

Effect Of Work Environment, Motivation Of A Work And Organizational Commitments To Performance Of Employees In Puskesmas

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ABSTRACT

Based on previous studies the uncertainty of the work environment, work motivation and organizational commitment of employees of a government agency will have a negative impact on employee performance. Because if employees feel depressed about existing working conditions, they tend to avoid these conditions.

This study aims to determine the work environment, work motivation and organizational commitment to employee performance at Berekrajan Health Center in Krian - Sidoarjo. By using multiple linear regression analysis the results of a constant value of 1.912 show the value of the variable (Y) if the independent variable is considered zero, meaning that if it is not influenced by work environment variables, work motivation and organizational commitment, the employee performance is 1.912. The value of the influence of the work environment and organizational commitment is positive, meaning that the higher the implementation of implementation in the work environment and strong organizational commitment within the Puskesmas, the higher the morale of employee performance in the Puskesmas. On the contrary the value of the effect of work motivation is negative, meaning that the work motivation of employees in the Puskesmas must be further improved, so that employees are motivated in their work and are eager to achieve the vision and mission in achieving the goals in the Puskesmas in the future.

1. Introduction

The demands and needs of the community for the performance of qualified health service employees need to be addressed by improving the quality of human resources. Therefore HR especially in the health sector has an important role in driving the program in the health sector. The role of human resources also determines the health status of a country which can be seen in several health indicators (Misniarti, 2010: 18). This condition explains that the quality of human resources determines the quality of the process to be carried out so that it can produce good goals. This can be realized if human resources are able to work better with high job satisfaction (Djestawana, 2012: 22).

Health centers as organizations are providers of professional health services whose services are provided by doctors, nurses and other supporting professionals (pharmacists, psychologists, midwives, and non-medical workers). Like any organization, the Puskesmas has professional HR in running each of its work units. Each HR in the Puskesmas has different roles and responsibilities. The role of HR contributes to the organization which has an impact on the sustainability of the business unit.

Government officials at the Puskesmas are employees of public health service providers, community health development, and community leaders in creating healthier lives for the community. Employees at the Puskesmas must have extensive knowledge, especially mastering and understanding the laws and regulations in the health sector. Employees at the Puskesmas must have clear authority, duties and responsibilities, thus facilitating their control and supervision. Based on the indications above and see the importance of the influence of the work environment, work motivation, and organizational commitment on the performance of employees at the Puskesmas.

2. Literature Review

2.1. Work environment

According to Sedarmayati (2011: 2) states that, the work environment is all tools and materials faced, environment around someone working, working methods used, and working systems either as individuals or group. The conducive work environment is able to provide security and enable employees to work optimally. The work environment includes job ngan Hubu formed between fellow workers and the relationship between the work of subordinates by superiors, and the physical environment where employees work. The indicators in this study are:

1. Air temperature
2. Lighting
3. Security
4. Adequate facilities

2.2. Work motivation

According to Wibowo (2010: 379) states that, work motivation is encouragement on a series of processes of human behavior in achieving goals. While the elements contained in motivation consist of several elements: generating, maintaining, directing, being continuous and having a purpose. The indicators used in this study are:

1. Responsibility in carrying out tasks
2. Training someone on work
3. Job Description
4. Employment Opportunity

2.3. Organizational Commitment

According to Robbins and Judge (2007: 110) states that, commitment is the state of a person an employee siding with something certain organization and its goals, and intends to maintain members on that organization. Mathis and Jackson (2011) stated that, organizational commitment (organizational comitment) is the condition of an employee who takes sides with organizational goals, and has the desire to maintain the members involved to the organization. The indicators used in this study are:

Affective commitment

1. Continuous commitment
2. Normative commitment

2.4. Employee Performance

According to Anwar Prabu (2001: 67) states that, performance is the quality of the work and the quantity obtained by the employee in carrying out his duties in accordance with the responsibilities given to him, performance is a function of motivation and ability, to be able to complete a task or job one should have a certain degree of willingness and level of ability. The indicators used in this study are:

1. Quality
2. Quantity
3. Knowledge of work
4. Personal relationship
5. Inspirational

3. Method

In this study the authors used a Likert scale, namely asking respondents to indicate the degree of agreement or disagreement. With an assessment score as follows:

Strongly Disagree	(SD)	Score 1
Disagree	(D)	Score 2
Simply Agree	(SA)	Score 3
Agree	(A)	Score 4
Strongly Agree	(SA)	Score 5

3.1. Sample

The sampling technique in the study used saturated samples (total sampling), the samples used in the study were 42 employees of the Barengkrajan Health Center in Krian Sidoarjo.

3.2. Analysis Method

Validity test

To support the regression analysis, the validity test and reliability test were carried out. The validity test in this study was used to test the validity of the questionnaire. Validity is the degree of accuracy between data that occurs in the object of research, with data that can be reported by researcher Sugiyono (2016: 267). A questionnaire is said to be valid if the question in the questionnaire is able to express something that will be measured by the questionnaire. The validity testing using Pearson Correlation, which is by calculating the correlation the value of each bu is a question with a total value. If the correlation between the scores of each question with a total score has a significant level below 0.05 then the questions are declared valid and vice versa (Imam Ghozali, 2005: 45).

Reliability Test

Brahmasari , (2004: 131-132) states that, reliability testing is carried out to determine the extent to which the measuring instrument used, is able to provide consistent measurement results if measurements are taken again. A questionnaire is stated to be reliable if the respondent's answer to the question is consistent at all times.

Analysis of Multiple Linear Regression

Regression aims to examine the effect of relationships between variables one against another variable. The variables that are affected are called dependent or dependent variables, while the influencing variables are called independent or independent variables (Nugroho, 2005: 50).

Analysis of Multiple Linear Regression:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Where :

Y	= Dependent variable
a	= Constant
X ₁ X ₂ X ₃	= Independent variable
b ₁ , b ₂ , b ₃	= Regression coefficient
e	= error

Hypothesis Test

According to Sugiyono (2016: 64) states that, the hypothesis is a temporary answer to the formulation of research problems, where the formulation of research problems has been described in the form of question sentences.

1. Partial Test (t Test)
2. Simultaneous Test (Test F)
3. The coefficient of determination (R^2)

4. Results and Discussion**Table 1. Validity Test Results**

Variable	Indicator	Pearson Correlation	Sign	Information
Work environment (X ₁)	Air temperature (X _{1,1})	0,834 **	0,000	Valid
	Lighting (X _{1,2})	0.776 **	0,000	Valid
	Security (X _{1,3})	0.765 **	0,000	Valid
	Amenities (X _{1,4})	0.759 **	0,000	Valid
Work motivation (X ₂)	Responsible (X _{2,1})	0,862 **	0,000	Valid
	Training (X _{2,2})	0,783 **	0,000	Valid
	Job Description (X _{2,3})	0,788 **	0,000	Valid
	Employment Opportunity (X _{2,4})	0.890 **	0,000	Valid
Commitment Organization (X ₃)	Affective Commitment (X _{3,1})	0,923 **	0,000	Valid
	Commitment Sustainable (X _{3,2})	0.691 **	0,000	Valid
	Normative Commitment (X _{3,3})	0,923 **	0,000	Valid
Employee Performance (Y)	Quality (Y ₁)	0,864 **	0,000	Valid
	Quantity (Y ₂)	0.882 **	0,000	Valid
	Knowledge Work (Y ₃)	0.651 **	0,000	Valid
	Relationship Individual (Y ₄)	0.882 **	0,000	Valid
	Inspirational (Y ₅)	0,864 **	0,000	Valid

Source: SPSS data processing

Reliability Test**Table 2. Reliability Test Results**

Variable	Cronbach Alpha	Reliability Minimum	Information
Work Environment (X ₁)	0.790	0.60	Reliable
Work Motivation (X ₂)	0.849	0.60	Reliable
Organizational Commitment (X ₃)	0.796	0.60	Reliable
Employee Performance (Y)	0.882	0.60	Reliable

Source: SPSS data processing

Classic Assumption Test

Table 3 Classical Assumption Test Results

Normality test	Results	Information
Work Environment (X_1)	asyp. sig = 0.348 (> 0.05)	Normal
Work Motivation (X_2)	asyp.sig = 0.083 (> 0.05)	Normal
Organizational Commitment (X_3)	asyp. sig = 0.144 (> 0.05)	Normal
Employee Performance (Y)	asyp.sig = 0.682 (> 0.05)	Normal

Multicollinearity Test	Results	Information
Work Environment (X_1)	VIF = 1,108 (<10)	Multicollinearity free
Work Motivation (X_2)	VIF = 1,054 (<10)	Multicollinearity free
Organizational Commitment (X_3)	VIF = 1,129 (<10)	Multicollinearity free

Autocorrelation Test	Results	Information
	DW value = 1,573	Not affected by autocorrelation

Heterocyticity test	Results	Information
<i>The Scatter plot is attached</i>	There are no certain patterns and data points spread below and above number 0 (zero)	Not affected Heterocyticity

Normality test

Data normality test is used to test whether in a regression model, *dependent* variable, *independent* variable, or both have a normal distribution or not. From the test results obtained all *asyp* values. Sig > 0.05 (Work Environment 0.348, Work Motivation 0.083, Organizational Commitment 0.144 and Employee Performance 0.682 > 0.05). So it can be concluded that all data are normally distributed.

Multicollinearity Test

Multicollinearity test was used to test whether the regression model was found intercorrelations (a strong relationship) between the independent variable (*independent*). From the test results obtained all VIF values <10, (Work Environment 1.108 <10, Work Motivation 1.054 <10 and Organizational Commitment 1.129 <10). So that it can be said that multiple linear regression used in this study is free from multicollinearity.

Autocorrelation Test

The autocorrelation test is used to determine whether or not there is a deviation from the classic autocorrelation assumption that is the correlation that occurs between the residuals in one observation with other observations in the regression model, from the test results obtained the DW value (*Durbin Watson*) of (1,573) is between (1.55-2.46), which means that multiple regression used in this study were not exposed to autocorrelation.

Heteroscedasticity Test

Heteroscedasity test is used to test whether the regression model occurs the inequality of residual variance is one observation to another observation. Dots spread randomly, do not form a clear pattern, and are spread well above or below the number 0 (zero) on axis Y. This states that there is no heteroskedacity.

Multiple Linear Analysis**Table 4. Analysis of Multiple Linear Regression**

Variable	Unstandardized Coefficients (B)	Standardized Coefficients Beta	t count	Sig.	Ket
Constant	1,912		0.465	0.644	Significant
Environment Work	0.474	0.360	3,124	0.003	Significant
Motivation Work	-0.122	-0,092	-0,814	0.421	Not Significant
Commitment Organization	0.864	0.516	4,433	0,000	Significant
R				= 0,738	
R Square				= 0.544	
Adjusted R Square				= 0.508	
F count				= 15,122	
Sig. F				= 0,000 ^b	
α				= 0.05	
Information:					
- Amount of data				: 42	
- Dependent variable				: Employee Performance	

Source: Appendix SPSS Output Multiple Linear Regression, data processed

5. Conclusion

1. The results of testing hypothesis 1 have proven that there is an influence between work environment variables (X_1) with employee performance variables (Y). The test results prove that the work environment variable (X_1) has a positive and significant influence on employee performance variables (Y). Judging from the calculations that have been made obtained the value of $t_{\text{arithmetic}}(3, 124) > t_{\text{table}}(2.024)$ with a significance level of $(0.003) < (0.05)$ which means that the (first) hypothesis in this study receives (H_1) and reject (H_0). Thus the (first) hypothesis which states that there is a positive and significant influence on the work environment variable (X_1) partially (individually) on employee performance (Y) at the Barengkrajan Health Center can be supported by the truth.
2. The results of testing hypothesis 2 have proven that there is no influence between work motivation variables (X_2) and employee performance variables (Y). The test results prove that the work motivation variable (X_2) has no positive influence and not significant to employee performance variables (Y). Judging from the calculations that have been made obtained the value of $t_{\text{arithmetic}}(-0.814) < t_{\text{table}}(2.024)$ with a significance level of $(0.421) > (0.05)$ which means that the hypothesis (second) in this study refused (H_1) and received (H_0). Thus the (second) hypothesis states there is no positive and significant effect of work motivation variable (X_2) partially (individually) on employee performance (Y) in the barengkrajan health center.
3. The results of testing hypothesis 3 have proven that there is an influence between organizational commitment variables (X_3) and employee performance variables (Y). The test results prove that the work environment variable (X_1) has a positive and significant influence on employee performance variables (Y). Judging from the calculations that have been made obtained the value of $t_{\text{count}}(4,433) > t_{\text{table}}(2,024)$ with a significance level of $(0,000) < (0,05)$ which means that the hypothesis (third) in this study accepts (H_1) and rejects (H_0). Thus the hypothesis (third) stating that there is a positive and significant effect of organizational commitment variable (X_3) partially (people) to employee performance (Y) in the health center can be supported kebenarannya barengkrajan.

4. The results of testing hypothesis 4 have proven simultaneously (together) work environment variables (X_1), work motivation (X_2) and organizational commitment (X_3) have a positive and significant influence on employee performance (Y). Judging from the calculations that have been made obtained F value $F_{\text{calculated}} (15, 122) > F_{\text{table}} (2.85)$ with a significance level of $(0,000) < (0,05)$ which means that the hypothesis (fourth) in this study receives (H_1) and reject (H_0). Thus the hypothesis (fourth) which states there is a positive and significant influence of work environment variables (X_1), work motivation (X_2) and organizational commitment (X_3) simultaneously (together) on employee performance (Y) in Berekrajan Health Center could supported truth .

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