

THE EFFECT OF WORK ENVIRONMENT AND WORK ABILITY ON EMPLOYEE PRODUCTIVITY IN THE SATPOL PP DAMKAR OF PURWOREJO DISTRICT

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Abstract

The quality of competent human resources has a major impact on employee productivity, as well as the environment and work ability because it greatly supports employee efficiency, focus, and creativity, so that they can work effectively according to their performance targets. The purpose of this study is to determine and examine the influence of the work environment and work ability on employee productivity. This study was conducted at the Purworejo Regency Satpol PP Damkar Office. This research study uses a qualitative approach by conducting eight descriptive questions and answers that are investigated, and the technique used is thematic analysis technique. The results of this study show the results of interviews that the environment and work ability have a crucial impact on employee productivity.

Keywords: Human Resources, Environment and Work Ability, Employee Work Productivity

Introduction

Every company has Human Resources that contribute to creating a productive work environment. Human Resources are those who have the skills, knowledge, potential and experience to play a role in an organization. Human Resources include employees, managers, technicians, professionals, and students who are learning to become workers. Qualified and talented employees have a big impact on employee productivity.

The work environment and work skills can affect employee productivity because they allow employees to work effectively and achieve results through performance goals. Employees are connected by skills, knowledge, and motivation. The more employees you have, the more productive the performance you get. A positive work environment can motivate employees to increase productivity. Employee work skills in improving their performance have several factors, including :

1) Education and training

Education and training itself is the development of human resources (employees). The goal is to increase competence and improve understanding of what the employee himself does in his work environment.

2) Professional experience

Professional experience is the main foundation for an employee to be able to develop his experience with the current field of work or across fields because this experience can be a reference in working in a new work environment to be more careful, efficient and productive.

3) Motivation

Motivation itself is a drive for employees to help increase work productivity. This motivation can be in the form of encouragement from within and outside.

4) Commitment

While commitment is a consistent action to fulfill obligations in work. For example, when we are given a deadline to carry out work, then the work must be completed before or exactly on the deadline that has been given. Its use is to measure one's capacity to commit.

5) Technology

Technology is a tool to increase productivity to be more efficient. As time goes by, technology will become more sophisticated, so to face the sophistication of technology, one must be ready to learn every day.

- 6) Work environment
A good and comfortable work environment can increase employee productivity in doing work according to their duties.
- 7) Physical and mental health
Physical and mental health are psychological conditions. If physical and mental health is maintained, it can affect employee performance in carrying out their work and vice versa.
- 8) Leadership and management style
The leadership style in question is a leader who can be a role model for his employees starting from small things to big or heavy things, and good time management can increase productivity in completing work.
- 9) Opportunities to develop
Opportunities to develop themselves are the intention within employees to continue learning and thinking creatively in completing work. When the employee wants and intends to develop, then there is an opportunity.

For previous research that I have read about the influence of the work environment and work ability on employee productivity, namely research conducted by (Panjaitan M, 2017) entitled *The Influence of the Work Environment on Employee Work Productivity*. The results of the study indicate that the characteristics of respondents in the sample studied can be explained based on gender and last education. For the research method by testing the simple linear regression hypothesis, the results show that the hypothesis is accepted because it has a positive impact and plays an important role in the work environment on workforce productivity, so the company's work environment can affect employee productivity. To fix it, the company needs a very conducive and efficient work environment.

Furthermore, a study conducted by Friska Nababan (2021: 154), entitled *The Influence of Work Ability and Leadership on Job Satisfaction and Employee Productivity at PT. Banua Megah Sejahtera*. The study found that in ability, leadership, and job satisfaction are very intertwined and have both positive and negative impacts on employee job satisfaction at the company studied.

The purpose of this study is to determine and examine the influence of the work environment and work ability on employee productivity. The study in this research was conducted at the Office of the Civil Service Police Unit and Fire Department of Purworejo Regency which will provide benefits in the form of increased knowledge and problem solving carried out by employees of the Purworejo Regency Civil Service Police Unit and Fire Department. The phenomenon that occurs in this office is the lack of work ability, so that employee work productivity is less than optimal while employee productivity is influenced by factors of capacity and work environment which include cleanliness, security, regulations, and employee effectiveness.

According to Jhon Firman Fau and Progresif Buulolo (2023: 533), human resources in an organization or office are called employees. In organizational activities, employees are important, namely as the main driver in terms of the progress and decline of an organization. In addition, employees are also the key to the success of an organization. According to Sri Wahyuningsih (2018), the difference between high and low employee productivity can be determined. If the employee's productivity is higher, the opportunity for promotion will be greater, in addition, salaries and incentives will also increase. Meanwhile, the lower the employee's productivity, the smaller the opportunity to be promoted and receive a salary or incentive.

According to Liawati (2024: 23), positive employee performance is produced by a good work environment, mutual support, and collaboration to establish open communication which can later foster motivation to always contribute maximally to work, while according to Yohanes Arianto Budi Nugroho (2019: 21), to improve employee skills can be done in various ways and activities. These activities include employee training and career development. Employee career development is a benchmark for long-term meaning to improve employee work ability in their work environment.

Methods

Related to the formulation of the problem and the objectives of the study, this study was conducted at the Purworejo Regency Satpol PP Damkar Office with basic data obtained directly using a qualitative approach. The data collection was a method of researchers Jhon Firman Fau and Progresif Buulolo (2023: 533), but the researchers used a quantitative approach with a descriptive research model of variable testing in examining the data studied. While the qualitative approach used in this research study was to conduct descriptive interviews with eight employees who were investigated to describe the facts and circumstances of the influence of the work environment and work ability on employee productivity in the work environment. This study uses

thematic analysis techniques, starting with monitoring, reviewing, collecting and asking respondents descriptively. In addition, thematic data examination was carried out by identifying the results of monitoring and questioning. From the results of the examination of the data, a discussion was then carried out about how the work environment and work ability influence employee productivity in the work environment.

Results and Discussions

Profile of the Purworejo Regency Fire and Rescue Satpol PP Office

The Civil Service Police Unit and Fire Department of Purworejo Regency or referred to as the Purworejo Regency Fire Department Satpol PP is located at Jalan Kyai Brengkel Number 28, Baledono, Purworejo, Central Java. The Fire Department Satpol PP has the task of assisting the Regent in carrying out government affairs in the field of public order and security (trantibum), as well as community protection (linmas) in accordance with the authority of the Region, which includes Enforcement of Regional Regulations and Perkada, implementation of trantibum, organizing community protection and handling and prevention and extinguishing fires. The number of Fire Department Satpol PP employees itself is 112 employees consisting of 70 ASN employees and 42 Non ASN employees. The Fire Department Satpol PP Office is led by the Head of the Unit with four Divisions and a Secretariat.

Analysis of the relationship between the work environment and employee productivity at the Satpol PP Damkar Purworejo Regency

The work environment is all the conditions that exist around the workplace. The work environment in the Satpol PP Damkar Purworejo Regency has a major influence on the success of the Regional Apparatus. The work environment also has factors that include employee relations, work regulations, lighting, air circulation, security, and noise levels in the work environment. While productivity itself is the efficiency and effectiveness of employees in completing their tasks or work in order to create the performance achievements of the Regional Apparatus.

According to Sri Wahyuningsih (2018), in her study explains how the employee's work environment influences the productivity of their work results, this means that employees in a good work environment will feel comfortable, if the conditions of the work environment are in accordance with the employees and employees do not feel disturbed in working, then their comfort can help the work to be completed properly so that employee performance productivity will be very good, while productivity is the result of employee work as long as the employee himself carries out the main tasks and functions according to his position and can be used as a reference or foundation for employees with good work performance.

According to Candra Wijaya and Ojak Manurung (2021: 100), several things that can foster work motivation include the work environment and atmosphere. Meanwhile, according to Moh. Saiful Bahri (2018), it turns out that a conducive work atmosphere can increase job satisfaction, therefore there needs to be an effective form of leadership to have a positive impact on the performance they carry out. Meanwhile, the work environment and atmosphere itself implement values, norms, attitudes, and work habits that are very good and satisfying. Based on the examination of the data obtained in this research study, the work environment at the Purworejo Regency Fire and Rescue Satpol PP Office is the main focus that needs to be improved in an effort to create employee productivity. The condition of the work environment is also clearly felt when monitoring and collecting data during the study by visiting the Purworejo Regency Fire and Rescue Satpol PP Office.

Analysis of the Relationship between Employee Work Ability (Skill) and Employee Productivity at Satpol PP Damkar Purworejo Regency

According to Friska Nababan (2021: 154), this study explains that work ability is a competency in working for an employee of the company that must be possessed by each employee so that the busyness of the employee's work itself becomes his responsibility. In addition, it can be completed properly in accordance with the rules that have been set. This ability can be determined from the ability of understanding knowledge, skill ability, and the ability of the employee's own actions.

According to Yohanes Arianto Budi Nugroho (2019: 21), to improve employee skills can be done in various ways and activities. These activities include employee training and career development. Employee career development is a benchmark for long-term meaning to improve employee work skills. Good work skills and in accordance with SOP (Standard Operating Procedures) have been implemented by employees of the Purworejo Regency Fire and Rescue Satpol PP. To improve these work skills, the Purworejo Regency Fire and Rescue Satpol PP has sent its employees to attend training, seminars, and training, including Diksar Pol PP (Basic Civil Service Police Training) and Firefighting Training I for field officers, especially in the Field. In addition, some administrative employees who did not attend the training have attended training seminars according to their duties, main points, and functions to hone their skills and experience in the positions they hold.

The problems that arise at the Purworejo Regency Satpol PP Damkar Office are that there are several employees in the Division and Secretariat who have never received training at all. It is proven that there are

deviations in handling public complaints regarding violations of Regional Laws and Regulations. The results of this analysis show that work ability is a very important thing and in general must be guided and observed to increase the productivity of employees who work in accordance with their respective SOPs, duties, main points, and functions. This also affects the results of employee work performance, the more or the increasing ability, the better the employee work performance will be, as according to Dori Mittra Candana, Hapzi Ali and Zefriyenni (2024: 1), employee work performance can be assessed from several aspects, both quality and quantity. Employee work performance can produce employee performance with work standards that have been determined by the organization.

Analysis of Factors Affecting Work Competence to Increase Employee Productivity at Satpol PP Damkar Purworejo Regency

According to Silfa Rino (2025: 4), HR management is the most important factor in management because it includes planning, implementation, organizing, and control. In addition, there are also several functions of human resource management, namely marketing, production finance, and personnel functions. After knowing the problems that arise related to the lack of work ability to increase employee productivity, work ability itself has an important factor in increasing productivity. These factors include training, work environment, motivation, effective communication, periodic evaluation, reward and punishment systems. From the results of this research analysis, work ability and work environment greatly contribute to increasing employee productivity.

According to Sri Wahyuningsih (2018), the difference between high and low employee productivity can be determined. If the employee's productivity is higher, the opportunity for promotion will be greater, in addition, salary and incentives will also increase. Meanwhile, the lower the employee's productivity, the opportunity for promotion and salary or incentives will be very small. From several factors, interviews in this study obtained the results that employees of the Purworejo Regency Fire and Rescue Satpol PP did not communicate effectively with other coworkers, resulting in a lack of understanding in carrying out the tasks, main points, and functions carried out both inside and in the field so that the level of employee productivity was very minimal.

Some other things are the lack of activity evaluation, evaluation should be carried out periodically to find out how successful a program and activity is, and can help identify advantages, disadvantages, and improvements to future activities. In the interview questions and answers found in this study, namely after the Purworejo Regency Satpol PP Damkar office conducted a comparative study in the Klaten Regency Satpol PP work environment, the results of which were that all employees, both administrative and technical, had to be involved in the duties, main points, and functions of Satpol PP and Damkar in implementing the Regent's Regulation or Regional Head Regulation. In addition, they do not differentiate between Satpol PP and Firefighters, for example in terms of Firefighting. The task of the Damkar itself is to rescue fires and non-fires while Satpol PP can assist the task of the Damkar in securing Firefighting. And vice versa, when Satpol PP carries out the control of night entertainment or security of events and vital objects, then the task of Damkar is to assist Satpol PP to secure in order to anticipate fires or other work accidents.

Conclusion

The results of this study have shown that the work environment and work skills greatly affect employee productivity at the Purworejo Regency Fire and Rescue Satpol PP Office. So, the better and more comfortable the work environment, the more it will have an impact on increasing work productivity. While the more abilities or competencies achieved can increase work productivity well. Therefore, the Purworejo Regency Fire and Rescue Satpol PP Office must have a conducive work environment and skill improvement in the form of education and training, workshops, and seminars to improve employee skills according to their field of work or position. In addition, Purworejo Regency Fire and Rescue Satpol PP employees must communicate with each other in carrying out their duties, main points, and functions in Enforcing Regent Regulations and Regional Head Regulations, because communication is the main key for employees to jointly increase work productivity in accordance with applicable regulations and can foster a sense of brotherhood so that work is carried out well and conducive.

Managerial Implications

The conclusion of the research at the Purworejo Regency Satpol PP Damkar Office is that the environment and work capabilities must be considered by each Service/Office by creating a communicative, orderly, safe, comfortable, and conducive atmosphere.

Researcher Limitations

The study in this study was conducted in a very short time, therefore the limitations of this study caused the researcher to be unable to receive more accurate and thorough information. In addition, some respondents did not answer openly because they felt uncomfortable providing input or opinions that contradicted the Purworejo Regency Satpol PP Damkar Office.

Research Suggestions

Future research is expected to involve more respondents from each section and sub-section so that the results are more representative and can be generalized

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