The Influence Of Work Environment And Skills On Agricultural And Fisheries Food Security Employees' Performance In Bekasi City

by Zahara Tussoleha Rony

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ABSTRACT

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This study aims to determine the influence of the work environment and work skills on the performance of employees of the Food Security, Agriculture, and Fisheries Office of Bekasi City. The data analysis method used is quantitative. The sample for this research was 70 respondents who were employees of the Department of Food Security, Agriculture, and Fisheries, Bekasi City. Data collection was carried out using a questionnaire that had been tested for validity and reliability. Data processing using SPSS Version 26 Data analysis techniques using multiple linear regression analysis The results of this study indicate that the work environment variable and the work skills variable have a positive and significant impact on employee performance. and simultaneously these two independent variables are proven to be significant and have an effect on employee performance variables.

1. INTRODUCTION

An organization is a forum that seeks to distribute human resources (HR) inclusively in order to achieve goals. All organizations are expected to be competent by contributing to providing good services, including government agencies (Mananeke, W., Rares, and Tampongangoy 2019). Every organizations plans are always directed toward achieving organizational goals. With the times, all organizations are expected to be competitive in providing the best service so that they can be highly competitive through the resulting performance (Erlina and Faeni, D 2015).

Performance is an estimate of the level of achievement of the implementation of an activity program and other strategies in achieving the vision, mission, and goals of the organization, which are embodied in the preparation of an organization. Good organizational performance is being able to develop the abilities that employees have in solving problems so that it will become one of the organization's competitive advantages (Rony 2020). While employee performance in terms of the results of responsibility is shown by individual skills in carrying out their duties, In other words, employees provide the expected results in an organization if capability and accuracy are based on goals that have been set together (Aziz 2018). Effective employee performance optimizes employees because they are increasingly loyal to the organization or agency, enthusiastic, and enjoy the work being carried out, but sometimes it can cause individuals to be unable to escape from the work pressure they are facing (Budiasa 2021).

The hope to become an effective organization is the wish of shareholders and stakeholder groups, but at this point, this has not happened at the Bekasi City Food Security, Agriculture, and Fisheries Office. In recent years, they have actually experienced optimal employee performance, as shown in the performance table for the employees of the Bekasi City Food Security, Agriculture, and Fisheries Office.

Table 1. Summary of Performance Assessment Results for Agriculture and Fisheries Food Security Service Employees, 2017–2021

No	Criteria	Description	Number of Employees				
			2017	2018	2019	2020	2021
1.	Special	90 – 100	25	27	2	30	2 8
2.	Very Good	80 – 89	23	25	5	22	24
3.	Good	70 – 79	22	22	22	15	17
4.	Enough	60 – 69	10	3	30	5	1
5.	Not Enough	< 59	-	-	10	-	-
	Total		80	77	76	72	70

Source: Department of Agriculture and Fisheries Food Security (processed data).

Table 1 is a summary of the results of the work of the Agriculture and Fisheries Food Security Agency employees for four years. The Agriculture and Fisheries Food Security Service always evaluates the performance of its employees; this is intended as a means of communication and evaluation for agencies, who should pay attention to the level of employee evaluation as a result of the resulting performance.

Based on the figure, it can be seen that in 2017-2018, the total employees who scored 90–100 experienced an increase, while the total employees with performance who scored 60–69 experienced a decrease in that year. In 2019, the total employees who scored 90–100 experienced a decrease from the previous year, while the total employees who scored 60–69 experienced an increase from the previous year, and the total employees who scored 59 experienced an increase even though in the previous year there were no employees who scored 59. In 2020, the total number of employees who scored 90–100 increased quite significantly from last year, while the total number of employees who scored 60–69 decreased from the previous year. And in 2021, the total number of employees who scored 90–100, as well as the number of employees who scored 60–69, decreased from the previous year.

The results of interviews conducted by personnel staff and information obtained from the Human Resources Manager of the Agriculture and Fisheries Food Security Service showed a decrease in employee performance caused by missed communication between superiors and subordinates regarding main tasks and work functions. In addition, there is an uncomfortable work environment that makes employees less effective at carrying out their work (Anggrainy, Darsono, and Putra 2018). Another inhibiting factor is work skills (Rony 2016). Some employees face obstacles in completing tasks because their competence is limited. Some of the competencies that need improvement are as follows, as shown in the following table.

Table 2. Work Skills of the Bekasi City Agriculture and Fisheries Food Security Service Employees

No	Position	Possess work skills
1.	Agricultural Extension	Communicate well, have initiative, and have basic knowledge of agriculture.
2.	Archivist	Analyze documents and master technology
4.	General Affairs and Personnel Section	Operate the computer
5.	Young Expert Planning	Able to analyze and research documents
6.	Central and Regional Financial Analysis	Able to maange finances
7.	Food Supply and Distribution Sector	Capability in agriculture food
8.	Consumption and Food Safety Sector	Expert in agriculture and food
9.	Agriculture	Have basic knowledge of agriculture.

10.	Animal Husbandry and Health Sector	Basic science of agriculture, animal husbandry, and veterinary medicine
11.	Fishery Sector	Have a basic knowledge of fisheries and animal husbandry.

From the search results for articles by researchers, research with this theme has been carried out by (Khoirul Ulum, Suyadi, and Hartanto 2018); (Hotiana and Febriansyah 2018); (Bahri 2018); and (Nurhasanah 2019). Researchers want to know important indicators through respondents' answers in this study so that researchers can provide appropriate recommendations to improve employee and organizational performance. The results of this study indicate that 62% of the employee performance variable is influenced by variations of the two independent variables, namely the work environment and work skills, and the remaining 38% is influenced by this research variable.

2. LITERATUR REVIEW
a. Definition of Performance

Performance in agencies and organizations is carried out by all human resources, both leaders and employees. Many things affect human resources in carrying out performance, aspects that originate within human resources themselves or from outside themselves. Each employee has expertise based on insight and ability, competence according to duties and responsibilities, work motivation, and job satisfaction. Organizational performance is a description of the company or organization during a certain period and the achievements that are influenced by the operational activities of the organization or agency in utilizing its resources. (T. Rony and Lubis 2020)

According to (Sudiardhita et al. 2018) performance is the result of work obtained by individuals in quantity or quality in completing tasks in accordance with the responsibilities assigned to them and how much they participate in the organization. Good or bad employee performance can affect the good or bad performance of the agency. Performance can affect the process of organizational activities; if the performance shown by employees is very good, it will help in the sustainability of the organization. Performance is an achievement achieved by an organization or entity within a certain period as measured by comparison with various standards (Widjaja et al. 2018).

The definition of employee performance itself is the employee's expertise in carrying out a certain competency. Employee performance is very important because it can determine the extent to which employees are capable of carrying out the work given (Maqsoom et al. 2023). Regarding the performance of agencies and organizations, it is essential to evaluate whether the efforts that have been carried out so far have reached their maximum with the desired intention or not. The purpose of performance itself is to focus employee performance intentions on organizational goals. Consistency between achieving individual goals and organizational goals will lead to good performance (Fattah 2017).

1) Performance Assesment

Performance appraisal is an assessment of the results of an employee's work that is produced and assessed based on existing criteria, both in terms of quality and quantity. Performance appraisal is useful for the dynamics of agency development as a whole; with this assessment, the real situation regarding employee performance is found and job improvements are designed for the employee concerned (Wijaya and Sari 2020).

Performance appraisal is a means to improve employees who are unable to carry out their duties and responsibilities properly within the organization or agency. In addition, performance appraisal is useful for assessing the performance of employees, including optimizing and providing motivation to employees. (Bahri 2018) (Busro 2018).

In other words, this performance appraisal assesses and evaluates the abilities, skills, achievements, and development of an employee. If an employee has outstanding performance in a company or organization, then employees should receive appropriate compensation to maintain their motivation (Z. T. Rony 2020b).

In order to obtain a performance appraisal, it is necessary to determine performance indicators, which are benchmarks for employee performance. Performance indicators are something that is measured, calculated, and used to measure or check the performance of employees, both in the process of preparation, implementation, and completion of work. indicators involved in assessing employee performance According to (Budiasa 2021). Quality(quality)

This is done by looking at the quality of the work produced through a certain strategy, Quantity (amount) Pay attention by looking at the quantity (amount) of work done by individuals, Punctuality Certain types of work are given a time limit in order to maximize the time spent completing the task, Effectiveness

The application of resources within companies and agencies is developed to achieve the desired results.

2) Factors affecting performance

The achievement of an employee's performance is due to the effort and action taken. These efforts are in the form of performance results achieved by employees. There are several factors that can affect performance, including (Affandi 2018).

According to (Hasibuan and Bahri 2018) the factors that affect employee performance are, namely Quality of work: the level of good or bad work received by an employee can be seen in terms of accuracy, tidiness of work, expertise, and capacity, Quantity of work (quantity of work): the amount of workload or amount of work completed by employees, Job knowledge is the process of placing employees according to their educational background or expertise in a job, Teamwork: how employees work with others to complete a job, Creativity: employee skills in carrying out tasks in their own way or initiative that are considered capable of being effective and efficient and capable of making new innovations for the improvement and progress of the organization, Innovation (innovation), creating new innovations to improve and progress the organization. This is in terms of brilliant ideas for dealing with organizational or agency problems, Initiative, namely skills in determining the right steps in dealing with difficult situations and the ability to do something

b. Understanding the work environment

The work environment is a form of evaluating employees while working. Employees are able to carry out their responsibilities properly to obtain maximum work results if supported by a clean, tidy, and healthy work atmosphere. The work environment is also one of the aspects that can affect employee performance; besides that, an effective work environment can make employees feel comfortable while working. Security will have an impact on the development of employee performance. But on the contrary, the insecure working conditions felt by employees resulted in a decrease in employee performance (Mulia and Saputra 2021).

According to (Trisnawaty and Parwoto 2021), the work environment is the conditions that exist in the environment of employees and which can influence them in carrying out the tasks for which they are responsible. In order to optimize employee performance, the work environment must be good so that it facilitates the completion of tasks. Besides that, it is an important component when employees carry out work activities; namely, observing a good work environment or creating working conditions that stimulate motivation will affect employee morale or enthusiasm (Parashakti, R. D., Fahlevi, M., Ekhsan, M., & Hadinata 2020).

Through the opinions expressed by the experts above about the work environment, it can be explained that the work environment is everything that exists around employees when doing work, both in physical and non-physical form, that is able to influence themselves and employee work activities while working. If employees feel comfortable with their work environment, their performance will also increase, so they can be more enthusiastic about working and ultimately improve their performance.

1) Type of work environment

In general, the work environment is divided into two types, namely: (Budianto and Katini 2015).

a) Physical work environment

All physical conditions, more precisely those around the work location, affect employees either directly or indirectly. The physical work environment is divided into two parts: The direct work environment, usually related to workers, such as work centers, chairs, tables, and others, Intermediary or general environment: this is the work environment that controls employee conditions such as temperature, noise, air circulation, lighting, color, odor, mechanical vibration, and so on.

b) Non-Physical work environment

Conditions concerned with work interactions, both interactions between superiors as well as interactions between fellow work teams and interactions with subordinates. Organizations and agencies should be able to create good working conditions so that partnerships are established between employees, superiors, and subordinates. The conditions of the non-physical work environment include Social environmental factors, one of which is family background, such as between family statuses, number of family members, level of welfare, and so on, The social status factor, namely, the higher the rank of a person in an organization or agency, the higher the power and opportunities for making decisions, The working relationship factor within the company, namely the working relationship within the organization or agency with employees and between employees and superiors, The information system factor, work relations, will run smoothly if there is good contact between members of the organization or agency.

2) Working Environment Indicators

According to (Budianto and Katini 2015) the work environment indicators are as follows:

Work Atmosphere, The conditions that exist around employees who do work can affect the implementation of the work itself. The working atmosphere includes the workplace, cleanliness, lighting, calm, work facilities, and tools, as well as work interactions between employees at that location. Interaction with the work team, The interaction between work teams is harmonious, without any intrigue between fellow

work teams. Factors that influence employees to stay in one organization, namely the existence of well-established work interactions between team members. Safety in the workplace, In order to keep the place and working environment in a safe condition, it is necessary to pay attention to the existence of an effort to maintain security in the workplace, which can utilize a security guard unit (security guard). Work regulations, An arrangement of things that must be done or obeyed by employees during the company's or institution's operations or while they are in a work environment.

According to (Affandi 2018) and (Laksono 2021), work environment indicators are:

Lighting, Enough lighting that emits properly will increase the work efficiency of employees because they can work faster, make fewer mistakes, and their eyes don't get tired quickly. Color, One important factor to increase the work efficiency of employees is color, which will affect their state of mind. By using the right color on the walls of the room and other tools, the joy and peace of mind of the employees will be maintained. Air, Regarding this air factor, what is often the air temperature and the amount of water vapor in the air. Voice, To overcome the occurrence of noise, it is necessary to place devices that have loud sounds, such as telephone typewriters, motorcycle parking lots, and so on. In a special room, so as not to disturb other workers in carrying out their duties.

c) Factors Affecting the work Environment

With a good, safe, and comfortable work environment, it will be possible to increase employee productivity. Included in the work environment are (Parluhutan Tambunan 2018) Services for employees, Employee service is the most important aspect that must be carried out by every company for its workforce. Good service from the company will make employees more passionate at work, have a sense of responsibility in completing their work, and be able to continue to maintain the good name of the company through work productivity and behavior. Working conditions, Employee working conditions should be sought by company management as best as possible so that employees feel safe at work. These working conditions include sufficient lighting, proper air temperature, controllable noise, the influence of color, the space needed, and employee safety. Work relations between employees, Relationships between individual employees and between parts of the company need to be fostered continuously; without good morale, it is impossible for all work to be completed on time and with good quality.

c. Definition of Work Skills

Skills, namely directing and building employees in order to achieve company goals that have been determined in an integrated manner. Work skills are individual things; each individual will have different skill levels depending on their abilities and experience (van de Mortel et al. 2021)

Work skills are skills or expertise to do a job that are only obtained in practice and can be mastered through learning and improved through learning and the help of others (Carlisle, Bhanugopan, and D'Netto 2019). Because work skills are individual things, each individual will have a different skill level depending on ability and experience (Rini 2022).

According to (Prentice, Wong, and Lin 2023), work skills are individual things; everyone has different skill levels depending on experience and expertise. In addition to formal education, training can be provided to improve performance. The purpose of training is usually to improve work skills and increase knowledge about new tools and methods.

From some of the opinions above, it can be concluded that work skills are the ability to use reason, thoughts, ideas, and creativity in doing, changing, or creating something more meaningful in order to get value from work. Work skills need to be developed and trained in order to increase a person's ability to become an expert or professional in a particular field.

1) Job skills Indicator

Skills can be assessed through assessment indicators divided into four categories, namely (Rini 2022) Basic skills, namely the basic abilities possessed by each individual such as reading, writing, counting, and listening. Technical skills, namely technical abilities obtained through learning in technical fields such as operating computers and other digital devices. Interpersonal skills, namely the ability of individuals to communicate with each other, such as listening to someone, giving input, and working as a team. Problem solving, namely the ability of individuals to solve problems using logic or feelings.

According (Aksa and Yusuf 2022) indicators of work skills include Perception, namely interpretation of objects, reception of excitation, stimulus grouping, and stimulus interpretation. Self-mastery, namely behavior, sentimentality, and motives. Taking responsibility is carried out jointly with employees. Carrying out individual responsibilities is carried out in accordance with the expertise and abilities of each employee.

Meanwhile, according to (Subeki, Subagiarta, I. Ketut, Wisnu 2019) indicators of work skills are as follows ability to master the task, ability to do the job, Accuracy in completing assignments

2) Factors Affecting Work Skills

According to (Iriyanti 2022) the factors that influence work skills are Motivation, Something that inspires someone to carry out the action. With this motivation, it can lead someone to carry out procedures according to directions. Experience, Expertise is possessed by someone to do a skill, besides that, experience makes someone do something even better because they have done it in the past. Skill, Someone who has expertise will make himself experienced when carrying out activities.

3. RESEARCH METHOD

This research was conducted using quantitative methods using primary data. The sample in this study was made up of employees of the Bekasi City Agriculture and Fisheries Food Security Service, with a total sample size of 70 employees. Data collection uses a questionnaire that has been tested for validity and reliability. Data processing using SPSS Version 26 Data analysis techniques using multiple linear regression analysis.

4. RESULTS AND ANALYSIS
a. Research results
1) Validity Test

The results obtained in the validity test are as follows :

Table 3. Validity Test Results

Variable	R count	R table	Information
Work environment	0,614-0,763	0,235	Valid
Work Skills	0,380-0,779	0,235	Valid
Employee performance	0,499-0,817	0,235	Valid

Source: SPSS data processing 26, (2022)

Based on the table above, it can be seen that each calculated R value for each variable has a calculated R value that is greater than the R table, so it can be declared valid.

2) Reliability Test

Thes results obtained in the reliability test are as follows:

Table 4. Reliability Test Results

Variable	Alpha cronbach	Criteria	Information
Work environment	0,840	0,60	Reliable
Work Skills	0,70	0,60	Reliable
Employee performance	0,843	0,60	Reliable

Source: SPSS data processing 26,2022

Based on the table, Cronbach's alpha value for the work environment variable is 0.840, work skills are 0.70, and employee performance is 0.833. Thus, it was concluded that this questionnaire statement was reliable because it had a Cronbach alpha value greater than 0.60.

b. Classical Assumption Test

1) Normality Test

The results obtained from the normality test are as follows:

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		70
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.27933649
Most Extreme Differences	Absolute	.088
	Positive	.088
	Negative	-.066
Test Statistic		.088
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Based on the table above, it is known that the sig (2-tailed) value is 0.200 > 0.05, which proves that the data is normally distributed.

3) Multicollinearity Test

The results obtained from the Multicollinearity Test are:

Table 6. Multicollinearity test results

Independent variable	Calculation		Information
	VIF	Tolerance	
Work environment	1,930	0,518	No multicollinearity
Work Skills	1,930	0,518	No multicollinearity

Source: SPSS Data Processing 26,2022.

Based on table 6, the tolerance value for each variable of the work environment and work skills is 0.518, and the VIF value is 1.930. It can be concluded that there is no multicollinearity in the multiple regression model.

4) Heteroscedasticity Test

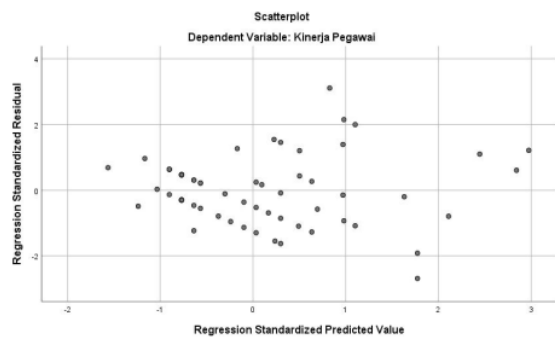The results of the heteroscedasticity are as follows:

Figure 1. Heteroscedasticity Test

c. Multiple Linear Regression Analysis

The results obtained from the multiple linear regression Analysis are as follows:

Table 7. Multiple Linear Regression Analysis

Coefficients[a]

Model		B	Std. Error	Unstandardized Coefficients	Standardized Coefficients Beta	t	Sig.
1	(Constant)	4.215	2.716			1.552	.125
	Work environment	.568	.111		.536	5.122	.000
	Work Skills	.302	.101		.314	2.997	.004

a. Dependent Variable: Employee Performance

Based on these results, the regression equation is obtained as follows:

$$Y = a + b1 + b2.x2$$

$$Y = 4,215 + 0,568 + 0,302$$

The equation model means that:

a) The value of a constant = 4,215

Unless there are named constants or circumtances where it is assumed that the work environment and work skills variables do not exist, employee performance gets a value of 4.215.

b) Work Environment Coefficient (X1)

The work environment coefficient value is 0.568, meaning that there is an increase of 1 work environment value followed by an increase in employee performance of 0.568.

c) Coefficient of work skills (X2)

The coefficient value of work skills is 0.302, meaning that every time there is an increase of 1 in the value of work skills, it is followed by an increase in employee performance of 0.302.

d. Hypothesis Testing

1) Determination Coefficient test (R^2)

The results obtained from the test of the coefficient of determination (R^2)

Table 8. Test of the Coefficient of Determination (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.787[a]	.620	.608	1.869

a. Predictors: (Constant), Work Skills, Work environment

b. Dependent Variable: Employee Performance

Based on the table above, the R Square is 0.620 or 62%. It turns out that 62% of employee performance variables are explained by variations of two independent variables, namely work environment and work skills, and the remaining 38% is explained by other reasons that are not included in the variables of this study, such as leadership style, work discipline, and work motivation.

2) T Test

The results obtained from the T test are as follows:

Table 9.T Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.215	2.716		1.552	.125
	Work environment	.568	.111	.536	5.122	.000
	Work Skills	.302	.101	.314	2.997	.004

a. Dependent Variable: Employee Performance

Source: SPSS Data Processing 26, 2022

Based on the table above, it can be seen that the work environment variable (X1) obtained a t-count value of 5.122 > 1.996 (t table) with sig. 0.000 < 0.05 or sig. smaller than 0.05. Thus, either Ho is rejected or Ha is accepted, meaning that the work environment (X1) has a significant effect on employee performance (Y). Apart from that, the Job Skills variable obtained a t-count of 2.997 > 1.996 (t table) with sig. 0.04 < 0.05 or sig. smaller than 0.05, thus Ho is rejected or Ha is accepted, meaning that partially Work Skills (X2) has a significant effect on Employee Performance (Y).

c. F Test

The results obtained from the F test are as follows:

Table 10. F test results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	381.303	2	190.651	54.556	.000[b]
	Residual	234.140	67	3.495		
	Total	615.443	69			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), work skills, Work Environment

Based on this table, it is known that the f-count value is 54.556 > 3.132 (f table) with a sig 0.000 0.05 (), or a significant value less than 0.05. So the conclusion is that Ho is rejected or Ha is accepted, meaning that simultaneously the work environment and work skills have a significant effect on employee performance.

3.1. Discussion

Based on the results of data processing, it is presented as follows:

Table 11. Results of respondents answers to variable X1

Variable	Statement	Highly disagree	Disagree	Hesitant	Agree	Fully agreed
X1.1	Comfortable working atmosphere (layout, desk, ventilation, and lighting in the workplace)	0	0	8	50	12
X1.2	Neat and clean workspace	0	0	2	47	21

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Variable	Statement	Highly disagree	Disagree	Hesitant	Agree	Fully agreed
X1.3	Relations with the work team	0	0	3	50	17
X1.4	Have a good working relationship with superiors and subordinates	0	2	5	52	11
X1.5	Safety at work	0	0	7	55	8
X1.6	The presence of security officers in the office environment (the use of security guards in the office)	0	0	8	46	16
X1.7	Comply with all applicable work regulations.	0	0	3	58	9
X1.8	Follow all organizational rules and procedures	0	0	4	56	10

Based on the statistical results and respondents' responses, it can be seen that the indicators of the working environment play an important role, namely that employees feel enthusiastic about working in neat, clean, and comfortable rooms, have good teamwork relationships, and always comply with all work regulations. According to the theory put forward by (Lengkong, Lengkong, and Taroreh 2019), employees who work in a conducive, comfortable, and safe environment will feel satisfied and happy with their duties, so that these employees will bring out their best in improving their performance.

Table 12. results of respondents answers to variable X_2

Variable	Statement	Highly disagree	Disagree	Hesitant	Agree	Fully agreed
X2.1	Listen to all complaints from colleagues	0	2	12	50	6
X2.2	Listen to input from superiors	0	0	4	51	15
X2.3	Able to operate a computer in support of work tasks	0	6	5	45	14
X2.4	Using various computerapplications support work activities	0	6	7	48	9
X2.5	Able to improve cooperation at work and well coordinated	0	0	4	54	12
X2.6	Have good communication skills	0	0	0	53	17
X2.7	Able to solve the problems at hand.	0	0	11	49	10
X2.8	Mediate in any conflict in the workplace or between co-workers.	0	2	20	42	6

Based on statistical results and respondents' responses, indicators of work skills that play an important role are employees always listening to input from superiors and colleagues, being able to optimize cooperation in working and coordinating well, and having good communication skills. The existence of expertise possessed by employees is expected to allow them to carry out tasks efficiently. In accordance with the theory explained by (Richard, G., Tewal, B., Manajemen 2018), namely, employees who have effective work skills will accelerate the achievement of organizational goals, while employees who are unskilled will hinder organizational goals.

Table 13. The results of the Y variable respondent

Variabel	Statement	Highly disagree	Disagree	Hesitant	Agree	Fully agreed
Y.1	Produce good quality work	0	0	3	35	32
Y.2	The quality standard of the work that has been set by the agency has been well achieved.	0	0	8	54	8

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Y.3	My work is better in comparison. with the past	0	1	6	52	11
Y.4	The results of the work have exceeded the standards that have been determined.	0	2	4	54	10
Y.5	Able to complete the work in accordance with a predetermined time	0	0	5	51	14
Y.6	Able to finish the job faster than what has been set	0	2	5	55	8
Y.7	Executed company standards can help to carry out work effectively	0	0	4	59	7
Y.8	Work results have never been rejected by superiors.	0	4	7	55	4

Based on statistical results and respondents' responses, it can be seen that employee performance indicators that play an important role are good quality work, the ability to complete assignments on time, and the existence of company or agency standards that help employees work efficiently. In accordance with the theory of employee performance put forward by (Lengkong, Lengkong, and Taroreh 2019), performance is known and measured if a person or group of workers has standards or criteria for effectiveness as a benchmark set by the organization or institution. For this reason, without the direction and targets set in the assessment, it is impossible to determine individual or organizational/institutional performance unless there is a measure of success. Employee performance is the result of the quantity and quality of work achieved by workers in carrying out tasks.

5. CONCLUSION

Based on the results and analysis of the study and the discussion of the influence of the work environment and work skills on the performance of employees of the Bekasi Agriculture and Fisheries Food Security Service, the conclusions are:

a. There is an influence of the work environment on the performance of employees of the Bekasi City Agriculture and Fisheries Food Security Service, obtaining a t (count) of 5.122 > 1.996 t (table) with a significance of 0.000 < 0.05 (α) or a significant value less than 0.05 Work environment indicators that affect employee performance are employees who are enthusiastic about working in neat, clean, and comfortable rooms; who have good teamwork relationships; and who always comply with all work regulations.

b. There is an influence of work skills on the performance of employees of the Bekasi City Agriculture and Fisheries Food Security Service, obtaining a t (count) value of 2.997 > 1.996 t (table) with sig. 0.04 < 0.05 (α) or a significant value less than 0.05. Indicators of work skills that affect employee performance are employees who always listen to the opinions of superiors and colleagues, are able to improve cooperation and work coordination well, and have good communication skills.

c. There is an influence of the work environment and work skills jointly on the performance of employees of the Bekasi City Agriculture and Fisheries Food Security Service, obtaining f (count) as much as 54,556 > 3.132 f (table) with a significant value of 0.000 < 0.05 (α) or less from 0.05. Employee performance indicators are that employees always listen to input from superiors and colleagues, are able to improve cooperation at work and coordinate effectively, and have good communication skills.

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