EFFECT OF WORK ENVIRONMENT AND COMMUNICATION ON EMPLOYEE PERFORMANCE AT PT ARYAN INDONESIA

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Abstract: This study aims to determine, describe, and analyze the influence of the work environment and communication on employee performance variables in a company. Either Simultaneously or Partially. The results showed that the work environment and communication variables had a significant effect on employee performance variables. Based on the t-test, the t-count value = 9.878 with a significance value of 0.000 <0.05 for the Work Environment Variable, and the t-count = 4.831 with a significance value of 0.001 <0.05 for the Communication Variable. The Work Environment Variable has a greater influence on Employee Performance with a Regression Coefficient of 0.844 compared to the Communication Variable of only 0.318. From the overall results of the study, it can be concluded that the Work Environment and Communication Variables have a significant influence on the Employee Performance Variables either Simultaneously or Partially.

Keywords: Work Environment, Communication, Employee Performance

Abstrak: Penelitian ini bertujuan untuk mengetahui, mendeskripsikan, dan menganalisis pengaruh lingkungan kerja dan komunikasi terhadap variabel kinerja karyawan pada suatu perusahaan. Baik Secara Bersamaan atau Sebagian. Hasil penelitian menunjukkan bahwa variabel lingkungan kerja dan komunikasi berpengaruh signifikan terhadap variabel kinerja karyawan. Berdasarkan uji-t diperoleh nilai t-hitung = 9,878 dengan nilai signifikansi 0,000 < 0,05 untuk Variabel Lingkungan Kerja, dan t-hitung = 4,831 dengan nilai signifikansi 0,001 < 0,05 untuk Variabel Komunikasi. Variabel Lingkungan Kerja memiliki pengaruh yang lebih besar terhadap Kinerja Karyawan dengan Koefisien Regresi sebesar 0,844 dibandingkan dengan Variabel Komunikasi yang hanya sebesar 0,318. Dari keseluruhan hasil penelitian dapat disimpulkan bahwa Variabel Lingkungan Kerja dan Komunikasi memiliki pengaruh yang signifikan terhadap Variabel Kinerja Karyawan baik Secara Simultan maupun Parsial.

Kata Kunci: Lingkungan Kerja, Komunikasi, Kinerja Karyawan

INTRODUCTION

Organizations in carrying out activities to achieve their goals have several interrelated and influential factors. One of these factors is very important that is used to drive other factors, namely human resources. Therefore, organizations are required to manage and optimize human resources. According to Marihot (2005:2), human resource management itself is very important in a company in addition to other factors such as capital. Because the management of Human Resources itself is to get employees who are reliable and able to carry out their duties correctly and responsibilities that can increase the effectiveness of the organization in order to achieve goals. According to Wirawan (2009:1), human resources are important because they play a role in mobilizing other resources to achieve organizational

goals. In the management of human resources, if individuals in the organization, namely human resources, can run effectively, the organization will continue to run effectively. Some human resource management activities such as procurement, assessment, protection, motivating employees, empowering employees, improving discipline, guidance, and others. Human resource management and optimization cannot be separated from the employee factor. Organizations must have employees who perform well. In other words, the continuity of an organization is determined by the performance of its employees. According to Siagan (2002:89), employee performance is influenced by several factors, namely: salary, work environment, organizational culture, leadership and work motivation, work discipline, job satisfaction, communication and other factors.

Communication between employees and superiors is also very important within the Company. A condition is said to be good or appropriate if employees can carry out their activities well because with good relationships with co-workers or increase socialization that is beneficial in the company environment. If a good performance relationship will create a sense of security, comfort in carrying out work. If the work environment is bad, employees will not feel safe, comfortable and feel dissatisfied at work. If employees cannot create a good work environment between co-workers, superiors and subordinates, it will interfere with employee performance and not create a sense of comfort and security in carrying out work. The creation of a conducive physical or non-physical work environment is a factor that has a major contribution in improving employee performance.

Researchers pay attention to communication between subordinates that occurs within the company is not going well, such as conveying assignments or other information concerning the company. Communication is one of the most important factors in a company. With good communication a company can run smoothly and vice versa. As said Katz & Kahn (2009:88) states that organizational communication is the flow of information, exchange of information and transfer of meaning in an organization. No group can excel without communication, only through word of mouth meaning from one person to another information and ideas can be conveyed.

Communication is the most important part in the life of an organization. This is understandable because poor communication will have a negative impact on the company, examples of conflicts between employees, otherwise good communication will understand each other, work together, so as to improve employee performance, Create a good work environment and work communication, the performance of employees will also increase so that the goals can be achieved. A company will expect its employees to work well, because having good employees is the dream of all companies. The problem of human resources is a challenge for company management because the success of management depends on the quality of its human resources. If within a company the Human Resources are running effectively and efficiently, the company will continue to run according to its objectives.

METHODS

Types of research

Quantitative methods are used to test the truth of a theory, besides that this method is chosen to test the relationship between one variable and another variable.

Population and Sample

So in this case it is necessary to use a sample taken from that population. Based on the number of population at PT Aryan Indonesia as many as 135 people while for the sample taken as respondents as many as 101 people.

RESULT AND DISCUSSION

Table 1. Description of Respondents' Responses to Work Environment Variables

No	Variabel Question	Answer of Responden										n	Score	Category
		SA (5)		A (4)		N (3)		DA (2)		SDA (1)				
		F	%	F	%	F	%	F	%	F	%			
1	X1_1	30	29.7	22	21.8	20	19.8	20	19.8	9	8.9	101	347	Good
2	X1_2	20	19.8	22	21.8	19	18.8	26	25.7	14	13.9	101	311	Enough
3	X1_3	31	30.7	22	21.8	23	22.8	18	17.8	7	6.9	101	355	Good
4	X1_4	22	21.8	18	17.8	26	25.7	25	24.8	10	9.9	101	320	Enough
5	X1_5	27	26.7	24	23.8	19	18.8	20	19.8	11	10.9	101	339	Good
6	X1_6	31	30.7	24	23.8	14	13.9	20	19.8	12	11.9	101	345	Good
7	X1_7	29	28.7	29	28.7	20	19.8	17	16.8	6	5.9	101	361	Good
8	X1_8	23	22.8	21	20.8	23	22.8	22	21.8	12	11.9	101	324	Enough
9	X1_9	34	33.7	15	14.9	19	18.8	21	20.8	12	11.9	101	341	Good
10	X1_10	32	31.7	19	18.8	17	16.8	24	23.8	9	8.9	101	344	Good

Information from the table above includes:

a) It is known from 101 Respondents that information from the Work Environment Variable X1_1 is as follows: The highest percentage of 30 respondents (29.7%) who gave the answer Strongly Agree That they feel comfortable while working at the Company. And the lowest is 9 respondents (8.9%) who think Strongly Disagree. So it is considered good.

b) It is known from 101 Respondents Information from the Work Environment Variable X1_2 is as follows: The highest percentage is 26 respondents (25.7%) who gave the answer Disagree that the lighting in the room was in accordance with the needs. And the lowest is 14 respondents (13.9%) who think Strongly Disagree. So the assumption is considered sufficient.

c) It is known from 101 Respondents Information from the Work Environment Variable X1_3 is as follows: The highest percentage is 31 Respondents (30.7%) who provide answers Strongly agree that the temperature in the work room is good enough to carry out work activities. And the lowest is 7 respondents (6.9%) who think Strongly Disagree. So the assumption is considered good.

d) It is known from 101 Respondents Information on the Work Environment Variable X1_4 is as follows: The highest percentage is 26 respondents (25.7%) who gave the answer Disappointingly that the air circulation in my work room is clean. And the lowest is 10 respondents (9.9%) who think Strongly Disagree. So the assumption is considered sufficient.

e) It is known from 101 Respondents Information from the Work Environment Variable X1_5 is as follows: The highest percentage is 27 Respondents (26.7%) who provide answers Strongly Agree that the Company's Supporting Facilities are quite complete. And the lowest is 11 respondents (10.9%) who think Strongly Disagree. So the assumption is considered good.

f) It is known from 101 respondents that the description of the work environment variable X1_6 is as follows: The highest percentage is 31 respondents (30.7%) who gave the answer Strongly Agree that the noise of mechanical equipment can interfere with work. And the lowest is 12 respondents (11.9%) who think Strongly Disagree. So the assumption is considered good

g) It is known from 101 Respondents Information from the Work Environment Variable X1_7 is as follows: The highest percentage is 29 Respondents (28.7%) who provide answers Strongly Agree and Agree that the arrangement of colors in the room can help work. This makes Respondents answer Strongly Agree and Also answered Agree because the percentage is the same. And the lowest is 6 respondents (5.9%) who think Strongly Disagree. So the assumption is considered good.

h) It is known from 101 Respondents Information from the Work Environment Variable X1_8 is as follows: The highest percentage is 23 Respondents (22.8%) who give Strongly Agree answers and 23 Respondents (22.8%) who give Disagree answers because the percentage is the same that the room is in the same place. I work enough to make me feel comfortable. And the lowest is 12 respondents (11.9%) who think Strongly Disagree. So the assumption is enough.

i) It is known from 101 Respondents Information from the Work Environment Variable X1_9 is as follows: The highest percentage is 34 respondents (33.7%) who gave answers Strongly agree that I feel I have no conflict with fellow coworkers. And the lowest is 12 respondents (11.9%) who think Strongly Disagree. So the assumption is good.

j) It is known from 101 Respondents Information from the Work Environment Variable X1_10 is as follows: The highest percentage is 32 Respondents (31.7%) who provide answers Strongly Agree that Bad Smell interferes with concentration while working. And the lowest is 9 respondents (8.9%) who think Strongly Disagree. So the assumption is good.

Table 2. Description of Respondents' Responses to Communication Variables

No	Variabel Question	Answer of Responden										n	Score	Category
		SA (5)		A (4)		N (3)		DA (2)		SDA (1)				
		F	%	F	%	F	%	F	%	F	%			
1	X2_1	25	24.8	18	17.8	22	21.8	25	24.8	11	10.9	101	324	Enough
2	X2_2	39	38.6	13	12.9	18	17.8	22	21.8	9	8.9	101	354	Good

3	X2_3	24	23.8	25	24.8	25	24.8	19	18.8	8	7.9	101	341	Good
4	X2_4	33	32.7	20	19.8	21	20.8	19	18.8	8	7.9	101	354	Good
5	X2_5	26	25.7	19	18.8	23	22.8	26	25.7	7	6.9	101	334	Good
6	X2_6	32	31.7	23	22.8	22	21.8	20	19.8	4	4	101	362	Good
7	X2_7	28	27.7	14	13.9	19	18.8	29	28.7	10	9.9	101	321	Good
8	X2_8	29	28.7	19	18.8	22	21.8	22	21.8	9	8.9	101	340	Good
9	X2_9	28	27.7	18	17.8	19	18.8	26	25.7	10	9.9	101	331	Good
10	X2_10	25	24.8	31	30.7	24	23.8	16	15.8	5	5	101	358	Good

The description of the table above includes:

a) It is known from 101 respondents obtained information from the Communication Variable X2_1 as follows: The highest percentage of 25 respondents (24.8%) who gave answers Strongly Agree and 25 Respondents (24.8%) who gave answers Disagree that the relationship between superiors and subordinates took place with good. And the lowest is 11 respondents (10.9%) who think Strongly Disagree so the assumption is Enough.

b) It is known from 101 respondents obtained information from the Communication Variable X2_2 as follows: The highest percentage of 39 respondents (38.6%) who gave the answer Strongly Agree that Co-Worker Relations are going well. And the lowest is 9 respondents (8.9%) who think Strongly Disagree. So the assumption is good.

c) It is known that from 101 respondents, information was obtained from the Communication Variable X2_3 as follows: The highest percentage of 25 respondents (24.8%) who gave the Agree answer and 25 Respondents (24.8%) who gave the answer Disappointingly that the existence of a reward made employees become enthusiastic. And the lowest is 8 respondents (7.9%) who think Strongly Disagree. So the assumption is good.

d) It is known from 101 respondents obtained information from the Communication Variable X2_4 as follows: The highest percentage of 33 respondents (32.7%) who gave answers Strongly Agree who gave answers I am happy and open when communicating with colleagues and superiors. And the lowest is 8 respondents (7.9%) who think Strongly Disagree. So the assumption is good.

e) It is known from 101 respondents obtained information from the Communication Variable X2_5 as follows: The highest percentage of 26 respondents (25.7%) who gave answers Strongly Agree and 26 Respondents (25.7%) who gave answers Disagree that I will carry out my work with responsibility. And the lowest is 7 respondents (6.9%) who think Strongly Disagree. So the assumption is considered good

f) It is known from 101 respondents obtained information from the Communication Variable X2_6 as follows: The highest percentage of 32 respondents (31.7%) who gave answers Strongly Agree that Communication allows the creation of harmonious cooperation between superiors and subordinates. And the lowest is 4 respondents (4.0%) who think Strongly Disagree. So the assumption is considered good.

g) It is known from 101 respondents obtained information from the Communication Variable X2_7 as follows: The highest percentage of 29 respondents (28.7%) who gave answers Strongly Agree that I respond to ideas or input that my colleague gave. And the lowest is 10 respondents (9.9%) who think Strongly Disagree. So the assumption is considered sufficient.

h) It is known that from 101 respondents, information on the Communication Variable X2_8 was obtained as follows: The highest percentage of 29 respondents (28.7%) who gave answers Strongly Agree that I express my opinion while discussing. And the lowest is 9 respondents (8.9%) who think Strongly Disagree. So the assumption is considered good.

i) It is known that from 101 respondents, information on the Communication Variable X2_9 was obtained as follows: The highest percentage of 28 respondents (27.7%) who gave answers Strongly Agree that I listen well to the ideas given by my co-workers. And the lowest is 10 respondents (9.9%) who think Strongly Disagree. So the assumption is considered good.

j) It is known that from 101 respondents, information on the Communication Variable X2_10 was obtained as follows: The highest percentage of 31 respondents (30.7%) who gave answers Agree that I will accept the rules made by superiors. And the lowest is 5 respondents (5.0%) who think Strongly Disagree. So the assumption is considered good.

Tabel 3. Description of Respondents' Responses to Performance Variables

No	Variabel Question	Answer of Responden										n	Score	Category
		SA (5)		A (4)		N (3)		TS (2)		STS (1)				
		F	%	F	%	F	%	F	%	F	%			
1	Y_1	22	21.8	16	15.8	23	22.8	26	25.7	14	13.9	101	309	Enough
2	Y_2	30	29.7	15	14.9	18	17.8	23	22.8	15	14.9	101	325	Enough
3	Y_3	33	32.7	16	15.8	19	18.8	20	19.8	13	12.9	101	339	Good
4	Y_4	27	26.7	25	24.8	24	23.8	16	15.8	9	8.9	101	348	Good
5	Y_5	24	23.8	23	22.8	22	21.8	21	20.8	11	10.9	101	331	Good
6	Y_6	40	39.6	15	14.9	19	18.8	19	18.8	8	7.9	101	363	Good
7	Y_7	28	27.7	27	26.7	22	21.8	15	14.9	9	8.9	101	353	Good
8	Y_8	35	34.7	20	19.8	19	18.8	19	18.8	8	7.9	101	358	Good
9	Y_9	25	24.8	23	22.8	22	21.8	22	21.8	9	8.9	101	336	Good
10	Y_10	26	25.7	23	22.8	19	18.8	22	21.8	11	10.9	101	334	Good

The description of the table above is:

a) It is known from 101 respondents obtained information from the Performance Variable Y_1 as follows: The highest percentage of 26 respondents (25.7%) who gave the answer Disagree that I am very disciplined at work. And the lowest is 14 respondents (13.9%) who think strongly disagree. So the assumption is considered sufficient.

b) It is known from 101 respondents obtained information from Work Variable Y_2 as follows: The highest percentage of 30 respondents (29.7%) who gave answers Strongly Agree that I always do my work carefully. And the lowest is 15 (14.9%) who answered Agree and 15 respondents (14.9%) who answered Strongly Disagree. So the assumption is considered sufficient.

c) It is known that from 101 respondents, information was obtained from Work Variable Y_3 as follows: The highest percentage of 33 respondents (32.7%) who gave answers Strongly Agree that I always listen to input from visitors well. And the lowest was 13 respondents (12.9%) who answered Strongly Disagree. So the assumption is considered good.

d) It is known that from 101 respondents, information was obtained from Work Variable Y_3 as follows: The highest percentage of 27 respondents (26.7%) who gave answers Strongly Agree that I always help visitors if they have difficulty in carrying out activities. And the lowest was 9 respondents (8.9%) who answered Strongly Disagree. So the assumption is considered good.

e) It is known from 101 respondents obtained information from Work Variable Y_3 as follows: The highest percentage of 24 respondents (23.8%) who gave answers Strongly Agree that I always maximize my time at work. And the lowest is 11 respondents (10.9%) who answered Strongly Disagree. So the assumption is considered good.

f) It is known that from 101 respondents, information was obtained from Work Variable Y_3 as follows: The highest percentage of 40 respondents (39.6%) who gave answers Strongly Agree that I always work according to the SOP that has been made by the company. And the lowest was 8 respondents (7.9%) who answered Strongly Disagree. So the assumption is considered good.

g) It is known that from 101 respondents, information was obtained from Work Variable Y_3 as follows: The highest percentage of 28 respondents (27.7%) who gave answers Strongly Agree that I am always friendly to visitors. And the lowest is 9 respondents (8.9%) who answered Strongly Disagree. So the assumption is considered good.

h) It is known from 101 respondents obtained information from Work Variable Y_3 as follows: The highest percentage of 35 respondents (34.7%) who gave answers Strongly Agree that I feel comfortable at work. And the lowest was 8 respondents (7.9%) who answered Strongly Disagree. So the assumption is considered good.

i) It is known from 101 respondents obtained information from Work Variable Y_3 as follows: The highest percentage of 25 respondents (24.8%) who gave answers Strongly Agree that I have a high commitment to work. And the lowest is 9 respondents (8.9%) who answered Strongly Disagree. So the assumption is considered good.

j) It is known from 101 respondents obtained information from Work Variable Y_3 as follows: The highest percentage of 26 respondents (25.7%) who gave answers Strongly Agree that good teamwork is needed at work. And the lowest is 11 respondents (10.9%) who answered Strongly Disagree. So the assumption is considered good.

Table 4. Research Variable Validity Test Results

No.	Variable	Variable Question	r score	r table	Description
1		X1.1	0,624	0,196	Valid
2	Work Environment	X1.2	0,517	0,196	Valid
3		X1.3	0,462	0,196	Valid

4		X1.4	0,287	0,196	Valid
5		X1.5	0,422	0,196	Valid
6		X1.6	0,529	0,196	Valid
7		X1.7	0,337	0,196	Valid
8		X1.8	0,444	0,196	Valid
9		X1.9	0,273	0,196	Valid
10		X1.10	0,421	0,196	Valid
11		X2.1	0,428	0,196	Valid
12		X2.2	0,319	0,196	Valid
13		X2.3	0,278	0,196	Valid
14		X2.4	0,499	0,196	Valid
15	Communication	X2.5	0,453	0,196	Valid
16		X2.6	0,282	0,196	Valid
17		X2.7	0,413	0,196	Valid
18		X2.8	0,365	0,196	Valid
19		X2.9	0,330	0,196	Valid
20		X2.10	0,231	0,196	Valid
21		Y.1	0,283	0,196	Valid
22		Y.2	0,412	0,196	Valid
23		Y.3	0,370	0,196	Valid
24		Y.4	0,204	0,196	Valid
25	Performance	Y.5	0,343	0,196	Valid
26		Y.6	0,400	0,196	Valid
27		Y.7	0,331	0,196	Valid
28		Y.8	0,395	0,196	Valid
29		Y.9	0,322	0,196	Valid
30		Y.10	0,352	0,196	Valid

Based on the table above, it is known that the calculated r value of the overall indicators tested is greater than the r table (0.196) and is positive, it can be concluded that all the indicators and items of this study passed the Validity Test and were declared valid.

Table 5. Research Variable Reliability Test Results

No.	Variable	Cronbach's Alpha	Critical Value	Description
1	Work Environment	0,819	0,60	Reliable
2	Communication	0,884	0,60	Reliable
3	Performance	0,735	0,60	Reliable

The results of the reliability test in the table above explain that the Alpha coefficient value on the variables that have been examined shows various results. All statements of

Independent Variable and Dependent Variable have Alpha Coefficient value > 0.60. Thus the measuring instrument used in this study is Reliable.

Table 6. Multicollinearity Test Results

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.091	1.113		.082	.935		
	Work Environment	.005	.052	.012	.097	.923	.639	1.566
	Communication	.058	.040	.181	1.452	.150	.639	1.566
a. Dependent Variable: Abs_Res								

The calculation results in the table beside show the Tolerance value close to 1 while the VIF value is around 1 and does not exceed 10. Therefore, it can be concluded that the independent variables used in the regression model of this study are free from multicollinearity or can be trusted and objective.
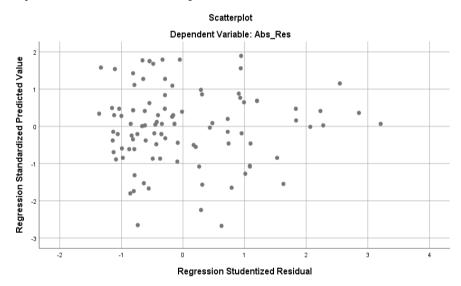

Figure 1. Heteroscedasticity Test Results

Based on the results of the analysis in the Scatterplot Figure shows that the dots spread randomly and do not form a certain pattern. This shows that there is no indication of heteroscedasticity in the Glejser Test model seen by producing regression of absolute residual value (AbsUi) to other independent variables. It is concluded that there is no heteroscedasticity in the Regression model.
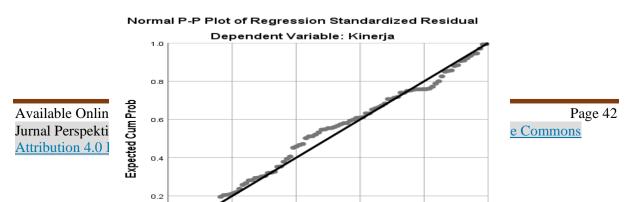
Figure 2. Normal Probability Plot Graph

By looking at the display of the Normal Probability Plot, where above it can be seen that the points spread and coincide only around the diagonal line, and the distribution follows the direction of the diagonal line, from the two graphs, it can be concluded that the regression model in this study meets the normality assumption.

Table 7. Multiple Linear Regression Results

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	**5.464**	1.838		2.972	.004		
	Work Environment	**.844**	.085	.636	9.878	.000	.639	1.566
	Communication	**.318**	.066	.311	4.831	.000	.639	1.566

a. Dependent Variable: Performance

From the variables above, it can be seen that the regression results obtained by the coefficient for the work environment variable of 0.844 for the communication variable of 0.318 with a constant of 5.464 so that the regression equation model obtained is as follows:

$$Y= 5.464 + 0{,}844X1 + 0{,}318X2 + e$$

From the above equation, it can be explained that:

a) Constant Value 5.464 Stating that if there is an increase in the value of the Work Environment Variable, then the Employee Performance Variable Value is 5.464 or an increase.

b) The Regression Coefficient of Work Environment Variable (X1) has a value of 0.844 which is positive on employee performance (Y). This means that the work environment will increase employee performance by 0.844 %, where other factors are considered constant.

c) The Communication Variable Regression Coefficient (X2) has a value of 0.318 which is positive for employee performance (Y). This means that if there is good communication, it will increase employee performance by 0.318%, where other factors are considered constant.

Table 8. Simultaneous Significant Test

		ANOVAª				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1534.567	2	767.284	**139.568**	.000ᵇ
	Residual	538.759	98	5.498		
	Total	2073.327	100			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Communication , Work Environment						

From the ANOVA test or F test, it is known that the significance value for the Work Environment and Communication simultaneously on Performance is $0.000 < 0.05$ and the Fcount value is $139.568 > $ Ftable 3.09, so it can be concluded it is concluded that H3 is accepted which means that there is an effect of the Work Environment and Communication simultaneously on the Performance.

Table 9. Partial Significance Test (T Test)

		Coefficientsª	
Model		t	Sig.
1	(Constant)	2.972	.004
	Work Environment	9.878	.000
	Communication	4.831	.000
a. Dependent Variable: Performance			

The results of data analysis from the table above are as follows:
a) Effect of the First Hypothesis (H1)

It is known that the sig value for the influence of the work environment on employee performance is $0.000 < 0.005$ and the t value is calculated $(9.878) > $ t table 1.660. So it can be concluded that H1 is accepted, which means that there is an influence of the work environment on employee performance.

b) Effect of the Second Hypothesis (H2)

It is known that the sig value for the influence of Communication on Employee Performance is $0.001 < 0.05$ and t Count $(4.831) > $ t table 1.660 So it can be concluded that H2 is accepted, which means that there is an effect of Communication on Employee Performance

Table 10. Coefficient of Determination Test Results (R2)

		Model Summaryᵇ			
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.860ª	**.740**	.735	2.345	2.239
a. Predictors: (Constant), Communication, Work Environment					

b. Dependent Variable: Performance

From the results of statistical analysis assisted by the SPSS Version 25 program, it shows that the Correlation Coefficient Test r is 0.860 while the Independent Variable is able to explain the Dependent Variable of 0.740 or 74%, 26% is again influenced by other factors not examined in this study. The results of the Coefficient of Determination test mean that there are other independent variables that affect the performance of PT Aryan Indonesia's employees.

CONCLUSION

Based on the results of the research that the author has done, the following conclusions can be drawn:

1. Work Environment Variables Have a Positive and Significant Influence on Employee Performance of PT Aryan Indonesia. It can be seen from the t-count value which is greater than the t-table (9.878>1.660) with a significance level of 0.000 <0.05, which means that the work environment has a role in influencing employee performance at PT Aryan Indonesia.

2. Communication variable has a positive and significant influence on employee performance at PT Aryan Indonesia. It can be seen from the t-count value is greater than the t-table, namely (4.831>1.660) with a significance level of 0.000 <0.05, which means that communication has a role in influencing employee performance at PT Aryan Indonesia.

3. Work Environment and Communication Variables together have a Significant Influence on Employee Performance with the acquisition of evidence F count (139,568) > F table (3.09) with a significance level.

4. As much as 0.000 which is smaller than 0.05 which means that the Work Environment and Communication Variables together have an effect on Employee Performance at PT Aryan Indonesia. And this answers the hypothesis (H3) which reads that " Simultaneously there is a significant influence between the work environment and communication together on employee performance at PT Aryan Indonesia. Where is the most dominant variable in influencing employee performance.

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