

The Effect of Work Environment, Work Ethics, Work Culture, and Work Motivation on Performance of Environmental Services in Labuhanbatu Regency

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Abstract

Source power man is factor mover main from whole activity company. Type study this character quantitative, which becomes the place study this is Environmental Service Life Regency Stone Labyrinth. In study this is what becomes population is employee Environmental Service Life Regency Labuhan Batu as many as 30 people. Data collection is carried out with spread questionnaire use googleform and measure with scale likert. Data analysis techniques in research this use PLS (partial least square) analysis which is analysis equality -based Structural Equation Modeling (SEM) variant with use softwear SmartPLS 3. Research results this show that environment work, ethics work, culture work and motivation work take effect significant to performance Environmental Service Officer Life Regency Stone Labyrinth.

Keywords: environment work, work ethic, culture work, motivation, employee performance.

1. Introduction

Source power man is factor mover main from whole activity company, because role that's power work should get more attention _ are you serious from party company. Importance management to source power man caused because factor man as perpetrator main in every activity operational something organization. The more good HR capabilities _ so will the more good the results achieved, and vice versa, the more low quality HR so will the more that result is low _ occur because however sophisticated facilities and infrastructure owned by a company organization without supported by qualified and productive human resources will hinder achievement destination organization that. A number of influencing factors _ performance like environment work, ethics work, culture work and motivation are very influential for increase performance employee.

Environment work is all something related _ with related things _ with whole equipment or tools and materials encountered, environment _ around where there are people working, procedures or method work, as well work rules _ good work as individual or as group. Environment work is the place where employee bring doing task and is state work living and working employees _ the same and on continuous and productive effective action _ in operate every tasks and work (Edwar, 2018).

Ethics is learning about moral problems and choices. Ethics comes from from Greek (ethos) which means is attitude, personality, character, character, and confidence on something. (Kreitner, 2014). With definition the so could interpreted that ethics work on a company or organization have role important in operate system work for reach destination from something company or organization. So that when something company or organization capable apply ethics good job then _ _ Thing this will impact on the system performance company and achievements from company or organization that. Work culture is a collection of attitudes, beliefs, and behavior patterns that form the usual atmosphere in a work environment. (Istikhomah, 2018).

Phenomena that occur at the Environmental Service Life Regency Labuhan Batu is still not yet optimal performance employee seen from many job that doesn't effective and not done in accordance with the time that has been set, less good environment available jobs _ like room still working _ share with employee other, stack paper unfinished job _

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done in every corner space and lack facility like *Air Conditioner (AC)*, and lighting room work.

Likewise with low ethics work and culture work could be seen with low level appreciation to performance employee, low level well-being, communication and interaction between employee as well as often employee procrastinate work and go home more early. Likewise with lack of motivation and lack specifically the motivation given becomes a constraint for optimizing performance employee, party management especially leader not enough give motivation to every employee for trigger to work with spirit like give appreciation to the best performing employee. Performance comes from language English that is *Job Performance* or *Actual Performance* in Indonesian means performance work or performance what a person actually achieves. Performance is results of the work process which quality and quantity has achieved by someone worker in doing work in accordance with not quite enough answer that given against him (Sastro et al., 2018).

Observation results beginning showing that Duty as mentioned in regulation the not yet fully done with good by all employee, thing this seen from not yet all employee at the environment department Life Regency Labuhan Batu performance not optimal in doing duties and functions in reach destination organization, so a number of profession no done appropriate time. Phenomenon this show that performance employee still need get attention are you serious from leader Environmental Service Life Regency Stone Labyrinth. Efforts for remind performance need conducted by continuously, so that the task the tree that has been mandated could held with good and right time.

2. Literature Review

2.1. Environment Work

According to Sedarmayanti in (Astuti & Iverizkinawati, 2019), environment work is all tools / tools and materials contained in environment where somebody work, method i work, as well the regulations that exist in the work field good as individual nor group. Whereas (Sunyoto, 2013) define that lin g environment work is every whatever there is environment where they work which could influence they in doing work and various assigned tasks include inside it environmental cleanliness, music rhythm, lights / lighting and others.

Robbins in (Yusniar, 2017) think what that environment work are units or something potential power influence performance an organization, where environment in it is distinguished on s general environment and special environment. The general environment is all something that is outside organization, and special environment, namely part environment that can by direct related to the achievement of organizational goals and objectives.

Based on some of the opinions above, it can be concluded that the work environment is everything that exists or exists in an environment where a person or employee does his work, whether physically or not, all of which can have an influence on employee performance.

According to (Septianto, 2010) there is three indicators that can affect the environment work that is :

1) Work atmosphere

A comfortable and pleasant work atmosphere is the desire of every employee. This can be influenced by the lighting system, a calm and quiet atmosphere and a sense of security in doing their work.

2) Relationships with Coworkers

With a good and harmonious relationship will foster comfort and feel at home at work. Thus, employees will be motivated to give their best performance.

3) Work Facilities

The availability of complete and well-functioning work facilities will encourage increased productivity and employee performance.

2.2. Work Ethics

Ethics is defined as Act behavior, thought, custom culture, character or personality regarding rule work owned someone, a group or something society. Good work ethic will make somebody no bored with routine or work, even capable increase performance or performance the person 's work (Jufrizen, 2017). Work ethic is one thing that counts as a whole framework, which influences individual behavior at work (van der Walt, 2016). Work etiquette is something view, guidelines, or provision about method behave, behave, in To do something work and with guidelines that somebody or group could work with good and full motivation work high. As for indicators ethics work on research

this taken according to view (Aini, 2020) is (1). Responsible answer, (2). Positive work, (3). Discipline work, (4). Persevere, (5). Education.

2.3. Culture Work

Menurut (Schein, 2014) definisi budaya kerja adalah suatu pola asumsi dasar yang diciptakan, ditemukan, atau dikembangkan oleh kelompok tertentu sebagai pembelajaran untuk mengatasi masalah adaptasi eksternal dan integrasi internal yang terjadi didalam perusahaan dan oleh karena itu diajarkan kepada anggota-anggota baru sebagai cara yang tepat untuk memahami, memikirkan dan merasakan terkait dengan masalah-masalah tersebut.

(Triguno,2011), mengemukakan bahwa budaya kerja adalah suatu falsafah dengan didasari pandangan hidup sebagai nilai-nilai yang menjadi sifat kebiasaan dan juga pendorong yang dibudayakan dalam suatu kelompok dan tercermin dalam sikap menjadi perilaku, cita-cita, pendapat, pandangan serta tindakan yang terwujud sebagai kerja atau bekerja. Kemudian menurut (Nawawi,2011), adalah kebiasaan yang dilakukan berulang-ulang oleh pegawai dalam suatu organisasi, pelanggaran terhadap kebiasaan ini memang tidak ada sanksi tegas, namun dari pelaku organisasi secara moral telah menyepakati bahwa kebiasaan tersebut merupakan kebiasaan yang harus ditaati dalam pelaksanaan pekerjaan untuk mencapai tujuan.

Dengan demikian, budaya kerja merupakan cara pandang seseorang terhadap bidang yang ditekuninya dan prinsip-prinsip moral yang dimiliki, yang menumbuhkan keyakinan yang diatas dasar nilai-nilai yang diyakini, memiliki semangat yang tinggi dan bersungguh untuk mewujudkan prestasi terbaik. Jadi, dari beberapa pengertian diatas dapat disimpulkan bahwa budaya kerja adalah suatu falsafah yang didasari pandangan hidup dan tercermin dalam sikap para anggota organisasi. Dengan memiliki budaya kerja maka anggotanya akan memiliki cita-cita yang sama dalam mencapai tujuan organisasi. Selain itu budaya kerja akan mendorong para karyawan bekerja lebihbaik dan memiliki motivasi yang tinggi.

2.4. Employee Performance

Performance is success a worker in complete his duties, or is also a results able work _ achieved individual or group in a organization based on authority and responsibility answer, or related with how individual expected have function and behavior positive on assigned tasks _ to him, which is connected with quantity produced, quality and time used _ _ in complete her job (Sutrisno, 2010).

Next (Hermawati, 2012) explain that what is meant with performance that is results work accomplished by a person in time or range time certain, measured with various aspects, such as standard work, targets achieved and various other criteria that have been set previously by giver work or organization and already agreed together. Whereas Supardi in (Sodik et al., 2019)define performance as results work earned _ a individual or group in a organization in get or realize destination on base standard and size as well as the time that has been setyang in accordance with type work, norms and ethics in the organization.

From various the opinion above, can concluded that performance employee is results work earned by a _ employee something institution or institution, which is achievement something performance work, results work and is comparison results obtained _ employee the good in quality nor Rated Quantity _ by whole in a time or time set work.

According to cashmere in (Pratama, 2020), the indicator used in measure performance, namely :

1) Quality (quality)

That is something level that is process chain or results on solution activities that result approach point perfect.

2) Quantity (quantity)

Performance can also be measured with see quantity (quantity) of results work produced by workers. _

3) Time (term time)

For type profession certain usually given limit time certain in complete her job.

4) Work same between employee

Connection cooperation this often said _ as connection between individual.On connection this will seen how is each individual develop attitude in cooperate, intention good and mutual value between fellow employee nor with leader.

5) Supervision

Supervision in question here is existence supervision on profession whole employee so that formed high responsibility _ on her job. This thing conducted for minimize happening deviation on performance of each individual nor team work.

3. Methods

In solve problem in study this writer choose approach study descriptive quantitative, where tool data collection using questionnaire (google form) as primary data containing question whole indicator from the variables studied. Related with study researching performance employee, then population or specified sample _ is whole Environmental Service Officer Life Regency Labuhanbatu. The scale technique used scale likert with statement answer start from Strongly Agree (5), Agree (4), Disagree (3), No Agree (4) and Strongly Disagree Agree (1). Technical analysis of the data to be used in study this is Smart PLS v 3.0 for predict connection one construct with construct other.

4. Result and Discussions

Analysis with PLS used for knowing connection Among latent variable with latent variable along with indicator its former. Then the SmartPLS model model from study this could seen as following :

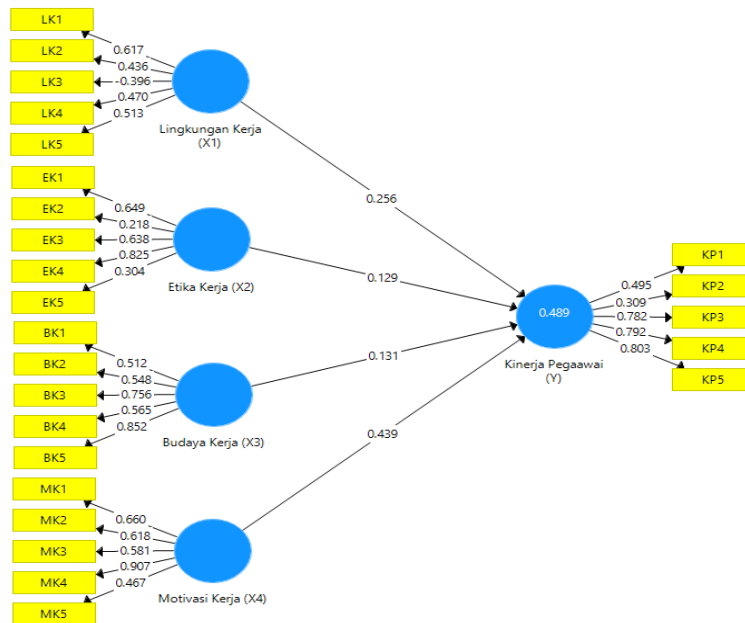


Figure 1. Initial PLS Algorithm. Model

4.1. Composite Reliability

Composite reliability used for test score reliability indicator variable. Yield value composite reliability could said to be reliable if showing score of > 0.70. So for knowing the output of composite reliability on the SmartPLS model could seen in the image below this :

Table 1. Composite Reliability

| Variables | Test Items | | Information |
|----------------------|----------------|-----------------------|-------------|
| | Cronbach Alpha | Composite Reliability | |
| Environment work | 0.755 | 0.932 | Reliable |
| work ethic | 0.846 | 0.923 | Reliable |
| Culture work | 0.754 | 0.852 | Reliable |
| Motivation work | 0.898 | 0.888 | Reliable |
| Employee performance | 0.793 | 0.789 | Reliable |

Source : Processing results SmartPLS (2022)

Clear seen in the image above that score composite reliability for all variable study showing score as big as above > 0.70 so that could concluded that value of each variable has meet Cronbach's Alpha.

4.2. *R-square*

Based on acquisition SmartPLS output output R-Square value is known variable R-Square value performance employee of 0.773_ or 77.3 % so that could categorized as that the model used for measure perceived as “ strong ” with remainder 22.7 % is explained by other variables outside study this. Following this Table 2. R-Square outputs.

Table 2. Output R-Square

| | R Square |
|----------------------|----------|
| Employee performance | 0.7 73 |

Source : Processing results SmartPLS (2022)

4.3. *Path Coefficients*

In the path coefficient test, which is a hypothesis test in the research seen from t- statistic value as well as p-value. Hypothesis received when in research have p- value <0.05.

Table 3. Path Coefficients

| Connection | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics (O/STDEV) | P Values |
|--|---------------------|-----------------|----------------------------|--------------------------|----------|
| Environment Work -> Employee performance | 0.256 | 0.210 | 0.025 | 2,139 | 0.000 |
| Work Ethics -> Employee performance | 0.129 | 0.119 | 0.056 | 3,422 | 0,000 |
| Culture work -> Employee performance | 0.131 | 0.228 | 0.070 | 4,487 | 0.000 |
| Motivation work -> performance employee | 0.439 | 0.286 | 0.250 | 2,758 | 0.000 |

Source : Processing results SmartPLS (2022)

Based on Table 3. *Path* Coefficients used for measure connection the variables studied in the this will discussed by detail as following :

1. H1 : variable _ environment work take effect significant to performance employee. based on *Bootstrapping* output results SmartPLS is known variable environment work to performance employee have the value of t-statistics is 2.139 > 1.96 and the p-value has score of 0, 0 0 0 < 0.05 so that could declared that variable environment work take effect significant to performance employee. Based on Thing the results study succeed prove that performance employee in practice will influenced by factors originating _ from within the company. This thing in line with research conducted by (Pradana & Nugraheni, 2015)_ with title Analysis influence satisfaction work, loyalty work and environment non- physical work to performance, which states that environment work take effect significant to performance employee.
2. H 2 : variable ethics work take effect significant to performance employee. based on *Bootstrapping* output results SmartPLS is known variable ethics work to performance employee have the value of t-statistics is 3.422 > 1.96 and

the p-value has score of $0.000 < 0.05$ so that could declared that variable ethics work take effect significant to performance employee. Based on Thing the results study succeed prove that ethics work could influence performance employees and supported with results research by Egi Sugilar (2022), which states that Man is source power most important in something organization, institution or company without aspect man difficult wish organization for develop mission and goals that have been set.

3. H_3 : variable culture work take effect significant to performance employee. based on *Bootstrapping* output results SmartPLS is known variable ethics work to performance employee have the value of t-statistics is $4.487 > 1.96$ and the p-value has score of $0.000 < 0.05$ so that could declared that variable ethics work take effect significant to performance employee.
4. H_4 : variable motivation work take effect significant to performance employee. based on *Bootstrapping* output results SmartPLS is known variable ethics work to performance employee have the value of t-statistics is $2.758 > 1.96$ and the p-value has score of $0.000 < 0.05$ so that could declared that variable ethics work take effect significant to performance employee.

5. Conclusions

Based on the results and discussion, we can conclude that:

- a) Environment Work take effect positive and significant to Environmental Service Employee Performance Life Regency Labuhanbatu
- b) Work Ethics take effect positive and significant to Environmental Service Employee Performance Life Regency Labuhanbatu
- c) Culture Work take effect positive and significant to Environmental Service Employee Performance Life Regency Labuhanbatu
- d) Motivation Work take effect positive and significant to Environmental Service Employee Performance Life Regency Labuhanbatu
- e) Environment Work, Work ethic, Culture Work and Motivation Work by simultaneous take effect positive and significant to Environmental Service Employee Performance Life Regency Labuhanbatu

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