

The Influence of Work Environment And Teamwork on Employee Performance in The General Administration, Finance, Infrastructure And Human Resources in Muhammadiyah University of Makassar

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Gamifikasi, Work Environment, Teamwork, Employee Performance

Abstract

This study aims to determine, analyze, and describe the effect of the work environment and teamwork on employee performance at the General Administration, Finance, Infrastructure, and Human Resources Bureau of Muhammadiyah University Makassar, using multiple linear regression analysis. This is a quantitative study using questionnaires as a source of data collection. This study used 73 respondents from The General Administration, Finance, Facilities and Human Resources Office at Universitas Muhammadiyah Makassar. The results showed that the work environment had a positive and significant effect on employee performance at the General Administration, Finance, Facilities and Human Resources Office at Muhammadiyah University Makassar, with a coefficient value of 0.061 and significance of 0.048, and that teamwork had a positive and significant effect on employee performance in the General Administration, Finance, Facilities and Human Resources Office at Muhammadiyah University Makassar, with a coefficient value of 0.360 and significance of 0.000. Thus, the work environment not only affects employee satisfaction and well-being, but also contributes to improving overall employee performance and teamwork supported by guidance on capabilities, effective communication, shared responsibility, and a spirit of mutual contribution, which has been proven to improve employee performance by realizing the objectives to be achieved by the General Administration, Finance, Facilities and Human Resources Office at Universitas Muhammadiyah Makassar.

INTRODUCTION

Human resources (HR) remain the most crucial strategic asset for the success of any entity, whether in the bureaucratic, private, or educational sectors. The competitive advantage and sustainability of an organization are fundamentally dependent on the capacity and quality of the human resources that drive it. Every organization is built on a vision, mission, and goals, and transforming these into reality requires superior, competent, and high-performing human resources. Qualified HR serves as the primary driver, ensuring effective and efficient management of work performance and productivity, ultimately leading to the optimal achievement of organizational goals.

The era of globalization has intensified competition and demands across all sectors, creating a new paradigm regarding the quality of human resources required. Organizations, including bureaucracies and educational institutions, no longer compete solely on products or services, but rather on the intellectual quality and performance of their employees. This situation forces every organization to continuously innovate and improve the performance and productivity of its employees. Improving the quality of services and human resource management is a necessity for organizations to remain relevant and superior in the face of rapid change.

Collaborative elements in the form of teamwork are a pillar supporting superior organizational performance in addition to the work environment. The collective success of an organization is largely determined by the extent to which each member has the awareness to shoulder shared responsibilities, provide balanced contributions, and have a shared understanding and commitment to the team's work targets. Robbins, & Judge, (2019) defines a team as a group of interdependent individuals, sharing responsibilities, and striving to achieve common goals, whose effectiveness is determined by factors such as communication, trust, interdependence, and cohesiveness. From this perspective, teamwork directly determines the level of productivity and overall organizational performance.

The work environment encompasses all physical, psychological, and regulatory aspects of work that can impact employee performance. The Bureau of General Administration, Finance, and Infrastructure (BAUKS) of Muhammadiyah University of Makassar, as a work unit responsible for managing general administration, finance, and campus facilities and infrastructure, plays a central and strategic role.

Various technical activities that are the responsibility of BAUKS, such as managing personnel data and information, organizing correspondence and archiving, managing the university's budget and finances, procuring, maintaining and managing facilities and infrastructure, organizing general and household activities of the university, and administrative services, are all collective and interdependent activities. The success of their implementation depends heavily on solid coordination and cooperation within BAUKS as well as with the vice-chancellor in charge of general administration and financial planning.

The Bureau of General Administration, Finance, and Infrastructure (BAUKS) at Muhammadiyah University of Makassar operates in a highly dynamic and multi-complex environment. This dynamic and multi-complex environment is the external environment. According to Pasigai, Ismail, et al. (2025), in their book, the external environment is categorized as factors beyond the organization's control but affecting performance. Because it is located in a dynamic and multi-complex environment, BAUKS is the administrative and operational backbone

of the university. BAUKS handles three main pillars that are the pulse of campus life: general administration, financial management, and physical asset management. BAUKS employees face multidimensional work pressures. On the one hand, employees must ensure accuracy and compliance with strict financial regulations, while on the other hand, they must be responsive to the dynamic needs of various work units.

Overall, BAUKS employee performance is directly correlated with the university's macroeconomic performance. Efficient financial management impacts the institution's financial health, the quality of infrastructure management influences the teaching and learning experience, and the effectiveness of general administration determines the smooth running of academic operations.

Based on this phenomenon, it indicates that there are problems in employee performance at BAUKS. This research will solve the problem of how to improve employee performance by analyzing the influence of the work environment and teamwork in order to achieve employee performance at BAUKS, Muhammadiyah University of Makassar.

METHOD

The research design used in this study is categorized as explanatory research, which aims to explain the relationship between variables through hypothesis testing. This research uses quantitative research methods, namely collecting, compiling, processing, and analyzing data in numerical form, which in practice is given certain treatments that are studied therein. The population in this study were all employees of the General Administration, Finance, Infrastructure, and Human Resources Bureau, totaling 73 employees. The sample in this study used a saturated sample where the population size was equal to the sample size of 73 employees of the General Administration, Finance, Infrastructure, and Human Resources Bureau. Data collection techniques were carried out using observation activities, distributing questionnaires, and documentation. Various techniques for data analysis in this study included research instrument tests consisting of validity and reliability tests, classical assumption tests, namely normality tests, multicollinearity tests, and heteroscedasticity tests, multiple linear regression tests, and hypothesis tests through t-tests, F-tests, and coefficient of determination (R²) tests.

HASIL DAN PEMBAHASAN

a. Research Instrument Testing

Validity and Reliability Test

Table 1. Validity and Reliability Test Results

Variables	Item	R	Sig.	Information	Reliability	Information
Work environment	X1.1.1	.776**	0,000	Valid	0.939	Reliable
	X1.1.2	.862**	0,000	Valid		
	X1.1.3	.795**	0,000	Valid		
	X1.2.1	.862**	0,000	Valid		
	X1.2.2	.893**	0,000	Valid		
	X1.2.3	.845**	0,000	Valid		

	X1.3.1	.839**	0,000	Valid		
	X1.3.2	.779**	0,000	Valid		
	X1.3.3	.731**	0,000	Valid		
Teamwork	X2.1.1	.678**	0,000	Valid	0.946	Reliable
	X2.1.2	.785**	0,000	Valid		
	X2.1.3	.775**	0,000	Valid		
	X2.1.4	.778**	0,000	Valid		
	X2.2.1	.791**	0,000	Valid		
	X2.2.2	.819**	0,000	Valid		
	X2.2.3	.786**	0,000	Valid		
	X2.2.4	.696**	0,000	Valid		
	X2.3.1	.697**	0,000	Valid		
	X2.3.2	.745**	0,000	Valid		
	X2.3.3	.733**	0,000	Valid		
	X2.3.4	.697**	0,000	Valid		
	X2.4.1	.739**	0,000	Valid		
	X2.4.2	.768**	0,000	Valid		
	X2.4.3	.694**	0,000	Valid		
	X2.4.4	.731**	0,000	Valid		
Employee Performance	Y.1.1	.796**	0,000	Valid	0.899	Reliable
	Y.1.2	.851**	0,000	Valid		
	Y.1.3	.658**	0,000	Valid		
	Y.2.1	.741**	0,000	Valid		
	Y.2.2	.848**	0,000	Valid		
	Y.2.3	.586**	0,000	Valid		
	Y.3.1	.704**	0,000	Valid		
	Y.3.2	.745**	0,000	Valid		
	Y.3.3	.782**	0,000	Valid		

Source: Validity and Reliability Test Results, (2025)

Based on Table 1, it can be seen that the research instruments for all items and variable indicators are valid and reliable.

b. Classical Assumption Test

1) Normality Test

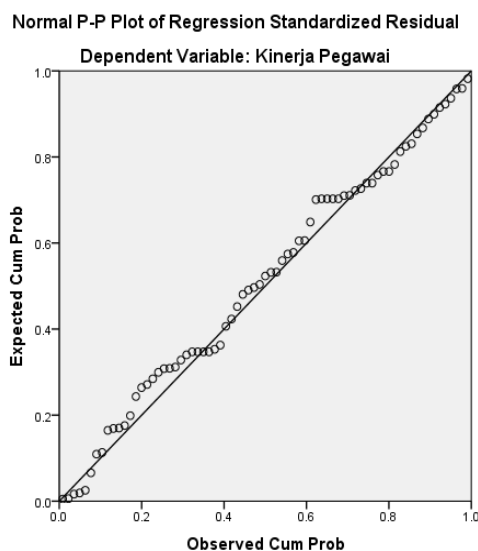


Figure 1 Results of Classical Assumption Testing

Figure 1 shows a Normal PP Plot of regression residuals, which is one method for checking classical assumptions in regression analysis. This figure shows the relationship between observed cumulative probability and expected cumulative probability values, while the data points on the plot indicate how the residuals from the regression model are distributed compared to a normal distribution.

2) Multicollinearity Test

Table 2 Multicollinearity Test Results

Independent Variables	<i>Collinearity Statistics</i>		
	<i>Tolerance</i>	<i>VIF</i>	<i>Information</i>
Work environment	0.490	1,081	non-multicollinearity
Teamwork	0.490	2,039	non-multicollinearity

Source: *Data processing results from SPSS, (2025)*

Based on table 2 above, it shows the results of the variance inflation factor (VIF) test on the SPSS 24 output results. The tolerance value for the Work Environment variable is 0.490 and Teamwork is 0.490 indicating that there are no problems related to the multicollinearity test.

3) Heteroscedasticity Test

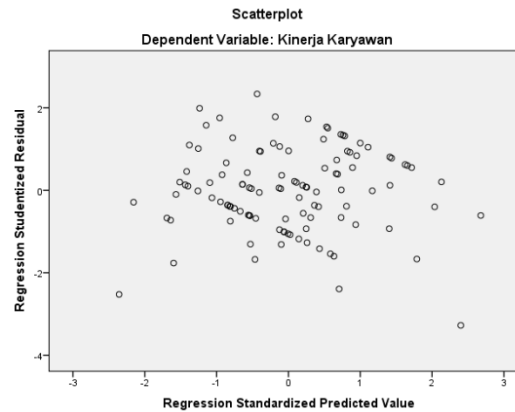


Figure 2 Heteroscedasticity Test Results

Source: Results of data processing SPSS Version 24, (2025)

Based on the table above, the scatterplot graph can be seen that the points are spread randomly, and are spread above and below zero on the Y axis. This can be stated that there is no heteroscedasticity in the regression model.

c. Multiple Linear Regression Test

Table 4.8 Multiple Linear Regression Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.885	3.743		3.176	0.002
	Lingkungan Kerja	0.061	0.118	0.064	0.515	0.048
	Kerjasama Tim	0.360	0.071	0.635	5.084	0.000

a. Dependent Variable: Kinerja Pegawai

Source: Data processing results from SPSS 24, (2025)

Based on the results of statistical data processing presented in Table 4.8, the findings of the multiple linear regression test can be described as follows:

$$Y = 11.885 + 0.061 X_1 + 0.360 X_2$$

The results of the multiple linear regression test show that the regression model with a constant value of 11.885 indicates that if the independent variables (work environment and teamwork) are at zero.

d. Hypothesis Testing

Table 3 Hypothesis Test Results

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.885	3.743		3.176	0.002
	Lingkungan Kerja	0.061	0.118	0.064	0.515	0.048
	Kerjasama Tim	0.360	0.071	0.635	5.084	0.000

a. Dependent Variable: Kinerja Pegawai

Source: Data Processing Results from SPSS (2025)

Based on Table 4.9 above, it shows that the influence of each independent variable partially (individually) on the dependent variable is as follows:

1) The influence of work environment variables (X1)

The significant test of the work ability variable on employee performance, obtained a p value = 0.048 which is smaller than the standard value of 0.05, it can be concluded that the work environment variable has a positive and significant effect on employee performance at the General Administration, Finance, Facilities, Infrastructure and Human Resources Bureau of Muhammadiyah University of Makassar.

2) The influence of teamwork variables (X2)

The significant test of the work training variable on employee performance, obtained a p value = 0.000 which is smaller than the standard value of 0.05 so it can be concluded that the teamwork variable has a positive and significant effect on employee performance at the General Administration, Finance, Facilities, Infrastructure and Human Resources Bureau of Muhammadiyah University of Makassar.

DISCUSSION

a. The Work Environment Influences Employee Performance in the General Administration, Finance, Infrastructure and Human Resources Bureau

The results of the study indicate that the work environment has a positive and significant effect on employee performance in the General Administration, Finance, Infrastructure, and Human Resources Bureau of Muhammadiyah University of Makassar. This finding confirms that a good work environment can create a conducive, supportive work atmosphere and encourage optimal employee performance improvement. This study's findings are similar to those conducted by Isnawati et al. (2024), which showed a positive and significant relationship between the work environment and employee performance.

Based on the discussion above, the novelty obtained from this study is that this research focuses on the synergistic relationship between a positive work environment, including psychological and physical aspects, with employee performance, and how these two elements

interact to drive more optimal results for the organization. In an increasingly competitive context, not only the quality of output is an indicator of success, but also employee satisfaction and well-being as important elements in creating a strong work culture.

- b. Teamwork Influences Employee Performance in the General Administration, Finance, Infrastructure and Human Resources Bureau of Muhammadiyah University of Makassar

The results of the study indicate that teamwork significantly influences employee performance in the General Administration, Finance, Infrastructure, and Human Resources Bureau of Muhammadiyah University of Makassar. These results align with research conducted by Rizal (2022); Bantam et al., Agustina et al., (2024); Dila et al., (2024); Wulansari and Musslifah (2024); and Yuditio et al., (2024). This suggests that effective and coordinated collaboration can achieve performance and foster employee morale.

Based on the discussion above, the novelty obtained from this study is that this study highlights the importance of teamwork as a driving force for achieving organizational goals, namely employee performance. Teamwork can be focused specifically on the interaction between effective communication, skill guidance, and shared responsibility. Teamwork is not only considered a supporting element, but also as a core strategy that enables organizations to adapt and innovate. This study will have explored how open two-way communication not only reduces misunderstandings but also encourages faster and more effective decision-making, while strengthening bonds between team members.

CONCLUSION

Based on the analysis and discussion, the following conclusions can be drawn:

The work environment has a positive and significant impact on employee performance in the General Administration, Finance, Infrastructure, and Human Resources Bureau of Muhammadiyah University of Makassar. A work environment created through the provision of adequate work facilities, a conducive work atmosphere, and harmonious working relationships has been shown to improve work quality, the amount of work completed, and the punctuality of employee tasks.

Teamwork has a positive and significant impact on employee performance in the General Administration, Finance, Facilities, Infrastructure, and Human Resources Bureau of Muhammadiyah University of Makassar. Teamwork fostered through capacity building, effective communication, shared responsibility, and a mutually contributing attitude has been shown to improve work quality, the quantity of work completed, and the timeliness of employee task execution

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