The Effect of Social Environment on Employee Performance

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ABSTRACT

The purpose of this study is to analyze how the social environment of Bukit Raya Sekawan Mining Company affects worker performance. This research employed a quantitative associative methodology. This research include all 45 workers of Bukit Raya Sekawan Mining Company as its population. Observation, interviews, literature reviews, documentation studies, observation guidelines, and questionnaires are some of the methods and instruments used for gathering data. The outcomes demonstrated the beneficial and substantial effect of the social environment. This means that in order to maximize the accomplishment of business objectives and guarantee employee welfare, Bukit Raya Sekawan Mining Company must keep an eye on and assess the social environment and employee performance. Regarding Bukit Raya Sekawan Mining Company, it is necessary to gather precise data for staff members in order to start social programs like team-building or mentorship, evaluate staff communications, and provide staff members chances for professional growth. In this manner, it is anticipated that in the future, Bukit Raya Sekawan Mining Company and its workers would work together to accomplish the goals, rights, and responsibilities as a single entity.

Introduction

Winanto & Hanantijo (2023) claim that one of the industries that makes a substantial annual contribution to state income is the extractive sector, making it one of Indonesia's most valuable resources. These commodities profits supplemented state revenue streams that had been hampered by the Covid-19-related worldwide economic crisis. According to Aidar & Ferdian (2023), state income from the extractive sector reached IDR 124.4 trillion in 2021. Taxes, exit fees, and state revenue not subject to taxes are included in this sum. The Directorate General of EBTKE (2023) corroborates this claim, stating that 60 mining enterprises with coal mining concession work agreements are now functioning in Indonesia under several mining business permits and special mining business licenses. Furthermore, the Directorate General of EBTKE (2023) clarified that because the extractive industries activities are frequently linked to environmental harm, the Ministry of Energy and Mineral Resources is now working to develop a number of technologies to lessen these effects. According to the Directorate General of EBTKE (2023), in order for extractive industry innovations to eventually support sustainable development, they must be backed by high-quality human resources in order to minimize detrimental effects on the environment and maximize benefits to the community.

The social environment as a whole might provide information on employee's performance for their jobs in addition to their pay (Susilowati & Andayani, 2021). This occurs because employee's lives interact not just with the internal workings of the organization but also with the diverse locations in which they are situated. Lodi, Saleh, & Chahyono (2022) and Widyastuti & Indiyati (2021) further clarified that employee's social environments are important sources of employee's performance as they have the

potential to influence employee's performance both positively and negatively. A number of social environment factors, including feeling comfortable at work, getting along with coworkers, and receiving fair treatment from management, have an impact on employee's performance (Gultom & Nurbaeti, 2023). Although Astriana, Utomo, & Sulistyowati (2020), Rachmawati, Widowati, & Wahyuningsih (2023), and Sandhika & Sobandi (2018) contend that an employee's social environment is an internal and external factor that might promote the timely and efficient completion of work. According to Bentar, Purbangkaro, & Prihartini (2017) and Nurlaela & Trianasari (2021) research, workers who are supported by suitable social and environmental circumstances may do their jobs effectively and provide the best outcomes. According to Sandhika & Sobandi (2018), the social environment is a setting that may be made comfortable by friends, coworkers, family, and the neighborhood. An acceptable social environment may boost employee's performance and boost work productivity, however an inappropriate social environment can make employees unwell, anxious, hard to focus, and less productive at work (Sandhika & Sobandi, 2018).

Researchers also discovered that there are still few studies on the social environments of workers and how they affect performance at work. For instance, studies by Adji & Adji (2022) and Kristiana (2015) solely look at pay and the internal social environment of the business. Both Marsal & Hidayati (2018) and Niha, Manafe, & Manafe (2021) studies only concentrate on coworkers inside the workforce. Based on this, researchers create an employee's total social environment that addresses both the internal and exterior social environments, filling a knowledge vacuum and adding to the body of new research on the influence of social environments on employee's performance.

It is clear from the introduction that one of the most valuable resources for businesses, institutions, or organizations in accomplishing their objectives is their workforce. Companies, institutions, or organizations must consider the social environment of their workforce in addition to remuneration in order for their employees to develop into effective assets. This is due to the fact that a person's entire social environment may contribute to the development of their personality, including their desire for work. An inept personality is more likely to be present in an individual in an unsupportive environment, and vice versa.

A preliminary investigation on the social environment and employee performance, two factors in this study, conducted by researchers on 25 employees of Bukit Raya Sekawan Mining Company supports the assertion. The likert scale, which is employed in early research investigations, provides quantifiable response categories with numerical values, such as very appropriate (5), appropriate (4), normal (3), inappropriate (2), and very inappropriate (1). The findings of a preliminary investigation involving 25 employees of Bukit Raya Sekawan Mining Company are displayed in the table below.

Table 1. Social Environment and Employee Performance Preliminary Study

Variable	Dimension	Answer Score									
		5		4		3		2		1	
		F	%	F	%	F	%	F	%	F	%
Social environment	Internal social environment	8	32%	12	48%	5	20%	0	0%	0	0%
	External social environment	5	20%	5	20%	15	60%	0	0%	0	0%
Employee performance	Target achievement	10	40%	11	44%	4	16%	0	0%	0	0%
	Quality of work	9	36%	15	60%	1	4%	0	0%	0	0%
	Productivity	8	32%	13	52%	4	16%	0	0%	0	0%
	Competence	6	24%	17	68%	2	8%	0	0%	0	0%

Source: Preliminary investigation 2024, processed

A preliminary investigation conducted by Bukit Raya Sekawan Mining Company on 25 employees revealed that the social environment is one area where outcomes have not been as good as they may be. This is evident from the fact that the majority of workers in early research said that the social environment

had not offered the best assistance. Then, while Bukit Raya Sekawan Mining Company's employee performance component yields quite ideal outcomes, it still need development. Preliminary research indicates that the majority of employees are content with the job they generate, which supports this. Researchers aim to examine the total impact of the social environment on employee performance at Bukit Raya Sekawan Mining Company, based on the findings of this preliminary investigation. As for the formulation of the problem in this study is how the social environment and its effect on employee performance at Bukit Raya Sekawan Mining Company.

Literature Review

Social Environment

The social environment is a space in which there are individuals and groups who act as one of the supports for individuals to behave (Marsal & Hidayati, 2018; Sobaya, Hidayanto, & Safitri, 2016; Susilowati & Andayani, 2021). In other words, the social environment can determine the formation of individual attitudes, behaviors, and personalities (Marsal & Hidayati, 2018; Sobaya, Hidayanto, & Safitri, 2016; Susilowati & Andayani, 2021). Radito (2016) and Sabilila & Wahyuni (2022) explained that in a job, the social environment is also included as a form of benefits provided by companies, institutions, or organizations to all employees. If the company, institution, or organization can adjust all employees to their social environment, then the performance of these employees will be good and the process of achieving the goals of the company, institution, or organization will be effective (Susilowati & Andayani, 2021). It was also explained by Bakri & Yadi (2020), Syahrizal (2021), and Sandhika & Sobandi (2018) that the social environment can affect the performance of employees, because the psychological condition of employees is largely determined by the family, work, peer, and society environment. This happens because individuals cannot be separated from the interaction of individuals and other groups in everyday (Susilowati & Andayani, 2021).

Marsal & Hidayati (2018), Sobaya, Hidayanto, & Safitri (2016), and Susilowati & Andayani (2021) explained that the social environment is one of the important external factors that also requires attention from companies, institutions, or organizations. This means that companies, institutions, or organizations need to know the social environmental conditions of all their employees (Marsal & Hidayati, 2018; Sobaya, Hidayanto, & Safitri, 2016; Susilowati & Andayani, 2021). One of efforts that can be done by companies, institutions, or organizations to determine the condition of the social environment of their employees is to screen the communication skills and adaptability of these employees (Astriana, Utomo, & Sulistyowati, 2020; Rachmawati, Widowati, & Wahyuningsih, 2023; Sandhika & Sobandi, 2018). Not only that, as mentioned earlier that companies, institutions, or organizations can also place employees with a social environment that is in accordance with the employees themselves, especially in determining group members for employees in a job. This is so that employees feel comfortable when doing and completing their work (Astriana, Utomo, & Sulistyowati, 2020; Rachmawati, Widowati, & Wahyuningsih, 2023; Sandhika & Sobandi, 2018).

Type of Social Environment

Employees can carry out their activities correctly, so that optimal results can be achieved if supported by appropriate social environment conditions (Angreani, 2020; Putriana, Eriawati, & Nulipata, 2023; Sulaiman, 2023). Lodi, Saleh, & Chahyono (2022) and Widyastuti & Indiyati (2021) explained that an environmental condition is said to be good or adequate if employees can carry out their activities optimally, healthy, safe, and comfortable. The incompatibility of the social environment can be seen in the long run. In addition, poor social environment conditions require more energy and time and do not support the creation of an effective work system design for employees (Lodi, Saleh, & Chahyono, 2022; Widyastuti & Indiyati, 2021).

Angreani (2020), Kristiana (2015), and Muthmainnah & Syamsir (2022) also explained that the social environment can be divided into two categories, namely the internal social environment and the external social environment. The following is an explanation of the internal social environment and external social environment according to Angreani (2020), Kristiana (2015), and Muthmainnah & Syamsir (2022):

1. Internal social environment

Internal social environment is the environment closest to employees, because this environment is the aspect that has the greatest influence. The internal social environment is an environment that has resources for employees to do their work, especially invisible resources in the form of motivation. In addition, the internal social environment can have the greatest influence on the psychological condition of employees which has an impact on their attitudes and personalities in doing and completing work.

2. External social environment
   The external social environment is an environment that also has a considerable influence. The external social environment is an environment that can also provide invisible resources for employees to do their work, such as motivation and social networks. In addition, the external social environment can also have an influence on the psychological condition of employees which has an impact on their attitudes and personalities in doing and completing work.

Meanwhile, according to Sandhika & Sobandi (2018), there are four types of social environments that affect the performance and ability of employees to do and complete their work. Four types of social environments according to Sandhika & Sobandi (2018) include:

1. Family
   Family is a social environment that is related by blood because of marriage and is in one location or lives together. This makes the family environment produce intimate togetherness. This intimate togetherness is what makes the family environment a major factor in shaping individual character. Examples of family environments include parents, childrens, siblings, uncles, aunts, and grandparents.

2. Workmates
   Workmates are social environments consisting of individuals who work in one company, institution, or organization and work together. Workmates can be one of the motivations to work if the workmates are fun and can be worked with. Conversely, if colleagues behave less pleasantly, it makes the atmosphere of the workplace uncomfortable.

3. Peers
   Peers have a number of roles in an individual's developmental process. The role of peers in the development process as friends, stimulation, physical support, ego support, social comparison function, and affection function. Peer roles can provide opportunities for individuals to interact with other individuals, control social behavior, develop age-appropriate skills and interests, and a medium for individuals to exchange ideas and problems.

4. Society
   Society is a social environment consisting of a group of individuals who interact with other members of society. Individuals with members of society influence each other. In this case, society is an individual media with other community members to interact, form a person, and influence each other's behavior.

Employee Performance

Employee performance is described by Basirun, Mahmud, Syahnur, & Prihatinet (2022) and Soden, Fernandes, Niha, Perseveranda, & Adrianuset (2023) as an assessment of the caliber and outcomes of work performed in accomplishing the objectives of a business, institution, or organization. Employee performance encompasses not just the quantity of work completed but also its quality and the degree to which employees are able to satisfy established goals and expectations. According to Basirun, Mahmud, Syahnur, & Prihatinet (2022) and Soden, Fernandes, Niha, Perseveranda, & Adrianuset (2023), productivity, work quality, meeting goals, initiative, dedication, and professionalism are factors that affect employee performance. Employee performance might include things like technical skills, interpersonal talents, awareness of tasks and responsibilities, and competences pertinent to the work at hand, according to Basirun, Mahmud, Syahnur, & Prihatinet (2022) and Sudargini (2021).

A variety of techniques may be used to conduct employee performance reviews, including direct observation, interviews, and quantitative evaluations using precise measurement scales (Hafid, Azis,

Arwaty, & Sudirman, 2022). Performance evaluations often serve as the foundation for decisions about employee promotions, training, competency enhancement, and recognition as well as career development (Hafid, Azis, Arwaty, & Sudirman, 2022). According to Astuti (2022) and Jufrizen & Rahmadhani (2020), the goal of employee performance evaluations is to increase job effectiveness and more successfully accomplish institutional, corporate, or organizational objectives. Companies, institutions, or organizations may discover employee strengths and weaknesses and give the necessary assistance so that workers can attain maximum performance by routinely analyzing employee performance, according to Marniati & Rauf (2022) and Pusparani (2021).

Factors Affecting Employee Performance

There are various things that might impact an employee's performance. According to Basirun, Mahmud, Syahnur, & Prihatinet (2022) and Soden, Fernandes, Niha, Perseveranda, & Adrianuset (2023), the following factors influence performance:

1. Effective management
   Effective leaders may inspire their team members to perform successfully by giving them clear instructions and sufficient support.
2. Contentment with one's work
   Employees are more likely to work harder and do better work when they are happy with their employment.
3. Abilities and proficiencies
   The performance of employees is contingent upon their degree of competence and expertise. The performance of employees is positively correlated with their competence and talents.
4. A comfortable workplace
   An atmosphere that is safe, encouraging, and favorable to work might influence employee performance.
5. Commendations and rewards
   Equitable and alluring incentives and rewards might inspire workers to produce better work.
6. Education and training
   Employee's skills and knowledge can be enhanced by the chance to participate in training and development, which can enhance their performance.
7. System for evaluating performance
   An effective performance evaluation system may provide staff members frank and unbiased criticism, enabling them to see where they need to make improvements.
8. Harmony between work and life
   Employees are more likely to be more productive and perform better if they have a healthy work-life balance.

Method

Creswell (2020) provides guidance on the quantitative associative approach and the type of linear regression employed in this study. 45 employees of Bukit Raya Sekawan Mining Company are the study subjects, this figure is derived using census methods, meaning that every member of the population is a research respondent. This is due to the fact that Bukit Raya Sekawan Mining Company employs fewer than 100 people in total (Creswell, 2020). Regarding this study, the very acceptable, appropriate, normal, improper, and extremely inappropriate categories of alternative replies were scored using a likert scale. The primary sources of research data include field documentation, study notes, questionnaires, and observations. The Bukit Raya Sekawan Mining Company profile is used as secondary data in this study.

Based on Creswell (2020), researchers created the following calculation method for the determination coefficient test.

$$kd = r^2 \times 100\%$$

Information:
kd = Coefficient of determination
r = Value of Pearson coefficient of determination

Results and Discussion

An Overview of Bukit Raya Sekawan Mining Company

Bukit Raya Sekawan Mining Company employs forty-five people in total. Geotechnical and hydrology assessment, evaluator prospecting, data analysis and reporting, laboratory analysis, geophysical drilling exploration, logging, geoelectric survey, geodetic services, geographic information system, geotechnical and geo-hydro, mine feasibility study, mine design, mine plan short term and long term, mobile system monitoring for slope stability, automatic weather station and sump water level monitoring, as well as environmental real-time system monitoring are the 16 types of operational activities that Bukit Raya Sekawan Mining Company has identified as part of its profile.

Respondent's Profile

To learn about the backgrounds of respondents who can aid in the clarification of research data, a respondent's profile is required. The age and educational attainment of the study participants are displayed in the accompanying figure.
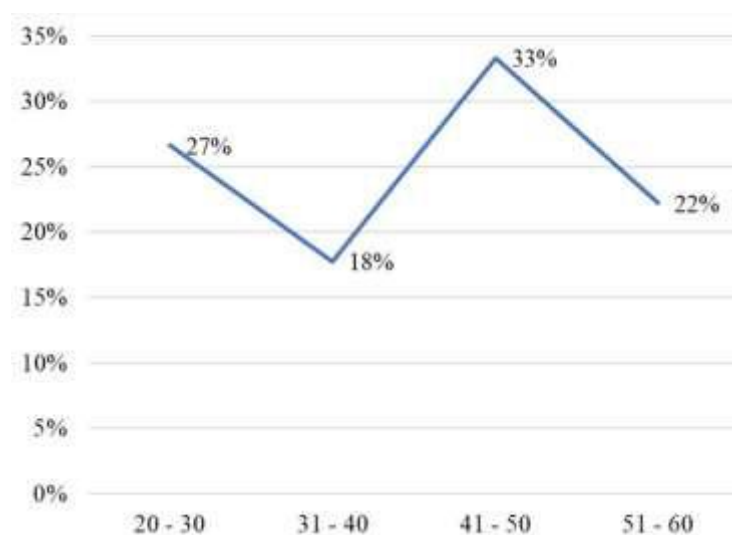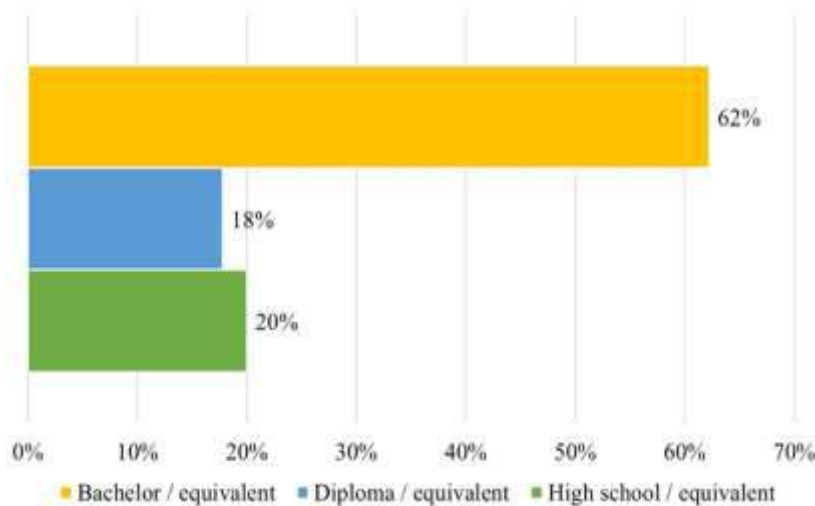

Source: Primary data 2024, processed

Figure 1. Respondent's Profile by Age

The data shown in figure 1 indicates that 27% of human resources are in the age group of 20 to 30 years old. This figure, which is quite noteworthy, demonstrates that Bukit Raya Sekawan Mining Company has a young, productive generation. In the business sector, this younger generation is frequently seen as a major source of creativity and innovation. The proportion of human resources between the ages of 31 and 40 is just 18%, which is a low percentage. When an employee is in this age range, their experience and expertise are mature enough to be productive. On the other hand, a low proportion might suggest that Bukit Raya Sekawan Mining Company tends to hire a younger workforce or that turnover in this age group is considerable. The age group of 41 to 50 years old comprises 33% of human resources, with Bukit Raya Sekawan Mining Company having the greatest percentage in this age group. This ratio shows that Bukit Raya Sekawan Mining Company has a higher proportion of older age groups. The employment experience of this age group is more extensive and steady. Additionally, having these workers on staff may guarantee continuity and stability in the work that is performed. 51 to 60 years of age account for

22%. This age group's presence in Bukit Raya Sekawan Mining Company, where some employees have been there for a long period, demonstrates continuity within the organization. Through their expertise and experience, this age group may also offer value addition.

The age distribution of Bukit Raya Sekawan Mining Company's human resources varies overall, according to the statistics. The presence of workers spanning a range of ages may be advantageous to Bukit Raya Sekawan Mining Company. For example, the company can benefit from a combination of expertise and innovation that can boost overall performance and production. Age disparities must be avoided, nevertheless, in order to allow for future generations to catch up. As a result, Bukit Raya Sekawan Mining Company has to implement policies that foster the growth of its human resources at all stages of life and foster an environment that is welcoming to all workers.

Source: Primary data 2024, processed

Figure 2. Respondent's Profile by Education Level

45 workers of Bukit Raya Sekawan Mining Company fall into three groups of education levels based on the data presented in figure 2; high school / equivalent, diploma / equivalent, and bachelor / equivalent. 20% of people are in high school / equivalent. This demonstrates that certain Bukit Raya Sekawan Mining Company employees have less education, which may have an impact on the employee's capacity to handle the demands of a more demanding position. Then, 18% of people have a diploma / equivalent. This figure demonstrates that a little portion of Bukit Raya Sekawan Mining Company workers may point to a rise in higher education accessibility and awareness. 62% of people have a bachelor's degree or its equivalent. This graph demonstrates that most Bukit Raya Sekawan Mining Company employees have rather high levels of education, and many have pursued further study to increase their qualifications for the workforce.

In order to choose the best staff development program, Bukit Raya Sekawan Mining Company may also refer to the data in figure 2. Companies can, for instance, offer advanced training to high school graduates to help them become more skilled and ready for activities that need more complexity. In the interim, Bukit Raya Sekawan Mining Company may lead and support its strategic efforts by utilizing and developing people resources with a bachelor's degree or comparable education. This information sheds light on the cycle of human capital renewal as well. Given that the bulk of its human resources hold bachelor's degrees or their equivalents, Bukit Raya Sekawan Mining Company must take into account the hiring and development of young professionals with advanced degrees in order to secure the company's long-term viability.

Normality Test

The outcomes of the normality test may be used to determine if the independent and dependent variables have normal distributions. If the probability value is greater than 0.05, the data can be said to have a

normal distribution (Creswell, 2020). The results of the normality test, which was carried out using IBM SPSS 26 Windows 10 output in this study, are shown in the following table.

Table 2. Normality Test Result

One Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		45
Normal parameters	Mean	34,000
	Standard deviation	4,838
Most extreme differences	Absolute	0,112
	Positive	0,112
	Negative	-0,112
Test statistic		0,112
Asymp. Sig. (2-tailed)		0,195

Source: Primary data 2024, processed

Based on table 2's normality results, an asymmetric significant (2-tailed) p-value of 0.195 > 0.05 was established. As a result, both independent and dependent variable data fit the definition of normal distribution.

Social Environment at Bukit Raya Sekawan Mining Company

In this subchapter, an explanation of the results of research conducted through observation with the help of observation guidelines and questionnaires given to 45 employees at Bukit Raya Sekawan Mining Company. The data obtained from questionnaires are then interpreted descriptively to answer and find out the identification about social environment variables. Here is table 3 which presents a descriptive analysis of social environment variables at Bukit Raya Sekawan Mining Company.
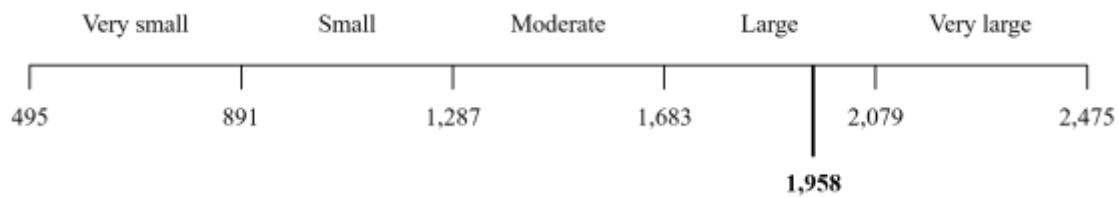
Table 3. Descriptive Analysis of Social Environment

Category	Score	Frequency	Number of Scores
Very appropriate	5	173	865
Appropriate	4	186	744
Normal	3	95	285
Inappropriate	2	23	46
Very inappropriate	1	18	18
Total			**1,958**

Source: Primary data 2024, processed

Based on table 3, it is known that the total score on social environment at Bukit Raya Sekawan Mining Company is **1,958**. In order to make it easier to describe the results of descriptive analysis, researchers set very appropriate categories equivalent to very large, appropriate to large, normal equivalent to moderate, inappropriate equivalent to small, and very inappropriate equivalent to very small. Then, the researcher described those results with the following continuum.

Figure 3. Continuum of Descriptive Analysis of Social Environment

The results of the questionnaire about the social environment of employees in the company show that the majority of employees consider the social environment in the company appropriate or very appropriate. This can be seen from the position of the descriptive analysis line which is in a large class interval in the continuum line in figure 3 which is equivalent to the good category. Suitable and good social environment at Bukit Raya Sekawan Mining Company can have a positive impact on employee performance. Employees who are comfortable with the social environment tend to be more motivated and contribute better to work. Employees also tend to be more loyal to Bukit Raya Sekawan Mining Company, reducing absenteeism and employee turnover.

The results of research on social environment variables descriptively show that the majority of employees consider the social environment at Bukit Raya Sekawan Mining Company is appropriate. This shows that the social environment at Bukit Raya Sekawan Mining Company has created a good atmosphere for employees. A good social environment can have a positive impact on employee performance. Employees who feel comfortable in a conducive work environment will tend to be more motivated and productive. In addition, a good social environment can also encourage cooperation and collaboration between employees. Good communication between employees, mutual support, and mutual trust can help improve teamwork and create harmonious relationships between employees.

The linkage with human resource management can be seen in several aspects. Bukit Raya Sekawan Mining Company needs to ensure that employees get adequate social support from colleagues and superiors. For example, by facilitating social activities such as team building or mentoring programs. This social support can help increase comfort and mutual support among employees. Furthermore, Bukit Raya Sekawan Mining Company needs to pay attention to the possibility of social environment discrepancies. Although the majority of employees considered the social environment appropriate, there were also respondents who expressed discrepancies (frequency scores 2 and 1). The involvement of Bukit Raya Sekawan Mining Company is needed to identify the cause of the discrepancy and take the necessary corrective steps. For example, conducting evaluations or holding discussion forums to listen to employee input and complaints, because it can be possible that the social environment that has an impact on employee performance can come from the external environment of Bukit Raya Sekawan Mining Company like family or peers.

In addition, Bukit Raya Sekawan Mining Company can also use research results as a reference to improve the social environment of employees. Bukit Raya Sekawan Mining Company can evaluate certain aspects that are considered inappropriate, such as communication between employees, fairness in task distribution, or career development opportunities. By improving these aspects, Bukit Raya Sekawan Mining Company can create a better social environment, which in turn will have a positive impact on employee satisfaction and performance.

However, the results showed that the majority of employees considered the social environment at Bukit Raya Sekawan Mining Company has been in accordance with the conditions of the employee. Bukit Raya Sekawan Mining Company can use the results of this research to identify aspects that need improvement and improve the social environment of employees. These efforts can help improve employee satisfaction and performance, as well as minimize problems such as absenteeism and employee turnover rates.

The discussion is in accordance with the presentations of Marsal & Hidayati (2018), Sobaya, Hidayanto, & Safitri (2016), Susilowati & Andayani (2021), Radito (2016), Sabilila & Wahyuni (2022), Bakri & Yadi (2020), Syahrizal (2021), Sandhika & Sobandi (2018), Susilowati & Andayani (2021), and Astriana, Utomo, & Sulistyowati (2020), which stated that the social environment is a space that can determine the

formation of individual attitudes, behaviors, and personalities. Therefore, Bukit Raya Sekawan Mining Company needs to adjust employees to their social environment, so that employees have good performance in the process of achieving the goals of Bukit Raya Sekawan Mining Company itself. In order for employees to feel comfortable when completing their work, Bukit Raya Sekawan Mining Company needs to pay attention to the condition of the social environment of its employees by screening the communication and adaptation skills of employees and placing employees with a social environment that is in accordance with the employees themselves, especially in determining group members for employees in a job. Not only that, Bukit Raya Sekawan Mining Company also needs to provide opportunities for employees to communicate related to their social environment, especially those related to colleagues.

In accordance with the description of Rachmawati, Widowati, & Wahyuningsih (2023), Sandhika & Sobandi (2018), Angreani (2020), Putriana, Eriawati, & Nulipata (2023), Sulaiman, (2023), Lodi, Saleh, & Chahyono (2022), Widyastuti & Indiyati (2021), Kristiana (2015), and Muthmainnah & Syamsir (2022), family is the social environment closest to employees, because family is an environment that plays a role in providing intimate interaction with employees, so that the family becomes the social environment that has the greatest impact on employee attitudes and personalities, included in the work. Then, the social environment that also has a major impact on the attitude and personality of employees is colleagues and peers. Coworkers and peers are a social environment that is also close to employees, because employees cannot be separated from colleagues when working and when not working, employees also cannot be separated from peers, so that colleagues and peers also become a social environment that has a considerable impact on employee attitudes and personalities.

Employee Performance at Bukit Raya Sekawan Mining Company

This subchapter provides an explanation of the findings from an observation-based study that was carried out with the assistance of observation guidelines and questionnaires distributed to 45 employees of the Bukit Raya Sekawan Mining Company, the study's subjects. In order to answer and identify the research problems that have been previously described, the data from observation guidelines and questionnaires are then descriptively interpreted. This allows the study to describe the distribution of research subjects' responses regarding employee performance variables. A descriptive study of the employee performance factors at Bukit Raya Sekawan Mining Company is shown in table 4.

Table 4. Descriptive Analysis of Employee Performance

Category	Score	Frequency	Number of Scores
Very appropriate	5	229	1,145
Appropriate	4	366	1,464
Normal	3	75	225
Inappropriate	2	5	10
Very inappropriate	1	0	0
Total			**2,844**

Source: Primary data 2024, processed

Based on table 4, it is known that the total score on employee performance at Bukit Raya Sekawan Mining Company is **2,844**. In order to make it easier to describe the results of descriptive analysis, researchers set very appropriate categories equivalent to very large, appropriate to large, normal equivalent to moderate, inappropriate equivalent to small, and very inappropriate equivalent to very small. Then, the researcher described those results with the following continuum.

Figure 4. Continuum of Descriptive Analysis of Employee Performance

The majority of respondents believe that employees at Bukit Raya Sekawan Mining Company perform well enough to meet their needs, as can be seen from the descriptive analysis line's position in a very large class interval in figure 4's continuum line, which is equivalent to the very good category. Furthermore, the findings of the descriptive analysis indicated that the majority of respondents also thought that Bukit Raya Sekawan Mining Company employees' performance matched their demands. In the meantime, respondents who fell into the non-conforming category, which corresponds to the less good category, and the normal category, which corresponds to the sufficient category, said that a number of employee performance areas needed to be improved in order to reach a higher or satisfactory appropriate level. The fact that a small percentage of respondents assigned improper or extremely unsuitable rankings suggests that most workers at Bukit Raya Sekawan Mining Company are satisfied with their work.

The majority of respondents believe that employee performance at Bukit Raya Sekawan Mining Company is sufficient to meet employee's demands, according to the descriptive findings of study on employee performance characteristics. This may indicate that the company's HR department is doing a good job of controlling worker performance. One of the key components of human resource management is the significance of employee performance in relation to business requirements. The organization may gain a lot from achieving strong performance, including greater production and operational efficiency.

A tiny proportion of respondents, meanwhile, provide typical category answers that are consistent with the sufficient category rather than the less good category. This indicator suggests that in order to reach a better level of satisfaction, some areas of employee performance need to be addressed. This illustrates the possibility for advancement in both human resource development and management within the framework of human resource management. In order to enhance employee performance, human resource management must carry out more analysis to determine which parts require improvement. This can be achieved by focusing on replies from participants who provide suitable, sufficient, and normal assessments.

The study's findings also give a general picture of Bukit Raya Sekawan Mining Company's achievements in personnel development and management. Based on the majority of outcomes, Bukit Raya Sekawan Mining Company has been successful in hiring, developing, and inspiring staff members to perform successfully. However, the hiring, training, and performance review processes for employees all require review and improvement. Additionally, Bukit Raya Sekawan Mining Company must take into account incentives and career development plans that might raise worker performance and motivation. The outcomes of studies conducted on worker performance at Bukit Raya Sekawan Mining Company might also reveal details on the effectiveness of HRM inside the organization. Although most respondents in this instance believed that employee performance matched needs, there was still opportunity for improvement.

It's critical that Bukit Raya Sekawan Mining Company regularly assesses and enhances its human resource management to get a competitive edge via peak worker output. The study's findings serve as a manual for Bukit Raya Sekawan Mining Company's human resource management, helping them to build more specialized human resources and take remedial action when necessary. Maintaining the majority of staff members who believe they are performing well is also crucial for human resource management. This may be accomplished by giving rewards to staff members who do well in addition to fostering better management-employee interactions and communication.

The presentation by Soden, Fernandes, Niha, Perseveranda, & Adrianuset (2023), Sudargini (2021), Hafid, Azis, Arwaty, & Sudirman (2022), and Marniati & Rauf (2022), which states that employee

performance includes all work results and contributions shown by an employee in carrying out their duties and responsibilities and the discussion that follows are in line with these presentations. The accomplishment of goals, the caliber of the work, productivity, and competence exhibited may all be used to gauge an employee's success. An employee's ability to satisfy the standards of Bukit Raya Sekawan Mining Company and provide quality job outputs is a key component in evaluating their performance. Employees may accomplish their personal and professional objectives and contribute significantly to Bukit Raya Sekawan Mining Company when they perform well. Employee performance may also serve as a guide for designing and enhancing policies, programs, and initiatives aimed at boosting work effectiveness and productivity, according to Bukit Raya Sekawan Mining Company. Thus, the creation of HRD policies, employee coaching, and career development all depend on the success of the workforce.

The Effect of Social Environment on Employee Performance at Bukit Raya Sekawan Mining Company

In this subchapter, the results of the correlation coefficient are displayed which is an analysis of the effect of social environment on employee performance at Bukit Raya Sekawan Mining Company. Here is table 5 that presents the results of correlation coefficient based on IBM SPSS 26 output Windows 10.

Table 5. Correlation Coefficient Results

Correlations		Social Environment	Employee Performance
Social Environment	Pearson correlation	1	.687**
	Sig. (2-tailed)		0,000
	N	45	45
Employee Performance	Pearson correlation	.687**	1
	Sig. (2-tailed)	0,000	
	N	45	45

Source: Primary data 2024, processed

Table 5 shows the calculation results using the Pearson correlation which produces the value of the relationship between social environment and employee performance at Bukit Raya Sekawan Mining Company amounted to **0.687**. The number is included in the calculation based on the following coefficient determination formula.

kd = r^2 x 100%

= $(0,687)^2$ x 100

= **47.2**

Based on the calculation of coefficient determination formula, a figure of **47.2** was obtained, indicating that the relationship between the influence between the social environment and employee performance at Bukit Raya Sekawan Mining Company has a fairly strong category, in other words, the social environment contributes to influencing the performance of employees at Bukit Raya Sekawan Mining Company by **47.2%**.

Based on the results, it can be concluded that the social environment has a strong influence on the performance of employees at Bukit Raya Sekawan Mining Company is **47.2%**. This shows that social environmental factors which include interaction and social relations between employees at Bukit Raya Sekawan Mining Company has a significant contribution to their performance. A good and positive social

environment in the workplace can help create a harmonious and mutually supportive atmosphere between employees. This positive influence can increase motivation, job satisfaction, collaboration, and employee involvement in achieving the goals of Bukit Raya Sekawan Mining Company. When relationships between employees are supportive and mutually reinforcing, they are more likely to work well in teams, share knowledge and experience, and respond quickly and adaptively to change. In addition, a good social environment can also affect the improvement of communication between employees. Effective communication is an important factor in establishing harmonious working relationships and improving coordination between employees. With good communication, employees can more easily share information, resolve conflicts, and work together in overcoming problems that occur in the workplace.

In addition to positive factors, a bad or negative social environment can also negatively affect employee performance. Conflicts between employees, differences in conflicting attitudes, values, or norms, or even negative behavior that is not tolerated can affect the work atmosphere and cause a decrease in employee performance. In the context of Bukit Raya Sekawan Mining Company, it is important for company management to pay attention to and strengthen a positive social environment in the workplace. Efforts can be made such as facilitating effective communication training, building a trusting work culture, and encouraging active participation and coordination among employees. Through a good understanding and improvement of the social environment, it is expected that employees at Bukit Raya Sekawan Mining Company can feel more motivated and have high job satisfaction, so that their performance can be more optimal. In addition, Bukit Raya Sekawan Mining Company also needs to pay attention to any changes that occur in the social environment, be it in terms of team composition or structure, interpersonal dynamics, or work culture, in order to overcome problems that may arise and maintain a good work environment in the future.

The discussion is in accordance with the presentations of Marsal & Hidayati (2018), Sobaya, Hidayanto, & Safitri (2016), Susilowati & Andayani (2021), Radito (2016), Sabilila & Wahyuni (2022), Bakri & Yadi (2020), Syahrizal (2021), Sandhika & Sobandi (2018), Susilowati & Andayani (2021), Astriana, Utomo, & Sulistyowati (2020), Soden, Fernandes, Niha, Perseveranda, & Adrianuset (2023), Sudargini (2021), Hafid, Azis, Arwaty, & Sudirman (2022), and Marniati & Rauf (2022), which stated that the social environment is a space that can determine the formation of individual attitudes, behaviors, and personalities. Therefore, Bukit Raya Sekawan Mining Company needs to adjust employees to their social environment, so that employees have good performance in the process of achieving the goals of Bukit Raya Sekawan Mining Company itself. In order for employees to feel comfortable when completing their work, Bukit Raya Sekawan Mining Company needs to pay attention to the condition of the social environment of its employees by screening the communication and adaptation skills of employees and placing employees with a social environment that is in accordance with the employees themselves, especially in determining group members for employees in a job. Not only that, Bukit Raya Sekawan Mining Company also needs to provide opportunities for employees to communicate related to their social environment, especially those related to colleagues.

In accordance with the description of Rachmawati, Widowati, & Wahyuningsih (2023), Sandhika & Sobandi (2018), Angreani (2020), Putriana, Eriawati, & Nulipata (2023), Sulaiman, (2023), Lodi, Saleh, & Chahyono (2022), Widyastuti & Indiyati (2021), Kristiana (2015), Muthmainnah & Syamsir (2022), Soden, Fernandes, Niha, Perseveranda, & Adrianuset (2023), Sudargini (2021), Hafid, Azis, Arwaty, & Sudirman (2022), and Marniati & Rauf (2022), family is the social environment closest to employees, because family is an environment that plays a role in providing intimate interaction with employees, so that the family becomes the social environment that has the greatest impact on employee attitudes and personalities, included in the work. Then, the social environment that also has a major impact on the attitude and personality of employees is colleagues and peers. Coworkers and peers are a social environment that is also close to employees, because employees cannot be separated from colleagues when working and when not working, employees also cannot be separated from peers, so that colleagues and peers also become a social environment that has a considerable impact on employee attitudes and personalities.

Conclusions and Recommendations

The majority of employees at Bukit Raya Sekawan Mining Company considers the social environment in the workplace in accordance with the needs and creates a good atmosphere. A good social environment has a positive impact on employee performance, because employees tend to be more motivated and productive in a conducive work environment. In addition, a good social environment also encourages collaboration between employees. However, in social circles, some employees do not get support from their children. This is understandable, because some employees are not married and there are also employees who hold the status of single parents. Furthermore, it can be concluded that the social environment has a positive and significant influence on the performance of employees at Bukit Raya Sekawan Mining Company. A good and positive social environment can increase motivation, job satisfaction, collaboration, and employee involvement in achieving company goals.

Bukit Raya Sekawan Mining Company needs to ensure adequate social support for employees, such as through social activities such as team building or mentoring programs. Bukit Raya Sekawan Mining Company must also address discrepancies in the social environment that can affect employee performance by identifying the causes and taking necessary corrective steps, especially there are employees who act as single parents. It is expected that team building or mentoring programs can be a support system for these employees. Not only these employees, but for all employees who have problems related to their social environment. That way, Bukit Raya Sekawan Mining Company can create a better social environment, which in turn will have a positive impact on employee performance, as well as minimize problems such as absenteeism and employee turnover rates.

Although social environment has a significant influence on employee performance at Bukit Raya Sekawan Mining Company by **47.2%**, there are other factors that are not observed in the study that also have an influence on employee performance. Therefore, research is needed to identify these factors and optimize the effect of social environment on employee performance at Bukit Raya Sekawan Mining Company, such as researching aspects of personality, leadership, compensation, work motivation, and employee workload.

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