



Effect of Workload and Work Supervision on the Working Environment at PT. Image of Hannochs Niagantara Medan

Chon Cho Reynols Manday¹, Eley Handayani Pramita²

^{1,2} STIE Professional Management College Indonesia, Jl. H. Misbah Jl. Komp. Multatuli Indah No.114, A U R, Kec. Medan Maimun, Kota Medan, Sumatera Utara (20151), Indonesia

E-mail: cr.manday@gmail.com

ARTICLE INFO

ABSTRACT

Article history:

Received: Jul 12, 2022
Revised: Jul 30, 2022
Accepted: Aug, 19, 2022

Keywords:

Workload,
Work Supervision,
Work Environment

PT. Citra Hannochs Niagaantara has the address at Jalan Attorney No. 5D, Medan which is engaged in selling Hannochs brand lamps. The company offers products such as: energy saving lamps, halogen, metal halide, LED lamps and various project lighting fixtures for civil works. The employee's workspace is considered to be still less comfortable for employees to carry out their work activities because employees feel that the workspace is too narrow so that employees are not free to work. Employees perceive that they accept many jobs at the same time. The process of implementing control within the company is considered to be still tight because in the company there are various systems and policies that must be obeyed by employees and some of these systems and policies make employees less comfortable at work. This research uses quantitative descriptive research. The total population in the study was 49 employees with a sampling technique using a saturated sample. Simultaneously there is a significant effect between the workload and work supervision variables on the work environment of PT. Citra Hannochs Niagantara. While partially found the workload variable has a significant effect on the work environment of employees of PT. Citra Hannochs Niagantara. Partially found work supervision variables have a significant effect on the work environment of employees of PT. Citra Hannochs Niagantara. The results of this study indicate that the work supervision variable has more influence than the workload on the work environment of the employees of PT. Citra Hannochs Niagantara.

Copyright © 2022 Jurnal Mantik.
All rights reserved.

1. Introduction

Companies that are established certainly have different goals from one company to another, but in general one of the goals to be achieved by each company is: the same, namely getting profits or profits from the bidding process it does (Mahawati, 2021). In addition, every company also has a desire for its business to be successful and obtain optimal results in order to maintain the company's survival from human resources (Tika and Endang, 2022). Therefore, in achieving this, of course, requires good management supported by qualified human resources in order to work effectively and efficiently so as to provide results in accordance with company expectations. Improving the quality of human resources or company employees is one of the factors that shows the success or failure of the company in managing its human resources both in the knowledge possessed by employees, employee skills in carrying out work, accuracy, and the extent to which the results provided can satisfy the company's desires (Handoko, 2016).

PT. Citra Hannochs Niagaantara has its address at Jalan Attorney No. 5D, Medan which is engaged in selling Hannochs brand lamps. The company offers products such as: energy saving lamps, halogen, metal halide, LED lamps and various project lighting fixtures for civil works. According to Dharmawan (2011: 41), the work environment is everything that is around employees that can affect the atmosphere and the employees themselves in carrying out the tasks or work they are given. The work environment becomes an



important component when employees carry out work activities because by paying attention to a good work environment or creating working conditions that are able to provide encouragement for employees such as: giving work enthusiasm, enthusiasm or other positive things (Sutoyo, 2016).

The phenomenon of the work environment in the company can be seen from the feeling of discomfort and unease experienced by employees while carrying out their work where employees judge that their workspace is still not supportive to work well, such as: providing light using yellow lights, causing conditions in the room to become dark. it is a little dark and if one employee opens the window blinds to make the room look bright, other employees will be annoyed because the screen from their computer will bounce off the open window because it is too bright or too bright causing them to have a little difficulty seeing their screen. In addition, the room is also used as a place to store documents in boxes or in other terms,

As for employees who complain that their workplace or desk still feels cramped due to various places with other employees and it makes them not free to work, such as: when the employee puts the document, it turns out that it actually annoys the co-worker next to him because he also wants to put the document in the wrong place. so that in the end one of the employees had to give in to give the place to a coworker who needed it more.

The first assumption is that the workload seems to have an influence on the uncomfortable working environment. Workload can be defined as a difference between the capacity or ability of employees with the demands of the task or work that must be faced. Given that human work is mental and physical, each has a different level of loading. The level of loading that is too high allows the use of excessive energy and will make him depressed, on the contrary, the intensity of the load that is too low allows boredom and boredom. Therefore, it is necessary to strive for the optimum level of loading intensity between the two extreme limits and of course it differs from one individual to another.

Another example is: the cashier who receives 3 sales invoices at the same time so that they have to quickly input because consumers are waiting and make employees depressed where if they are slow in completing the input, they will not only be scolded by superiors and consumers, but it also interferes with the work of other employees, such as: the sales department who cannot immediately make sales without a payment invoice from the cashier or cashier is also considered unable to rest in peace because purchase invoices from consumers continue to be entered alternately so that the cashier must immediately complete the input. and the same goes for lunch breaks.

In addition, the time given for employees to complete all the work assigned to them is quite short, such as: bookkeeping employees who must immediately complete their daily reports for supervisors at 3 o'clock so that supervisors can check them, while employees still have many other jobs to complete. also, another example of submitting monthly reports for each employee is dropped on the 23rd of the current month and must be completed because each employer wants to close his monthly report before entering the new month. This is also of course a directive from the direct company leader who wants to check the monthly reports of all sections every month.

Another assumption is that supervision seems to have an influence on the uncomfortable working environment. Supervision can be defined as a way for the company to realize effective and efficient work results and further support the realization of the organization's vision and mission which is carried out by assessing the results of the work and if necessary corrective actions are carried out so that the work results are in accordance with the predetermined plan and obtain results. desired (Handoko, 2012). The phenomenon of work supervision in the company can be seen from the tight implementation of the control process which is filled with various systems and policies that must be obeyed, making employees feel uncomfortable at work such as: prohibition from superiors regarding work tidiness where every work desk is prohibited from being messy and not allowed to put items that are not related to work. Various strict regulations sometimes make employees feel bored at work. Supervision is getting tighter because many employees are considered not to follow all existing work regulations, causing the management to take the decision to tighten all regulations such as: previously employees who wanted to go to the bathroom were allowed to use slippers, but for now it is no longer allowed because it is known that almost all employees come to the office and change slippers during work. This is certainly not very good seen by the leadership, Furthermore, from the work results, employees also get if they are not given good supervision, they cannot work quickly such as: collecting reports that are often late or errors in inputting data and also various other errors that are judged because of the employee's inaccuracy at work. Supervision is also carried out as tightly as possible so that employees are also not allowed to use speakers to listen to songs.

Based on the background described above, the researcher is interested in conducting research with the title of the thesis: "The Influence of Workload and Work Supervision on the Work Environment of PT. Image of Hannochs Niagatara Medan."

2. Methods

2.1 Research Location and Time

The research locations are: PT. Citra Hannochs Niagaantara, whose address is at Jalan Attorney No. 5D, Medan. The research period is from September 2021 to June 2022.

2.2 Population and Sample

The research population that will be used in the study are: all employees who work at the company as many as 49 employees.

2.3 Data collection technique

In this study, the data collection techniques used related to the problems studied by the researchers were as follows:

a. Questionnaire (Questionnaire)

Questionnaire distributed to.

b. Interview

Interviews were conducted with several company consumers at the beginning of the study to find out about phenomena or problems that occur in the company.

c. Literature review

The literature study used in this research are: books and journals related to the variables in the research

d. Documentation study

Study documentation obtained from company history, organizational structure, vision and mission.

2.4 Data Types and Sources

This type of research is quantitative research in the form of data in the form of numbers whose characteristics are always in numerical form such as income data, population, consumption levels, bank interest and so on (Sugiono, 2013).

There are two sources of data based on their sources which are generally used in research, namely:

a. Primary data

Is data taken from the source, and has never been published by a particular agency. Generally generated from field survey activities and by using instruments such as questionnaires, questionnaires and others.

b. Secondary Data

Is data that has been processed and published by certain agencies, for example data published by the Central Statistics Agency, Bank Indonesia or other institutions.

2.5 Validity Test and Reliability Test

The criteria for testing the validity are as follows:

a. If the value of $r_{count} > r_{table}$, the item can be declared valid.

b. If the value of $r_{count} < r_{table}$, the item is declared invalid.

Reliability test is used to determine the consistency or consistency of measuring instruments that usually use a questionnaire. The method that is often used in research to measure the scale of the range is Cronbach Alpha where if the Cronbach Alpha value > 0.6 it will be considered reliable.

2.6 Data analysis technique

a. Classic assumption test

Classical assumption test consists of:

1) Normality test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. Some of the normality test methods are by looking at the histogram graph where the data if the histogram graph shape follows the normal curve that forms mountains or bells, the data will be normally distributed. Whereas Normal PP Plot of Regression if the form of the Normal Probability Plot of Regression graph follows a normal diagonal line then the data will be considered normally distributed. For testing One Sample Kolmogorov Smirnov. If the significance value is > 0.05 , then the data is normally distributed

2) Multicollinearity Test

Multicollinearity test is needed to determine the state of the regression model, it is found that there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or near perfect correlation between the independent variables. The multicollinearity test method commonly used is by looking at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance number more than 0.1.

3) Heteroscedasticity Test

Heteroscedasticity test aims to test the difference in residual variance from one observation period to another observation period.

b. Multiple Linear Regression Analysis

The research analysis model used to answer the research hypothesis is multiple linear regression analysis (Ghozali, 2013). Multiple linear regression analysis has the following formulation

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information :

- Y = work environment
- a = Constant
- b₁₋₂ = Regression coefficient
- X₁ = workload
- X₂ = work supervision
- e = Percentage of error (5%)

2.7 Hypothesis testing

Hypothesis testing in this study are:

- a. Coefficient of Determination Test (R²)
- b. The smaller the value of the coefficient of determination, this means that the influence of the independent variable (X) on the dependent variable (Y) is getting weaker. Conversely, if the value of the coefficient of determination is getting closer to number 1, then the influence of the independent variable on the dependent variable is getting stronger.
- c. Simultaneous Test (F Test)
- d. The F test or regression coefficient test is used to determine whether the independent variable simultaneously has a significant effect on the dependent variable. The criteria for evaluating the hypothesis in this F test are:
 - a. H₀ is accepted if: F_{count} < F_{table}
 - b. H_a Accepted if: F_{count} > F_{table}
- e. Partial Test (t Test)
- f. The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect or not on the dependent variable. The criteria for evaluating the hypothesis in this t-test are:
 - a. H₀ Accepted if: t_{count} < t_{table}
 - b. H_a Accepted if: t_{count} > t_{table}

3. Results and Discussion

3.1 Normality test

The normality test was tested using graphical and statistical analysis. Here's the discussion:

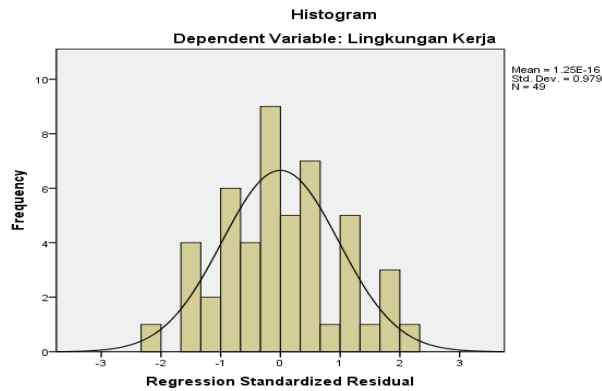


Fig 1. Histogram Graph

Source: 2022 Research Results (Data processed)

Figure 1. it can be seen that the bell-shaped line is symmetrical to the left and to the right. This shows that the data are normally distributed and meet the assumption of normality.

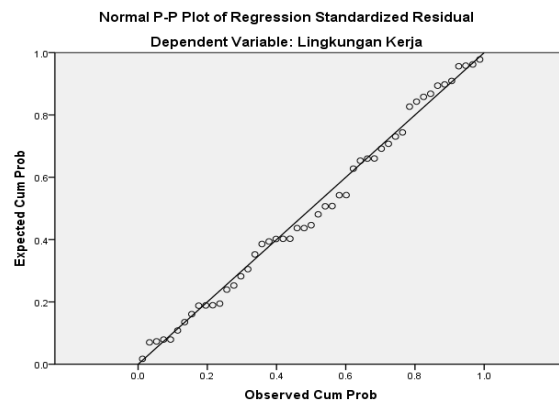


Fig 2. PP Plot Normal Graph

Source: 2022 Research Results (Data processed)

Figure 2.it can be seen that the points approach and follow and surround the diagonal line. This shows that the data are normally distributed and get the assumption of normality.

The results of the statistical calculation of the one sample Kolmogorov Smirnov Test can be seen below:

Table 1
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		49
Normal Parameters, b	mean	.0000000
	Std. Deviation	3.42712908
Most Extreme Differences	Absolute	.069
	Positive	.069
	negative	-.056
Kolmogorov-Smirnov Z		.480
asymp. Sig. (2-tailed)		.975

a. Test distribution is Normal.

b. Calculated from data.

Source: 2022 Research Results (Data processed)

Based on the table the results of the normality test prove that the resulting significant value is greater than 0.05, namely: equal to 0.975, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Test multicollinearity can be seen as follows:

Table 2
 Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Workload	.994	1.006
Work supervision	.994	1.006

a. Dependent Variable : Work environment
 Source: 2022 Research Results (Data processed)

The correlation value for the workload and work supervision variables has a tolerance value > 0.1 and a VIF value < 10 so it can be concluded that the independent variable (independent variable) does not have any symptoms of multicollinearity.

3.3 Heteroscedasticity Test

Glejser's statistical heteroscedasticity test looks like this:

Table 3
 Glejser Stats

Model	t	Sig.
1 (Constant)	.440	.662
Workload	.083	.934
Work supervision	.411	.683

a. Dependent Variable: Work environment
 Source: 2022 Research Results (Data processed)

From table 3 above, the significance level of the workload and work supervision variables is > 0.05 . From the calculation results and the significant level above, it is not found that there is heteroscedasticity.

The heteroscedasticity of the Scatterplot graph is shown below:

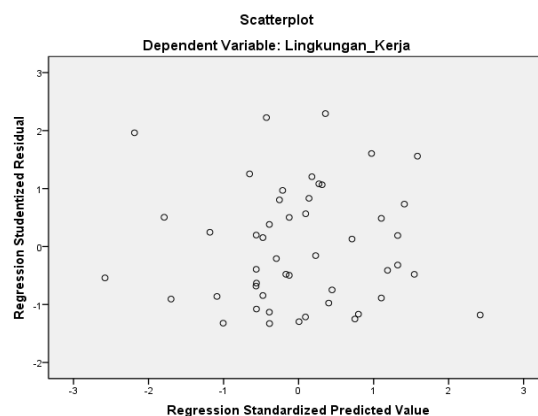


Fig 3. Scatterplot Graph

Source: 2022 Research Results (Data processed)

From the picture above, the points on the scatterplot graph spread randomly and are not patterned and are spread above and below the number 0 on the Y axis. It can be concluded that from the sample of respondents there is no heteroscedasticity between samples.

3.4 Multiple Linear Regression Analysis

Here are the results multiple linear regression analysis test, namely:

Table 4
Multiple Linear Regression Analysis

Model	Unstandardized Coefficients	
	B	Std. Error
1 (Constant)	57,668	6.438
Workload	-.537	.111
Work supervision	.307	.134

a. Dependent Variable : Work environment
Source: 2022 Research Results (Data processed)

$$Y = 57.668 - 0.537 + 0.307 + e$$

- a. The constant (α) = 57.668 indicates a constant value, if the value of the independent variable (X1) is: workload and the variable (X2) is: work supervision is worth 0, then the work environment is: fixed is worth 57.668.
- b. The coefficient of X1(b1) = 0.537 indicates that the workload variable (X1) has a negative effect on the work environment of 0.537. This means: for every 1 unit increase in the value of workload (X1), the value of the work environment will decrease by 53.7%.
- c. The coefficient of X2(b2) = 0.307 indicates that the work supervision variable (X2) has a positive effect on the work environment of 0.307. This means: for every 1 unit increase in the value of work supervision (X2), the value of the work environment will increase by 30.7%.

3.5 Coefficient of Determination

The coefficient of determination test can be seen below:

Table 5
Coefficient of Determination
Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.632a	.399	.373	3.501

a. Predictors: (Constant), Work supervision, Workload Work
b. Dependent Variable: Work supervision
Source: 2022 Research Results (Data processed)

The value of Adjust R Square (Adjusted R²) or the coefficient of determination that has been correlated with the number of variables and sample size so that it can reduce the element of bias in the event of additional variables or additional sample size obtained is 0.373. This means that the magnitude of the influence of workload and work supervision on the work environment is: 37.3% and the remaining 62.7% is influenced by other factors originating from outside this research model such as: communication, climate, organization, work conflict, leadership style and other variables.

3.6 Partial Hypothesis Testing (t Test)

The following are the results of partial hypothesis testing:

Table 6
Partial Test

Model	t	Sig.
1 (Constant)	8,957	.000
Workload	-4,830	.000
Work supervision	2.296	.026

a. Dependent Variable : Work environment
Source: 2022 Research Results (Data processed)

- a. In the workload variable (X1), it can be seen that the value of tcount (-4.830) < ttable (2.010) with a significance of 0.000 < 0.05 so it can be concluded that there is no significant effect between workload on the work environment of employees of PT. Image of Hannochs Niagaantara so that H1 is rejected.
- b. In the work supervision variable (X2), it can be seen that the value of tcount (2.296) > ttable (2.010) with a significance of 0.026 < 0.05 so it can be concluded that there is a significant positive effect between work supervision on the work environment of PT. Image of Hannochs Niagaantara so that H2 is accepted.



3.7 Simultaneous Hypothesis Testing (F Test)

The following are the results of simultaneous hypothesis testing:

Table 7
 Simultaneous Test

Model	F	Sig.
1 Regression	15,284	.000a
Residual		
Total		

a. Predictors: (Constant), Work supervision, Workload

b. Dependent Variable: Work environment

Source: 2022 Research Results (Data processed)

Based on the table above, it can be seen that the value of $F_{count}(15.284) > F_{table}(3.20)$ with a significant level of $0.00 < 0.05$ so it can be concluded that H3 is accepted with the understanding that there is a significant influence between workload and work supervision on the work environment of PT. Image of Hannochs Niagantara.

3.8 Discussion

Based on the results of research that has been done, the discussion is as follows:

a. Effect of workload on work environment

Based on the results of the research conducted, the results of partial hypothesis testing using t-test, have a value of $t_{count}(-4.830) < t_{table}(2.010)$ with a significance of $0.000 < 0.05$ so it can be concluded that there is a negative influence between workload on the environment PT. Image of Hannochs Niagaantara so that H1 is accepted. The results of this study are in line with the theory which states that a certain physical environment is a source of "affective events" that can shape employee behavior and attitudes (Ashkanasy, Ayoko and Jehn, 2014). "Employee behavior and attitudes" can be interpreted as a manifestation of employee performance. Also, the work environment contributes to work creativity (Dul, Ceylan and Jaspers, 2011).

b. The Effect of Work Supervision on the Work Environment

Based on the results of the research conducted, the results of partial hypothesis testing using the t-test, have a value of $t_{count}(2.296) > t_{table}(2.010)$ with a significance of $0.000 < 0.05$ so it can be concluded that there is a significant positive effect between work supervision on the environment. PT. Image of Hannochs Niagaantara so that H2 is accepted. In line with research conducted by Habiwibowo and Nugraha (2018), that good work supervision can make a person focus on his work so that good supervision provides a conducive working environment.

c. Effect of workload and work supervision on the work environment

Based on the results of the research conducted, the results of simultaneous hypothesis testing using the F-test, have a value of $F_{count}(15.284) > F_{table}(3.20)$ with a significant level of $0.00 < 0.05$ so it can be concluded that H3 is accepted with the understanding that there is a significant influence between workload and work supervision on the work environment of employees of PT. Image of Hannochs Niagantara. This research is in line with the theory put forward by Vidia (2021), that excessive workload can make a person not focus on the work environment. The high workload must be adjusted to one's income and ability to do work. A good supervisor will produce a conducive environmental performance.

4. Conclusions

Based on the results of research and discussion, the conclusions in this study, Workload has a negative and significant effect on the work environment of employees of PT. Image of Hannochs Niagantara Medan. Work supervision has a positive and significant effect on the work environment of PT. Image of Hannochs Niagantara Medan. Workload and work supervision have a significant effect on the work environment of employees of PT. Image of Hannochs Niagantara Medan.

References

- [1] Adi Purnomo Santoso Dan Herman.2020. Strategi Kebudayaan Dalam Negara Hukum Untuk Menyongsong Adaptasi Kebiasaan Baru. *Jurnal Ilmu Dan Budaya*. Vol.41(72).
- [2] Bahri, Moh. Saiful. 2018. Pengaruh Kepemimpinan, Lingkungan Kerja, Budaya Organisasi dan Motivasi Terhadap Kepuasan Kerja Yang Berimplikasi Terhadap Kinerja Dosen. Surabaya: Jakad Publishing.
- [3] Busro, Muhammad. 2018. Teori-Teori Manajemen Sumber Daya Manusia. Jakarta: Prenadamedia Group.
- [4] Dharmawan, I Made Yusa. 2011. Pengaruh Kompensasi Dan Lingkungan Kerja Non Fisik Terhadap Disiplin Dan Kinerja Karyawan Hotel Nikki Denpasar. Tesis. Universitas Udayana Denpasar.
- [5] Ghozali, Imam. 2018. Aplikasi Analisis Multivariate Dan Program IMB SPSS 25. Semarang: UNDIP.
- [6] Gulo. 2010. Metodologi Penelitian. Jakarta : Grasindo.
- [7] Handoko, T. Hani. 2016. Manajemen Personalia dan Sumber daya Manusia. Cetakan Duapuluh. Yogyakarta : BPFE.
- [8] Sudaryo, Yoyo, Agus Wibowo dan Nunung Ayu Sofiati. 2018. Manajemen Sumber Daya Manusia, Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik. Yogyakarta : Andi Offset.
- [9] Sule, Ernie Trisnawati dan Kurniawan Saefullah. 2018. Pengantar Manajemen. Depok: Prenadamedia Group
- [10] Sutoyo. 2016. Pengaruh Beban Kerja, Lingkungan Kerja Dan Motivasi Terhadap Kinerja Pegawai pada Dinas Bina Marga Propinsi Sulawesi Tengah. *e Jurnal Katalogis*, Vol. 4(3), 187-195.
- [11] Tika, A.Y dan Endang, T. 2022. Pengaruh Pengawasan, Beban Kerja, Dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan. *JURNAL AKMENIKA*, VOL 19(1).
- [12] Sugiono. 2013. Metode Penelitian Bisnis. Bandung: Alfabeta.
- [13] Mahawati, Eni, Ika Yuniwati, Rolyana Ferinia, dan Puspita Puji Rahayu. 2021. Analisis Beban Kerja dan Produktivitas Kerja. Medan: Yayasan Kita Menulis.
- [14] Ashkanasy, N., Ayoko, O., and Jehn, K. 2014. Understanding the Physical Environment of Work and Employee Behavior: An Affective Events Perspective. *Journal of Organizational Behavior*, Vol. 35(8):1169-1184.
- [15] Dul, J., Ceylan, C., and Jaspers, F. 2011. Knowledge Workers' Creativity and the Role of the Physical Work Environment. *Human Resource Management*, Vol. 50(6): 715-734.
- [16] Habiwibowo, H. dan Nugraha, H. S. 2018. Pengaruh Pengawasan Dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan (Bagian Produksi PT.Politama Pakindo Kabupaten Semarang). *Jurnal Ilmu Administrasi Bisnis*, vol. 7(4), 212-216.
- [17] Vidia, Mutiara. 2021. Pengaruh Beban Kerja, Lingkungan Kerja, Dan Kepuasan Kerja Terhadap Kinerja Pada Pegawai Dinas Ketenagakerjaan Pemerintah Provinsi Riau. *Economics, Accounting and Business Journal*, Vol. 1(1), 250-260.
- [18] D.H. Smith, Physics Department, Chicago University, Chicago, U.S.A., private communication, 1986.

