

Effect of Work Environment and Administrative Satisfaction of Employee Ministers of Religion of the West Sumatra Province

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Abstract

The purpose of this study was to determine and analyze the influence of the work environment and job satisfaction on organizational commitment. The study population was an employee of the Ministry of Religion Office of West Sumatra Province, with a total sample of 70 people. The analysis technique used is multiple linear regressions. The test results show that the work environment and job satisfaction have a positive and significant effect on organizational commitment. While the findings of the study also found a positive and significant influence on the work environment on job satisfaction.

Keywords: work environment, job satisfaction and organizational commitment

Introduction

Development of human resources (HR) in an organization or work institution plays an important role in achieving agency goals. Strong and reliable human resources will have a high commitment to help organizations to grow and develop in facing the challenges that exist. It calls a strong determination from institutional resources to work and advance their institutions institutional commitment or organizational commitment.

Mowday (1985; Al-Hamadi, 2009) argues that commitment is the relative strength of individual identification and involvement with work companies. High management commitment of organizational members leads to high productivity, and increases organizational member responsibilities from the highest level to the lowest level employees in an organization (Anthony, Kacmar, and Perrewe, 2002). In addition, Law No. 43 of 1999 stated that a state civil apparatus must have a high commitment in serving the community members who need it.

The Regional Office of the Ministry of Religion of West Sumatra Province as one of the government agencies needs to make various efforts to increase the human resources of civil servants in the agency's environment. One aspect that needs to be improved because it is not optimal is related to organizational commitment from employees. Some indicators still have problems related to institutional / organizational commitment from employees, including; the slow completion of daily tasks, some employees postponed the completion of their assignments, there were still employees were not friendly in serving the community, lacking in the administration process; Incoming letters and outgoing mails are not administered. There were still employees who were not aware of their duties and responsibilities, and some employees were late in entering the office, there were still employees leaving after taking the morning and afternoon absence again and the slow process of service received by the community.

It is assumed that one cause of the low organizational commitment of the Regional Office of the Ministry of Religion of West Sumatra Province is related to the work environment and employee job satisfaction. The work environment is one of the first variables assumed to be related to the commit of the agency / organization of employees of the Regional Office of the Ministry of Religion of West Sumatra Province. The work environment for employees is important in carrying out their work. The work environment can affect various physical / psychological conditions of employees / employees such as feelings, thoughts, job satisfaction, work motivation, and employee commitment.

The results of the study (Leitter & Maslach, 1988), Schaufeli & Bakker, 2004), Morrison, 2004) found the influence of the work environment on employee work commitment. A safe, peaceful and

pleasant physical environment can maintain and improve employee / employee work commitments. The physical environment that is uncomfortable, noisy, stuffy, and hot can reduce or eliminate the work commitment of employees. The results of Anwar's research (2013) found that work commitment will be strong because of a healthy or conducive work environment.

Another factor that is also thought to have an impact that determines the difficulties of organizational commitment to employees is job satisfaction. Job satisfaction relates to a person's feelings or attitudes about his job, salary, promotion or education opportunities, supervision, co-workers, workload and others (Hughes, Ginnet, and Curply, 2012). Dole and Schroeder (2001) explains job satisfaction can be defined as the feelings and reactions of individuals to the work environment.

An employee who feels satisfied at work, is satisfied because a safe, comfortable and peaceful work environment, a satisfying social relationship, and a satisfying payroll will encourage employee work commitment to work in the workplace institution. Dissatisfied people who feel dissatisfied, feel they are not treated, will reduce their work commitment. Luthan (1995) and Ganzach (1998) state that positive variables on job satisfaction are the work itself, salary / pay, opportunities for promotion, their superiors and co-workers can fulfilled, then commitment to the organization will arise well, so satisfaction will impact organizational commitment. Mathieu (1988) states that job satisfaction is a variable that precedes organizational commitment and organizational commitment has preceded job satisfaction.

Gunlu et al. (2009) in his research found a positive relationship between job satisfaction and organizational commitment. Naderi (2011), in his research found a positive correlation between job satisfaction and organizational commitment. Silva (2006) found a significant relationship between job satisfaction and organizational commitment.

Based on the background and results of previous studies, research problems can planned: a) The extent of the influence of the work environment on job satisfaction of employees of the Regional Office of the Ministry of Religion of West Sumatra Province, b) The extent of the influence of the work environment on the commit of the employee work organization of the regional office of the Ministry of Religion of Sumatra Province West. And c) How far is the influence of job satisfaction on the commit of the employee work organization of the Regional Office of the Ministry of Religion of West Sumatra Province?

Methods

Population and Sampling Technique

The population in this study all employees of the Regional Office of the Ministry of Religion of West Sumatra Province where data collection techniques through the use of questionnaires related to all research variables with proportional sampling technique proportional sampling.

Operational Definition and Research Variable Measurement Methods

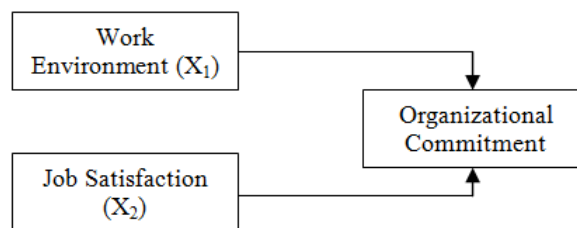
The following operational research variables: 1. Organizational Commitment (Y) Organizational Commitment referred to in the research is the commitment of employees of the Regional Office of the Ministry of Religion of West Sumatra Province in carrying out their work. Organizational Commitment will be measured by indicator a). Affective committed, b). Normative commitment, and c). Continuous Commitment 2. Work Environment (X1) The work environment is all physical aspects of work, psychological work and work rules that exist in the employees of the Regional Office of the Ministry of Religion of West Sumatra Province in carrying out their work. Where this variable is measured by indicators of physical work environment and non-physical work environment. 3. Job Satisfaction (X3) Job's satisfaction is a feeling of pleasure and discomfort in the employees of the Regional Office of the Ministry of Religion of West Sumatra Province in carrying out their duties and obligations. This variable valuation uses a questionnaire with the following indicators: a). Satisfaction with salary / wages, b). Satisfaction with promotion, c). Satisfaction with colleagues, d). Satisfaction with supervision / supervisor and e). Job satisfaction

Data Analysis Techniques

Data analysis techniques in this study using path analysis with linear regression approach both simple linear regression and multiple linear regression. Where the research model comprises two sub-structures: Sub Structure – 1.



Graphic 1. Sub Structure - 1 Structure – 2



Graphic 2 Sub Structure – 2

Hypothesis testing :

The following results from the path analysis test which shows the direct influence and direct influence related to the sub-structures in the path analysis:

1. Effect of Work Environment Variables (X1) on Variables of Job Satisfaction (X2)

The first part in path analysis is Sub-structure, I, to see and analyze the influence of the Working Environment variable (X1) on the Job Satisfaction variable (X2) on the employees of the Ministry of Religion of West Sumatra Province, as shown in Table 1.

Table 1 Effect of Work Environment Variables (X1) on Variables of Job Satisfaction (X2)

No	Variable	Path Coefficient	t count	Significant
1	Work Environment (X1)	0,657	7,181	0,000
	R ²	0,431		

Based on the summary of the regression test above, information is obtained: the path coefficient value of the training (Px1x2) is 0,657 with a t value of 7,181 and a significance level of 0,000. When compared to the value of t arithmetic with t table on N = 79 t table value of 1,667 then the value of t count > t table or 7,181 > 1,667. Likewise, with a comparison of the significance value of 0,000.

2. Effect of Work Environment Variables (X1) and Job Satisfaction (X2) on Organizational Commitment Variables (Y)

The following is a path analysis for Sub-structure II, which aims to see and analyze the influence of the working environment (X1) and Job Satisfaction (X2) variables on the Organizational Commitment (Y) variable on the employees of the Ministry of Religion of West Sumatra Province, as presented in Table 2 :

Table 2 Effect of Work Environment Variables (X1) and Job Satisfaction (X2) on Organizational Commitment Variables (Y)

No	Variable	Path Coefficient	t count	Significant
1	Work Environment (X1)	0,361	3,005	0,004
2	Job Satisfaction (X2)	0,376	3,130	0,003
	R ²	0,450		

Based on the summary of multiple linear regression testing above, information is obtained: The influence coefficient value of the path from the work environment ($Px1y$) is 0,361 with a t value of 3,005 and a significance level of 0,004. When compared to the value t count with t table on $N = 70$ t table value of 1,667 then the value of t count $> t$ table or $3,005 > 1,667$. Likewise with a comparison of the significance value of $0,004 < 0,05$ (alpha or error rejecting data). So it can be said there is a significant influence on the work environment on organizational commitment.

While the influence coefficient value of the path of job satisfaction ($Px2y$) is 0,376 with a t count of 3,130 and a significance level of 0,003. When compared to the value of t count with t table on $N = 70$ t table value of 1,667 then the value of t count $> t$ table or $3,130 > 1,667$. Likewise with a comparison of the significance value of $0,003 < 0,05$ (alpha or error rejecting data). This also means that there is a significant effect of job satisfaction on organizational commitment.

Results and Discussion

Work Environment significantly influences Employee Satisfaction at the Ministry of Religion of West Sumatra Province.

Based on the results of the calculate of the path analysis above, about the influence of the work environment on job satisfaction of employees at the Ministry of Religion of West Sumatra Province, showed a significant positive influence on the influence coefficient value of 0,657 with a significant value of 0,000. This can mean that the environment has a significant and positive influence on job satisfaction with a coefficient of 0,657. Can be interpreted if the better the support of the work environment both physical and non-physical in carrying out the duties and work of employees, then this will increase job satisfaction, which is better for employees. If the lower the work environment support, both the physical work environment and non-physical work environment for the execute of the work, then this will also impact reducing job satisfaction in employees.

Thus it can be said the work environment is one of the important factors the organization must maintain that to create a good job satisfaction useful in supporting the duties and work of employees.

This is under Mangkunegara stated what (2005: 117) that job satisfaction was a combine of psychological, sociological and environmental aspects. He further stated that job satisfaction was a feel of satisfaction or dissatisfaction with someone towards the condition and atmosphere of the work environment, work, leadership, appreciation for work performance, and organizational climate. The findings of this study are in line with the results of research conducted by Quinerita and Mahendra (2015). The influence of the physical work environment for the job satisfaction of field employees of the Grasberg Power Distribution Department PT. Freeport Indonesia. Overall found that the work environment has a significant positive effect on the job satisfaction of field employees of the Grasberg Power Distribution Department of PT. Freeport Indonesia. Another research was Wibowo's research and colleagues (2014), who examined the influence of the Physical Work Environment on Employee Job Satisfaction (Study on Employees of PT. Telekomunikasi Indonesia Tbk. Kandatel Malang).

Where the results of his research show that the physical work environment has a positive and significant effect on employee job satisfaction at PT. Telekomunikasi Indonesia Tbk. Kandatel Malang.

Work environment significantly influences organizational commitment of employees at the Ministry of Religion of West Sumatra Province.

The results of the calculate of the path analysis above, about the influence of the work environment on employee organizational commitment at the Ministry of Religion of West Sumatra Province, showed a significant positive influence on the influence coefficient value of 0.361 with a significant value of 0.004. This can mean that the environment has a significant and positive influence on organizational commitment with a coefficient of 0.361.

It can also be explained that the relationship between the two variables has a positive direction or slope, which means if the better the work environment both physical and non-physical support in the execute of the duties and work of employees, this will increase the commit of employee organizations in the work. If the lower the work environment support, both the physical work environment and

non-physical work environment for the execute of employee work, then this will also impact the reduce of organizational commitment to employees. Thus it can be said the work environment is also an important part that determines the difficulties of an employee's organizational commitment within the organization.

This is under the theoretical basis expressed by Nitisemito (2000) that the work environment can affect the work by employees, so that every organization or company must attempt to ensure that the work environment where employees are always in good condition. Working in a pleasant work environment is the hope and dream of every worker.

The research findings support the research conducted by Anwar's (2013) study that found work commitment to be strong because of a healthy or conducive work environment. Research conducted by Anwar (2013) explains that the work environment positively influences the variable morale. If the work environment is safe, supportive and conducive, there will be an employee's desire to carry out their duties and responsibilities.

Job Satisfaction significantly influences the Commit of Employees' organizations at the Ministry of Religion of West Sumatra Province.

The results of the calculate of the path analysis above are related to the effect of job satisfaction on the commitof the employee organization at the Ministry of Religion of West Sumatra Province. There was found a significant positive influence on the influence coefficient value of 0,376 with a significant value of 0,003. This can mean that job satisfaction has a significant and positive influence on organizational commitment with a coefficient of 0,376.

In addition, the relationship between the two variables also has a positive direction or slope, this form of relationship can be explained that the better or higher job satisfaction got by employees in work, both those who are satisfied with satisfaction with salary and wages, satisfaction with promotion, satisfaction with colleagues, satisfaction with existing leadership or satisfaction with the work itself, then this will impact increasing the commitment that employees have in working. If the satisfaction in work owned by employees is low and does not meet well with satisfaction with promotion, satisfaction with co-workers, satisfaction with existing leadership or satisfaction with the work itself, this condition will also impact the lower employee loyalty or sincerity in work to improve creativity in work.

These results are under the theoretical study stated by Dole and Schroeder (2001), explaining that job satisfaction can be defined as the feelings and reactions of individuals to the work environment. Hasibuan (2007) job satisfaction is a pleasant emotional attitude and loves his job.

The findings of the research hypothesis are in line with Naderi's (2011) study, in his research found a positive correlation between job satisfaction and organizational commitment. Aameri (2000) and Wu & Norman (2005 in Al Hussami, 2008) which states that there is a positive relationship between job satisfaction and organizational commitment. Silva (2006) found a significant relationship between job satisfaction and organizational commitment.

Conclusions

The results concluded that there was a significant and positive influence on the work environment and job satisfaction on organizational commitment of the employees of the Ministry of Religion of West Sumatra Province. In addition, it was also found that the work environment can also influence and determine job satisfaction to the employees of the Ministry of Religion of West Sumatra Province. Thus it can be concluded that the two important factors that exist in this study in the form of work environment and job satisfaction are the determining factors for an employee in committing to his work and organization in the Ministry of Religion of West Sumatra Province.

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