

The Influence Of Innovative Work Behavior And Work Environment On Employee Performance

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Abstract

This study aims to analyze the influence of innovative work behavior and work environment on employee performance at PT Kawasan MM 2100. Innovative work behavior includes idea generation, experimentation, and implementation of new ideas. Meanwhile, work environment encompasses work atmosphere, facilities, and employee relationships. The research utilized questionnaires distributed to 60 employees with diverse backgrounds. The results of multiple linear regression analysis demonstrated that innovative work behavior and work environment have a significantly positive effect on employee performance. This means employees who often generated and applied creative ideas tended to have higher performance. Likewise, a comfortable and innovation-supporting work environment also improves employee performance. The implications are that management needs to encourage an innovative culture and behavior by providing appreciation, training, and avenues for employees to express ideas. Management is also advised to provide an ergonomic work environment that builds relationships and collaboration among employees. This is believed to significantly increase employee contribution and productivity.

Keywords: Innovative Behavior, Work Environment, Employee Performance.

Introduction

Employee development in this context includes the psychological aspect where employees feel that their job is a place where they can continue to learn and grow. Employees who are given opportunities by the company to develop tend to have higher levels of satisfaction, better attendance rates, less intention to leave the company, and lower stress levels (Fritz et al., 2011). Innovative behavior of employees is the key to development in the workplace.

Innovative behavior from employees is needed by the company. Employees who have innovative behavior tend to create creative ideas and have the courage to implement these ideas in the context of the company. Innovative behavior is about initiative, new ideas, and creativity at work, whether in terms of individuals, groups, or companies (Scott & Bruce, 1994).

Innovative behavior also includes the courage to take risks, despite the possibility of failure. Innovative behavior encourages employees to seek more effective and efficient solutions to the problems they face. Therefore, companies should provide employees with opportunities to participate in various activities, provide a platform for their opinions, and involve them in decision-making, with the aim of developing their work performance. Research shows that employees who feel involved in their work tend to be more committed and perform better (Mone, Edward M., & London, 2010).

Employee engagement also impacts job satisfaction, commitment to the company, organizational citizenship behavior (OCB), and turnover intention. In other words, employees who feel engaged with their work tend to be more satisfied, more committed to the company, more likely to exhibit positive behaviors that go beyond their duties, and less likely to leave the company (Christina et al., 1982; Saks, 2006)

Commitment to the company and job satisfaction are important factors in improving employee performance (Darmawan et al., 2020). Employees who feel engaged in their work, supported, and have opportunities to learn tend to perform better (Leiter & Bakker, 2010). Other research results by Baker Bal (2010) also shows that work engagement is positively related to performance.

Creating a high level of work engagement among employees, companies can effectively improve employee performance and encourage more positive attitudes (Aamir Ali, 2008). Conversely, lack of work engagement can result in lack of attention, lack of employee performance, and lack of motivation to perform well. Therefore, company management needs to ensure that employee engagement is well managed.

This suggests that employee engagement is one of the strongest factors that influence a company's competitive advantage (Marusz & Baumruk, 2014). By having quality human resources, companies can expect to have employees with good performance and loyalty to the Company (Darmawan et al., 2020). Therefore, it is important to understand employee behaviors that affect their performance, and in this context, innovative behavior and work engagement are two factors that play a major role.

Companies should continue to pay extra attention to their employees because of the importance of the human resources function in business (Khasanah et al., 2010). The performance of a company's employees has a significant influence on its success, therefore to improve employee performance levels, businesses must use management practices that work for both the company and its employees (Khasanah et al., 2010). This is undoubtedly a problem for businesses as they need to be able to retain their staff members in order to improve their management techniques and maintain consistency in their performance (Prem et al., 2017).

Method

The research method used in this study is a quantitative approach supported by a questionnaire-based survey. This approach allows for structured data collection and robust statistical analysis to highlight the influence of innovative performance behaviors and work environment on employee performance at PT Kawasan MM 2100. The study utilized a cross-sectional research design that allowed for the collection of data from a wide range of respondents at a single point in time. The use of this design provides a representative picture of the variables observed at the same time. The population in this study were employees of PT Kawasan MM 2100 who were actively working at the time the research was conducted. Sampling was carried out with an attitude scale with five alternative answers, namely "Strongly Agree" (SS), "Agree" (S), "Neutral" (N), "Disagree" (TS), "Strongly Disagree" (STS). The expected sample size includes this diversity to obtain a more comprehensive picture. The instrument used is a questionnaire consisting of several parts. Based on the research objectives, the method used in this study uses the Smart PLS (Partial Least Square) 3 tool.

Result and Discussion

Competitive advantage in a company can be created if there is innovative work behavior and there is a willingness from managers to support it. Innovative behavior also determines the desire of employees to apply new ideas, products, processes and strategies to the work done by the company. Every company must consider it important to motivate employees to improve their performance through innovative and creative behavior. According to De Jong and Kemp (2003), Innovative behavior as an action of an individual that leads to the interests of the company, in which employees introduce and apply their new ideas to benefit the company.

Innovation as a process of renewal, new discoveries in the form of ideas or other methods. Innovative behavior does not just appear but innovative behavior at work will appear if employees are faced with challenges in their work and get broad authority in carrying out their duties and responsibilities. Companies are expected to be able to open opportunities or provide a forum for each employee to pour out their new ideas, so that they can encourage them to develop a better company and be able to compete with other companies. According to De Jong and Den Hartog (2010), There are four indicators of innovative work behavior, namely: (1) idea exploration employees are able to find an opportunity or a problem); (2) idea generation employees are able to develop innovative ideas by creating and suggesting ideas for new processes); (3) idea championing (employees are expected to be encouraged to seek support in realizing new innovative ideas that they have produced); and (4) idea implementation employees have the courage to implement the new idea into the usual work process.

Work One of the concepts supporting well-being in the workplace is work engagement. Work engagement leads to positive work outcomes including one of which is organizational commitment. Employee engagement with their work will lead to satisfaction accompanied by

high enthusiasm when working (Harter et al., 2002). According to Saks (Saks, 2006) Employee work engagement usually consists of the work itself and their involvement with the company. Job involvement leads to the fulfillment of psychological conditions due to the work done in the workplace. Involvement with the company leads more to the concept of motivation which shows the existence of physical, cognitive, affective energy which together play a role in the performance of employees given to the company optimally. (Rich et al., 2010). This shows that employees who have a high level of work involvement will be very partial to the company and really care about the work assigned to them. Employees In general, employee performance is usually seen based on the results and can also be seen in terms of behavior. Employee performance is assessed by following the work standards set by the company. These standards include the use of productivity, efficiency, effectiveness, quality and profitability. Performance appraisals must provide accurate information or feedback so that employees have evaluation material to improve their performance in the future. This of course requires a manager in the company to be responsible and ensure that the company will make maximum efforts so that a high level of employee performance can be achieved (Daft et al., 1988). When high performance has been achieved, it will provide a sense of satisfaction and pleasure so that it can make it easier for management when motivating employees to maximize their performance for the achievement of company goals.

T Test (Hipotesis)

The significance of the relationship can be obtained by conducting the Bootstraping test. The value generated from the Bootsraping test is in the form of a t-count value which will then be compared to the t-table value.

Table 1. R Square		
	R Square	R Square Adjusted
KK	0,843	0,838

The R Square value of 0.843 indicates that the regression model built is able to explain 84.3% of the variation in the dependent variable. In other words, 84.3% of the variation in the dependent variable can be explained by the independent variables used in the regression model. While the remaining 15.7% is explained by other factors outside the regression model. The Adjusted R Square value of 0.838 is an R Square value that has been adjusted based on the number of independent variables used in the regression model. This value is slightly lower than R Square because it takes into account the free degree of the regression model. In general, both the R Square and R Square Adjusted values indicate a very good level of fit for the regression model in explaining variations in the dependent variable. The Correlation Coefficient (COC)

value of 0.843 also indicates a strong relationship between the independent variables and the dependent variable. The closer to 1, the better the regression model predicts the dependent variable.

Table 2. Path Coefficients

		Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
LK KK	->	0,669	0,677	0,123	5,434	0,000
PK KK	->	0,272	0,264	0,124	2,192	0,029

The original sample value, the Work Environment variable (LK) has a positive influence on Employee Performance (KK) of 0.669. The t statistics value of 5.434 is greater than 1.96 indicating that the effect is significant. The p value of 0.000 (<0.05) also indicates the same thing. Meanwhile, (PK) has a positive effect on KK of 0.272 with a t statistics value of 2.192 and p values of 0.029 which also shows a significant effect. Overall, it can be concluded that both LK and PK have a positive and significant effect on KK. LK has a greater influence than PK on KK.

In this study, there are three variables that become the object of research, namely innovative work variables, work environment, and employee performance. This study used a total of 60 employee respondents. Variable hypothesis test results show that the variables of Work Environment (LK) and Work Behavior (PK) have a positive and significant effect on KK. LK has the greatest influence with a path coefficient of 0.669, followed by PK with a path coefficient of 0.272. Overall, it can be concluded that the regression model built is very good in explaining the factors that influence Employee Performance (KK).



Conclusion

From the descriptive statistics presented in four tables related to the aspects of idea generation, idea implementation, work environment, and employee performance, several conclusions can be drawn. First, the idea generation aspect shows that most employees feel supported to come up with new ideas at work, comfortable in sharing innovative ideas, and active in contributing new ideas. This indicates a supportive environment for innovation and creative ideas in the company. Regarding idea implementation, most respondents felt that they had access and support to resources to implement new ideas. This suggests that the relevant resources to implement ideas are available, although there are variations in the perceived availability of these resources. In the context of the work environment, respondents generally

perceived a good working atmosphere, adequate work facilities and positive relationships between employees. This suggests that these factors contribute to a productive and comfortable work environment for employees.

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