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Tembusan:
- Arsip.

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

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ABSTRACT

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.

Keywords: Work Environment, Work Skills, Employee Performance

I. 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.