

The influence of physical work environment on employee performance of Dana Usaha Cooperative in Denpasar

I Made Luhur Adi Putra¹, Komang Angga Prihastini², Ni Made Giana Agastya Putri³

Universitas Bali Internasional, Indonesia¹⁻³

luhuradiputra@unbi.ac.id¹, anggaprihastini@unbi.ac.id², gianaagastya@gmail.com³



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Abstract

Purpose: The increasingly tight competition among cooperative business employees continues to improve their performance. Employee performance can be improved, one of which is by ensuring a comfortable physical work environment. This study was conducted to determine the influence of the physical work environment and the most dominant variables influencing the performance of employees of the Dana Usaha Cooperative in Denpasar.

Research Methodology: This study was conducted at the Sedana Usaha Cooperative. Data collection was carried out through observation data collection techniques, in-depth interviews, and documentation. The study population consisted of 90 employees. The data analysis technique used was the saturated sampling technique or census, which is used if the entire population is used as respondents with the provision that the population is not enough from 100 people.

Results: The physical work environment has a positive, significant effect simultaneously and partially on employee performance and has a dominant effect on employee performance at the Dana Usaha Cooperative in Denpasar.

Conclusions: Physical Work Environment on Employee Performance has a positive and significant effect simultaneously, a positive and significant effect partially, and a dominant effect on Employee Performance.

Limitations: Physical work environment in the form of lighting, air circulation, noise, cleanliness, and work facilities on employee performance measured through a validated questionnaire.

Contribution: The results of this study can provide input to leaders to evaluate and implement a good physical work environment so that employee productivity remains good and increases.

Keywords: *Cooperatives, Employee Performance, Physical Work Environment*

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1. Introduction

In the current era of globalization, increasingly tight competition in cooperative businesses requires employees to continue to improve their performance. Some steps that can be taken to improve or maintain employee performance are to improve and evaluate employee performance so that the company can survive and excel in competition. The more similar the businesses, the tighter the competition faced by the company. Many organizations in Indonesia face challenges in human resource management. This is evident from reports in the mass media related to the diversity of the workforce

and the shortage of skilled workers in various industries. In the concept of human resource management, every organization has goals to achieve (Mangkuprawira & Prabu, 2009). In realizing the goals of organizational management, problems are often faced, for example problems faced by company managers or other organizational leaders such as rapid technological advances, restrictions by government regulations, shrinking supply of manpower and human resources, growth of national and international competition, demands for increased attention to environmental sustainability and collective employee development (Singgih & Priyono, 2022).

Organizations in Indonesia face many challenges in terms of human resource management. This is evidenced by news in the mass media related to the diversity of the workforce and the shortage of skilled workers in various industries. In the concept of human resource management, every organization has its goals. In realizing organizational goals, management often faces problems, such as problems faced by company managers or other organizational leaders such as rapid technological advances, restrictions by government regulations, shrinking energy supplies and human resources, growing national and international competition, demands to pay more attention to environmental sustainability and collective employee development (Sarip, 2023). The higher the level of employee education, the more heterogeneous the workforce, and the increase in personnel costs have placed personnel practices at the top of the manager's attention ladder. By understanding the important role of the workforce in the organization, it is called human resources in the organization and needs to be managed properly so that its role can be improved. The role of the physical work environment is very important for managers to pay attention to. Therefore, human resource management is needed, which includes planning functions (determining things to be done), organizing (planning and assigning work groups), personnel arrangement (attraction, selection, compensation, and performance appraisal), direction (motivation, leadership, integration, and conflict management), and supervision. (Rahardjo, 2021) One way that can be done by the personnel department to improve employee performance is through compensation, loyalty, finance, leadership, or physical work environment. This study is limited by the effect of the physical work environment on employee performance. These things are obstacles that are often found in small and large industrial companies (Fahim, Al Mamun, Hossain, Chakma, & Hassan, 2022; Shobirin & Siharis, 2022).

Employee performance can be improved, one of which is by ensuring a comfortable physical work environment. The problem of the physical work environment in a company is very important to pay attention to because if the physical work environment is bad, it will affect the results of employee performance. The physical work environment affects the improvement of employee performance because a pleasant environment that provides a sense of comfort makes employees calmer, active, diligent and serious in carrying out their duties (Dwipayoga, Suhendra, & Adnyani, 2013; Gerald, Obianuju, & Chukwunonso, 2020). It is also said that employee performance is determined by external environmental factors and the organization's work climate (Tj, Tecoalu, & Gunawan, 2022). It is also said that the condition of the work environment, both physical and non-physical, has a significant influence on employee performance in a particular company. For this reason, it is necessary to regulate or organize physical work environment factors when carrying out company activities. Included in the physical work environment are temperature, noise, lighting, quality, and air exchange. Compensation is something that employees receive in exchange for the services provided to the company. Compensation is the implementation of human resource functions related to all types of individual awards in return for carrying out organizational tasks. In general, the purpose of compensation is to help companies achieve their strategic success goals and ensure the creation of internal and external justice. Compensation components in the form of salaries, incentive wages, and indirect compensation (fringe benefits), these components have the purpose of appreciating employee hard work, ensuring fairness between employees, retaining employees, obtaining more qualified employees, and motivating employees (Smith, 2019; Susanto, 2023).

Cooperatives come from the word Cooperation (English), CO-operate (Dutch), which in Indonesian means working together Law No. 25 of 1992. Cooperatives are defined as business entities whose members are individuals or cooperative legal entities that base their activities on the principle of cooperatives, as well as people's economic movements based on the principle of family. Indonesian

Cooperatives are based on Pancasila and the 1945 Constitution and are based on the principle of family. Based on Law No. 25 of 1992 Article 3, it is stated that cooperatives aim to advance the welfare of members in particular and society in general and participate in building a national economic order in order to realize an advanced, just, and prosperous society based on Pancasila and the 1945 Constitution. With this aim, cooperatives are glorified as the only form of company constitutionally stated in accordance with the structure of the Indonesian economy to be built. The Sedana Usaha Denpasar Cooperative was established in 2007 with 90 members, located at Jalan Drupadi No.25, 3rd Floor, Denpasar. The number of members increased over time.

In an effort to improve employee performance seen from the physical work environment, the researcher further examines this research, namely at the Sedana Usaha Cooperative located in Renon, Denpasar. The Dana Usaha Cooperative is a savings and loan cooperative that was established in 2004 with legal entity No: 47 / BH / DISKOP / XII / 04. This cooperative is a micro business unit that continues to grow and develop rapidly in the Denpasar area and aims to improve the welfare of members and the community. In the preliminary research conducted by the researcher through interviews, data were obtained that employees of the Dana Usaha Cooperative were absent several times. The following is the level of employee absence at the Dana Usaha Cooperative in 2023 per month.

Table 1. Employee Absenteeism Rate of Employee Cooperative Business Fund 2023

No	Bulan	Jumlah Karyawan (Orang)	Jumlah Hari Kerja (Hari)	Jumlah Hari Kerja Seharusnya (Hari)	Jumlah Hari Kerja Yang Hilang (Hari)	Jumlah Hari Kerja Senyatanya (Hari)	Presentase Absensi (%)
(1)	(2)	(3)	(4)	(5) = (3x4)	(6)	(7) = (5-6)	(8) (6:5)x100%
1	Januari	90	23	2070	8	2062	0,39
2	Februari	90	20	1800	8	1792	0,44
3	Maret	90	22	1980	9	1971	0,45
4	April	90	21	1890	9	1881	0,48
5	Mei	90	20	1800	11	1789	0,61
6	Juni	90	21	1890	9	1881	0,48
7	Juli	90	22	1980	9	1971	0,45
8	Agustus	90	22	1980	9	1971	0,45
9	September	90	19	1710	11	1699	0,64
10	Oktober	90	23	2070	8	2062	0,39
11	November	90	22	1980	8	1972	0,40
12	Desember	90	20	1800	11	1789	0,61
Jumlah			255	22950	110	22840	5,79
Rata-rata			21,25	1912,5	9,16	1903,3	0,48

Source: Cooperative Business Fund (2023)

From Table 1, it can be seen that the employee absence rate at the Dana Usaha Cooperative in Denpasar City fluctuates every month with an average of 0.48%. A reasonable absence rate is below 4%; above 4% to 10% is already considered high, so it really needs serious attention from the company is required. It can be said that the employee absence rate at the Dana Usaha Cooperative in Denpasar City of 0.48% is already included in the high category.

Based on the results of the observations that have been carried out, it can be seen that the employee absence rate of the Dana Usaha Cooperative for the period January to December 2023 is very good, where the average employee absence rate is 0.48 percent. The large percentage of employee absence can be influenced by various factors such as the physical work environment, which will later affect the performance of employees in carrying out their duties. The problems with employee performance at the Dana Usaha Cooperative that were obtained were noise and air circulation that was not good enough.

Based on the background of the problem, it is necessary to conduct research related to "The Influence of Physical Work Environment on Employee Performance of Dana Usaha Cooperative in Denpasar." Physical Work Environment is one of the factors that affect employee performance, where with a good physical work environment, employees will feel comfortable working because of adequate facilities; this has an effect on increasing employee performance or productivity.

Physical Work Environment Problems of Dana Cooperative Business in Denpasar from the aspect of

the building are not good enough to operate; besides, new customers who know the cooperative feel confused because the cooperative is on the third floor. In addition, the scope of the room is still in the very small category and facilities are still lacking, for example, air conditioning and tables for employees to work are very minimal, which interferes with employee comfort and performance.

Based on the background of the problem described above, the main problems in this research are as follows:

1. How does the Physical Work Environment Simultaneously Affect Employee Performance at Cooperatives Denpasar?
2. How does the Physical Work Environment Partially Influences Employee Performance at Cooperatives Denpasar?
3. Do physical work environment variables have a dominant influence on employee performance at the Dana Usaha Cooperative in Denpasar?

2. Literature review

In general, the etymology of the word management is taken from Old French, namely *management*, which refers to the art of organizing and implementing. Management can also be interpreted as an effort to plan, coordinate, organize, and control resources to achieve goals efficiently and effectively. Effective in this case is to achieve goals according to planning and efficiently carry out work correctly and in an organized manner.

According to Putri (2020), the definition of management is an art in completing work through others. In other words, a manager is tasked with organizing and directing others to achieve goals. organization. According to him Merisca and Iskandar (2022), the definition of management is a unique process consisting of a number of planning, organizing, motivating, and supervising actions. Everything is done to determine and achieve the goals or targets to be achieved by utilizing all resources, including human resources and human resources. Management is a planning process, organizing process, coordination process, and process of controlling resources to achieve goals effectively and efficiently. Effective means that goals can be achieved according to the plan, whereas efficient means that tasks run correctly, orderly, and are completed according to the schedule. According to Hasibuan (2017), The definition of management is the science or art of planning, organizing, managing, directing and controlling existing resources to achieve predetermined goals. previously.

2.1 Functional Management in Business

Management functions are basic elements that must be inherent in management as a reference for managers (someone who manages) in carrying out tasks to achieve goals using planning, organizing, coordinating and controlling methods (Camlian & Baron, 2025; Suseno et al., 2023).

a. Planning

Planning is the activity of setting organizational goals and choosing the best way to achieve those goals. In the first step, a plan is set for the organization as a whole. Subsequently, more detailed plans were set for each section or division. Using this method, the organization has consistent planning. overall.

b. Organize

Organizing can be defined as coordinating resources, tasks, and authority between members of an organization so that organizational goals can be achieved efficiently and effectively. For example, activities in a company are mostly organized based on the company's main functions, such as marketing, finance, production, administration, and personnel. Each is grouped into its own department or section and led by each manager who is responsible for the CEO.

c. Directing (Actuation)

Once the organizational structure is established and people are identified, the next step is to get those people to work toward the organization's goals. Managers need to direct themselves using methods that provide direction, influence others, and *motivate* them. To work (*motivated*).

d. Control

The final stage of the management process is the control stage. Control aims to determine whether the organization's activities are in accordance with the plan. The control function includes four

activities: (1) determining standard achievement, (2) measuring achievements that have been achieved so far, (3) comparing achievements that have been achieved with standard achievements, and (4) making improvements if there is a deviation from the achievement of the established standards.

e. Staff Placement

Personnel Preparation is a workforce placement activity aimed at obtaining competent and skilled workers in the right number. The function of *workforce placement* is related to recruitment, training, and development, as well as the placement and orientation of employees in their environment. his work.

2.2 Human Resources

Human Resources (HR) are individuals who work productively as the driving force of an organization. Organizations, both in institutions and companies that function as Human Resources (HR), are very important assets that must be trained and their abilities developed. The definition of Human Resources (HR) in macro terms generally consists of two, namely macro human resources, which are the productive-age population in an area, and micro human resources in the narrow sense, namely individuals who work in an institution or company. Human Resources (HR) are very important and must be owned in an effort to achieve organizational or company goals. Human Resources are the main element of the organization compared to other resource elements such as capital and technology, because humans themselves control other factors (Damayanti & Subagja, 2023; Phina, Patrick, & Nwabuike, 2022).

2.3 Human Resource Management

Human Resources is one of the very important factors that must be managed well to improve the effectiveness and efficiency of the organization or company (Chike, Mbamalu, Oguanobi, & Egbunike, 2023; Sakti et al., 2023). Therefore, Human Resources Management is a program of activities to obtain superior Human Resources, and is developing, maintaining, and utilizing to support the organization to achieve objectives.

A number of studies state that management itself has an important role for human resources.

1. Management is an activity of planning, organizing, directing, and coordinating the use of human resources and other resources (Mangkuprawira & Prabu, 2009).
2. Human Power Management Resources are all the potential that exists within humans, whether in the form of reason, energy, skills, emotions, and so on, which can be used both for themselves and for organizations or companies.
3. Personnel management is the activity of planning, organizing, directing, and supervising the procurement, development, compensation, integration, maintenance, and release of human resources to achieve various individual, organizational, and community goals (Amegayibor & Korankye, 2021; Junanto & Mardiana, 2023).

2.4 Physical Work Environment Factors on Employee Performance

Employee performance improvement must be supported by a good and supportive work environment. The physical work environment includes all conditions in the form of physical objects around the workplace that can affect employees, either directly or indirectly. Based on this definition, it can be stated that the physical work environment is everything that is around the employee's workplace that affects employees in carrying out their workload (Hartono & Abdillah, 2009). The problem of the work environment in an organization is very important; in this case, it is necessary to regulate and regulate physical work environment factors in organizational activities. The physical work environment can be divided into two categories:

1. The surrounding environment is related to employees (such as work centers, chairs, and tables).
2. The intermediary environment or general environment can also be called a work environment that affects human conditions, for example, temperature, humidity, air circulation, lighting, noise, mechanical vibration, unpleasant odors, and colors.

To reduce the influence of the physical environment on employees, the first step is to study humans,

both about their physical and behavioral aspects and about their physical aspects, and then use it as a basis for thinking about the appropriate physical factor environment. The physical work environment is (Elfira, Oemar, & Seswandi, 2023):

1. Lighting

Lighting in an employee's workspace plays a very important role in increasing employee morale so that they are able to show good work results, meaning that the lighting of the place is quite helpful in the success of the company's operational activities. Based on the above, maintenance of this lighting system is necessary in a company, although this lighting system is only a supporter and not the only determining factor for the success of the production process. In addition to the lighting factor, other factors must also be considered (Fachrian & Hidayat, 2023; Rafaditya, Saptanto, & Ratnaningrum, 2022; Sadeghi & Barzegari, 2020).

2. Air circulation

Employee workspaces require sufficient air; with sufficient air exchange, this will create physical freshness for employees. Air temperatures that are too high will result in decreased employee enthusiasm in carrying out work. The air temperature or temperature of the employee's workspace that is obtained is maintained well in both summer and winter is the air temperature that must be maintained below 21 °C in order to continue working well. humidity.

3. Noise

Noise is a very worrying thing because it can affect performance, damage hearing, and cause miscommunication. Therefore, every company always attempts to eliminate noise or at least suppress it to reduce it. With the interference of a person or employee in carrying out work, the work done becomes inappropriate, so that the quantity and quality of the goods produced decreases. The company's ability to provide funds for the needs of noise control is also a determining factor in choosing a noise control method. Noise can be avoided by actions such as reducing the intensity of the sound at the source by changing the noise level or eliminating it mechanically, preventing the spread or expansion of noise by isolating or sealing off the noise words, and avoiding any melodic sounds that reflect by absorbing the sound with sound-absorbing materials such as *stone walls* or *fiberglass*.

4. Cleanliness

A company must maintain environmental cleanliness because environmental cleanliness can affect a person's mental health. Imagine when you work in a place full of dust and unpleasant odors, especially work that requires quite a high concentration. With a clean environment, employees will feel happy so that their work enthusiasm will increase. Environmental cleanliness does not only mean cleanliness in the place where they work, but more broadly, a room that smells a little unpleasant and can cause feelings of unhappiness. Companies should also maintain cleanliness because it is our shared responsibility. The problem of cleanliness also depends on the construction of the building, such as its appearance, so it is easier to maintain cleanliness.

5. Facility Work

The company should provide equipment that supports employees to complete their work. For example, computers can help facilitate the input of company data. If the company is able to provide these facilities and infrastructure, then the company is able to increase the enthusiasm and motivation of employees, which will improve the quality of employee work. Facilities themselves can be interpreted as convenient and can also mean tools or physical forms (facilities and infrastructure). With adequate work equipment, it is possible to improve employee performance to achieve the targets set by the company effectively and efficiently.

2.5 Factors That Influence Employee Performance Satisfaction

Everyone certainly wants to get satisfaction in doing every type of work because satisfaction in work can affect an employee's performance. Job satisfaction is an employee's attitude and feelings of pleasure or displeasure in carrying out a job. Job satisfaction can also be interpreted as the suitability between an employee's expectations and the benefits he or she receives from his or her work. Two groups of factors affect job satisfaction. The first factor is the organizational factor, which contains company

policies and work climate. The second factor is individual factors or employee characteristics. In individual factors, there are two important predictors of job satisfaction, namely status and seniority. Low work status and routine work are likely to encourage employees to look for other jobs, which means that both factors can cause job dissatisfaction, and employees who have interests and work challenges will be more satisfied with their work if they can complete it optimally.

The most appropriate work for research on job satisfaction is to consider job and individual factors. Factors that influence job satisfaction are salary, working conditions, quality of supervision, coworkers, type of job, job security, and opportunities for advancement, and individual factors that influence needs, values, and personality traits. Another opinion was put forward by Ghiselli and Brown, who stated that there are five factors that cause job satisfaction:

1. Position

It is generally assumed that someone who works in a higher position will feel more satisfied than an employee who works in a lower position. Some studies show that this is not always true, but rather that changes in job level affect job satisfaction.

2. Rank (class)

In jobs that are based on differences in level (class), the job gives a certain position to the person who does it. If there is a salary increase, then it will be considered a promotion, and pride in the new position will change behavior and feelings.

3. Age

It has been stated that there is a relationship between job satisfaction and employee age. Ages between 25 and 34 years and between 40 and 45 years can cause feelings of dissatisfaction with work.

4. Financial and Social Security

Financial and social security issues significantly affected job satisfaction.

5. Quality of Supervision

The relationship between employees and leaders is important for increasing work productivity. Employee satisfaction can be increased through attention and good relationships between leaders and subordinates so that employees feel like an important part of the work organization (sense of belonging).

2.6 Job description

The duties and responsibilities of each section in the organizational structure are as follows:

1. Annual Members Meeting (RAT)

An annual member meeting is the highest authority of the cooperative. The member meeting is attended by members whose implementation is regulated in the articles of the association.

- a. Setting a budget
- b. Establish general policies in the fields of organization, governance, and cooperative business.
- c. Selecting, appointing, and dismissing management and supervisors.
- d. Establish and ratify work plans, cooperative income and expenditure budget plans, and financial reports.
- e. Ratifying the accountability of the board in carrying out its duties.
- f. Determine the distribution of results
- g. Determining the merger, amalgamation, separation, and dissolution of cooperatives.

2. Supervisory Body

- 1) The supervisor is responsible for the following:
 - a. Supervise the implementation of cooperative policies and management.
 - b. The confidentiality of the results of its supervision by unauthorized third parties is maintained.
 - c. Make a written report regarding the results of supervision.
- 2) Obligations of supervisors (Article 28, AD 27/PAD/XVI.37/2008)
 - a. Supervise and review the implementation of cooperative policies and management.

- b. Check the records and books of the cooperative.
- c. Provide corrections, warnings, and reprimands to management.
- d. Make a written report on the results of the implementation of supervisory duties to the Members' Meeting.

3. Chairman of the Cooperative

- 1) Duties of the Cooperative Chairman
 - a. Coordinate the preparation of work plans and budgets for each section below to prepare work plans for leadership. Together with the leadership, discuss and prepare work plans and budgets to be submitted at the RAT Meeting.
 - b. Lead and coordinate all cooperative business activities.
 - c. Together with management, they signed a cooperation agreement with external parties.
 - d. Authorize cash disbursements up to the limits of authority granted by management.
 - e. at any time to conduct a direct check on the amount of money available.
- 2) Responsibilities of cooperative leaders
 - a. Responsible for all business activities and results achieved by each business unit in accordance with the provisions and procedures established by the board.

4. Savings section

- 1) Duties of the savings department
 - a. Collect mobile savings.
 - b. Make a report on the results of collecting savings
 - c. Helps to receive daily transactions
 - d. Insert sibuhar A and sibuhar B flowers at the beginning of each month.
- 2) Responsibility of the savings section
 - a. Responsible for the results of the savings collection that has been carried out.

5. Credit Section

- 1) Duties of the Credit Section
 - a. KSP member credit extension
 - b. Prepare a credit agreement letter
 - c. Analyzing member credit application forms
 - d. Complete and disburse loans
 - e. Make a list of member omissions
 - f. Write letters to members with substandard credit and collect bad debts
 - g. Handling member deposits
 - h. Make a deposit
 - i. Calculating deposit interest
 - j. Checking member deposits that are due and delivering them no later than 2 (two) days before they are due to members.
 - k. Take monthly meeting minutes

6. Administration Section

- 1) Duties of the administration department
 - a. Organizing correspondence in the Cooperative
 - b. Archive important cooperative documents
 - c. Monitoring the household and stationery needs of the Cooperative
 - d. Preparing for a meeting at the Cooperative
 - e. Scheduling of Activities Carried Out in Cooperatives

7. Cashier

- 1) Cashier's Duties
 - a. Accept all incoming money
 - b. Spending money on withdrawals, credit services and all office needs
 - c. Receipt archiving

- d. Balance of daily cash with real money.
- 2) Cashier's Responsibilities
 - a. Responsible for the amount of cash receipts and disbursements.

2.7 Cooperative Activities

1. Collect funds in the form of savings

- a. Principal Savings (KSP)

The principal deposit is the amount of money of the same amount and/or value that must be paid by a member to the cooperative upon becoming a member. The principal deposit cannot be withdrawn as long as the concerned person is a member.
- b. Mandatory Deposit (KSP)

Mandatory savings are savings of a certain amount, the amount of which does not have to be the same and must be deposited by members in the cooperative at certain times and opportunities. Mandatory savings cannot be withdrawn as long as a member is a member.
- c. Cooperative Savings

Cooperative savings are savings in a cooperative where deposits are made in installments and withdrawals can only be made by the member concerned or his/her attorney using the Cooperative Savings Book at any time during the cooperative's working days.
- d. Cooperative Time Deposits (Deposits)

Cooperative term deposits are savings in cooperatives where deposits are made once within a certain period of time in accordance with the agreement between the saver and the cooperative concerned and may not be withdrawn before the deposit is made.

The term expires. The terms and conditions relating to the term deposits may include the following:

- 1) First, prospective term deposit customers are required to become savers.
- 2) Minimum deposit amount
- 3) In return, depositors will receive interest according to the term deposit.
- 4) The payment of interest on term deposits is made at the end of each month by adding it to the savings balance.

The factors that KSP/USP must pay attention to so that members are interested in saving in cooperatives include:

- 1. Security of funds means that funds can be withdrawn by the owner in accordance with the agreement.
- 2. Generate added value in the form of savings interest or other incentives received by members according to the agreement.
- 3. That saving in the KSP/USP is a form of member participation in their position as service users, and therefore, members feel that their position is more privileged compared to saving elsewhere. The privileges of members include receiving the remaining business results at the end of the budget year, participating in cooperative decision-making, and others.

Terms related to savings may include:

- 1. Deposits and withdrawals can be made at any time on weekdays.
- 2. The amount of the first minimum deposit (at the time of opening a savings account) and subsequent minimum deposits
- 3. Minimum balance that must be in a savings account
- 4. Deposits can be made by anyone and not necessarily by the savings account owner.
- 5. Savings can only be withdrawn by the savings owner, or by someone authorized to do so.
- 6. In return, the KSP/USP provides savings interest to depositors.
- 7. Savings interest is calculated using methods such as average daily balance, smallest balance, or others.
- 8. Interest payments are made at the end of each month by adding them to the savings balance.
- 9. The bookkeeping department is responsible for calculating the interest.

2. Distribution of funds (credit loans)

- Short-term loans, which are loans with a purchase period of less than one year. For example, loans to finance the smooth running of business operations, including working capital loans.
- Medium-term loans, namely loans with a repayment period of one to three years. The cost of this loan is to increase working capital, for example, to finance the procurement of raw materials. Medium-term loans can also be investments.
- Long-term loans, namely loans whose repayment period or maturity exceeds three years. For example, investment loans are loans for procurement of production facilities/equipment.

2.8 Framework of thinking

The role of Human Resources is the basic capital in determining whether the company's goals that have been set to achieve the desired goals are achieved. Achieving this is important to note employee performance because good employee performance tends to be followed by increased employee work productivity. Physical work environment is an indicator that affects employee performance. Employee comfort while working is significantly influenced by the physical work environment. The creation of a good physical work environment for employees will also help maintain their physical condition so that their physical freshness is maintained, they do not get tired easily, they are not lethargic while working, and they can work longer. Ultimately, this condition will affect employee performance (Putri, 2020).

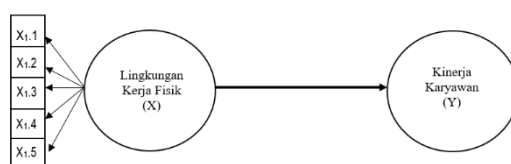


Figure 1. Framework study design

3. Methodology

This study was conducted at the Sedana Usaha Cooperative, located at Jalan Drupadi Number 25 Renon Denpasar. Data collection was carried out through observation data collection techniques, in-depth interviews, and documentation. The population in this study were all employees at the Sedana Usaha Cooperative in Renon Denpasar as many as 90 employees, in this study the data were collected using the population method (Teguh, Wulan, Savira, & Juansah, 2023). The data analysis technique used was the saturated sampling technique or census, which is used if the entire population is used as respondents with the provision that the population is not enough from 100 people.

4. Result and discussions

4.1 Validity and Reliability Test

Table 1. Validity Test

NO	Variabel	Item Pertanyaan	Korelasi Item Total	Keterangan
1	Lingkungan Kerja Fisik	X1.1	0,808	Valid
		X1.2	0,710	Valid
		X1.3	0,723	Valid
		X1.4	0,739	Valid
		X1.5	0,781	Valid
2	Kinerja Karyawan	Y1	0,711	Valid
		Y2	0,854	Valid
		Y3	0,806	Valid
		Y4	0,603	Valid
		Y5	0,818	Valid

The research variable instrument in the form of the Employee Physical Work Environment and Performance variable dimensions has fulfilled the validity test requirements where the total score of the *Pearson Correlation instrument* is above 0.30 and has a significance value of more than 5% (0.05), which means it is valid.

Table 2. Reliability Test

Model	The amount of Rectangle	Df	Average of Rectangle	F	Signat ure.
Regression	794,001 years	3	264.667 million	115,547 people	0.000 ^b
Remainder	196,988	86	2.291		
Total	990.989	89			

The reliability test on the Physical Work Environment variable and Employee Performance variable is above 0.60, as shown in the *Cronbach's Alpha results*, so it can be said that all instruments have met the reliability requirements.

Table 3. Partial Significance Test (t-test)

Variables	Unstandardized Coefficients		Standard Coefficient	T	Signat ure.
	B	Standard Error	Engli sh		
(Constant)	-2.953	1,629 years		-1,813 years	.073
Environment Physical Work	0.590	0.065 years	0.588	9,027 people	0.000
Number of Signature	F = 115,547 people				
Number of	F = 0.000				

In the table above, it can be seen that the t count on the Physical Work Environment variable dimension is 9.027, with a significance value of 0.000. This means that partially, the Physical Work Environment variable has a positive and significant effect on the Employee Performance of the Dana Usaha Cooperative in Denpasar City.

4.2 Discussion

The Influence of Physical Work Environment on Employee Performance of Dana Usaha Cooperative in Denpasar shows a positive and significant influence simultaneously and partially. This study is relevant to the research conducted by Budianto and Katini (2015) which states that the dimensions of the Physical Work Environment have a positive and significant influence on Employee Performance.

5. Conclusion

5.1 Conclusion

1. Thus, it can be concluded that the physical work environment on Employee Performance has a positive and significant effect on Employee Performance at the Dana Usaha Cooperative in Denpasar.
2. Thus, it can be concluded that the physical work environment on Employee Performance has a positive and significant partial effect on Employee Performance at the Dana Usaha Cooperative in Denpasar.
3. Thus, it can be concluded that the Physical Work Environment variable has a dominant influence on the Employee Performance of the Dana Usaha Cooperative in Denpasar.

5.2 Limitations

This research was conducted within the scope of the Physical Work Environment in the form of Lighting, Air Circulation, Noise, Cleanliness, and Work Facilities on the Performance of Employees of the Dana Usaha Cooperative in Denpasar City, measured through a validated questionnaire.

5.3 Suggestions

Suggestions that can be submitted by researchers are: Can be a guideline for the company to maintain and improve employee motivation so that productivity increases and become a reference for researchers.

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