

Motivation, Physical Work Environment, Non-Physical Work Environment, and Work Satisfaction (Study on the Government of Ternate City)

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ABSTRACT

This study aims to examine the effect of motivation, physical work environment, non-physical work environment and job satisfaction on performance. A total of 63 respondents from Non-permanent Employees in the Regional Government of Ternate were surveyed in this study. The analytical tool used in this study is regression analysis. The results showed that of the four hypotheses proposed in this study, only hypothesis 1 was unsupported. Furthermore, at the end of the research results are discussed in this study.

Keywords: *motivation, physical work environment, non-physical, job satisfaction, performance*

1. INTRODUCTION

The growth and development of an organization depend on human resources. Therefore, human resources is an asset that should be improved effectively and efficiently in order to materialize its optimal performance. To achieve this, the organization, in this case, must be able to create a situation that can encourage employees to develop abilities and skills optimally, especially in terms of performance. Whether or not performance depends greatly on the extent to which the agency is able to design the form of motivation provided to its employees. This certainly must be supported by an adequate work environment [1].

Motivation is one of the variables that affect performance [2-4]. This is due to high motivation that will be able to improve employee performance. There is two motivations namely extrinsic and intrinsic motivation. Every employee has desires and goals to be achieved in work, so high motivation is needed to improve good performance [5]. In addition to motivation, the work environment is also a factor influencing performance [6,7]. The work environment itself consists of the physical environment and non-physical environment attached to employees so that it cannot be separated from the performance development effort [8]. Work environments such as work atmosphere, relationships with colleagues, availability of work facilities, noise and odor will contribute to the comfort of employees in performing their duties [9].

This study is a replication of several previous studies. The study was based on the findings were inconsistent. For example, [10-12] find that motivation has no effect on performance, while [2-4] found that motivation influences performance. Furthermore, research conducted

by [1,13] also found insignificant results on the effect of working environment on performance, while [6,7,14] found that the work environment influences performance. In addition to reexamining the results of research that have not been consistent, researchers also added two variables, namely job satisfaction and dividing the work environment based on physical and non-physical, so researchers want to test each variable on performance

2. METHODS

Research design

The design of this research is a descriptive study with a survey method. Data collection in this study was carried out by a cross-sectional method that is collecting or retrieving data at a certain time (Neuman, 2006).

Population and Sample

The population in this study were all employees of the Department of Education and Culture of Ternate City. The sample in this study was 63 non-permanent employees at the Department of Education and Culture of Ternate City. A sample size of more than 30 and less than 500 is appropriate for most studies [15].

Test Validity and Reliability

Validity is the level at which a test measures what it really wants to be measured. Validity testing is done by factor analysis to get construct validity. The items used in this study are those that have a factor loading value ≥ 0.5 [16]. Reliability is related to the accuracy and precision of a measurement procedure [17]. In this study, reliability testing is done by looking at the value of Cronbach's Alpha

is in the top 0.7 [16].

Hypothesis testing

Hypothesis testing 1, 2, 3 and 4 was performed using regression analysis [16].

Research Instruments

Work motivation, physical and non-physical environment and performance variables are measured using questions developed by [18], with the number of each question for each variable being 11, 8, 4 and 10 question items using a Likert scale with 1 not very agree up to 5 strongly agree. For job satisfaction variables measured by using 5 item statements developed by [19], which use a Likert scale with 1 strongly disagreeing to 5 strongly agreeing

III. RESULTS AND DISCUSSION

Based on the results of the distribution of the questionnaires in table 1, then of 77 (77%) returned questionnaires, only 63 (63%) of the questionnaires were declared eligible for analysis in order to test the hypothesis. Thus the response rate in the study was 63% (see table 1). Of the total 63 respondents, only 42 were male and the remaining 21 were female with the majority already married, as many as 45 people and the rest were not married (see table 2).

Table 1 Results of Questionnaire Distribution

Information	Total	Percentage
Distributed Questionnaires	100	100%
Returned questionnaires	77	77%
Processed Questionnaire	63	63%

Source: Processed Data

Descriptive statistics are intended to recognize data patterns and summarize the information contained in data. This study presents the mean and standard deviation. Based on the results of data processing in table 3 the standard deviation value is not greater than 0.4. This means that the smaller the deviation standard means of data clustered around the average value and do not show a high variation, and vice versa [20].

Table 2. Resepondent Characteritics

Charaterisitics	Total	Percentage
Gender		
Male	42	67%
Female	21	33%
Marital Status		
Married	45	71%
Single Belum Menikah	18	29%

Source: Processed Data

Furthermore, based on the results of data processing, the average value only works motivation which has the lowest value of 3.42 and is in the sufficient category for the variable of work motivation and the performance variable with the highest value of 4.20 and is at a high level.

Table 3. Descriptive Statistics

Variable	Mean	Standard Deviation
Work motivation	3.42	0.83
Physical Work Environment	4.05	0.23
Non-Physical Work Environment	4.07	0.23
Job satisfaction	4.03	0.27
The performance	4.20	0.28

Source: processed data

The results of validity testing show that the variables of work motivation, physical work environment, non-physical work environment, job satisfaction, and performance have a KMO Measures of Sampling Adequacy value and factor loading above 0.5. Likewise with the results of the reliability testing showed that for all variables in this study had a Cronbach's Alpha value above 0.7, so that overall the research variables were declared valid and reliable.

Hypothesis 1 states that there is a positive influence on work motivation on performance. Based on the results of the regression analysis showed that work motivation did not have a significant effect ($\beta = 0.010$, $t = 0.482$, $P < 0.05$). This means that **hypothesis 1 is not supported**. This is because the motivation perceived by respondents is generally at a low level, such as salary and the absence of old age savings. In addition, the results of this study are not in accordance with previous studies [2-4]. This is more based on the respondents used in each study. The results of this study also support the results of research [10-12], that motivation does not affect performance.

Hypothesis 2 states that there is a positive influence on the physical work environment on performance. The results of the regression analysis showed that the physical work environment had a significant positive effect ($\beta = 0.661$, $t = 5.198$, $P < 0.05$). This means **hypothesis 2 is supported**. Hypothesis 3 states that there is a positive influence of the non-physical work environment on performance. Regression analysis showed that non-physical work environment had a significant positive effect ($\beta = 0.331$, $t = 2.688$, $P < 0.05$). This means **hypothesis 3 is supported**. The results of this study are in accordance with the opinion of [21] that the physical work environment such as work facilities, lighting, air circulation, noise, odor and comfort and non-physical as well as working atmosphere and relationships with well - managed colleagues will have an impact on high performance. These results are also in accordance with research [6,7,14].

Table 4. Validity dan Reliability Tests

Statement No.	Validity		Reliability	Remark
	KMO Measures of Sampling Adequacy	Component Matrix	Cronbach's Alpha	
MK1	0,677	0,863	0,941	Valid dan Reliable
MK2		0,519		
MK3		0,807		
MK4		0,758		
MK5		0,844		
MK6		0,756		
MK7		0,862		
MK8		0,821		
MK9		0,761		
MK10		0,818		
MK11		0,914		
LKF1	0,668	0,554	0,891	Valid dan Reliable
LKF 2		0,781		
LKF 3		0,533		
LKF 4		0,599		
LKF 5		0,889		
LKF 6		0,578		
LKF 7		0,646		
LKF 8		0,829		
LKF 9		0,844		
LKF 10		0,550		
LKF 11		0,619		
LKF 12		0,773		
LKNF1	0,775	0,855	0,741	Valid dan Reliable
LKNF2		0,863		
LKNF3		0,875		
LKNF4		0,676		
KK1	0,537	0,712	0,747	Valid dan Reliable
KK2		0,640		
KK3		0,807		
KK4		0,757		
KK5		0,611		
K1	0,720	0,801	0,919	Valid dan Reliable
K2		0,695		
K3		0,703		
K4		0,870		
K5		0,696		
K6		0,747		
K7		0,798		
K8		0,727		
K9		0,748		
K10		0,861		

Source: Processed Data

Table 5. Regression Analysis Results

Variables	β	Std. Error	t_{count}	Sig. t (P Value)
Constant	-0,516	.352	-1,467	0.148
Work motivation	0.010	0.021	.482	0.632
Physical Work Environment	.661	0.127	5,198	0,000
Non-Physical Work Environment	.331	0.123	2,688	0.009
Job satisfaction	.168	0.073	2,268	0.027
Multiple R.	.879			
R Square	.773			
Adj. R Square	0, 757			

Source: processed data

Hypothesis 4 states that there is a positive influence on job satisfaction on performance. The results of the regression analysis showed that job satisfaction had a significant positive effect ($\beta = 0.168$, $t = 2.268$, $P < 0.05$). This means **hypothesis 4 is supported**. The results of this study are consistent with [22] opinion that the success of an organization is highly dependent on employee participation and performance. Employees are people who are responsible for achieving the organization's vision and goals. Characteristics and positive feelings of employees towards the work they do lead to job satisfaction.

IV. CONCLUSION

Based on the results of the research stated above, this study concludes that:

1. Of the four hypotheses proposed in this study, only one hypothesis was unsupported.
2. Related to the motivational system applied by the ternate city government to non-permanent employees, they should pay attention to the amount of salary and pension benefits to be provided.

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