

The Effect of Organizational Atmosphere on the Work Discipline of Civil Servants at the Secretariat of Regional House of Representatives

Firmansyah Kusumayadi*
Institute of Economic Science of Bima
 Bima, Indonesia
 firmansyah90.stiebima@gmail.com

Muhammad Ali
Institute of Economic Science of Bima
 Bima, Indonesia
 muhalialparady@gmail.com

Mistar Mistar
Institute of Economic Science of Bima
 Bima, Indonesia
 mistar.stiebima@gmail.com

Ety Kurniawati
Institute of Economic Science of Bima
 Bima, Indonesia
 etykurniawati013@gmail.com

Abstract—The purpose of the study was to determine the effect of organizational atmosphere on employee work discipline at the Secretariat of Regional House of Representatives (RHR). The dependent variable used is work discipline and the independent variable is organizational atmosphere. This type of research is causal associative. The sampling technique used was purposive sampling technique in order to obtain a total sample of 48 respondents who are civil servants. The data analysis technique in this study is simple linear regression. Based on the regression results in this study, the equation is $Y = 8.756 + 0.565 X_1$. The results of this study indicate that the organizational atmosphere has a positive and significant effect on employee work discipline at the Secretariat office of RHR.

Keywords— work discipline, organizational atmosphere

I. INTRODUCTION

One of the goals of the organization's achievement is obedience to the rules of work discipline that will be done by its members properly and appropriately with the standards of work rules that have been defined by each organization or company. Human resource development is certainly related to a conducive and comfortable work atmosphere that is able to encourage the creation of employee work discipline so that organizational goals can be achieved. The regulations in the organization aim to restrict the activities of each individual in doing the job. These regulations will certainly become guidance for someone to work and to achieve effective work discipline. One example of applying good work discipline is to obey every rule such as not being late and not going home quickly, staying at work during working hours, finishing the job properly and responsibly, and wearing the determined office daily uniform.

Work discipline is defined as a form of self-control in doing a good job in order and serious in completing the job individually or in teamwork. The implementation of disciplinary sanctions is necessary so that employees work according to the rules and not doing disciplinary action. Work discipline is the attitude and behavior of employees to respect and follow written and unwritten rules and be able to do it and do not avoid receiving the sanctions if the employee breaking up the duties and authority given. According to Sutrisno [1], discipline is the behavior of

someone in accordance with the applicable regulations and work procedures, or discipline is an attitude, behavior, and actions in accordance with the written and unwritten rules of the organization. Further, work discipline according to Hasibuan [2], is the ability of a person to work regularly, diligently, and continuously, and to work according to the rules applied and not to break the rules that have been determined.

There are several indicators of work discipline according to Hasibuan [2], that are:

- Purpose and Ability
- Leadership Model
- Remuneration
- Justice
- Supervision Attached
- Penalty Sanctions
- Firmness Leadership
- Human Relation

The preliminary observation showed that the work discipline of the employees of the Secretariat of RHR was still low because the employees were still doing disciplinary actions such as some employees were often late for morning ceremonies and did not attend the return ceremony, were not at the workplace during working hours, did not have the initiative to finish the job on time and the habit of delaying work, thus the work discipline of employees were low.

The interview with the head of the division, the head of the general subdivision of staff and some employees in the RHR Secretariat indicated that there was a decrease in employee work discipline. The decrease in work discipline was caused by the organizational work atmosphere that was still less conducive and not comfortable. The work atmosphere is defined as a condition that is felt directly or indirectly by employees when working that will affect the

atmosphere of work. Turigan said that the organizational atmosphere also acts as a psychological means that influences the behavior of organizational members, formed as a result of organizational actions and interactions between members of the organization [3]. The organizational atmosphere is the internal environment of an organization experienced by its members, influences the behavior and can show the characteristics or special attributes of the organization. Then, according to Turigan organizational atmosphere is the study of the individual perceptions of various aspects of the environment in the organization [3].

The organizational atmosphere indicators according to Robbin [4] are:

- Conformity
- Responsibility
- Standards
- Reward
- Clarity
- Team Spirit

The organizational atmosphere felt by employees is related to bad working relationship such as relationship between co-workers and relationship between employee and the leadership which affects employee motivation. In addition, the physical condition of the building is old and narrow that causes employees to be uncomfortable because of the narrow arrangement of workspaces. This study aims to determine the effect of organizational atmosphere on employee work discipline at the RHR secretariat.

II. RESEARCH METHOD

This research was conducted at the Regional House of Representatives (RHR) Secretariat for 2 months. The type of this research is associative causality [5]. This study aims to determine the effect of organizational atmosphere on employee work discipline. Data collection techniques used in this study were observation, interviews, questionnaires and literature study. The population in this study are all Civil Servants in the RHR Secretariat which amounts to 48 employees. The sampling technique used in this study is the saturation sample technique. The type of data used in this study is quantitative data. The data were analyzed in by using simple linear regression with the help of SPSS 20 for windows.

The hypothesis of this research states that the organizational atmosphere has influence on the employee work discipline in the RHR Secretariat.

The research framework is as follows

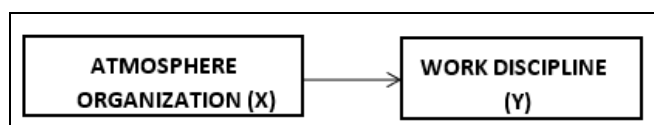


Fig. 1. Conceptual Research Model

III. RESULTS AND DISCUSSION

A. Validity test

TABLE I. VALIDITY TEST RESULTS

r. Calculate Variable X	r. Calculate Variable Y	r. Table	Description
(X1.1) 0,721	(Y.1) 0,790	0,300	Valid
(X1.2) 0,535	(Y.2) 0,687	0,300	Valid
(X1.3) 0,564	(Y.3) 0,698	0,300	Valid
(X1.4) 0,654	(Y.4) 0,672	0,300	Valid
(X1.5) 0,704	(Y.5) 0,572	0,300	Valid
(X1.6) 0,353	(Y.6) 0,658	0,300	Valid
	(Y.7) 0,558	0,300	Valid
	(Y.8) 0,671	0,300	Valid

Source: Primary data processed, 2019

Based on table 1, the results of the validity test of the organizational atmosphere variable to the employee work discipline at the RHR Secretariat can be said to be valid on the corrected item-total correlation > 0.300. The results of this validity testing indicate that the statement of the questionnaire in this study is valid

B. Reliability Test

TABLE II. RELIABILITY TEST RESULTS

Variable	Cronbach Alpha	Description
Organizational Atmosphere (X1)	.631	Reliable
Work Discipline (Y)	.829	Reliable

Source: Primary data processed, 2019

Based on table 3.2 the results of research testing using these measurements can be said to be reliable on Cronbach alpha > 0.600. The results of this reliability test indicate that the statement of the questionnaire in this study is reliable

C. Hypothesis Test Results

Furthermore, to find out whether the hypothesis proposed in this study is accepted or rejected, it will be tested by using the t-test. The results of testing the hypothesis are explained as follows:

TABLE III. RESULTS OF T TEST

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
(Constant)	B	Std. Error	Beta		

	8.756	4.387		1.996	.052
Organizational Atmosphere	.565	.167	.428	3.385	.001

Source: Processed from primary data, 2019 Hypothesis Testing.

The results of the t-test statistics for variables obtained t score of 3.385 with t table score of 2.014 ($3.385 > 2.014$) with a significance score of 0.001 smaller than 0.05 ($0.001 < 0.05$), which means the hypothesis states that "organizational atmosphere has influence on employee work discipline" is accepted. If an organization wants to improve the work discipline of its employees, it should create an organizational atmosphere, i.e. a conducive and comfortable working atmosphere. Therefore, by creating a comfortable and conducive work atmosphere, the attitudes and behavior of employees work discipline can be improved. Thus, H_a was accepted and H_o was rejected.

IV. CONCLUSION

Based on the results of the analysis and discussion, it can be concluded that the organizational atmosphere has a positive and significant effect on employee work discipline. Through this research, it is hoped that leaders are able to change the disciplinary behavior of their employees so that they follow all applicable work regulations. Leaders should also be firm in giving discipline awards and sanctions. In addition, the leadership should also be able to create comfortable working conditions, to take a persuasive approach with their employees in order to get information related to the problems that cause the decrease of employee's work discipline.

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