and act decisively under pressure in various work-related situations to be productive and efficient. (Damastara & Sitohang, 2020)	Task Skills Task Management Skills Knowledge Attitude	Punctuality Work Adaptation Management ability Problem-Solving The knowledge that supports work Have a desire to increase knowledge. Friendliness and Politeness
Employee Performance Productivity (Y) (Kurnia & -, 2022)	Employee performance productivity is the ratio between the results achieved (output) and the overall resources used (input). The relationship between the output produced by a production or service system and the inputs used to produce it is represented by productivity. (Yunitasari et al., 2021)	Work Quality Team Work Responsibility Initiative	Commitment Neatness and thoroughness Work speed Solidarity Work result Make decisions Capability

4. Results and Discussion

4.1.Respondent Data

4.1.1. Gender

Table 4.1 Respondent Data Based on Gender

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	19	61.3	61.3	61.3
	Female	12	38.7	38.7	100.0
	Total	31	100.0	100.0	

Source: Data has been processed by the author

Based on table 4.1 shows that there are more respondents with male gender than female, namely 19 or 61.3% are male, and 12 or 38.7% are female. Based on the data above, it can be concluded that most of the respondents are male.

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Advances in Transportation and Logistics Research
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4.2. Instrument Test

4.2.1. Validity Test

Respondents in this study totaled 31 respondents. The research data is collected, processed, and presented in the appendix. Henceforth, it is used as raw research data for further processing in research analysis. Measurement of the validity of the questionnaire items in this study was carried out by looking at the Pearson Correlation coefficient of 31 respondents. With a total of 81 statements, the r table is = 0.367. The validity requirement is rcount> rtable. If these requirements are not met, then the questionnaire items must be deleted and not used again in further analysis. Validity testing is carried out for each question item from the work environment approach variable (X1), human resource competence (X2), and employee performance productivity (Y). The validity test of this research is through measuring the degree of correlation between each question item on each variable as follows;

Table 4.2 Validity Test Result (X_1)

Validity Test Result (X_1)

	Corrected Item-Total Correlation	Rtabel	Keterangan
X2.1	.681	.367	VALID
X2.2	.636	.367	VALID
X2.3	.758	.367	VALID
X2.4	.685	.367	VALID
X2.5	.661	.367	VALID
X2.6	.603	.367	VALID
X2.7	.662	.367	VALID

Source: Data has been processed by the author with SPSS 26.0

Based on the variable validity test table (X1), all statement items are declared valid because each Corrected Item-Total Correlation or r_{count}> r_{table}, and at a significance level <0.05. For rtable 0.367 obtained from table r statistics, the value df = N (number of respondents)-2.

The author uses a 2-way significance level for the 0.05 significance level test. Based on the variable validity test table (X1), it shows that each item of questionnaire items 1 to 7 is valid because the rcount starts from the lowest to the highest, namely 0.603 to 0.758> r_{table}, namely 0.367.

Table 4.3 Validity Test Result (X_2)

Validity Test Result (X_2)

	Corrected Item-Total Correlation	Rtabel	Keterangan
X2.1	.641	.367	VALID
X2.2	.708	.367	VALID
X2.3	.824	.367	VALID
X2.4	.847	.367	VALID
X2.5	.625	.367	VALID
X2.6	.694	.367	VALID
X2.7	.676	.367	VALID

Source: Data has been processed by the author with SPSS 26.0

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Based on the variable validity test table (X2), all statement items are declared valid because each Corrected Item-Total Correlation or r_{count}> r_{table}, and at a significance level <0.05. For rtable 0.367 obtained from the statistical table r where the value df = N (number of respondents)-2.

The author uses a 2-way significance level for the 0.05 significance level test. Based on the variable validity test table (X2), it shows that each item of questionnaire items 1 to 6 is valid because the r_{count} starts from the lowest to the highest, namely 0.641 to 0.847> r_{table}, namely 0.367.

Table 4.4 Validity Test Result (Y)
Validity Test Result (Y)

	Corrected Item-Total Correlation	Rtabel	Keterangan
Y1	.603	.367	VALID
Y2	.769	.367	VALID
Y3	.732	.367	VALID
Y4	.827	.367	VALID
Y5	.722	.367	VALID
Y6	.695	.367	VALID
Y7	.472	.367	VALID

Source: Data has been processed by the author with SPSS 26.0

Based on the variable validity test table (X2), all statement items are declared valid because each Corrected Item-Total Correlation or r_{count}> r_{table}, and at a significance level <0.05. For rtable 0.367 obtained from the statistical table r where the value df = N (number of respondents)-2.

The author uses a 2-way significance level for the 0.05 significance level test. Based on the variable validity test table (Y), it shows that each item of questionnaire items 1 to 6 is valid because the rcount starts from the lowest to the highest, namely 0.472 to 0.827> r_{table}, namely 0.367.

4.2.2. Reliability Test

Table 4.5 Reliability Test Result (X1)
Reliability Test Result (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.879	7

Shows that all statement items in the questionnaire have item-total reliability statistics- Cronbach Alpha of 0.879> 0.60, so the statement is said to be reliable.

Table 4.6 Reliability Test Result (X2)
Reliability Test Result (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.902	7

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Shows that all statement items in the questionnaire have item-total reliability statistics- Cronbach Alpha of 0.902> 0.60, so the statement is said to be reliable.

Table 4.7 Reliability Test Result ((Y)

Reliability Test Result ((Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.887	7

Shows that all statement items in the questionnaire have item-total reliability statistics- Cronbach's Alpha of 0.887> 0.60, so the statement is said to be reliable.

4.3.Hypothesis Testing and Discussion

4.3.1. Analysis of The Effect of Work Environment Approach (X1) to Employee Performance Productivity (Y)

a. Simple Linear Regression Test

Table 4.8 Simple Linear Regression Simple Regression Equation Variable Work Environment Approach (X1) to Employee Performance Productivity (Y)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.472	2.648		2.822	.009
	X1	.771	.085	.859	9.023	.000
a. Dependent Variable: Y						

The results obtained from the regression coefficient above, Y = 7.472 + 0.771 X1

The simple linear regression equation means that every 1 unit increase in the value of variable X1 by 0.771 will be followed by an increase in Y by 7.472.

b. Simple Correlation Coefficient

Tabel 4.14 Simple Correlation Coefficient Analysis Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.859[a]	.737	.728	1.909
a. Predictors: (Constant), X1				
b. Dependent Variable: Y				

It is known that the correlation coefficient of 0.859 states that the two variables have a strong and positive linear relationship according to

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the table of correlation levels and strength of the relationship.

c. Coefficient of Determination

The coefficient of determination (r2) aims to measure how far the ability of the independent variable (work environment approach) to explain the variation in the dependent variable (employee performance productivity).

Table 4.15 Coefficient of Determination Analysis Result

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.859[a]	.737	.728	1.909
a. Predictors: (Constant), X1				
b. Dependent Variable: Y				

R^2 = 0,859 = Correlation Coefficient

KD = R^2 x 100%

= $(0,859)^2$ x 100%

= 0,737 x 100%

= 73.7%

It is known that the coefficient of determination or R2 is 0.859. This result means that the independent variable work environment approach can explain 73.7% of the dependent variable, namely employee performance productivity. In comparison, the remaining 26.3% is explained by other variables not included in this model.

d. T-Test

Partial hypothesis testing (t-test) is intended to determine whether or not the independent variable partially affects the dependent variable. The hypothesis results in this test are as follows:

Table 4.16 T-Test Result

Coefficients						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	7.472	2.648		2.822	.009
	X1	.771	.085	.859	9.023	.000
a. Dependent Variable: Y						

The tcount value for the work environment approach is 9.023, while the ttable value is 2.045. So it can be seen that the tcount is 9.023> ttable 2.045, and the significance value is 0.000 <0.05. So, the hypothesis is that there is a positive and significant influence between the work environment approach to employee performance productivity.

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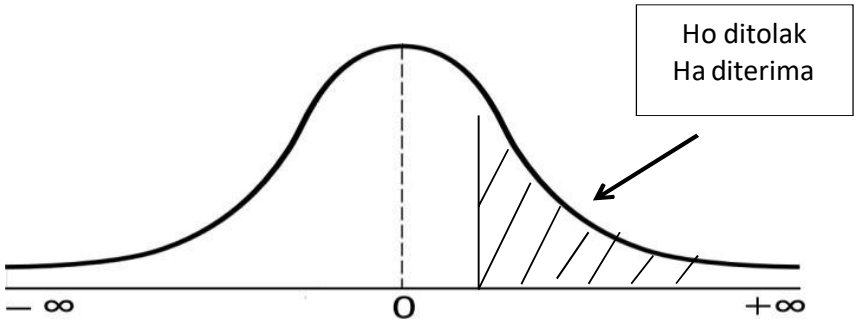

T_{tabel} 2.045 T_{hitung} 9.023

4.3.2. Analysis of Human Resource Competencies (X2) on Employee Performance Productivity (Y)

a. Simple Linear Regression

Table 4.17 Simple Regression Equation Human Resource Competency Variable (X2) on Employee Performance Productivity (Y)

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.148	2.163		3.767	.001
	X2	.753	.070	.894	10.741	.000
a. Dependent Variable: Y						

The results obtained from the regression coefficient above, Y = 8.148 + 0.753 X2

The simple linear regression equation means that every 1 unit increase in the value of the X2 variable by 0.753 will be followed by an increase in Y by 8.148.

b. Simple Correlation Coefficient (r)

Table 4.18 Simple Correlation Coefficient Analysis Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.894[a]	.799	.792	1.669
a. Predictors: (Constant), X2				
b. Dependent Variable: Y				

It is known that the correlation coefficient of 0.894 states that the two variables have a strong and positive linear relationship according to the table of correlation levels and strength of the relationship.

c. Coefficient of Determination (r^2)

The coefficient of determination (r2) aims to measure how far the

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ability of the Independent Variable (human resource competence) is in explaining the variation in the Dependent Variable (employee performance productivity).

Table 4.19 Coefficient of Determination Analysis Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.894[a]	.799	.792	1.669
a. Predictors: (Constant), X2				
b. Dependent Variable: Y				

R^2 = 0,894 = Coefficient of Correlation

KD = R^2 x 100%

= $(0,894)^2$ x 100%

= 0,799 x 100%

= 79.9%

It is known that the coefficient of determination or R2 is 0.894. This result means that the independent variable of human resource competence can explain 79.9% of the dependent variable, namely employee performance productivity, while the remaining 30.1% is explained by other variables not included in this model.

d. T-Test

Partial hypothesis testing (t-test) is intended to determine whether or not the independent variable partially affects the dependent variable. The hypothesis results in this test are as follows:

Table 4.20 T-Test Result

Coefficients						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	8.148	2.163		3.767	.001
	X2	.753	.070	.894	10.741	.000
a. Dependent Variable: Y						

The tcount value for human resource competence is 10.741, while the ttable value is 2.045. So it can be seen that the tcount is 10,741> ttable 2,045, and the significance value is 0.000 <0.05. So, the hypothesis that there is a positive and significant influence between human resource competencies on employee performance productivity

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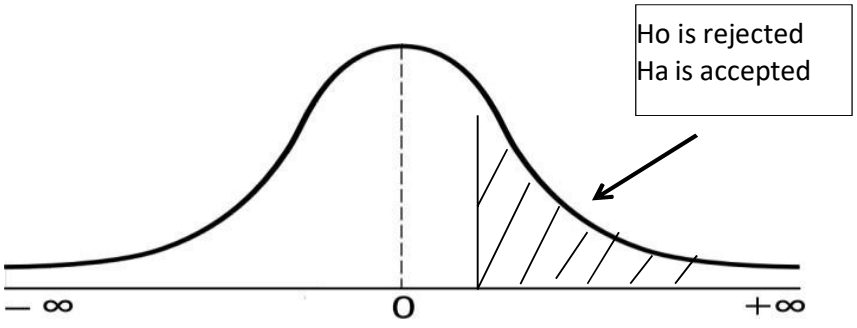

T_{tablel} 2.045 T_{count} 10.741

4.3.3. Analysis of the work environment approach (X1) and human resource competencies (X2) on employee performance productivity (Y)

a. Multiple Linear Regression

Testing the basic classical analysis requirements of regression that have been carried out previously shows that the variables involved in it meet the qualifications of these classical requirements and assumptions by testing the significance of the model and interpreting the regression model.

Table 4.21 Multiple Linear Regression Analysis Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.786	2.258		3.005	.006
	X1	.267	.162	.297	1.651	.110
	X2	.529	.152	.628	3.489	.002
a. Dependent Variable: Y						

Obtained from the regression coefficient above, a regression equation can be made as follows: Y = 6.786 + 0.267 X1 + 0.529 X2.

The multiple linear regression equation means that any increase in the application score for variable X1 (work environment approach) by 0.267 will be followed by an increase in Y (employee performance productivity). Every 1 unit increase in the score for variable X2 (human resource competence) of 0.529 will be followed by an increase in Y (employee performance productivity). From the equation above, the value of Y will be 6.786.

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b. Multiple Correlation Coefficient (r)

Table 4.22 Multiple Correlation Coefficient Analysis Result

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.904[a]	.817	.804	1.622	2.147
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

The calculation results show that the correlation coefficient of 0.904 states that the three variables have a strong and positive linear relationship in accordance with the table of correlation levels and strength of the relationship.

c. Coefficient of Determination (r^2)

The coefficient of determination (r2) aims to measure how far the ability of the independent variables (work environment approach and human resource competence) in explaining the variation in the dependent variable (employee performance productivity).

Table 4.23 Coefficient of Determination Analysis Results

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.904[a]	.817	.804	1.622	2.147
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

It can be seen that the adjusted coefficient of determination or (r2) is 0.904. This result means that the independent variables (work environment approach and human resource competencies) can explain 81.7% of the dependent variable (employee performance productivity). In comparison, the remaining 28.3% is explained by other variables not included in this model.

d. F-Test

The F Statistical Test shows whether all independent or independent variables included in the model simultaneously influence the dependent or dependent variable. The F Statistical Test is used to fulfill all the effects of the independent variables tested at the 5% significance level. The results of the simultaneous significant coefficient test can be seen in the following table :

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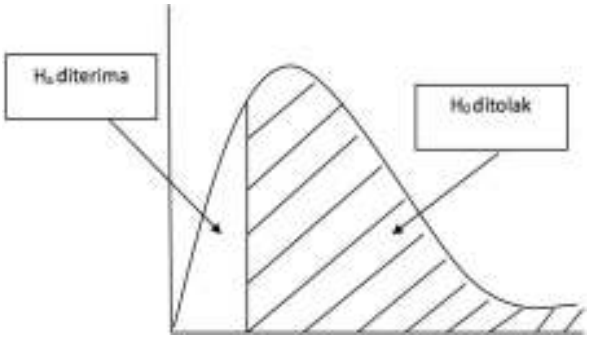
Table 4.24 F-Test Result

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	328.568	2	164.284	62.478	.000[b]
	Residual	73.625	28	2.629		
	Total	402.194	30			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

If Fcount> Ftable, then Ha is accepted, meaning that the independent dependent variables simultaneously significantly affect the independent variable. The Ftable value can be found with the equation df 1 = number of independent variables, meaning df 1 = 2, while df 2 = n-k-1; (31-2-1); df 2 = 28. Using a significance of 5% (0.05), seen in the F table in column 2, row 28 is 3.34. So it can be concluded that Fcount> Ftable (62.478> 3.34) and a significance value of 0.000 <0.05 so that Ho is rejected and Ha is accepted. The variable work environment approach (X1) and human resource competencies (X2) have a significant and simultaneous positive effect on employee performance productivity variables (Y).



F_{table} 3,34 F_{count} 62.478

5. Conclusion

1. On the Variable Effect of work environment approach (X1) on employee performance productivity (Y)
   a. In Simple Linear Regression, Y = 7.472 + 0,771 X1
      The simple linear regression equation means that every 1 unit increase in the value of variable X1 by 0.771 will be followed by an increase in Y by 7.472.

   b. The correlation coefficient of 0.859 states that the two variables have a strong and positive linear relationship by the table of correlation levels and relationship strengths.

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c. The coefficient of determination or R2 is 0.859. This result means that the independent variable work environment approach can explain 73.7% of the dependent variable, namely employee performance productivity. In comparison, the remaining 26.3% is explained by other variables not included in this model.

d. The t-test shows that the t count is 9,023> t table 2,045, and the significance value is 0.000 <0.05. So, the hypothesis is that there is a positive and significant influence between the work environment approach to employee performance productivity.

2. On the variable of human resource competence (X2) on employee performance productivity (Y)

   a. In Simple Linear Regression, obtained Y = = 8.148 + 0.753 X2

      The simple linear regression equation means that every 1 unit increase in the value of the X2 variable by 0.753 will be followed by an increase in Y by 8.148.

   b. The correlation coefficient of 0.894 states that the two variables have a strong and positive linear relationship according to the table of correlation levels and relationship strengths.

   c. The coefficient of determination or R2 is 0.894. This result means that the independent variable of human resource competence can explain 79.9% of the dependent variable, namely employee performance productivity. In comparison, the remaining 30.1% is explained by other variables not included in this model.

   d. The t-test shows that the t-count is 10,741> t table 2,045, and the significance value is 0.000 <0.05. So, the hypothesis that there is a positive and significant influence between human resource competencies on employee performance productivity

3. On the variable work environment approach (X1) and human resource competencies (X2) to employee performance productivity (Y)
   a. In Multiple Linear Regression, obtained Y = 6.786 + 0.267 X1 + 0.529 X2. The multiple linear regression equation means that any increase in the application score for variable X1 (work environment approach) by 0.267 will be followed by an increase in Y (employee performance productivity). Every 1 unit increase in the score for variable X2 (human resource competence) of 0.529 will be followed by an increase in Y (employee performance productivity). From the equation above, the value of Y will be 6.786.

   b. The correlation coefficient of 0.904 states that the three variables have a

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strong and positive linear relationship by the table of correlation levels and relationship strengths...

c. The adjusted coefficient of determination (r2) is 0.904. This result means that the independent variables (work environment approach and human resource competencies) can explain 81.7% of the dependent variable (employee performance productivity). In comparison, the remaining 28.3% is explained by other variables not included in this model.

d. In the f-test, it can be concluded that Fcount> Ftabel (62.478> 3.34) and a significance value of 0.000 <0.05, so Ho is rejected and Ha is accepted. The variable work environment approach (X1) and human resource competencies (X2) have a significant and simultaneous positive effect on employee performance productivity variables (Y).

6. Implications

The impact of this research on PT Wahana Multi Logistik will give employees a better understanding of the logistics industry, including the latest trends, challenges, and opportunities that can affect PT Wahana Multi Logistik's operations. Solutions to internal problems that can be applied in daily operations at PT. Wahana Multi Logistik, by improving the operational efficiency of PT. Wahana Multi Logistik by reducing operational costs and increasing productivity, making employee skills updates, improving their performance, improving reputation and making it more competitive in the logistics industry, having good relationships between employees and fellow employees, employees to leaders, and employees to vendors. This results in quality employees.

7. Research limitations

This section of the research will provide a transparent and honest assessment of the limitations of the research. It aims to evaluate the shortcomings of the research and encourage other researchers to address the identified shortcomings further to broaden the horizons of readers and other researchers.

1. This research has less time, and this research only has a sample that is not maximized.

2. The weakness of this research is in the large number of testing data selections. The forecasting results for ten days still do not represent the average percentage value.

3. This research uses more subjective sources, which have a strong risk of reducing the objectivity of the research result.

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