

**THE INFLUENCE OF THE WORK ENVIRONMENT AND COMMUNICATION ON  
EMPLOYEE PERFORMANCE THROUGH TEAM WORK AS A MEDIATING  
VARIABLE AT DPUPR KARANGANYAR OFFICE**

**Bherliana Vanny Pramesti,<sup>1</sup> Ida Aryati DPW,<sup>2</sup> Supawi Pawenang,<sup>3</sup> Endah Kristiani<sup>4</sup>**

<sup>1,2,3</sup>Universitas Islam Batik Surakarta

<sup>4</sup>Universitas Nahdlatul Ulama Surakarta

E-mail: aryatiida@ymail.com

**Abstract:** *This study aims to examine the relationship between the work environment, communication on employee performance mediated by Team Work study at DPUPR Karanganyar office. The population in this study was 181 respondents. The sampling technique in this study uses a non-propability sampling approach with Saturation Sampling technique, which is a sampling technique using a total population of 181 employees. Based on the results of research that has been done, it can be concluded that direct influence without going through mediating variables of the work environment affects employee performance, communication affects employee performance, Team Work affects employee performance. While the influence of variables through work environment mediation variables on employee performance with Team Work mediation has a significant effect and communication variables on employee performance mediated by Team work has a significant effect.*

**Keywords:** *Work Environment, Communication, Team Work, Employee Performance*

---

## **1. Introduction**

Human resources in a company are important factors so that the company remains superior and exists apart from financial, marketing and production factors (Bariqi, 2020: 64-69). All companies definitely need management related to efforts to achieve certain goals for the company. The success or failure of an organization in achieving its goals depends on its success rather than the individual organization itself in carrying out their duties. For example, things that must be a concern for human resource managers are that the work environment must meet work facilities that are lacking, smooth and clear communication and pay attention to poor performance and be able to provide direction so as not to experience stress at work.

Human resource management is a process to obtain, train, assess, and compensate employees and to take care of labor relations, health and safety, and matters related to justice (Riadi et al., 2020: 11-14). Performance in human resource management is expressed as the quality and effort produced by a person to obtain goods and services, meaning that the results achieved by a person include determining the professionalism and level of performance of the person concerned. Performance will be carried out well if each individual really has awareness and enthusiasm for work in him.

One of the factors that affect employee performance is the work environment. According to Sumakud & Trang (2021: 430), the work environment is everything that is around the workers and that can affect them in carrying out the tasks charged. The work environment is important for employees where they carry out activities every day. A comfortable, clean and friendly work environment between one employee and another.

In every work operation, employees also need communication to interact with superiors and fellow colleagues. Good and effective communication can make employee performance better, because basically as human resources, they need something to spur their desire to be able to work harder so that they can increase creativity and morale. Communication is said to be effective if the communication that occurs is two-way, where the stimulated meaning is the same or similar to that intended by the communicator or sender of the message. In previous studies, it was known that there was no communication relationship with employee performance or there was no significant relationship or correlation (Dasmadi, 2021: 1171-1181).

The Public Works and Public Housing Office (DPUPR) really needs high employee performance to increase company productivity. This is because DPUPR has several fields, including the fields of water resources management, road implementation, implementation of drinking water supply systems, domestic wastewater management, environmental drainage management, and waste management, building arrangement, development of residential areas, development of strategic infrastructure facilities, housing implementation, implementation of public works and housing infrastructure financing, and construction service development. Therefore, DPUPR also requires high-performing employees to have high responsibilities, realistic goals, a comprehensive work plan, dare to take the risks faced, so that the DPUPR office can provide maximum services to the community.

Some of the research factors above, there is a role of teamwork that must be carried out. No matter how good or bad the work environment is, employees will definitely go through to complete their work. This also applies to employee communications. When there is a bad communication condition, the completion of work must be done in a team, then teamwork must still be done. This attracted researchers to conduct a study entitled "The effect of work environment, communication and work stress on employee performance through Team work as a mediation variable".

## **2. Research Method**

The location to be carried out is at the DPUPR Karanganyar. The population in this study is all employees at the DPUPR Karanganyar Office. The sample used uses a non-propability sampling technique with Saturation Sampling technique, which is a sampling technique using a total population of 181 employees. Analysis data this research are PLS that created by PLS.23 Software

### **3. Results and Discussion**

#### **3.1. Test Instrument (Outer Model)**

This study used convergent validity, discriminant validity and composite reliability instrument tests

#### **3.2. Convergent Validity**

Based on the results of the study, it can be seen that the overall indicators that have been determined by the researcher are more than 0.5. Based on the table above, it can be said that all indicators that have met the criteria of validity converge.

#### **3.3. Discriminant Validity**

Based on the results of Composite Reliability in the research that has been done, the overall test results are above 0.50. Thus, it can be concluded that the data is reliable and reliable and can be used. The table above shows that the composite reliability value for all constructs is above 0.5. Which indicates that all constructs on the estimated model meet the criteria of discriminant validity.

#### **3.4 Unidimensionality test**

Based on the results of research that has been done, all constructs have met the requirements of unidimensionality because the value of composite reliability  $> 0.7$ . So it can be said that there is no problem in measurement

#### **3.5 Reliability Test**

Based on the results of research that has been done shows the value of Cronbach alpha for all constructs is above the value of 0.70. Thus it can be concluded that all constructs have good reliability in accordance with the required drinking value limit

#### **3.6 Inner Model Evaluation**

R Square shows the ability of exogenous variables to explain endogenous variables. The value of R Square in the Team Work (Z) variable is 0.594. So it can be concluded that the Work Environment (X1) and Communication (X2) variables can explain the Team Work (Z) variable of 59.4% and the remaining 40.8% through other variables outside the study. The value of R Square on the Performance variable (Y) is 0.840. So that it can be concluded that the variables Work Environment (X1), Communication (X2) and Team Work (Z) can explain the Performance Variable (Y) by 84% and the remaining 16% through other variables outside the study

Based on the value of Q2 has a value that is a range of  $0 < 0.937 < 1$ , where the closer the value of 1, the model is said to be better. For the quantity Q2 has a value equivalent to the value of the total coefficient of determination in the path analysis / (path analysis).

### **Discussion**

Based on the results of research that has been carried out, the variables of work environment, communication, Team Work, and Performance are said to be valid and reliable. The inner model test shows a high value so that it can be said that the variables used are appropriate, the Q value is also said to be close to the value of 1 so that the model is said to be good. And the GOF value is said to be high so the model fit is high. Based on the results of research that has been done, it is concluded that independent variables have an effect directly and indirectly.

#### **4. Conclusion**

Based on the research that has been done, the following conclusions can be drawn:

1. Work Environment Has a Significant Effect on Performance
2. Communication has a significant effect on Performance
3. Work Environment has a significant effect on Team Work.
4. Communication has a significant effect on Team Work.
5. Team Work has a significant effect on Performance.
6. Work Environment has a significant effect on Performance mediated by Team Work.
7. Communication has a significant effect on Performance mediated by Team Work.

#### **Reference**

- Bariqi, M. D. (2020). Pelatihan Dan Pengembangan Sumber Daya Manusia. *Jurnal Studi Manajemen Dan Bisnis*, 5(2), 64–69. <https://doi.org/10.21107/jsmb.v5i2.6654>
- Riadi, S., Sukardi, S., & Hakim, M. (2020). Pelaksanaan Manajemen Sumber Daya Manusia di Sekolah Menengah Kejuruan Negeri 4 Mataram. (*JPAP*) *Jurnal Praktisi Administrasi Pendidikan*, 4(1), 11–14. <https://doi.org/10.29303/jpap.v4i1.40>
- Sumakud, M. G. A., & Trang, I. (2021). Pengaruh Lingkungan Kerja, Kebahagiaan Kerja, dan Kecerdasan Emosional Terhadap Kinerja Pegawai Samsat Kota Kotamobagu. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 9(2), 429–440. <https://doi.org/https://doi.org/10.35794/emba.v9i2.33484>
- Dasmadi, D. (2021). Pengaruh Kompensasi dan Komunikasi terhadap Motivasi dan Kinerja Pegawai di Kantor Ketahanan Pangan kabupaten Karanganyar. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4(2), 1171–1181. <https://doi.org/10.36778/jesya.v4i2.483>