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The Effect Of The Working Environment And Work Period On The Performance Of Bank Bjb Employees Sukabumi Branch Office During The Covid-19 Pandemic

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Abstract. This research has a background from observational data which shows that the performance data of Bank BJB employees who visited didn't experience an increase during the sloping Covid-19. The purpose of this study was to obtain the results of studies and analyzes regarding the work environment and tenure in determining the performance of employees of Bank BJB Sukabumi Branch during the Covid-19. Research method used is descriptive verification method, thats produces a study in each variable and the results of the analysis of the relationship between variables that are suspected to have gaps. 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 indicate that 47.1% changes in employee performance at Bank BJB Sukabumi Branch Office are caused by the work environment, and 13.8% changes in employee performance at Bank BJB Sukabumi Branch Offices are caused by years of service. The conclusion is that the work environment and tenure affect employee performance. While the remaining 39.1% is influenced by other factors that are not included in the research model.

Keywords: Work environment ; working period ; employee performance ; BJB Bank.

Abstrak. Penelitian ini dilatarbelakangi oleh data observasi yang menunjukkan bahwa data kinerja pegawai Bank BJB yang berkunjung tidak mengalami peningkatan selama masa Covid-19 yang landai. Tujuan dari 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 antar variabel yang diduga memiliki kesenjangan. Sampel dalam penelitian ini menggunakan metode sensus, seluruh pegawai Bank BJB Cabang Sukabumi, 142 pegawai menjadi sampel dalam penelitian ini. Teknik analisis yang digunakan dalam penelitian ini adalah teknik pengujian hipotesis regresi berganda. Hasil penelitian menunjukkan bahwa 47,1% perubahan kinerja pegawai di Bank BJB Kantor Cabang Sukabumi disebabkan oleh lingkungan kerja, dan 13,8% perubahan kinerja pegawai di Bank BJB Kantor Cabang Sukabumi disebabkan oleh masa kerja. Kesimpulan adalah lingkungan kerja dan masa kerja berpengaruh terhadap kinerja karyawan. Sedangkan sisanya sebesar 39,1% dipengaruhi oleh faktor lain yang tidak termasuk dalam model penelitian.

Kata kunci: Lingkungan kerja ; masa kerja; kinerja karyawan ; Bank BJB.

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 that the quality of employees absolutely 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, for that the company should create a work environment that can please its employees (Sunyoto, 2015). One of the efforts to produce good employee performance or even improve the performance of employees is to create a comfortable, safe, conducive, and pleasant work environment, especially during the Covid-19 Pandemic. Employees will feel at home in their work environment and will affect their performance. Jobs will be completed properly, on time and employees will feel happy with their work even though they are coordinating online. The work environment, both physical and non-physical, is considered to have an effect on employee performance and this is supported and strengthened by the existence of several theories that explain the relationship between an adequate work environment and the performance produced by employees (Sunyoto, 2015).

It should be realized that the influence of work environment factors on employee performance is closely related to the process of achieving company goals. Employees will work productively or not only depending on motivation, job satisfaction, stress levels, physical conditions of work, social pressures and changes that occur that affect employee performance during the Covid-19 Pandemic (Bajpai, 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 time span. 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 to deal with any conditions, especially during the Covid-19 Pandemic (Tulus, 2021). 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. Performance of employees 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%, where this value is included in a fairly good assessment (Parameters of Bank BJB 2022 performance assessment).

The table above also shows that employee skills are also 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's work 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, 2021).

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 in order to empower human resources who are ready to carry out their duties as professionals under pressure from Pa. endemic 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 (Sedamaryanti, 2019). 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 gap regarding employee tenure with employee performance, where employees within the Bank BJB Sukabumi Branch Office are employees with a long service period. According to Muchdarsyah (2017: 40) argues that the employee's working period for a long period of time can be shown from the responsibility, 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, in an effort to improve the achievement of employee performance, it is necessary to conduct research on 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: 43) argues that the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned, for example cleaning, music, lighting and others. Furthermore, Schultz & Schultz (2016) the work environment is defined as a condition related to the characteristics of the workplace on the behavior and attitudes of employees where it is related to the occurrence of psychological changes because it is influenced by certain conditions that must be considered by the organization which includes work boredom, monotonous work and fatigue.

Factors that have a relationship with the work environment are the tenure of each employee, where the tenure is the period of time 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 of time (Koesindratmono, 2019). According to Suma'mur in Nisak (2018), the term of service is also the period of time for someone who has worked from the first start to work and as a part of the time that has a time span, where a person is employed in one area of the place of business to a

certain extent.¹⁵ According to Rudiansyah (2014 : 44) it is the length of time an employee contributes his energy to a particular company and results in absorption of various human activities. The more experienced an employee, the more it will help the company to produce more performance or output.

The impact of the work environment and employee tenure can affect employee performance, where performance is the result of a person as a whole during a certain period in carrying out tasks, such as work standards, targets or criteria targets that have been determined in advance and have been mutually agreed (Veithzal, 2015: 97) . Employee performance is not just information for promotion or salary determination for the company, but how companies can shape employees from the work environment and develop a plan to improve performance slumps can be avoided. Employee performance needs an assessment with a view to providing employees with a good opportunity for their career plans in terms of strengths and weaknesses, so that companies can determine salaries, provide promotions, and can see employee behavior.³ According to Munandar (2018: 287), performance appraisal is the process of assessing personality traits, work behavior, and work results of a person's workforce or employees (workers and managers), which are considered to support their performance, which are used as consideration for making decisions about actions in the field of employment.⁷

² The influence of work environment variables on employee performance is supported by Rahmawanti's research (2014) conducted at the Primary Tax Service Office in Malang City with a total of 79 employees as respondents.¹⁸ 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 (2021) at PT. Hazara Cipta Pesona with respondents as many as 88 employees with descriptive and quantitative research methods.² 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 in the midst of the Covid-19 Pandemic, individuals who have positive stimulation and behavior⁴⁸ can improve employee performance.⁴²⁴⁹²⁰⁸⁵

The period of service⁴³ 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 Sari (2021)²² 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 a finding that the Covid-19 Pandemic pressure also produces a new culture in the Santa Clara Cooperative that is able to change the way employees work.

The results of the empirical data that have been obtained and *the research gap* and *theoretical gap* that have been stated above, the novelty in this research is being able to explain technically⁷ how to improve the performance of employees of Bank BJB Sukabumi Branch Office, which is able to reduce cost efficiency and time effectiveness in order 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.²⁰

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 the following figure;¹⁹

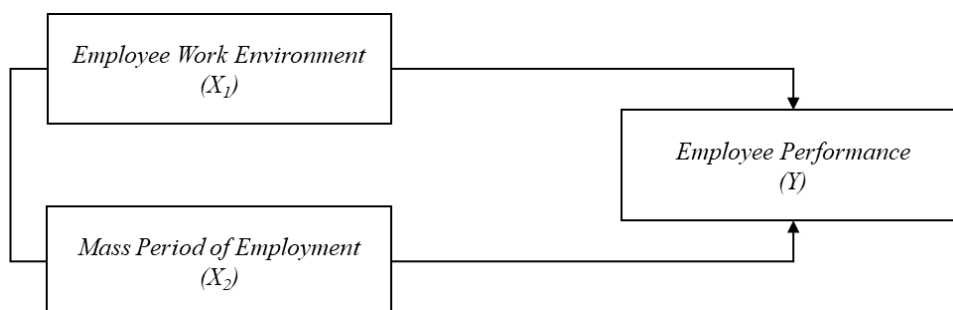


Figure 1. Research Paradigm

Based on the research paradigm that has been determined above, the hypothesis in this study can be described as follows:

1. The work environment can affect the employees performance of Bank BJB Sukabumi Branch Office ;
2. The period of service can affect the employees performance of Bank BJB Sukabumi Branch Office ;

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

RESEARCH METHODS

The research method used in this study uses a descriptive verification method, where 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, 2018 : 88) .

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, namely: (1) work environment, (2) 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

Variable	Dimension	Indicator	Scale
Work Environment	Temporary work environment	Clarity of working hours	ordinal
		Effective working hours	ordinal
	Non-physical work environment	Relationship between superiors and subordinates	ordinal
		Relations between employees	ordinal
		Work atmosphere	ordinal
Physical work environment	Facilities and infrastructure	ordinal	
Work Period	Time period	Length of working	ordinal
		Work experience	ordinal

Variable	Dimension	Indicator	Scale
	Source of work	Social support	ordinal
		Guidance from superiors	ordinal
Employee performance	Work result	Work quality	ordinal
		Quantity of work	ordinal
		Work efficiency	ordinal
	Working speed	Work effectiveness	ordinal
		Target achievement	ordinal
	Work initiative	Work creativity	ordinal
Use of time		ordinal	

The population is a generalization area consisting of subjects or objects with certain qualities and characteristics determined by researchers to be studied and then drawn conclusions, while the sample is part of the number of characteristics possessed by the population (Sugiyono, 2018: 89). 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, 2018: 121). The saturated sample / census in this study were all employees of Bank BJB Sukabumi Branch, totaling 142 employees, where the sampling technique used *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, 2018:129).

The data analysis method is an activity after data from all respondents is collected, where the activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, performing calculations to answer the problem formulation, and perform calculations to test the hypothesis that has been proposed.

First, the researcher collects data, then determined tools to obtain data from the elements to be studied. The tool used in this research is a questionnaire. Likert scale is used to measure attitudes, opinions of respondents about social phenomena. 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. Where the alternative answers using a Likert scale are by giving a score for each alternative question answer as follows :

Table 3. Likert scale

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

Source: Sugiyono (2018:135)

Descriptive Analysis

Descriptive analysis is used to describe and describe the characteristics of respondents and research variables. In this study, the authors use descriptive analysis of the independent and dependent variables which are then classified into the total number of respondents' scores. From the total score of respondents' answers obtained, then the assessment criteria are arranged for each statement item. The analysis stage is carried out to the scoring and index, where the score is the sum of the results of the multiplication of each weighted value (1 to 5) frequency. In the next stage, the index is calculated using the *mean method*, which is dividing the total score by the number of respondents.

Verification Analysis

In this study, multiple regression analysis was used using *SPSS 20.0 software*, where Sugiyono (2018 :275) 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 the following formula :

$$Y = a + b_1X_1 + b_2X_2 + e$$

Description :

Y = dependent variable (Employee Performance)
 X_1 = Independent variable (Work Environment)
 a = Constant Number
 $b_1 b_2$ = Coefficient of line direction
 X_2 = Independent variable (Term of Service)
 e = Error (error)

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 (H_0) to determine whether all measures in the test are equal to zero (0). According to Ghazali (2011: 98) it means that the independent variable is not a significant explanatory for the dependent variable. So the test is 0.05 then the F test is:

- If the significance > 0.05 , H_0 is accepted : then the work environment and tenure simultaneously have a significant effect on employee performance ;
- If the significance < 0.05 , H_0 is rejected : then the work environment and tenure simultaneously do not significantly affect employee performance.

Statistical Hypothesis Test t (Partial)

t - Statistical Test According to Ghazali (2011, 98) The t -test or 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 have an influence on 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 , H_0 is accepted: then the work environment and tenure partially have a significant effect on employee performance;

- If the significance < 0.05 , H_0 is rejected: then the work environment and working period partially have no significant effect on employee performance.

Research Location and Time

The object of research that will be studied in this study is the influence of the work environment and tenure at Bank BJB Sukabumi Branch Office on Jl. Gen. 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 there are also some people who 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 there were also some people who 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 in the midst of the Covid-19 Pandemic. It was followed by respondents who did not agree

with the statement, but there were also many respondents who 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 there are also respondents who 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 there are also respondents who do not agree with the statement. Many respondents agree that they have been able to complete the target amount/workload in accordance with the specified amount. Followed by respondents who strongly agree with the statement, but there are also respondents who 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 table.

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

Model Summary ^b

del	R	R Square	Adjusted R Square	Std. Error of the Estimate
	,780 ^a	,608	,603	,35324

a. Predictors: (Constant), Length of Service, Work Environment

b. Dependent Variable: Employee Performance

In the table above, it can be seen that the coefficient of determination (R-square) of 0.608 indicates that 60.8% 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.

In the table above, 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 following table:

Table 5 . ANOVA Table for Simultaneous Testing

ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	26,933	2	13,466	107,919	,000 ^b
Residual	17,345	139	,125		
Total	44,277	141			

² a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Length of Service, Work Environment

⁴ Based on the processing results as contained in table 4.17, it can be seen that the calculated F value is 107.919 ¹⁷ with a significance value close to zero. Then the value of F table at a significance level of 5% ($\alpha = 0.05$) and degrees of freedom 2 and 139 are 3.061. Because F arithmetic (107.919) is ⁴ greater than F table (3.061), then at an error rate of 5% it was decided to reject H₀ so that H_a was accepted. The work environment and working period simultaneously affect employee performance at Bank BJB Sukabumi Branch Office during ²⁰ the Covid-19 Pandemic condition.

Partial Hypothesis Test

In order 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 :

Table 6 . Partial Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations
	B	Std. Error	Beta			Zero-order
(Constant)	,993	,152		6.518	,000	
Work environment	,584	0.048	,658	12,175	,000	,716
Years of service	,038	,006	,315	5,829	,000	,437

a. Dependent Variable: Employee Performance

Through the value of *unstandardized coefficients* (*B*) contained in the table above, the following regression equation can be formed :

$$Y = 0.993 + 0.584 X_1 + 0.038 X_2$$

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.

In the table above, 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 *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 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.

in the table above . it can be seen that the value of t - calculated years 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.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

This study aims to determine how the influence of the work environment and tenure on employee performance, either simultaneously or partially, and to find out how the differences in the impact of the work environment and tenure on employee performance at Bank BJB Sukabumi Branch Office. Based on the analysis and discussion conducted, the following conclusions are obtained:

1. The work environment affects the performance of employees at Bank BJB Sukabumi Branch Office by 47.1% while the remaining 52.9% is the influence of other factors outside the work environment variable. It can be explained that the non-physical work environment at Bank BJB Sukabumi Branch Office has good air circulation and adequate room decoration/layout, where these conditions have an impact on the health of every employee in the midst of the Covid-19 Pandemic. Based on these conditions, every employee has a change in attitude that respects each other in terms of health and safety at work.
2. The period of service has an effect on employee performance at Bank BJB Sukabumi Branch by 13.8% on employee performance, while the remaining 86.2% is the influence of other factors outside the variable period of service. The influence on this variable falls into the less close category, where each employee certainly has work experience in their respective fields. The Covid-19 Pandemic condition does not affect employees who have a long working period, because they are better prepared than employees who are relatively young.

3. The work environment and tenure affect employee performance at Bank BJB Sukabumi Branch by 60.8%, where the remaining 39.2% is another factor that is influenced by variables outside of this study. It can be explained that the employees of Bank BJB Sukabumi Branch Office are ready to improve their performance accompanied by a good and conducive work environment, as well as experience with their tenure. Employees of Bank BJB Sukabumi Branch Office showed good performance carefully in their work, were thorough in carrying out orders and received criticism and reprimands from the leadership even under the pressure of the Covid-19 pandemic.

Suggestion

Based on the results of the analysis and discussion that has been carried out, the authors provide suggestions as to be used as input to Bank BJB Sukabumi Branch Office in paying attention to the work environment, tenure, and employee performance as follows:

1. Bank BJB Sukabumi Branch Office can rotate employees with a higher quantity and be carried out regularly. The rotation in question is across different fields of work, this is intended to anticipate government regulations in limiting the number of employees in a workplace / office with certain criteria.
2. Bank BJB Sukabumi Branch Office can find the advantages and disadvantages of employees if rotation is carried out with quantity / periodically. These findings give Bank BJB the Sukabumi Branch Office to carry out job training and can also be accompanied by work evaluations in conditions amidst the Covid-19 Pandemic. The work system within the Bank BJB Sukabumi Branch Office can be updated if it does not find conformity in implementing work with government regulations regarding the anticipation of the Covid-19 Pandemic.
3. Bank BJB Sukabumi Branch Office can change the office atmosphere to be more comfortable by providing a stimulation through classical music, where this condition can provide a sense of comfort, grow the concentration of each employee and create more conducive conditions in doing work to serve customers of Bank BJB Sukabumi Branch Office.

4. Facilities at Bank BJB Sukabumi Branch Office should be improved again in terms of cleanliness and feasibility, in order to convince employees who are currently avoiding the Covid-19 Pandemic. It can be explained that every employee also needs the commitment of Bank BJB Sukabumi Branch Office in improving the quality of facilities, where it can create a work environment by fostering a sense of trust between the company and employees.
5. Bank BJB Sukabumi Branch Office can arrange the layout of the workplace between employees, where it should be arranged the proximity between employees and other employees in accordance with the Covid-19 Pandemic Health protocol. The layout of the workplace that provides more room for movement can provide flexibility for each employee in carrying out work activities within the Bank BJB Sukabumi Branch Office.
6. The leadership of Bank BJB Sukabumi Branch Office can pay attention to every employee in carrying out work, where it can generate accuracy in carrying out the work of every employee of Bank BJB Sukabumi Branch Office. This attention can be considered successful if every employee is able to feel the presence of the leadership of the BJB Bank Sukabumi Branch Office even though they are not in the location.
7. Bank BJB Sukabumi Branch Office can provide transparency starting from / regarding the rotation system of each employee up to the mutation process for each employee of Bank BJB Sukabumi Branch in accordance with their competence and working period. This can foster a sense of trust between the leadership and employees of Bank BJB Sukabumi Branch Office so as to improve employee performance.
8. The leadership of Bank BJB Sukabumi Branch Office can implement a clear reward and punishment system in accordance with the achievements and violations committed by each employee within the Sukabumi Branch Office Bank BJB. This can create a work culture that is not only focused on achieving targets, but can also be seen in the processes carried out, so that employees feel more comfortable in carrying out their work in the midst of the Covid-19 Pandemic..

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