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**THE INFLUENCE OF SENIORITY AND WORK ENVIRONMENT ON
THE PERFORMANCE OF REGIONAL DEVELOPMENT PLANNING
AGENCY EMPLOYEES DELI SERDANG REGENCY**

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Abstract

This study aims to determine the effect of seniority and work environment on the performance of employees of the Regional Development Planning Agency of Deli Serdang Regency. The data analysis technique that the authors use in this study is descriptive quantitative. The sample in this study were all employees of the Deli Serdang Regional Development Planning Agency, totaling 48 people. The results of this study obtained the regression equation $Y = 2.016 + 0.331 X_1 + 0.625 X_2 + e$. The constant value is 2.016, that without seniority and work environment variables, the performance of the employees of the Deli Serdang Regency Development Planning Agency is 2.016. The seniority regression coefficient (X_1) is 0.331 indicating that with each increase in seniority, performance will increase by 0.331. The work environment regression coefficient (X_2) is 0.625 indicating that every increase in the work environment, performance will increase by 0.625. The partial test results of the seniority variable have a positive and significant effect on the performance of employees of the Deli Serdang Regency Regional Development Planning Agency where the $t_{count} > t_{table}$ ($3.386 > 2.014$) with a significant level of $0.001 < 0.05$. As well as the work environment variable has a positive and significant effect on the performance of employees of the Deli Serdang Regency Regional Development Planning Agency where the $t_{count} > t_{table}$ ($4.861 > 2.014$) with a significant level of $0.000 < 0.05$. Simultaneously the seniority and work environment variables have a positive and significant effect on the performance of employees of the Deli Serdang Regency Regional Development Planning Agency where the F_{count} value is $36.063 > F_{table}$ 3.20 and a significant value is $0.000 < 0.05$. Which shows H_0 is rejected and H_a is accepted. Then the R square value obtained is 0.616. This figure shows that 61.6% of performance (the dependent variable) can be explained by seniority and work environment variables.

Keywords: *Seniority, Work Environment, Performance*

Introduction

Human resource management is part of organizational management which focuses on the elements of Human Resources. Professional Human Resources are very important for an organization or company in facing or welcoming the business climate that is constantly changing and developing in this modern century. One of the factors that influence the level of success of an organization is the performance of its employees. Where companies currently have very high competitiveness in generating large profits. Of course this situation encourages companies to have quality Human Resources in providing good and professional service to consumers.

This research was conducted at the Regional Development Planning Board of Deli Serdang Regency. Where the Regional Development Planning Agency is a regional technical institution in

the field of research and regional development planning led by a head of agency who is under and responsible to the Governor/Regent/Mayor through the Regional Secretary. This agency has the main task of assisting Governors/Regents/Mayors in the administration of Regional Government in the field of research and regional development planning.

Seniority is something that will appear by itself over time or the length of time a person works and can be interpreted as having a high rank or position from his subordinates in the company. Manullang (2011: 10) argues that besides being used as a tool for decision-making for promotions, seniority is often used as material for making decisions for the purpose of determining periodic salary increases. While the opinion of Wilson Bangun (2012:10) Seniority is the length of time for an employee to work in a certain field within a company.

Seniority can be seen from how long the employee has worked at the company and how long the employee has served in the position he is currently occupying. This increase in work performance requires effort and a good work attitude by every employee working in the company to be able to achieve a high level of work success. One example of work performance can be seen from several aspects, namely the level of employee absenteeism, loyalty, discipline and target achievement. As for the problem of seniority and work performance at the Deli Serdang Regency Regional Development Planning Agency regarding seniority issues, there are employees who have worked for a long time but did not get a promotion due to low education problems.

According to Darmadi, (2020: 242), the work environment includes something that is around employees so that it influences an individual in carrying out the obligations assigned to him, such as air conditioning, good lighting and others. According to Effendy & Fitria, (2019: 50), the work environment is direct work interaction with someone who has a higher position, the same position, or a lower position. According to Anam, (2018: 46), the work environment is something that exists around employees so that it influences a person to get a sense of security, comfort, and satisfaction in doing and completing the work given by superiors.

The work environment is the main part that can improve the quality of work productivity. The work environment is the social, physical and psychological life of an agency that can affect employee performance. The work environment is one of the important factors in creating good or bad employee performance. The work environment at the Regional Development Planning Agency of Deli Serdang Regency, especially in the employee's workspace, has not been well organized, so that the space needed is very narrow and does not comply with the rules for each actual workspace.

According to Kasmir (2016: 182) states: "Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period." According to Rivai & Basri in Masram (2017: 138) states: "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or goals or criteria that have been determined in advance. agreed together".

Performance appraisal is a process by which companies get feedback on how active their employees are. In general, placing feedback and delivery of information set by the company. In practice, performance appraisal is very difficult to do for several reasons. First, performance appraisal must set various objectives, ranging from assessing the success of selecting decisions, assessing the effectiveness of leadership styles, assessing training activities to deciding the form of response. Second, performance appraisal is a measurement that is difficult to do because many factors affect performance, namely: environmental influences, groups, and also from the individual factors themselves. The problems in performance are the lack of cooperation between employees and often not doing tasks according to the allotted time.

Methods

The data analysis method used by the author in analyzing existing problems with descriptive and quantitative data analysis methods, this method is used to determine the description and influence of seniority and work environment on performance. This research was conducted at the Regional Development Planning Agency Office of Deli Serdang Regency, Jl.Karya Dharma No. 2 Lubuk Pakam Kab. Deli Serdang. As for the object of this research are all employees at the Regional Development Planning Agency office of Deli Serdang Regency. According to Sugiyono (2010: 80) "Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions". The population in this study were all employees of the Deli Serdang Regency Regional Development Planning Agency, totaling 48 people. According to Arikunto (2010: 203), "A research instrument is a tool or facility used by researchers in collecting data so that their work is easier and the results are better, in the sense that it is more accurate, complete and systematic so that it is easier to process." The instrument in the researcher is the SPSS Version 22.0 program. According to Sugiyono (2010: 148), "An instrument is a tool used to measure observed natural and social phenomena", the way of measuring data is divided into two types, namely: Primary Data and Secondary Data. According to Sugiyono (2010: 137), "Data collection techniques are the accuracy of the methods used to collect data that can be done in various settings, various sources, and various ways". As for the data collection techniques used in this study are Observation, Documentation Study/Library Study and Questionnaire.

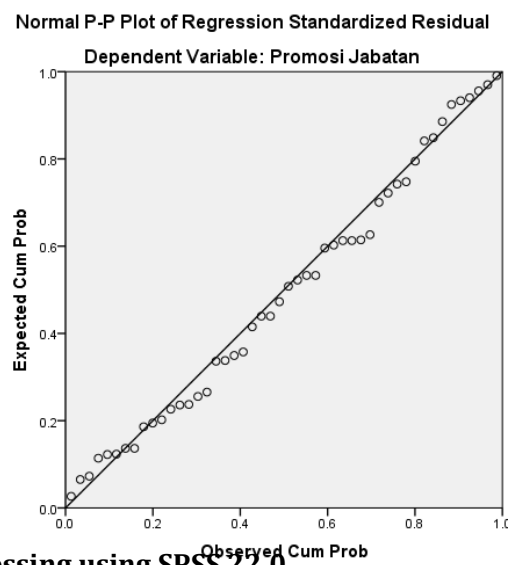
FINDINGS AND DISCUSSION

Data Normality Test

To test whether a data is normally distributed or not, it can be determined by using the PP-Plot curve approach with guidelines.

- If the data spreads around the diagonal line and follows the direction of the diagonal line, the regression model meets the normality assumption.
- If the data spreads far from the diagonal line, then the regression model does not meet the assumption of normality.

Normality Test Results



Source: data processing using SPSS 22.0

Based on the PP Plot data above, it can be concluded that the data used shows normal data. Analysis of the curve shows that the points spread around the diagonal line, and their distribution follows the direction of the diagonal line so that it can be concluded that the data is normally distributed.

Classical Assumption Test

1. Multicollinearity Test

To test multicollinearity by looking at the VIF and Tolerance values of each independent variable. If the VIF value is < 10 , and the Tolerance value is > 0.10 , it is declared free from multicollinearity.

Multicollinearity Test Results Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Seniority	.726	1.378
	Work environment	.726	1.378

a. Dependent Variable: Performance

Source: data processing using SPSS 22.0

Based on the table above, it can be seen that the independent variable (independent variable) has a VIF score of $1.378 < 10$ and a tolerance value of $0.726 > 0.10$. So it can be concluded that there are no symptoms of multicollinearity in each independent variable.

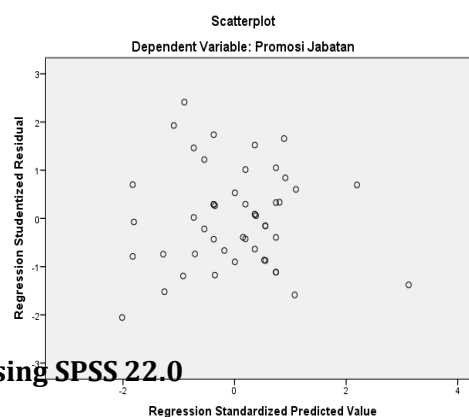
2. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether in the regression model there is an inequality of variance from one residual observation to another. The method used in the heteroscedasticity test uses a scatterplot graph. In principle, the heteroscedasticity test with this method is to look at the scatterplot graph between the predicted value of the independent variable, ZPRED, and the residue, SRESID.

Basic decision making in the heteroscedasticity test with a scatterplot graph:

- The data points spread above and below or around the number 0.
- The dots don't gather just above or just below.
- The spread of data points should not form a wavy pattern, widening then narrowing and widening again.
- The distribution of data points is not patterned.

Heteroscedasticity Test Results



Source: data processing using SPSS 22.0

In a good regression model, heteroscedasticity is usually not experienced. Through the scatterplot graph it can be seen that the regression model has heteroscedasticity or not. If there is a certain pattern in the graph, it indicates that heteroscedasticity has occurred. From Figure 4.3 it can be seen that the points spread randomly and are scattered both above and below the number 0 on the Y axis. So it can be concluded that there is no heteroscedasticity in the regression model in this study.

Multiple Linear Regression Test

This study uses multiple linear regression to determine the effect of the independent variables on the dependent variable. Researchers used the help of the SPSS 22.0 program so that the results were more focused.

Multiple Linear Regression Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2.016	4.552		.443	.660		
1 Seniority	.331	.098	.367	3.386	.001	.726	1.378
Work environment	.625	.129	.527	4.861	.000	.726	1.378

a. Dependent Variable: Performance

Source: Data processing using SPSS 22.0

From the table above it can be explained as follows:

$$Y = 2,016 + 0,331 X_1 + 0,625 X_2 + e$$

From the regression equation above, several things can be interpreted, including:

1. The constant (a) of 2.016 indicates that without seniority and work environment variables the performance at the Deli Serdang Regency Regional Development Planning Agency is 2.016.
2. Seniority (X1) of 0.331 indicates that the seniority variable has a positive and significant effect of 1 (one-unit) on performance, meaning that each increase in the seniority variable will have a positive effect on improving performance.
3. Work Environment (X2) of 0.625 indicates that the work environment variable has a positive and significant effect of 1 (one-unit) on performance, meaning that every time there is an increase in the work environment variable, it will have a positive effect on improving performance.

Hypothesis testing

1. T test

The t test was carried out to prove the hypothesis by comparing tcount with ttable. If tcount > ttable and significance value < α 0.05, then the effect is said to be significant, and if tcount < ttable and significance value > α 0.05 then the effect is said to be insignificant.

Hasil Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.016	4.552		.443	.660

Seniority	.331	.098	.367	3.386	.001
Work environment	.625	.129	.527	4.861	.000

a. Dependent Variable: Performance

Source: Data processing using SPSS 22.0

Berdasarkan tabel diatas diperoleh nilai :

1. Seniority (X1) has a tcount (3.386 > 2.014) with a significant level of 0.001 < 0.05. This means that seniority (X1) has a significant effect on performance (Y) for employees of the Deli Serdang Regency Regional Development Planning Agency.
2. Work Environment (X2) has a tcount (4.861 > 2.014) with a significant level of 0.000 < 0.05. This means that the work environment (X2) has a significant effect on performance (Y) for employees of the Deli Serdang Regency Regional Development Planning Agency.

1. F test

The F test was conducted to see together whether there is a positive and significant effect of the independent variables on the dependent variable. by comparing tcount with ttable. If tcount > ttable and significance value < α 0.05

Tabel 4
Hasil Uji F
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	143.481	2	71.740	36.063	.000 ^b
	Residual	89.519	45	1.989		
	Total	233.000	47			

a. Dependent Variable: Performance

b. Predictors: (Constant), Work Environment, Seniority

Source: data processing using SPSS 22.0

Based on the table above, it shows that the Fcount value is 36.063 > Ftable 3.20 and a significant value is 0.000 < 0.05. Criteria Fcount > Ftable and significant value < 0.05. Then Ha is accepted, meaning that there is a significant influence between seniority and work environment together on the performance of the employees of the Deli Serdang Regency Regional Development Planning Agency.

1. Determination Test (R2)

Determinant Coefficient Test Results (R Square)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.785 ^a	.616	.599	1.41043

a. Predictors: (Constant), Determinant Coefficient Test Results (R Square)

b. Dependent Variable: Performance

Source: data processing using SPSS 22.0 (2018)

Based on the table above, it can be seen that the R Square value obtained is 0.616. To see the influence of the independent variable on the dependent variable by calculating the coefficient of determination (KD) = $R^2 \times 100\%$, so that KD = 61.6%. This figure shows that 61.6% of

performance (the dependent variable) can be explained by seniority and work environment variables. The remaining 38.4% is influenced by other factors not explained in this study.

Conclusion

From the results of the presentation and discussion of the data above, the conclusions from the research results are:

1. The results of testing the hypothesis on the (partial) t test on the seniority variable (X1) $t_{count} > t_{table}$ ($3.386 > 2.014$) with a significant level of $0.001 < 0.05$. With these results, it can be concluded that the seniority variable (X1) has a significant effect on the performance variable (Y).
2. For the work environment variable (X2) the value of $t_{count} > t_{table}$ ($4.861 > 2.014$) is obtained with a significant level of $0.000 < 0.05$. With these results, it can be concluded that the work environment variable (X2) has a significant effect on the performance variable (Y).
3. From the results of testing the hypothesis on the F test (simultaneous) on seniority and work environment variables, it is obtained that the value of $F_{count} > F_{table}$ ($36.063 > 3.20$) with this then the hypothesis H_0 is rejected and H_a is accepted. So it can be concluded that seniority (X1) and work environment (X2) simultaneously have a significant effect on performance (Y), with a significant level of $0.000 < 0.05$. Based on this, it can be explained if seniority and work performance simultaneously or jointly have a significant effect on the performance of employees of the Deli Serdang Regency Regional Development Planning Agency. Based on these results the hypothesis is accepted.
4. The R Square value obtained is 0.616. To see how much influence the independent variables have on the dependent variable by calculating the coefficient of determination $KD = R^2 \times 100\%$, so that $KD = 61.6\%$ is obtained. This figure shows that 61.6% of performance (the dependent variable) can be explained by seniority and work environment variables. The remaining 38.4% is influenced by other factors not explained in this study.

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