

The Effect of the Working Environment and the Work Period on the Performance of Bank BJB Employees Sukabumi Branch Office During the Covid-19 Pandemic

Mohamad Zainal Arifin¹
Nurul Hermina²

^{1,2}Management, Universitas Widyatama, Indonesia

¹Author's correspondence: mohamad.zainal@widyatama.ac.id

Abstract. The Covid-19 pandemic has put pressure on various aspects, including banking. One of them is Bank BJB, which has not been able to optimally develop the potential of its human resources in facing the pressure of the Covid-19 pandemic. The purpose of this study was to obtain the results of studies and analyses regarding the working environment and the work period or tenure in determining the performance of employees of Bank BJB Sukabumi Branch during the Covid-19. The research method used is the descriptive verification method, which produces a study of each variable and the results of the analysis of the relationship between variables that are suspected to have gaps. The sample in this study used the census method, all employees of Bank BJB Sukabumi Branch, 142 employees were the samples in this study. The analysis technique used in this research is the multiple regression hypothesis testing technique. The results showed that changes in employee performance at Bank BJB Sukabumi Branch Office were caused by the working environment and the work period. The finding of this research showed that the working environment and the work period have a significant effect on employee performance. In addition to these two variables, other factors can affect changes in employee performance that are not included in this research model.

Keywords: Working environment; Work period; Employee performance; BJB Bank.

Abstrak. Pandemi Covid-19 memberikan tekanan pada berbagai aspek termasuk perbankan. Salah satunya pada Bank BJB yang belum dapat mengembangkan potensi sumber daya manusia yang dimilikinya secara optimal dalam menghadapi tekanan Pandemi Covid-19. Tujuan penelitian ini adalah untuk mendapatkan hasil kajian dan analisis mengenai lingkungan kerja dan masa kerja dalam menentukan kinerja pegawai Bank BJB Cabang Sukabumi selama masa Covid-19. Metode penelitian yang digunakan adalah metode deskriptif verifikatif, yaitu menghasilkan suatu kajian pada setiap variabel dan hasil analisis hubungan antarvariabel yang diduga memiliki kesenjangan. Sampel dalam penelitian ini menggunakan metode sensus, yaitu seluruh pegawai Bank BJB Cabang Sukabumi yang berjumlah 142 orang pegawai menjadi sampel dalam penelitian ini. Teknik analisis yang digunakan dalam penelitian ini adalah teknik pengujian hipotesis dengan analisis regresi berganda. Temuan dalam penelitian ini menunjukkan bahwa perubahan kinerja karyawan pada Bank BJB Kantor Cabang Sukabumi

disebabkan oleh lingkungan kerja dan masa kerja. Artinya, lingkungan kerja dan masa kerja berpengaruh signifikan terhadap kinerja karyawan Bank BJB. Selain dua variabel tersebut, faktor-faktor lain dapat mempengaruhi perubahan kinerja karyawan yang tidak masuk dalam model penelitian ini.

Kata kunci: *Lingkungan kerja; Masa kerja; Kinerja karyawan; Bank BJB.*

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BACKGROUND

The success or failure of an organization is highly dependent on the employees owned by the organization. Human resources play a very important role in the organization, because human resources plan, implement, and control every activity of the organization to achieve goals. Attention to human resources should receive more serious attention than other resources, this is because they have thoughts, feelings, and behaviors that can affect the success of the organization (Wirawan, 2019). Employees are the spearhead for the success of an organization in achieving its goals is one of the factors that need to be considered in the growth and development of an organization, so the quality of employees needs to be considered to be more responsive to their work, especially during the Covid-19 Pandemic.

The work environment in the company is very important and has a big influence on workers in carrying out their activities. With a good work environment, workers can feel the stimulation to carry out the tasks given, and for that, the company should create a work environment that can please its employees (Sunyoto, 2015). Especially amid the Covid-19 pandemic, it is important to provide a work atmosphere that is pleasant, safe, and conducive to good performance on the part of employees. When workers are comfortable in their workplace, they are more productive. Even though they are coordinating remotely, teams will nonetheless perform tasks effectively, on schedule, and with a high level of satisfaction. Several ideas describe the connection between an adequate work environment and the performance provided by employees, and these theories lend credence to the idea that the physical and non-physical work environment affect employee performance (Sunyoto, 2015).

It is important to understand that the process of accomplishing company goals is intrinsically linked to the impact of environmental factors on employee performance. Employees' productivity during the Covid-19 pandemic will be determined by factors such as their degree of motivation, job satisfaction, stress, working environment, social pressures, and other changes (Bajpai & Gandhi, 2020).

In addition to work environment factors, tenure also has an important role in achieving the performance of its employees. The term of service is defined as the length of time a person works for the organization, so the tenure is determined by the period. The working period of employees is determined by the time when they start working, it can be concluded that employees have high work experience. The tenure of a person can be used as an effective tool to carry out tasks that are indeed influenced by developments

and changes. Someone who has a longer working period is able and has the potential to carry out his duties and responsibilities. The tenure of a person will affect the performance of the person himself. Someone who has a longer working period will work better, resulting in higher productivity and experience in dealing with any conditions, especially during the Covid-19 pandemic (Tulus, 2012). Based on the data and information received by the author, it can be seen that the achievement of employee performance during the Covid-19 pandemic shows the average score as follows:

Table 1. Employees' Performance of Bank BJB Sukabumi Branch

	QU III 2021	QU IV 2021	QU I 2022	QU II 2022
Sukabumi Branch	88%	85%	87%	84%

Source: Administration of Bank BJB Sukabumi Branch, August 2022.

The data above shows that the achievement of employee performance has not been maximized, where the data was taken in the third quarter of 2021 to the second quarter of 2022 which now has no increase. The average percentage obtained is about 86%, and this value is included in a fairly good assessment (Parameters of Bank BJB 2022 performance assessment). Table 1 also shows that employee skills are influenced by the length of time the employee has been in the company and in the same type of work, which is usually more skilled than the new employee. Skills can develop if applied continuously. The longer a person works on a type of work, the more skilled that person will be at that type of work, so that it can be more efficient and effective (Tulus, 2012).

The results of an interview with the Head of the Internal Control Section of the Bank BJB Sukabumi Branch Office in August 2022, Bank BJB has not been able to develop the potential that exists in human resources optimally to empower human resources who are ready to carry out their duties as professionals under pressure from Pandemic Covid-19. The gap in this study can be explained that Bank BJB Sukabumi Branch Office has a very good work environment, where the working environment in question is the physical environment (Sedarmayanti, 2001). The physical work environment within the Bank BJB Sukabumi Branch Office has been equipped with very complete health protocol facilities, but these factors have not been able to significantly improve employee performance in serving customers.

Furthermore, the a gap regarding employee tenure with employee performance, where employees within the Bank BJB Sukabumi Branch Office are employees with a long service period. Sinungan (2017) argues that employees working period for a long period can show responsibility, a sense of belonging, courage, and introspection of employees, but this theory has not been able to improve employee performance within the Bank BJB Sukabumi Branch Office during the Pandemic. Covid-19. Based on the description, to improve the achievement of employee performance, it is necessary to research the influence of the work environment and working period on the performance of employees of Bank BJB Sukabumi Branch in the Covid-19 Pandemic condition.

THEORETICAL REVIEW

Sunyoto (2015) argues that the work environment is everything that is around the workers and that can affect them in carrying out the tasks assigned, for example, cleaning, music, lighting, and others. Furthermore, Bulger et al. (2020) The term "work environment" refers to the effect of factors such as boredom, monotony, and exhaustion in the workplace on employees' behavior and outlook. These factors are of importance to employers because they contribute to the development of "psychological alterations."

Factors that have a relationship with the work environment are the tenure of each employee, where tenure is the period or length of time a person works in an agency, office, and so on that has a close relationship with the work environment so that the employee can survive for a certain period (Koesindratmono & Septarini, 2011). According to Suma'mur in Devi et al. (2022), the term of service is also the period for someone who has worked from the first start to work and a part of the time that has a period, where a person is employed in one area of the place of business to a certain extent. According to Rudiansyah (2013), it is the length of time an employee contributes his energy to a particular company and results in the absorption of various human activities. The more experienced an employee is, the more it will help the company to produce more performance or output.

Performance, defined as "the result of an individual over some time in carrying out tasks such as work standards, targets, or criteria targets that have been mutually determined and agreed upon," can be affected by factors such as the work environment and the length of time an employee has spent in their current position (Zainal et al., 2015). Companies can use employees' performance data for more than just deciding who gets a raise or a promotion; it can also be used to mold workers via the workplace and foresee and prevent performance dips. For businesses to set pay, hand out promotions, and gauge employee behavior, it is necessary to conduct performance reviews that take into account the strengths and shortcomings of each worker. According to Utami (2002), performance appraisal is the process by which a person's workforce or employees (workers and managers) are evaluated based on their personality traits, work behavior, and work results, all of which are thought to support their performance and are taken into account when making decisions in the realm of employment.

The influence of work environment variables on employee performance is supported by Rahmawati's (2011) research conducted at the Primary Tax Service Office in Malang City with a total of 79 employees as respondents. The results of this study indicate that the work environment has a significant influence on employee performance, this can be analyzed based on the important role of the work environment in the success and completion of employee work so that it can be measured in excellent performance. Furthermore, research conducted by Nurjaya et al. (2021) at PT Hazara Cipta Pesona with respondents of as many as 88 employees with descriptive and quantitative research methods. The results of this study indicate that the work environment can significantly affect employee performance, where the intended work environment is a non-physical work environment. Even amid the Covid-19 pandemic, individuals who have positive stimulation and behavior can improve employee performance. Based on previous literature, the following hypothesis 1 is formulated as follows.

H1: The working environment can affect the employee's performance at Bank BJB Sukabumi Branch Office.

The work period of service has a significant influence on employee performance in research conducted by Ariono (2017) in Kaliwiro District, Wonosobo with 216 village officials as respondents. This proves that the longer the working period of the village apparatus, the easier it is to carry out their work so that the performance assessment of the village apparatus can be consistent and good. Similarly, research conducted by Dewi & Hasniaty (2017) that the work environment and tenure can have a strong influence on the performance of the employees of the Santa Clara Cooperative, Central Lampung. The research concludes that the working environment together with the employee's tenure can improve employee performance, it has found that the Covid-19 pandemic pressure also produces a new culture in the Santa Clara Cooperative that can change the way employees work. Based on previous literature, the following hypothesis 2 is formulated as follows.

H2: The work period can affect the employee's performance at Bank BJB Sukabumi Branch Office

The work environment and tenure affect employee performance. As evidenced in Effendy & Fitria's (2019) research, which shows that the work environment and tenure simultaneously influence employee performance. A positive work environment, characterized by recognition, coworker and management support, and growth opportunities, increases employee motivation and job satisfaction. It also contributes to employees' psychological well-being, including feelings of security, emotional support, and value.

Meanwhile, long tenure allows employees to accumulate experience and knowledge in their job roles, leading to a better understanding of responsibilities and the acquisition of necessary skills. Organizational support in terms of training, career development, and job security also influences employee performance by fostering commitment to their work. By prioritizing and effectively managing the work environment and tenure, organizations can create conducive conditions that enable employees to unleash their full potential and achieve optimal performance. Based on previous literature, the following hypothesis 3 is formulated as follows.

H3: The working environment and the work period can affect the employee performance of Bank BJB at the Sukabumi Branch Office

The results of the empirical data that have been obtained and *the research gap* and *theoretical gap* that has been stated above, the novelty in this research is being able to explain technically how to improve the performance of employees of Bank BJB Sukabumi Branch Office, which can reduce cost efficiency and time effectiveness to create conditions an increasingly conducive work environment by empowering employees with long tenures. Furthermore, implementing these findings within the Bank BJB Sukabumi Branch Office with the Covid-19 pandemic condition.

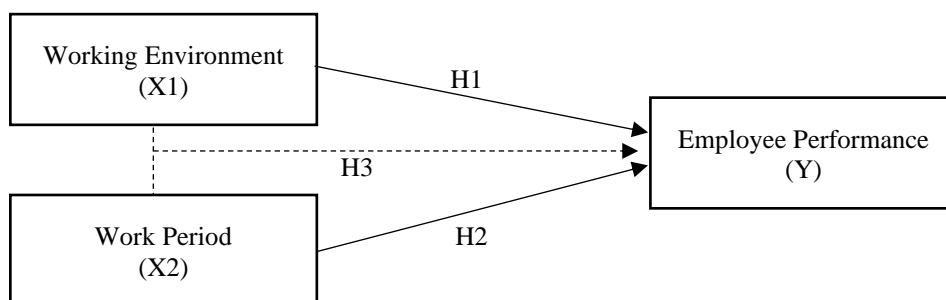


Figure 1. Research Model

Based on the problem background and theoretical studies on how the work environment and tenure can determine the performance of the employees of Bank BJB Sukabumi Branch Office and supported by previous research, the paradigm in this study can be explained in Figure 1.

RESEARCH METHODS

The research method used in this study uses a descriptive verification method, whereas the method uses a quantitative approach, where this study will determine a significant relationship between the variables studied so that conclusions can be obtained that will clarify the description of the object under study (Sugiyono, 2019). The primary data used in this study are the results of questionnaires distributed to 142 employees of Bank BJB Sukabumi Branch Office. This study identified the variables to be studied, i.e.: (1) work environment, (2) work period or tenure, and (3) employee performance. The components of each variable can be explained through operational variables, where these components are described in the following table:

Table 2. Operational Variables (in ordinal scale)

Variables	Dimensions	Indicators
Working Environment	Temporary work environment	Clarity of working hours
		Effective working hours
	Non-physical work environment	Relationship between superiors and subordinates
		Relations between employees
Physical work environment	Work atmosphere	
Work Period	Time period	Facilities and infrastructure
		Length of working
	Source of work	Work experience
		Social support
Employee performance	Work result	Guidance from superiors
		Work Quality
	Working speed	Quantity of work
		Work efficiency
		Work effectiveness
Work initiative	Target achievement	
	Work creativity	
	Use of time	

The sample is a subset of the number of characteristics possessed by the population, which is a generalized area made up of persons or objects with specified features and characteristics determined by researchers to be investigated and then derived conclusions about (Sugiyono, 2019). The sampling method in this study refers to the saturated sample/census method, where the saturated sample is a sampling technique if all members of the population are used as samples and another term for the saturated sample is census (Sugiyono, 2019). The saturated sample/census in this study were all employees of Bank BJB Sukabumi Branch, totaling 142 employees, where the sampling technique used a *non-probability sampling technique*. The technique is not chosen randomly and not all elements or elements of the population have the same opportunity to be selected as research samples (Sugiyono, 2019).

After data has been collected from all respondents, it is time to analyze the information by sorting it into groups according to variables and types of respondents, tabulating it according to variables from all respondents, presenting it according to the variable under study, performing calculations to answer the problem formulation, and performing calculations to test the hypothesis.

The researcher will first determine the methods and equipment needed to collect data from the aspects of interest. In this investigation, a questionnaire plays a key role. Respondents' perspectives on social phenomena are measured using the Likert scale. In a Likert scale, the variables to be measured are translated into variable indicators and used as a starting point for compiling instrument items where the alternative is in the form of questions. The answers to each instrument item using a Likert scale have a gradation from very positive to very negative. The alternative answers using a Likert scale are by giving a score for each alternative question answer as in Table 3.

Table 3. Likert Scale

Question Answer	Weight
Strongly agree	5
Agree	4
Disagree	3
Don't agree	2
Strongly Disagree	1

Source: Sugiyono (2019).

Descriptive Analysis

Characteristics of respondents and study variables can be described and characterized through descriptive analysis. Descriptive analysis is used by the authors of this study to categorize the responses of all respondents based on the independent and dependent variables. The evaluation criteria for each statement item are ordered based on the aggregate score collected from the respondents. In the scoring and indexing phase of the analysis process, the weighted frequency values (1–5) are multiplied by their respective weights to get a total score. At this point, we divide the final score by the total number of responses to arrive at the index using the mean technique.

Verification Analysis

In this study, multiple regression analysis was used using *SPSS 20.0 software*, where Sugiyono (2019) suggested that multiple linear regression analysis can be used by researchers if researchers predict how the ups and downs of the dependent variable (criteria) if two or more variables independent as a *predictor factor* up and down its value (manipulated). Multiple regression analysis will be carried out if the number of independent variables is at least 2. Therefore, this study can be carried out to determine the effect of the work environment (X1) and years of service (X2) on employee performance (Y). The multiple linear regression equation in this study uses formula [1].

$$Y = a + b_1X_1 + b_2X_2 + e \text{ -----[1]}$$

Description of formula [1]:

- Y = dependent variable (Employee Performance)
- X₁ = Independent variable (Working Environment)
- X₂ = Independent variable (Work Period)
- e = Error
- a = Constant number
- b₁ b₂ = Coefficient of line direction

F Statistical Hypothesis Test (Simultaneous)

The F test is used to test and find out how the influence of all independent variables together on the dependent variable in a study and to test whether the regression model that has been used has a significant or non-significant effect. The use of the null hypothesis (H₀) to determine whether all measures in the test are equal to zero (0). According to Ghozali (2018), it means that the independent variable is not a significant explanation for the dependent variable. So the test is 0.05 then the F test is:

- If the significance > 0.05, H₀ is accepted: then the working environment and the work period simultaneously have a significant effect on employee performance;
- If the significance < 0.05, H₀ is rejected: then the working environment and the work period simultaneously do not significantly affect employee performance.

Statistical Hypothesis Test t (Partial)

The t-test according to Ghozali (2018), the t-test is one of the statistical tests used to test how far the influence of the independent variables individually is to explain the contents of the dependent variable. The t-test is also useful to see how the independent variables individually influence the dependent variable with the assumption of being independent. So if the test is > 0.05 then the t-test is:

- If the significance > 0.05, H₀ is accepted: then the working environment and the work period partially have a significant effect on employee performance;
- If the significance < 0.05, H₀ is rejected: then the working environment and the work period partially have no significant effect on employee performance.

Research Location and Time

The object of this research is the influence of the work environment and tenure at Bank BJB Sukabumi Branch Office on Jl. Jend. A. Yani Number 35 A-37 Sukabumi City. The research time starts in May 2022 until it is finished.

RESULTS AND DISCUSSIONS

Descriptive Analysis of Respondents' Characteristics and Research Variables

The characteristics of employees presented in this study include years of service and age. based on years of service, it can be concluded that employees at Bank BJB Sukabumi Branch Office who became respondents in this study had the most tenure between 5-10 years, followed by respondents who had less than 5 years of service. It means mostly. Employees at Bank BJB Sukabumi Branch Office still have a working period of not more than 10 years. Based on age, it was concluded that the employees at Bank BJB's Sukabumi Branch Office who were respondents in this study were mostly

aged more than 25-30 years, followed by respondents aged > 30-35 years. This means that most employees at Bank BJB's Sukabumi Branch Office still have an age of no more than 35 years.

In the work environment, the majority of respondents agree that the air circulation in the workplace operates well so that they feel comfortable at work, this is due to the current Covid-19 pandemic condition. Followed by the respondents who strongly agree with the statement, although some people do not agree and even disagree with the statement. Many respondents strongly agree that noise can interfere with concentration at work. Then followed by respondents who agreed with the statement, although some people did not agree with the statement. Respondents agree that supervisory supervision of employees in the company is already strict, even though there are rules that confirm the health protocol that is being faced amid the Covid-19 pandemic. It was followed by respondents who did not agree with the statement, but many respondents strongly agreed with the statement.

In the descriptive results of employee performance, the majority of respondents agreed in conveying their duties/jobs, already clearly knowing the quality standards of work, in which case it can be realized that there will be changes in work results because they are in a Covid-19 Pandemic condition. Followed by respondents who strongly agree with the statement, but some respondents do not agree with the statement. Respondents agreed to have shown the level of achievement of organizational goals optimally. Followed by respondents who strongly agree with the statement, but some respondents do not agree with the statement. Many respondents agree that they have been able to complete the target amount/workload following the specified amount. Followed by respondents who strongly agree with the statement, but some respondents do not agree with the statement.

Hypothesis Test Results

Simultaneous Hypothesis Testing

The hypothesis to be tested is the effect of the work environment and tenure simultaneously on employee performance. The following are the stages of testing the third hypothesis using multiple correlation analysis, F test, and coefficient of determination. Multiple correlation analysis is used to measure how strong the relationship between work environment and tenure simultaneously with employee performance is. Based on the processing results obtained multiple correlation coefficients between work environment and tenure simultaneously with employee performance at Bank BJB Sukabumi Branch Office as presented in the following tables.

In the Table 4, it can be seen that the coefficient of determination (R-square) of 0.608 indicates that 60.8% of changes in employee performance at Bank BJB Sukabumi Branch Office are simultaneously caused by the work environment and years of service. In other words, the work environment and tenure simultaneously have an effect of 60.8% on employee performance. While the remaining 39.2% is the influence of other factors outside the work environment and tenure.

Table 4. Multiple Correlation of Work Environment and Simultaneous Working Period with Employee Performance

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780 ^a	.608	.603	.35324

^aPredictors: (Constant), Working Environment, Work Period.

^bDependent Variable: Employee Performance.

In the Table 4, it can be seen that the correlation coefficient between work environment and tenure simultaneously with employee performance is 0.780. This data shows that there is a close/strong relationship between the work environment and working period simultaneously with employee performance at Bank BJB Sukabumi Branch Office during the Covid-19 Pandemic condition. To test the hypothesis, a simultaneous test was used through the F test obtained through the Anova table as presented in the Table 5.

Table 5. ANOVA Table for Simultaneous Testing

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.933	2	13.466	107.919	.000 ^b
	Residual	17.345	139	.25		
	Total	44.277	141			

^aDependent Variable: Employee Performance

^bPredictors: (Constant), Length of Service, Work Environment.

Based on the processing results as contained in Table 5, it can be seen that the calculated F-value is 107.919 with a significance value close to zero. Then the value of the F-table at a significance level of 5% ($\alpha = 0.05$) and degrees of freedom 2 and 139 are 3.061. Because the F-count (107.919) is greater than the F-table (3.061), then at an error rate of 5% it was decided to reject H0 so that Ha was accepted. The work environment and working period simultaneously affect employee performance at Bank BJB Sukabumi Branch Office during the Covid-19 Pandemic condition.

Partial Hypothesis Test

To determine the form of the functional relationship between work environment and tenure simultaneously on employee performance, simple linear regression analysis was used. Based on the results of data processing using SPSS software, the following regression results were obtained in Table 6.

Table 6. Partial Test Results

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations Zero-order
	B	Std. Error	Beta			
(Constant)	.993	.152		6.518	.000	
1 Working environment	.584	.048	.658	12.175	.000	.716
Work period	.038	.006	.315	5.829	.000	.437

^aDependent Variable: Employee Performance.

Through the value of *unstandardized coefficients (B)* contained in the table above, the regression equation [2]. In this equation, it can be seen that the regression coefficient of the work environment (X_1) has a positive sign which means the more comfortable the work environment will make the employee's performance more qualified. Then the service period (X_2) also has a positive sign which means that the longer the service period, the higher the quality of the employee's performance.

$$Y = 0.993 + 0.584 X_1 + 0.038 X_2 \text{ -----}[2]$$

In the Table 6, it can be seen that the t_{count} value of the work environment on employee performance is 12.175 with a significance value close to zero. Because the value of the t_{count} is greater than the t_{table} , then at an error rate of 5% it was decided to reject H_0 so that H_a was accepted. Thus it can be concluded that the work environment affects the performance of employees at Bank BJB Sukabumi Branch Office. The results of this study provide empirical evidence that a more comfortable work environment will improve employee performance.

Table 6 also showed that the value of t_{count} work periode of service on employee performance is 5.829 with a significance value close to zero. Because the value of t_{count} is greater than t_{table} , then at an error rate of 5% it was decided to reject H_0 so that H_a was accepted. Thus, it can be concluded that the period of service has an effect on employee performance at Bank BJB Sukabumi Branch Office. The results of this study provide empirical evidence that the longer the tenure will improve employee performance.

Discussions

The working environment can affect the employee's performance at Bank BJB Sukabumi Branch Office

Based on the research result, the value of the t_{count} is greater than the t_{table} , then it was decided to reject H_0 so that H_a was accepted. Thus it can be concluded that the work environment affects the performance of employees at Bank BJB Sukabumi Branch Office. The results of this study provide empirical evidence that a more comfortable work environment will improve employee performance.

These findings are in line with research by Rahmawati (2011) which states that the work environment has a significant influence on employee performance, this can be analyzed based on the important role of the work environment in the success and completion of employee work so that it can be measured in excellent performance. This study also corroborates the results of Nurjaya et al. (2021) research which shows that the work environment can significantly affect employee performance, where the work environment in question is the non-physical work environment. Even amid the Covid-19 pandemic, individuals who have positive stimulation and behavior can improve employee performance.

The work period can affect the employee's performance at Bank BJB Sukabumi Branch Office

The t_{count} value is greater than the t_{table} , so H_0 is rejected and H_a is accepted. Therefore, it can be concluded that tenure affects employee performance at Bank BJB Sukabumi Branch Office. The results of this study provide empirical evidence that the longer the tenure will improve employee performance.

This study supports the results of Ariono's (2017) research, which shows that tenure has a significant influence on employee performance in Kaliwiro District, Wonosobo. This proves that the longer the working period of village officials, the easier it is to carry out their work so that the performance assessment of village officials can be consistent and good.

This research is also in line with research conducted by Dewi & Hasniaty (2017) that the work environment and tenure can have a strong influence on the performance of employees of the Santa Clara Cooperative in Central Lampung. The study concluded that the work environment together with employee tenure can improve employee performance, having findings that the pressure of the Covid-19 pandemic also produces a new culture at the Santa Clara Cooperative that can change the way employees work.

The working environment and the work period can affect the employee performance of Bank BJB at the Sukabumi Branch Office

The results showed that the F-count was greater than the F-table, so H₀ was rejected and H_a was accepted. It is concluded that work environment and tenure simultaneously affect employee performance at Bank BJB Sukabumi Branch Office during the Covid-19 pandemic.

The coefficient of determination (R-square) test results also showed that 60.8% of changes in employee performance at Bank BJB Sukabumi Branch Office are simultaneously caused by work environment and tenure. In other words, work environment and tenure simultaneously affect 60.8% of employee performance. While the remaining 39.2% is the influence of other factors outside the work environment and tenure.

These results are in line with Effendy and Fitria (2019) and Dewi & Hasniaty (2017) research which show that the work environment and tenure simultaneously affect employee performance. A positive work environment, coupled with sufficient tenure, can enhance employee motivation, satisfaction, and productivity, ultimately contributing to organizational success. Understanding and optimizing the interaction between these factors is essential for creating a thriving workplace culture and maximizing employee performance.

CONCLUSIONS AND RECOMMENDATIONS

This study showed that the working environment and the work period have an influence on employee performance at Bank BJB Sukabumi Branch Office. The results showed that the working environment affected employee performance by 47.1%, while the rest was influenced by other factors outside the work environment variable. A good working environment, including good air circulation and adequate room layout, has a positive impact on employee health and safety amid the Covid-19 pandemic. In addition, tenure also has an influence on employee performance by 13.8%. However, this influence is considered less significant because each employee has different work experience. Despite the pandemic conditions, employees who have a long tenure are more prepared and able to adapt to the situation.

In conclusion, a good working environment and longer tenure can improve employee performance at Bank BJB Sukabumi Branch Office, and employees also show good performance in facing the pressure of the Covid-19 pandemic. Recommendations

for Bank BJB Sukabumi Branch Office include implementing employee rotation, evaluation, and training, improving office atmosphere, cleanliness and functionality of facilities, optimizing workplace layout, employee engagement, transparency in rotation and transfer, and reward and consequence system.

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