



An Analysis on The Creation of Conducive Working Environment Conditions at BOB PT Bumi Siak Pusako-Pertamina Hulu

Siska Sri Wahyuni^{1,*}, Teguh Widodo²

¹ Politeknik Negeri Bengkalis/Jln Bathin Alam, Bengkalis, 28711
<siskasriwahyuni949@gmail.com>

² Politeknik Negeri Bengkalis/Jln Bathin Alam, Bengkalis, 28711

ARTICLE INFO

Received: 10 November 2021

Accepted: 1 Desember 2021

Published: 7 December 2021

ABSTRACT

This research aimed to know the corporation policies, physical and non-physical work environment factors, obstacles and solutions which was faced and carried out made in the creation of a conducive working environment at BOB PT Bumi Siak Pusako-Pertamina Hulu. This research was held at the BOB PT Bumi Siak Pusako-Pertamina Hulu, Zamrud on September 2019. The results of this research indicate that in creating a conducive working environment the corporation makes policies such as the corporation's policy on occupational safety and health, make policies for employees enters at 07.00 until 05.00 pm and enters 10 on/off days, provide counselling related to work environment issues, adherence to the Corporation Regulations, and adherence to the work standards that had been outlined in the SOP. Cleanliness, room area and lighting, room temperature, health facilities, sports, worship facilities, and libraries were included in discussions of physical work environment factors, moreover, about non-physical environment factors such as relationship of superiors with subordinates and relationships between employees. There are obstacles like job exchanges that must be explained in detail, workers from outside the area so they do not have to travel from home to work, government regulations that alter profit every day. To resolve the issue, we arranged to meet more frequently, tried to rest at the guesthouse, and complied with government regulations.

Keywords: Working Environment, Physical Factors, Non Physical Factors

1. Introduction

This template, created in MS Word, provides authors with most of the formatting specifications needed for preparing electronic versions of their papers. All standard paper components have been specified for three reasons: 1) ease of use when formatting individual papers, 2) automatic compliance to electronic requirements that facilitate the concurrent or later production of electronic products, and 3) conformity of style throughout a journal paper. Margins, column widths, line spacing, and type styles are built-in; examples of the type styles are provided throughout this document and are identified in italic type, within parentheses, following the example. Some components, such as multi-leveled equations, graphics, and tables are not prescribed, although the various table text styles are provided. The formatter will need to create these components, incorporating the applicable criteria that follow. The book size will be in A4. Please make sure that you do not exceed the indicated type area.

Safety, health, and comfort are important points in an environment, both in the environment in the household, school and the world of work. Today, a service and profit oriented corporation must be supported by a good work environment. A good work environment within the corporation really has an important role both for employees with employees, employees with superiors, and for the corporation itself. A good working environment includes a safe work situation, a comfortable work space, good communication between people, adequate outside and indoor work facilities, and so on.

Unconsciously, on average one day employees spend 50% of the time at work. Therefore the work environment is one of the important aspects that needs to be managed properly so that anyone who is in it can feel comfortable. The conducive situation of the corporation's work environment will have an impact on corporation achievement. Safety and comfort of employees at work place really need to be considered.

* Corresponding author

E-mail addresses: siskasriwahyuni949@gmail.com

A poor work environment can affect the mental health and behaviour of its employees. This unhealthy work environment will ultimately have an impact on absence, low motivation and performance and loss of productivity.

BOB PT Bumi Siak Pusako-Pertamina Hulu is one of the companies engaged in oil and gas. The corporation consists of several departments, one of which contributes to one another. Likewise with employees both in the field and in the room such as in the office, have a relationship between each department so that the conditions or atmosphere of a conducive work environment is needed and avoid undesirable things so that the goals can be achieved by the corporation.

Based on the above problems, the researcher is interested in conducting a research related to the work environment with the title "An Analysis on the Creation of Conducive Working Environment Conditions at BOB PT Bumi Siak Pusako - Pertamina Hulu".

2. Literature Review and Related Research

Work Environment

According to Allan (2017) in the journal Holid (2018) said that "an employee's workplace environment is a key determinant of the quality of their work and their level of productivity. How well the workplace engages an employee impacts their desire to learn skills and their level of motivation to perform.

Taiwo (2010, p.301) in the Josephine journal (2017) the working environment is everything, events, people and others that affect the way people work. The working environment is a collection of physical and non-physical factors, both of which affect the way employees work. The situation at work is a non-physical work environment, while people or equipment is a physical work environment.

Physical Work Environment

According to Sedarmayanti (2001) in Hidayat (2015, p. 79) in the journal Josephine (2017), states there are several work environment factors that must be considered. Physical work environment factors, including hygiene factors, lighting factors, air exchange factors, noise factors, safety factors.

Then Moekijat (2002: 135) in the journal Inbar (2018) the physical work environment is something that is around work that includes light, colour, air, sound and music that affect him in carrying out his duties.

Non-Physical Work Environment

According to Sugito and Sumartono (2005: 147) in Kusuma (2018) suggested that non-physical work environment is employee communication, relationships with superiors and so forth.

In addition to that Nitisemito (2000: 171) in the journal Inbar (2018) states that companies should be able to reflect conditions that support cooperation between the levels of superiors, subordinates and those who have the same status in the corporation. The conditions that should be created are a family atmosphere, good communication and self-control.

Furthermore Siagian (2014: 57) non-physical work environment is a pleasant work environment in the sense of creating a harmonious work relationship between employees and superiors, because in essence humans do not only earn money, but work is a form of activity aimed at get satisfaction.

Related Research

A number of previous studies discussing the work environment including research held by Antari, et al (2018) about Analysis of the Work Environment and Competence in Increasing Motivation and Performance of Personnel of Bali Police HR. Show that the work environment has a positive and significant effect on motivation. This research found that by improving a conducive work environment it was able to increase the motivation of the Bali Police HR personnel. These results indicate that with the support of a comfortable work environment and support the smooth running of tasks, it will increase the work motivation of employees. The purpose of this research is to analyze the work environment and competence in increasing the motivation and performance of Bali Police HR personnel.

Praci, et al (2017) about The Effect of the Work Environment on Employee Performance at Hotel Daima Padang. This research was measured through 2 variables: Work environment variables and employee performance variables. This type of research is quantitative descriptive with a causal approach using a simple linear regression test. The population of this research was 68 employees of Daima Padang Hotel. The sampling technique was simple random sampling, and the samples in this research were 43 people. Primary data collection techniques are carried out through a questionnaire using a Likert scale that has been tested for validity and reliability, secondary data are employee performance data at the Daima Hotel in Padang. The results showed that: (1) The overall work environment is in the bad category (53%), the physical work environment is in the bad category with a percentage of 58%, the non-physical work environment is in the bad category 51%, (2) Employee performance is in the moderate category (42%), (3) work environment influences employee performance by 27.0%.

Then Josephine (2017) about The Effect of Work Environment on Employee Performance in the Production Section Through Work Motivation as Intervening Variables in PT Trio Corporate Plastic (Tricopla). Based on the results of the research note that the working environment has an influence on positive work motivation, so the first hypothesis reads the working environment influences the work motivation of PT Tricopla is declared accepted. This shows the working environment includes the working environment of the technological environment, the working environment of the human environment, and the working environ-

ment of the organizational environment proven to motivate employees so that the level of employee productivity increases.

3. Methodology and Process Completion

Research Location and Object

The research location is the place or region where the research was held. The research was held at BOB PT Bumi Siak Pusako-Pertamina Hulu in Siak Regency and was held on September 2019.

Research Object

According to Sugiyono (2014: 41) the object of research is a scientific goal to get data with specific goals and uses about an objective, valid and reliable thing about a certain thing.

The object of this research is the creation of conducive working environment condition that covers the availability of work facilities, order in the room, comfort of the workspace, layout in the workspace, lighting and air circulation, communication between superiors and subordinates, as well as communication between fellow personnel.

Data Types and Sources

The type of data used in this research is qualitative data. In Sugiyono (2016: 14), research data consists of qualitative data. Qualitative data is data in the form of words, sentences, schematics and pictures.

According to Darmawan (2013: 13) the sources of data obtained in the research include the following used primary and secondary data.

Data Collection Techniques

Data collection techniques used in research are:

1. Literature research about physical work environment factors and non physical work environment factors. Literature research is data collection held by reading and researching reading material related to research (Sugiyono, 2010: 140).
2. Interview about corporation policies, physical work environment factors, non physical work environment factors, obstacles and solution. Interview is data collection held by holding questions and answers directly to respondents (Sugiyono, 2010: 140).
3. Observation about corporation policies, physical work environment factors, and non physical work environment factors. Observation is a method or way to analyze and record systematically, not only limited to people, but also other natural objects (Sugiyono, 2010: 145).
4. Documentation about corporation policies, physical work environment factors, and non physical work environment factors. Documentation is a record of events that have passed, can take the form of writing, pictures, or monumental works of someone. Written documents such as diaries, history, biographies, regulations and policies. Documents in the form of pictures such as photographs, sketches and others. Document research is a complement to the use of observation and interview methods (Sugiyono, 2016: 240).

Type and Data Analysis Methods

The type of research which is use in this research is descriptive research and data analysis method which is used in this research is descriptive analysis method.

3. Result and Discussion

3.1 Policies Adopted by the Corporation

Corporation policy on QHSSE

Corporation policy on Quality, Health, Safety, Security and Environment are:

1. Prioritizing aspects of Quality, Health, Safety, Security and Environment (QHSSE) both in planning.
2. Development and every operational activity.
3. Prevents any production failures, injuries, occupational diseases.
4. Prevent the occurrence of environmental pollution of water and air both originating from the release of conventional air pollution materials and that cause Green House Gas (GHG) effects from the impact of oil and gas exploration and exploitation activities on an ongoing basis
5. Comply with laws and industry standards that apply to QHSSE, enhance and review on an ongoing basis to support effective, safe, healthy, safe and environmentally friendly operations.
6. Providing planned training to all employees and partners both competency and awareness.
7. Use energy and resources efficiently, use environmentally friendly materials and apply clean production through the process of B3 waste management as well as organic and inorganic waste with the 5R principle (Rethink, Reduce, Reuse, Recycle and Recovery).
8. Play an active role in preserving natural resources through water conservation and biodiversity protection.
9. Ensuring that Zero Discharge is always fulfilled and is ongoing.
10. Maintaining a harmonious relationship with the community in the operational area through the development and empowerment of the surrounding community by implementing Corporate Social Responsibility (CSR).

Policies in Workday Rules

The policies in the working day rules that are in the BOB PT Bumi Siak Pusako-Pertamina Hulu are as follows:

1. Employees at BOB PT. Bumi Siak Pusako-Pertamina Upstream enters at 07.00 am and returns at 17.00 pm.
2. Employees who enter on weekdays do attendance using Fingerprint.
3. And for work shifts, employees enter 10 working days and 10 days off.

Work Environment Socialization Policy

The work environment socialization policies at BOB PT Bumi Siak Pusako-Pertamina Hulu are:

1. Provide counseling, information, related to work environment issues.
2. Take a housekeeping contest every year. So for departments like OS (operation support) or other departments with this activity, there will be a sense of care for the environment because at the BOB itself holds a housekeeping contest every year.

Compliance with Corporation Regulations and Work Standards

Compliance with corporation regulations and work standards in the corporation include:

1. Always use a complete PPE when visiting an oil well location, including PPE clothes, helmets, shoes, glasses and so on.
2. Wear a helmet for motorcycle users when entering and leaving the corporation area.
3. Obey the signs in the corporation area.
4. The speed of vehicles that are in the work area of the BOB PT Bumi Siak Pusako-Pertamina Hulu work environment must be at a speed of 20km / hour.

3.2 The Physical Work Environment Factors

Cleanliness

BOB PT Bumi Siak Pusako-Pertamina Hulu area has a very wide area, and cleanliness is the most important thing here. BOB PT Bumi Siak Pusako-Pertamina Hulu corporation as an international-scale corporation has carried out its obligations by creating a clean environment both for employees who are workers and for guests who come.

Table 1. Cleanliness Schedule

Office Name	Shift	
	Morning-Afternoon	Afternoon
Human Resources Office	07.00 AM-12.00AM	01.00 PM-05.00 PM
Zamrud Clinic	07.00 AM-12.00AM	01.00 PM-05.00 PM
Operation Support	07.00 AM-12.00AM	01.00 PM-05.00 PM
Supply Chain Management	07.00 AM-12.00AM	01.00 PM-05.00 PM
QHSSE Office	07.00 AM-12.00AM	01.00 PM-05.00 PM
Security Post	07.00 AM-12.00AM	01.00 PM-05.00 PM
Areas Outside the BOB Environment	07.00 AM-05.00 PM	

Source : Processed Data 2020

From the table above, for employees who work specifically on cleanliness they do according to the shift starting in the morning from 07.00 AM then in the afternoon at 12.00 AM. Then after a break from 01.00 PM and continued in the afternoon at 05.00 PM before going home. And for employees who only take care of the area outside their room cleaning the area starting at 07.00 AM.

Not only pay attention to the cleanliness of the environment outside but also pay attention to the cleanliness of the environment inside the room. As it is known that high or low productivity or work performance can not be separated from matters related to positive thoughts, where positive thoughts arise from the state of the surrounding environment. Therefore high or low levels of cleanliness in the room will certainly have an impact on employee productivity.

Room Size and Lighting

Every workspace must be arranged in such a way that every employee who works in it can move freely to carry out its activities. Spacious office space means the room where work should not be done in a narrow and full of employees. A room will feel stuffy and uncomfortable if there is no window inside, because in the workspace lighting and air circulation are closely related. There is no window causes employees who work in it to be exposed only to light without sunlight entering the room. The number of workspaces and lighting in the BOB PT Bumi Siak Pusako-Pertamina Hulu office can be seen in the following table:

Table 2. Work Space and Information at the Corporation

Office Name	Lots of Lighting
Human Resources Office	6 Lighting
Zamrud Clinic	8 Lighting
Operation Support	5 Lighting
Supply Chain Management	5 Lighting
QHSE Office	2 Lighting
Security Post	4 Lighting

Source : Processed Data 2020

From the table above it can be seen that in each room has different lighting based on the size of the room owned. For the size of the Zamrud Clinic has lighting as many as 8 lamps with a large size, this is intended to facilitate the treatment process.

The work space in the BOB PT Bumi Siak Pusako-Pertamina Hulu office has complete facilities, ranging from chairs, desks, complete sets of computers, photocopiers, file cabinets, telephones and so forth. If in a workspace does not get a large workspace, it will get a full and crowded room due to the equipment inside. This will certainly have an uncomfortable effect for employees at work. Therefore at BOB PT Bumi Siak Pusako-Pertamina Hulu stipulates that each workspace of its employees has a large workspace that meets the standards, which are not narrow, small and crowded by employees.

Workspace at BOB PT Bumi Siak Pusako-Pertamina Hulu continues to maintain consistency in lighting in every workspace. Lighting in the workspace can be said to be good if employees feel comfortable and at ease without any disturbance for them. Can be seen, good lighting will provide bright light but not dazzling, and the light given in the room is sufficient.

Room Temperature

In a room in the office air temperature must also be considered, as it is known the temperature conditions in a room will affect the comfort of employees at work. If the temperature inside the room feels hot it will put pressure on the employees who are in the room so they cannot concentrate on carrying out their work.

Table 3. Temperature

Office Name	Room Temperature
Human Resources Office	22°C
Zamrud Clinic	20°C
Operation Support	22°C
Supply Chain Management	20°C
QHSE Office	23°C
Security Post	22°C

Source : Processed Data 2020

The temperature in each BOB PT Bumi Siak Pusako-Pertamina Hulu office room varies depending on the weather is hot or not. If the conditions outside the room feel hot due to the heat of the sun or other factors that cause the temperature outside feels hot, the room temperature will be reduced to 20°C. Conversely, if the conditions outside the room feels cold because it is caused by rainy weather conditions, the room temperature is raised to 25°C. Having a hot temperature in the room is not good for health, this is clearly very disturbing for those who work in it. If the temperature in the room is at a temperature above or below average without a temperature regulator will be bad for them. Conversely, if the inside of the room has a temperature that is too cold of course it is also not good for those who are in it. Therefore the determination of a good temperature for employees is very necessary, if something unexpected happens not only employees who are harmed, the corporation will also be affected.

As is the case in the office where the employees of BOB PT Bumi Siak Pusako-Pertamina Hulu they use electronic goods such as Air Conditioner (AC) as a room temperature regulator, where the air temperature in this room is generally used in the range of 20-25°C but usually in BOB PT Bumi Siak Pusako-Pertamina Hulu the average temperature used in each room is 23°C.

Health, Sports, Worship and Library Facilities

Within the scope of the work environment in the corporation BOB PT Bumi Siak Pusako-Pertamina Hulu has quite complete facilities in addition to office facilities, there are also other supporting facilities such as health, sports, and worship facilities. This is all provided by the corporation for employees in the place where they work the facilities provided are made with the aim that they can get good health care and worship obligations.

Table 4. Facilities at the Zamrud Clinic

Office	Facilities
Zamrud Clinic	Table Chair Bed Medicine Chest Computer A printer Scanner Medicines Medical Equipment Medical Equipment Steriliz Weight Scales Trash can Etc.

Source : Processed Data 2020

Existing facilities at Zamrud Clinic are already complete. Like health facilities, Emerald Clinic has adequate equipment in terms of treatment both in terms of furniture and medicines that are needed. Employees who need treatment or want treatment can go directly to Zamrud clinic. Here provides a place or facility for medical treatment that is quite complete along with the necessary medicines.

For sports facilities there are adequate sports equipment and can be used by BOB PT Bumi Siak Pusako-Pertamina Hulu employees during their free time after finishing work at the office.

Table 5. Sport Facilities

Office	Facilities
Sport Facilities	Badminton court Futsal field Basketball court Table tennis Bike Treadmill Cross Trainer Lat Pull Down Chest Press Etc.

Source : Processed Data 2020

Sports activities in the office can help workers to be able to improve concentration and ability to solve problems because with the distraction between exercise and work this will certainly produce a clear mind and become more relaxed in dealing with problems in the work environment.

Besides that, the room for exercising is also provided by the corporation BOB PT Bumi Siak Pusako-Pertamina Hulu for its employees to be able to fill their free time to continue exercising. In this room there is also a small library, inside consisting of several books for reference or just reading material.

Table 6. Library

Office	Facilities
Library	Book Student Thesis Internship report Magazine Newspaper Etc.

Source : Processed Data 2020

In the library there are several sources of reading or just references such as books, student theses about research at BOB PT Bumi Siak Pusako-Pertamina Hulu, internship reports and so forth. This place is a comfortable place for readers because it is far from noise.

Worship facilities are also provided so that employees who work in the corporation environment can still carry out their obligations, the facilities provided are certainly clean, safe and comfortable so that they feel their own satisfaction in working because their needs can be fulfilled and of course they will be more motivated to work hard.

Safety

Safety both physically and non-physically is equally important for the corporation because corporate security also means for the survival of the corporation. Safety itself is a situation where we feel safe without fear and anxiety about the dangers of working in a corporation.

Therefore a security must be really effective in a corporation because a little mistake can have a great effect on employees. Not only that, companies must also pay attention to security around the corporation's work environment because an accident will occur if something small is always underestimated so that later it can have a big impact and hurt the corporation.

Table 7. Safety by the Corporation

Office	Facilities
Form of Security	<ul style="list-style-type: none"> • Giving a fence on the drainage water • Give a handrail on the stairs • Give a symbol of dangerous areas • Give traffic signs • Using PPE (clothes, shoes, glasses, helmets) when going to the location of a well or oil pipe • Provide fire extinguishers • Provide first aid kit • And so forth.

Source : Processed Data 2020

At BOB PT Bumi Siak Pusako-Pertamina Hulu they are very concerned in terms of security, companies pay attention both from the smallest to the biggest. Like making a fence in a dangerous area and giving a symbol of the symbol, then the stairs are given a handle with the aim of providing security in the event of something unexpected, use Personal Protective Equipment (PPE) when visiting dangerous places such as the location of oil wells or oil pipes. This also includes an important point, a safe work environment will have a large impact on employees. If they feel that if a corporation environment is insecure, anxiety will arise and will definitely make them feel uncomfortable in the work environment.

3.3 The Non-Physical Work Environment Factors

Relationship of Superiors With Subordinates

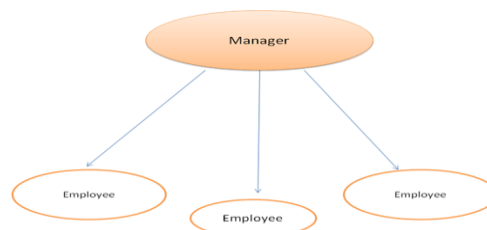


Figure 1. Relationship of Superiors With Subordinates

Source : Processed Data 2020

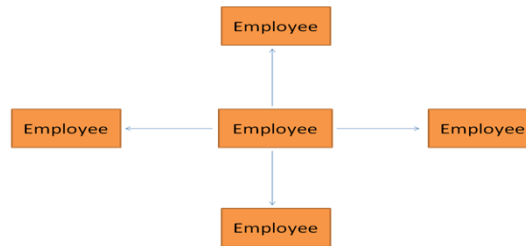
BOB PT Bumi Siak Pusako-Pertamina Hulu itself has created a good relationship between superiors and subordinates, this is seen in terms of their association, a superior does not choose who he associates within the scope of work environment, they consider everything to be equal so that a good and harmonious relationship exists between the two parties.

At BOB PT Bumi Siak Pusako-Pertamina Hulu, can be seen the relationship between superiors at the time when the superiors gave the work to be done. So before superiors give their jobs first, they give a job description to their subordinates. By having a job description or steps of the work so when the supervisor asks his subordinates to do the work, the employees were able to carry out their work.

Relationship Between Employees

Precisely at BOB PT Bumi Siak Pusako-Pertamina Hulu, they have implemented this principle. The relationship between them looks harmonious, compact, and willing to work together. They realize, working alone without involving others will not provide maximum results. Therefore if there is a problem that cannot be solved by themselves, they work hand in hand and discuss among fellow employees in order to find a solution to the work problem.

Figure 2. Relationships Between Employees



Source : Processed Data 2020

BOB PT. Bumi Siak Pusako-Pertamina Hulu holds regular morning meetings every day, where employees gather in a room to discuss work-related matters. Starting from the problems that arise both related to the work environment within the corporation, the work environment in the field and other problems that ultimately can provide and decide on solutions to be run. That should be the working relationship needed for a corporation, not only needed by people who are smart and enterprising but also want to work well together it will create corporate goals and generate profits for the corporation.

3.4 The Obstacles faced by Corporation

Obstacles faced the corporation in creating conducive working environment conditions at BOB PT Bumi Siak Pusako-Pertamina Hulu are as follows:

1. For employees who usually have a care number of days on duty 10 days and 10 days off duty. Obstacle such as job exchanges must be thoroughly explained in detail, so that office work can be continued by back to back employees.
2. For workers who come from outside the area so as not to commute from home to work.
3. Government regulations that are always changing, especially regarding the benefits received by employees, budget cuts due to corporation efficiency, thereby reducing benefits and facilities that can be received by employees, the level of employee concern in maintaining and running the rules set by the corporation and exemplary from superiors.

3.5 The Solution of the Obstacle

The solution will be done by BOB PT Bumi Siak Pusako-Pertamina Hulu in facing obstacles that arise are as follows:

1. For solutions provided when faced with obstacles related to employee exchanges that can be done by coordinating more frequently with back to back, and the corporation can make a special schedule 1 day so that employees can meet face to face and explain the work left employees who are off duty to fellow employees who are new on duty, and do not forget to keep maintaining good relations with each other.
2. The solution is to create a conducive working environment for the corporation, for example, for employees who live outside the work area, it is recommended not to go home and the corporation has also prepared a guesthouse for its employees to live in.
3. Changing government regulations. As a corporation that is within the jurisdiction of Indonesia, BOB strives to always obey government laws or regulations, especially in this case which is related to the UMP (Provincial Minimum Wage) of the oil and gas sector which is issued annually by the Governor.

4. Conclusion and Suggestion

Conclusion

Based on the results of the discussion described in the previous chapters, the following conclusions can be drawn:

1. Corporation policies in creating conducive working environment conditions at BOB PT Bumi Siak Pusako-Pertamina Hulu like. The corporation's policy on occupational safety and health, policies in workday rules, work environment socialization policy and compliance with corporation regulations and work standards.
2. The physical work environment factors that are in BOB PT Bumi Siak Pusako Pertamina-Hulu such as paying attention to cleanliness, room area and lighting, room temperature, other supporting facilities including health facilities, sports, worship facilities and libraries, as well as paying attention to security issues in the working area of PT Bumi Siak Pusako-Pertamina Hulu.
3. The non-physical environmental factors such as maintaining relationships between superiors and subordinates and relationships between fellow employees for the creation of a conducive working environment in the corporation.
4. The obstacle faced by the corporation such as, for employees who usually have a schedule of the number of days on duty 10 days and 10 days off duty have problems in exchanging work. For workers who come from outside the area back and forth from home to work which can cause something bad to happen and have a bad impact on the corporation. And government regulations that are always changing, especially regarding the benefits received by employees, budget cuts due to corporation efficiency, thereby reducing benefits and facilities that can be received by employees, the level of

employee concern in maintaining and running the rules set by the corporation and exemplary from superiors.

5. The solution that will be carried out by BOB PT Bumi Siak Pusako-Pertamina Hulu in facing obstacles related to employee exchanges that can be done more often by coordinating with his back to back, and the corporation can make a special schedule 1 day so that employees can meet face to face and explain the work left by employees off duty to fellow employees who are new on duty. For employees who live outside the work area, it is attempted not to go home and the corporation has also prepared a guesthouse for the employee's residence. As a corporation that is within the jurisdiction of Indonesia, BOB PT Bumi Siak Pusako-Pertamina Hulu strives to always obey government laws or regulations, especially in this case which is related to the UMP (Provincial Minimum Wage) of the oil and gas sector which is issued annually by the Governor.

Suggestion

In this chapter also provided some input in the form of suggestions that are useful for companies so that the achievement of goals can run well and in accordance with the wishes:

1. Based on the results of research held, it shown that the creation of conducive working environment conditions at BOB PT Bumi Siak Pusako-Pertamina Hulu in terms of physical work environment is good. Therefore the companies should be able to maintain and continue to improve the quality of a conducive working environment in terms of cleanliness, facilities, safety, comfort and so forth in order to produce positive performance from employees.
2. The results of research held explaining that the creation of a conducive working environment in BOB PT Bumi Siak Pusako-Pertamina Hulu in terms of non-physical work environment is good. Therefore the corporation always maintain and improve increasingly the sense of openness between employees and superiors, establish good relationships, cooperate that each other between employees of BOB PT Bumi Siak Pusako-Pertamina Hulu, so that the work that carried out can reach the corporation's targets.
3. From results of research held states that the creation of a conducive working environment in BOB PT Bumi Siak Pusako-Pertamina Hulu in terms of Human Resources has been managed properly and is expected to always maintain and improve increasingly the quality of Human Resources at BOB PT Bumi Siak Pusako-Pertamina Hulu. In the era of globalization competition like at this time, the human resource improvement policies are very important for companies to consider, so that the quality of Human Resources is getting higher and better in the future.

Reference

- Antari, S. (2018) Analisis Lingkungan Kerja dan Kompetensi dalam Meningkatkan Motivasi dan Kinerja Personel Biro SDM Polda Bali, STIE Triatma Mulya, Vol.13, No.1 ISSN 1978-6069.
- Darmawan. (2013) Metode Penelitian Kuantitatif, Bandung: Remaja Rosdakarya.
- Holid, A. (2018) Pengaruh Lingkungan Kerja Sosial Terhadap Kinerja Karyawan Direktorat Akademik di Sebuah Perguruan Tinggi di Indonesia. (The Influence Of Social Work Environment On Academic Directorate Employees' Performance At A Higher Education Institution In Indonesia), Jurnal Pendidikan Manajemen Perkantoran, Vol. 3, No. 1, Hal. 201-209.
- Inbar, D. (2018) Pengaruh Lingkungan Kerja Terhadap Disiplin Kerja dan Semangat Kerja Karyawan (Studi Pada Karyawan PDAM Kota Malang), Jurnal Administrasi Bisnis (JAB), Vol. 58, No. 2.
- Josephine, A. (2017) Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan pada Bagian Produksi Melalui Motivasi Kerja Sebagai Variabel Intervening Pada PT. Trio Corporate Plastic (Tricopla), AGORA, Vol. 5, No. 3.
- Kusuma, A.D. (2018) Pengaruh Lingkungan Kerja Fisik dan Non Fisik Terhadap Kinerja Karyawan dengan Variabel Mediator Kepuasan Kerja (Studi Pada Karyawan PT Telkomsel Branch Malang), Jurnal Administrasi Bisnis (JAB), Vol. 55, No. 2.
- Praci, R.M. (2017) Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan di Hotel Daima Padang, FPP Universitas Negeri Padang.
- Siagian, S. P. (2014) Manajemen Sumber Daya Manusia, Jakarta: Bumi Aksara.
- Sugiyono. (2010) Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D, Bandung: Alfabeta.
- Sugiyono. (2014) Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D, Bandung: Alfabeta.
- Sugiyono. (2016) Metode Penelitian Kuantitatif, Kualitatif dan R&D, Bandung: Alfabeta.