

The Influence of Teamwork and Work Environment on Employee Performance at PT Assems Indo in South Tangerang

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Abstract: *The competitive manufacturing industry demands companies to improve employee performance through teamwork and a supportive work environment. This study aims to analyze the influence of teamwork and the work environment on employee performance at PT ASSEMS INDO in South Tangerang partially and simultaneously. The study uses a quantitative approach with an empirical study method. The population and sample amounted to 76 employees determined through saturated sampling. Data were collected using a Likert scale questionnaire and analyzed with SPSS 26 through instrument testing, classical assumptions, regression, correlation, coefficient of determination, t-test, and F-test. The results show that teamwork has a significant effect on employee performance with $t = 11.951$ and $p < 0.001$, while the work environment has a significant effect with $t = 5.502$ and $p < 0.001$. Simultaneously, both variables have a significant effect with $F = 75.106$ and $p < 0.001$ and $R^2 = 67.3\%$. In conclusion, increasing teamwork and improving the work environment can support employee performance.*

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Introduction

Manufacturing development in Indonesia continues to show positive results. According to the Central Statistics Agency (BPS) in 2024, the manufacturing industry contributes approximately 18 to 19 percent to the economy. The Indonesian Ministry of Industry's (KPRI) report (2023) also states that manufacturing growth is supported by investment, the use of industrial technology, and increased exports. PT ASSEMS INDO is a manufacturer and supplier of sports shoe components, also engaged in laminating and coating services, and the sale of Hotmelt FA (Film).

The increasingly competitive nature of the industry demands that companies manage their human resources effectively. Employee performance is a crucial component of a company's success because it is linked to work results and the achievement of organizational goals. According to Kasmir (2018:182), performance is the result of work and work behavior achieved in completing tasks and responsibilities. Afandi (2021:69) states that performance is the work of an individual or group, according to their authority and responsibility, in achieving organizational goals.



Performance issues are evident in PT ASSEMS INDO's KPI assessment results, which show that most indicators have not reached the 100 percent target. Discipline and communication indicators are still at 70 percent, cooperation at 70 percent, and adaptability to change at only 69 percent. These conditions indicate that employee performance is suboptimal and that several indicators still need improvement.

Performance issues are also related to teamwork. A pre-survey of 23 employees showed that only 9 respondents stated they could work together to achieve targets, while 14 respondents stated the opposite. Regarding communication between team members, only 8 respondents stated it was running smoothly, while 15 respondents stated it was not. This situation indicates that there are still obstacles to teamwork and communication.

In addition to teamwork, the physical and non-physical work environment are also a concern. A pre-survey showed that 9 respondents felt uncomfortable with the room temperature, and 12 respondents were disturbed by noise. According to Afandi (2021:66), the physical work environment is everything around employees that can influence their performance. Afandi (2021:68) states that the non-physical work environment relates to work relationships that can affect employee performance.

This study aims to determine the influence of teamwork and the work environment on employee performance, both partially and simultaneously, at PT ASSEMS INDO in South Tangerang. This study is important because performance, teamwork, and several work environment conditions have not yet reached the expected conditions. The novelty of the study lies in the simultaneous assessment of teamwork and the work environment on employee performance at PT ASSEMS INDO in South Tangerang, which in the research material is still not widely discussed together.

Method

This study uses a quantitative approach with an empirical study method to examine the influence of teamwork and the work environment on employee performance at PT ASSEMS INDO in South Tangerang. According to Sugiyono (2021:8), quantitative research is used to examine a specific population or sample by collecting data using quantitative or statistical research instruments and analyzing the data. The study was conducted at PT ASSEMS INDO, Millennium Industrial Estate, Tigaraksa, Tangerang Regency, Banten, for nine months, from November 2025 to July 2026.

The research instrument used a questionnaire with a Likert scale of 1 to 5. The teamwork variable uses indicators of teamwork ability, communication between members, mutual assistance, work coordination, and shared responsibility based on Wuri Nofita Sari (2022). The work environment variable uses indicators of lighting, air temperature, and noise based on Sedarmayanti (2019:22), while employee performance uses indicators of work quality, work quantity, work knowledge, work task implementation, and job responsibilities based on Mangkunegara (2020:75). Data were analyzed using SPSS version 26 through validity tests, reliability, classical assumptions, simple and multiple linear regression, Product Moment correlation, coefficient of determination, as well as t-test and F-test with a significance of 0.05.

The research population was all 76 employees of PT ASSEMS INDO. According to Sugiyono (2018:215), a population is a generalized area that has certain characteristics to be studied and conclusions drawn from. The sample was determined using a saturated sampling technique, namely all members of the population were sampled, so the number of samples in this study was 76 employees of PT ASSEMS INDO.

The research procedure began with observations of teamwork conditions, work environment, and employee performance, then continued with the preparation and distribution of questionnaires to 76 respondents. The collected data were then processed using SPSS version 26 through validity, reliability, classical assumptions, regression, correlation, coefficient of determination, and hypothesis testing. The results of the analysis were used to determine the effect of teamwork and work environment on employee performance at PT ASSEMS INDO in South Tangerang partially and simultaneously.

Results and Discussion

Descriptive Analysis of Respondent Characteristics

Table 1 Respondent Characteristics Based on Gender

JENISKELAMIN				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid LAKI - LAKI	25	32.9	32.9	32.9
PEREMPUAN	51	67.1	67.1	100.0
Total	76	100.0	100.0	

Based on the data in table 1, all respondents were male and female, totaling 76 people or 100%.

Table 2 Respondent Characteristics Based on Age

USIA				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 20	2	2.6	2.6	2.6
> 35	2	2.6	2.6	5.3
20-25	56	73.7	73.7	76.9
26-30	15	19.7	19.7	96.7
31-35	1	1.3	1.3	100.0
Total	76	100.0	100.0	

Based on Table 2, the majority of respondents were aged 20–25 years (56 people), followed by those aged 26–30 years (15 people). There were 2 respondents aged under 20 years, 1 person aged 31–35 years, and 2 people aged over 35 years. Thus, the respondents were predominantly employees of productive age.

Table 3 Respondent Characteristics Based on Length of Service

LAMA_BEKERJA				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 1 tahun	32	42.1	42.1	42.1
> 6 tahun	7	9.2	9.2	51.3
1-3 tahun	32	42.1	42.1	93.4
4-5 tahun	5	6.6	6.6	100.0
Total	76	100.0	100.0	

Based on Table 3, the majority of respondents had a working period of less than 3 years, 32 people each with a working period of less than 1 year and 1–3 years.

Table 4 Respondent Response Interval Table

Criteria Range	Description/Criteria	Abbreviated
1.00-1.79	Strongly Disagree/Strongly Disagree	STS/STB
1.80-2.59	Disagree/Not Good	TS/TB
2.60-3.39	Disagree/Not Good	KS/KB
3.40-4.19	Agree/Good	S/B
4.19-5.00	Strongly Agree/Very Good	SS/SB

Descriptive Analysis of Respondents' Assessments or Answers

1. Teamwork (X1)

Based on the teamwork variable, the average score was 3.84, categorized as strongly agree. The lowest score was for the mutual assistance indicator, specifically the statement about coworkers tending to focus on their individual tasks, with an average of 1.63. This indicates that the aspect of mutual assistance within the team still needs improvement.

2. Work Environment (X2)

Based on the work environment variables, the average score was 2.03. The lowest score was for the lighting indicator, specifically lighting conditions that did not support comfortable working

conditions, with an average of 1.56. This indicates that lighting conditions in the workplace still need improvement.

3. Employee Performance (Y)

Based on the employee performance variable, the average score was 3.82, categorized as strongly agree. The lowest score was found in the work quality indicator, namely the ability to complete work according to company standards, with an average of 3.20. Despite this low score, these results indicate that employee performance is generally at a good level.

Research Instrument Testing

Table 5 Results of Teamwork Validity Test (X1)

No	Questionnaire Items	Rhitung	Rtable	Information
1	I feel that some of the work in the team is still often done alone without the help of colleagues.	0.473	0.225	Valid
2	I am able to maintain good working relationships with team members.	0.592	0.225	Valid
3	Communication between employees at work sometimes does not run well.	0.564	0.225	Valid
4	I accept input or opinions from team members well.	0.543	0.225	Valid
5	Coworkers tend to focus on their own tasks without helping other team members' work.	0.625	0.225	Valid
6	My coworkers are willing to help me when I have difficulties at work.	0.490	0.225	Valid
7	The distribution of work information is sometimes not done evenly to all employees.	0.756	0.225	Valid
8	I know what I have to do in a team.	0.760	0.225	Valid
9	I try to complete the work according to the responsibilities given.	0.628	0.225	Valid
10	At work, there are still coworkers who don't care about the shared tasks that are the team's responsibility.	0.652	0.225	Valid

Based on the data in table 5 above, all questionnaire items in the teamwork variable (X1) have a calculated r value greater than the r table (0.225), thus all question items are declared valid and suitable for use as research data.

Table 6 Results of Work Environment Validity Test (X2)

No	Questionnaire Items	Rhitung	Rtable	Information
1	The lighting conditions at work sometimes do not support my work comfort.	0.864	0.225	Valid
2	Are you still having difficulty seeing clearly while working due to certain lighting in the work area?	0.745	0.225	Valid
3	The air temperature in the work space sometimes feels uncomfortable during working hours.	0.848	0.225	Valid
4	Air circulation in the workplace sometimes makes the room feel less cool.	0.851	0.225	Valid

No	Questionnaire Items	Rhitung	Rtable	Information
5	Do employees feel that noisy working conditions occasionally affect their comfort while working?	0.717	0.225	Valid
6	Does the sound of the machine in the work area sometimes make me uncomfortable while working?	0.686	0.225	Valid

Based on the data in Table 6 above, all questionnaire items in the Work Environment variable (X2) have a calculated r greater than the calculated r (0.225). Thus, all items can be declared valid and suitable for use in research based on the data results.

Table 7 Results of Employee Performance Validity Test (Y)

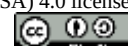
No	Questionnaire Items	Rhitung	Rtable	Information
1	In some circumstances, I have not been able to complete the work according to the standards expected by the company.	0.569	0.225	Valid
2	The results of my work are in accordance with the standards set by the company.	0.660	0.225	Valid
3	I am able to complete the work according to the given target number.	0.700	0.225	Valid
4	There are certain times when the work I complete does not meet the work quantity target.	0.548	0.225	Valid
5	I understand the work that is my daily duty.	0.766	0.225	Valid
6	I know the right work steps to complete the job	0.711	0.225	Valid
7	I still sometimes need re-direction when completing work tasks.	0.659	0.225	Valid
8	I am able to complete work well even without full supervision.	0.730	0.225	Valid
9	I am responsible for the results of the work I do.	0.679	0.225	Valid
10	I am not fully capable of completing the work without the help of my coworkers.	0.542	0.225	Valid

Based on the data in table 7 above, all items in the questionnaire on the employee performance variable (Y) have a calculated r value greater than the table r value (0.225). Thus, all questions are declared valid and suitable for use as research data.

Table 8 Reliability Test Results

Variables	Cronbach Alpha	Cronbach Alpha Standard	Information
Teamwork	0.803	0.600	Reliable
Variables	Cronbach Alpha	Cronbach Alpha Standard	Information
Work environment	0.876	0.600	Reliable
Employee Performance (Y)	0.794	0.600	Reliable

Based on the test results in the table above, the Teamwork (X1) variable has a Cronbach's Alpha value of 0.803, the Work Environment (X2) of 0.876, and Employee Performance (Y) of 0.794. These three variables are declared reliable because each has a Cronbach's Alpha value higher than 0.600.



Classical Assumption Testing

Table 9 Results of Normality Test with Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		70
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.34972236
Most Extreme Differences	Absolute	.080
	Positive	.080
	Negative	-.070
Test Statistic		.080
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Based on the results of the normality test using the Kolmogorov-Smirnov test, a significance value of 0.200 was obtained, which is greater than the probability level of 0.050. The results indicate that the research data is normally distributed, so it can be concluded that the normality assumption in the regression model has been met. Thus, the regression model is suitable for further analysis because it meets one of the requirements for the classical assumption test.

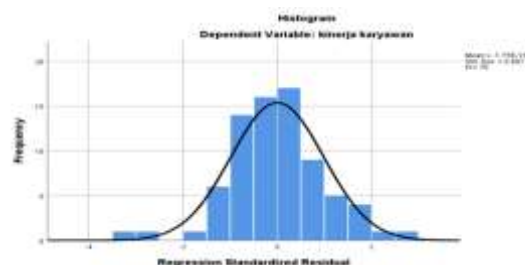


Figure 1 Normality Test Using Histogram Method

Based on the results of the normality test using a histogram graph, the standardized residuals form a bell curve pattern and are spread symmetrically around the mean value. A mean value close to zero and a standard deviation close to one indicate that the residuals are normally distributed. The results of the normality test using a Probability Plot (PP Plot) graph also show that the residual points follow and approach the diagonal line. Thus, based on the analysis results using SPSS version 26, the residual data in this study can be declared normally distributed.

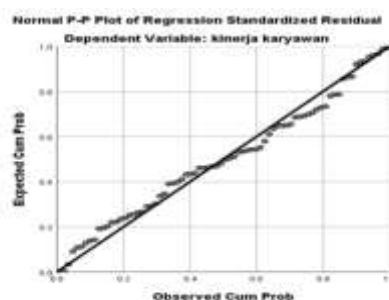


Figure 2 P-Plot Graph of Normality Test

Based on the normal p-plot graph in the image above, it can be seen that the distribution pattern of residual points is around the diagonal line and follows the direction of the line, which is stated as normal. Thus, it can be concluded that the regression model in this study has fulfilled the normality assumption requirements, so that further regression analysis can be carried out against the basic statistical assumptions.

Table 10 Multicollinearity Test Results

Coefficients ^a							
Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	8.192	2.785		1.800	.041	Tolerance VIF
	kerja sama tim	.771	.083	.735	9.242	.000	
	lingkungan kerja	.105	.083	.142	1.304	.079	

a. Dependent Variable: Kinerja karyawan

a. Dependent Variable: Kinerja Karyawan

Based on Table 10, the tolerance value is 0.708 and the VIF is 1.412 for both variables. Thus, the regression model does not experience multicollinearity.

Table 11 Durbin-Watson Test Interpretation Guidelines

Criteria	Information
< 1,000	There is autocorrelation
1,100 – 1,550	Without conclusion
Criteria	Information
1,550 – 2,460	No autocorrelation
2,460 – 2,900	Without conclusion
> 2,900	There is autocorrelation

Table 12 Autocorrelation Test Results with Durbin-Watson

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.820 ^a	.673	.664	3.395	1.879

a. Predictors: (Constant), LINGKUNGAN KERJA, KERJA SAMA TIM

b. Dependent Variable: KINERJA KARYAWAN

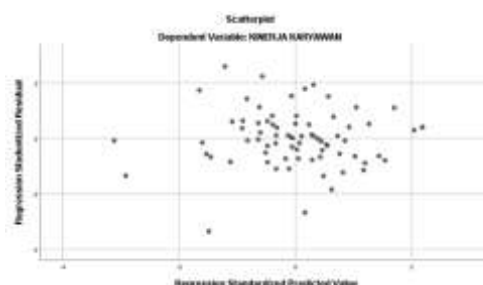
Based on Table 12, the Durbin-Watson value of 1.879 is in the range of 1.550–2.460, so it can be concluded that the regression model does not experience autocorrelation and is suitable for further analysis.

Table 13 Results of Heteroscedasticity Test Using Glejser Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.325	1.811		2.389	.019
	KERJA SAMA TIM	-.002	.055	-.004	-.030	.976
	LINGKUNGAN KERJA	-.009	.062	-.106	-1.438	.155

a. Dependent Variable: abs_RES

Based on the Glejser test results, the significance value for teamwork was 0.976 and for work environment was 0.155, both >0.05 . Thus, the regression model does not experience heteroscedasticity and is suitable for further analysis.

**Figure 3 Scatter Plot Graph of Heteroscedasticity Test Results**

Based on the results of the scatter plot graph in the image above, it can be seen that the residual distribution points do not form a certain pattern and are spread randomly around the horizontal axis, the irregular distribution pattern indicates that there are no symptoms of heteroscedasticity in the regression model.

Quantitative Analysis

Table 14 Results of Simple Linear Regression Test of Teamwork Variable (X1) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.486	2.768		1.982	.051
	KERJA SAMA TIM	.851	.071	.812	11.951	.000

a. Dependent Variable: INNERJA KARYAWAN

a. Dependent Variable: KINERJA KARYAWAN

Based on the regression results, the equation $Y = 6.137 + 0.651X_1$ is obtained. The constant value of 6.137 indicates that if teamwork is zero, employee performance still has a base value of 6.137. The teamwork coefficient of 0.651 indicates that every one unit increase in teamwork will increase employee performance by 0.651 points.

Table 15 Results of Simple Linear Regression Test of Work Environment Variable (X2) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.369	2.406		10.549	.000
	LINGKUNGAN KERJA	.631	.115	.538	5.502	.000

a. Dependent Variable: KINERJA KARYAWAN

Based on the regression results, the equation $Y = 25.369 + 0.631X_2$ is obtained. The constant value of 25.369 indicates that if the work environment is zero, employee performance still has a base value of 25.369. The work environment coefficient of 0.631 indicates that every one unit increase in the work environment will increase employee performance by 0.631 points.

Table 16 Results of Multiple Linear Regression Test of Teamwork (X1) and Work Environment (X2) on Employee Performance (Y)

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	5.192	2.733		1.900	.061
	kerja sama tim	.771	.063	.735	9.242	.000
	lingkungan kerja	.166	.093	.142	1.784	.079

a. Dependent Variable: kinerja karyawan

Based on the results of multiple regression, $Y = 5.192 + 0.771X_1 + 0.166X_2$ was obtained. Teamwork has an effect of 0.771 and the work environment has an effect of 0.166 on employee performance.

Table 17 Guidelines for Interpretation of Correlation Coefficients

Coefficient Interval	Relationship Level
0.80 – 1.00	Very strong
0.60 – 0.79	Strong
0.40 – 0.59	Currently
0.20 – 0.39	Low
0.00 – 0.19	Very Low

Table 18 Results of Partial Correlation Coefficient Test of Teamwork (X1) on Employee Performance (Y)

Correlations			HERJA SAMA TM	HERJA KARYAWAN
Spearman's rho	HERJA SAMA TM	Correlation Coefficient	1.000	.727 ^{**}
		Sig. (2-tailed)		.000
	N		76	76
HERJA KARYAWAN	HERJA SAMA TM	Correlation Coefficient	.727 ^{**}	1.000
		Sig. (2-tailed)	.000	
	N		76	76

**. Correlation is significant at the 0.01 level (2-tailed).

Based on the test results in the table above, the correlation coefficient value obtained was 0.727 which is in the interval 0.80 – 1.00.

Table 19 Results of Partial Correlation Coefficient Test of Work Environment (X2) on Employee Performance (Y)

Correlations			LINGKUNGAN HERJA	HERJA KARYAWAN
Spearman's rho	LINGKUNGAN HERJA	Correlation Coefficient	1.000	.564 ^{**}
		Sig. (2-tailed)		.000
	N		76	76
HERJA KARYAWAN	LINGKUNGAN HERJA	Correlation Coefficient	.564 ^{**}	1.000
		Sig. (2-tailed)	.000	
	N		76	76

**. Correlation is significant at the 0.01 level (2-tailed).

Based on the test results in the table above, the correlation coefficient value was 0.564, which falls within the 0.40–0.59 range. This indicates a moderate relationship between the two variables.

Table 20 Results of the Simultaneous Correlation Coefficient Test of Teamwork (X1) and Work Environment (X2) on Employee Performance (Y)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.820 ^a	.673	.664	3.39530

Based on the test results, the correlation coefficient value of 0.820 is in the very strong category. This means that teamwork and the work environment have a very strong relationship with employee performance..

Table 21 Results of Partial Determination Coefficient Test of Teamwork (X1) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.812 ^a	.659	.654	3.44497

Based on Table 21, the coefficient of determination value is 0.659, which shows that teamwork influences employee performance by 65.9%, while 34.1% is influenced by other factors outside the research..

Table 22 Results of Partial Determination Coefficient Test of Non-Physical Work Environment (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.539 ^a	.290	.281	4.96766

Based on Table 22, the coefficient of determination value is 0.290, indicating that the work environment influences employee performance by 29.0%, while 71.0% is influenced by other factors outside the research..

Table 23 Results of Simultaneous Test of the Determination Coefficient of Teamwork (X1) and Work Environment (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.820 ^a	.673	.664	3.39530

Based on Table 23, the coefficient of determination (R^2) value of 0.673 shows that teamwork and the work environment together contribute 67.3% to employee performance, while 32.7% is influenced by other factors outside the research.

Hypothesis Testing

Table 24 Results of Hypothesis Test (t-Test) of Teamwork Variable (X1) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.486	2.768		1.982	.051
	KERJA SAMA TIM	.851	.071	.812	11.951	.000

Based on Table 24, the calculated t value is 11.951 > t table 1.982 with a significance of 0.000 < 0.05. Thus, H0 is rejected and H1 is accepted, so teamwork has a significant effect on the performance of PT ASSEMS INDO employees in South Tangerang..

Table 25 Results of Hypothesis Test (t-Test) of Work Environment Variable (X2) on Employee Performance (Y)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.369	2.405		10.548	.000
	LINGKUNGAN KERJA	.631	.115	.599	5.502	.000

Based on the results shown in table 25, the calculated t value is 5.502, which is greater than the t table value of 1.992 (5.502 > 1.992). This result is also supported by a significance value of 0.000, which indicates a value smaller than the significance level of 0.00 (0.00 < 0.05).

Table 26 Results of Simultaneous Hypothesis Testing (F Test) of Teamwork (X1) and Work Environment (X2) on Employee Performance (Y)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1731.649	2	865.825	75.106	.000 ^b
	Residual	841.546	73	11.528		
	Total	2573.195	75			

a. Dependent Variable: KINERJA KARYAWAN
b. Predictors: (Constant), LINGKUNGAN KERJA, KERJA SAMA TIM

Based on the results shown in table 26, it was found that the calculated F value of 75.106 was greater than the F table of 3.12 (75.106 > 3.12). This result is also supported by a significance value of 0.000 which is smaller than the significance level of 0.050 (0.000 < 0.050).

Discussion

1. Descriptive Discussion

a. Conditions of Respondents' Answers to the Teamwork Variable

The average total mean value for the teamwork variable was obtained at 3.84, which indicates that the implementation of teamwork in the company is included in the good category. In general, these results illustrate that most respondents gave positive responses to the aspects of teamwork implemented by the company. Based on the distribution of answers "agree and good" but there are still some answers that are less good, for example in the indicator "helping each other" coworkers tend to focus on their respective tasks without helping the work of other teams.

b. Respondents' Answer Conditions in the Work Environment

The average total mean value for the work environment variable was 2.03, indicating that the implementation in the company's work environment is quite good. However, in the "Lighting" indicator, the statement about the lighting conditions in the workplace sometimes does not support my work comfort. The average of 1.56 in this work environment is very low lighting and the response is also quite negative.

c. Conditions of Respondents' Answers to Employee Performance Variables

The average total mean value for the teamwork variable was 3.82, indicating that the

implementation of the work environment in the company is included in the category that indicates that the level of employee performance is in the very good category. In general, this finding indicates that the majority of respondents gave a positive assessment of work results. The indicator that is quite poor is "work quality" with the statement "In some conditions, I have not been able to complete the work according to the standards expected by the company." With an average of 3.20 in the description of the good and agree categories.

2. Quantitative Discussion

a. The Influence of Teamwork (X1) on Employee Performance (Y)

Based on the results of data analysis and based on the hypothesis test presented in the calculated T value of 11.951. While the calculated T value is greater than the T table value ($11.951 > 1.982$). In addition, the significant value obtained is 0.000 which is smaller than the significance level of 0.05 ($0.000 < 0.05$) based on these results it can be concluded that H0 is rejected and H1 is accepted. Thus, teamwork has a significant influence on employee performance at PT ASSEMS INDO. This indicates that the better the teamwork that is established among employees, the performance produced will also increase.

The results of this study are supported by previous research conducted by Rohmah, Kristiyana & Chamidah in their research stating that there is a significant influence between teamwork and work environment on employee performance from the results of the t-test showing that teamwork has a regression coefficient value (β) of 0.38 with a significance value of $p < 0.05$. This means that teamwork has a positive and significant effect on employee performance. This means that the better the teamwork that is established within the company, the higher the employee performance.

Meanwhile, the work environment has a regression coefficient value (β) of 0.41 with a significance value of $p < 0.05$. This result indicates that the work environment also has a positive and significant effect on employee performance. In other words, the better the work environment conditions, the more employee performance will increase. And the results of the t-test show that teamwork ($\beta = 0.38$; $p < 0.05$) and the work environment ($\beta = 0.41$; $p < 0.05$) each have a positive and significant effect on employee performance. The results of the F test indicate that both variables simultaneously have a significant effect on employee performance because the calculated $F > F$ table. Meanwhile, the R^2 value of 0.56 indicates that 56% of employee performance can be explained by teamwork and the work environment, while 44% is influenced by other factors outside the study.

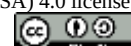
b. The Influence of Work Environment (X2) on Employee Performance (Y)

Based on the results of data analysis and based on the hypothesis test presented in the calculated T value of 5.502 while the T table value is 1.992. This shows that the calculated T value is greater than the T table value ($5.502 > 1.992$) in addition to the significant value of 0.05 ($0.000 < 0.05$) based on these results it can be concluded that H0 is rejected and H2 is accepted. Thus, it can be seen that the better the work environment will support the improvement of employee performance in carrying out their duties and responsibilities.

The results of this study are supported by previous research conducted by Hidayat, Andriaskiton, and Felix (2024) which showed that based on the t-test, the teamwork variable obtained a t-count of 3.45 with a significance of 0.001 (< 0.05), while the work environment obtained a t-count of 4.12 with a significance of 0.000 (< 0.05). This indicates that both variables have a positive and significant effect on employee performance. Furthermore, based on the F-test, the calculated F-value was 25.6, indicating that teamwork and the work environment simultaneously have a significant effect on employee performance. The coefficient of determination (R^2) value of 0.60 indicates that 60% of the variation in employee performance can be explained by teamwork and the work environment, while 40% is influenced by other factors outside the study.

c. The Influence of Teamwork (X1) and Work Environment (X2) on Employee Performance (Y)

Based on the results of data analysis and based on the hypothesis test presented in the calculated F value of 75.106 while the F table value is 3.12. This shows that the F table value is greater ($75.106 > 3.12$). In addition, the significant value obtained is 0.000 smaller and the significance level is 0.05 ($0.000 < 0.05$) based on these results it can be concluded that the H0



value is rejected and H3 is accepted. Thus, teamwork (X1) and work environment (X2) together (simultaneously) have a significant effect on employee performance (Y) at PT ASSEMS INDO. These results show that increased teamwork that supports a work environment is able to provide a positive contribution to improving employee performance.

The results of this study are supported by previous research conducted by Wuri Nofita Sari (2022) which showed that based on the t-test, the teamwork variable obtained a t-value of 3.21 with a significance value of 0.002 (<0.05), while the work environment obtained a t-value of 3.88 with a significance value of 0.000 (<0.05). These results indicate that both variables have a positive and significant effect on employee performance. In addition, the coefficient of determination (R^2) value of 0.62 indicates that 62% of the variation in employee performance can be explained by the teamwork, work environment, and OHS variables, while the remaining 38% is influenced by other factors outside the study.

Conclusion

The findings indicate that teamwork and the work environment are positively and significantly associated with employee performance at PT ASSEMS INDO, both partially and simultaneously. Together, these variables explain 67.3% of the variation in employee performance, while the remaining 32.7% is attributable to other factors outside the research model. Practically, the company should strengthen mutual assistance among employees, particularly by encouraging team members to support colleagues rather than focus solely on individual tasks. The company should also improve workplace lighting, which received the lowest assessment in the work environment variable. These measures may help support employee performance.

This study is limited by its reliance on questionnaire-based data and its focus on employees of a single company, which limits the generalizability of the findings. Future research should include employees from different organizations and consider additional variables, such as motivation, leadership, compensation, work discipline, and job satisfaction.

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