

WORK ENVIRONMENT EFFECT ON THE PERFORMANCE OF EMPLOYEES WORKING WITH PASSION AS AN INTERVENING VARIABLE

(Case Study on Development of Panca Budi University)

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Abstract: Basically, the work environment has contributed greatly to the morale and performance of employees. For this study aims to examine the extent of the influence of the working environment on performance with morale as an intervening variable. The sample used in this study were 115 respondents who are employees of the University of Development Panca Budi. Sampling technique is probability sampling with accidental sampling method, The analytical method used is Structural Equation Modeling (SEM) using devices AMOS-20 (Analysis of Moment Structure), The results of this study indicate that work environment significantly influence employee morale Panca Budi University Development. Work environment and morale significantly influence employee performance Panca Budi University Development, Morale partially mediate the effect of mediation work environment on employee performance Panca Budi University Development.

Key Words: Spirit at work, Work environment, Employee performance.

1. INTRODUCTION:

To create the performance, morale and employees optimal working environment, the Panca Budi Development University continues to strive to make improvements-improvements in organizational management. The revamping more emphasis on creating human resources (human resources) that qualified for this institution to grow and develop in the future. In improving the performance of employees, the University Development Panca Budi faced with obstacles that arise, namely: less effective working environment so that less support the morale and performance of employees Panca Budi University Development.

Low morale and employee performance Panca Budi University Development can be seen the level of achievement of the employment contract employee detaser Development University Panca Budi from 2015 until 2017. Where was the discovery of several units of the faculty and their work is below standard (LPMU Panca Budi University Development, 2018). Associated with the work environment, the researchers also found still lacking and neat arrangement of work space, such as the arrangement of desks, filing cabinets, toilets and prayer rooms.

Based on the theory and the phenomenon which researchers have described it, researchers are interested in testing the extent to which "the Work Environment Effect Against Employee Performance with Morale As an intervening variable (Case Study on Development of Panca Budi University)".

2. LITERATURE REVIEW:

Theoretical basis

Hasibuan (2005: 165) says "morale as the desire and determination one has done his job well and disciplined to achieve maximum performance". Many factors can affect the performance of an employee. Bechtold (2010) states that one of the factors that affect the performance of employees is employee morale. While Sedarmayanti (2001) states that a comfortable working environment affect the morale and performance of employees. The definition of the performance itself by Colquitt, Lepine, and Wesson (2009: 37), "Performance (job performance) as the value of a single unit of behavior and other employees as contributing positively to the fulfilment of the purpose of the organization".

Aside from factors that can affect the performance, other factors that can foster morale is received financial factors, work environment created by the company and the leadership factor (Rahmawati & Sudarmi, 2006). High morale will have a positive impact for the company, otherwise low morale will hurt the company as a high rate of absenteeism, the transfer of personnel, and productivity is low (Zendy, 2011).

The circumstances surrounding the work environment is the place where a person associated with the finishing work (Griffin, 2004). Therefore, in an effort to increase employee morale, these factors must be considered. Work environment factors can include the physical condition of the office that includes lighting, temperature, and others that can enhance a conducive atmosphere and affect the morale and performance of

staff (Sedarmayanti, 2001).

Conceptual framework

Based on the theory that has been described previously, the conceptual framework of this research can be described as follows:

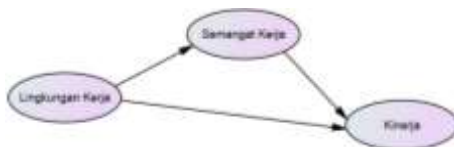


Figure 1. Conceptual Framework

Hypothesis

The hypothesis of this study can be described as follows:

1. Influence work environment on morale
 Research from Anwar (2013) found that the work environment influence on morale. So hypothesis 1 (H1) in this study can be stated as follows:
 H1: The working environment have a significant effect on morale Panca Budi Development university officials.
2. Influence work environment on performance
 Research conducted by Setianingrum (2013) found that leadership, salary, motivation and work environment positive and significant impact on performance. Hypothesis 2 (H2) in this study can be stated as follows:
 H2: Work environment have a significant effect on performance Panca Budi Development university officials.
3. Influence morale on performance
 Research Adama (2014), the results showed that organizational culture, work discipline, and morale positive and significant impact on performance. Hypothesis 3 (H3) in this study can be stated as follows:
 H3: Morale significant effect on performance Panca Budi Development university officials.
4. Morale mediating influence on the performance of the work environment
 Research from Malvinas (2013) found a significant difference between leadership and work environment on employee morale Further study of Sangki, Kojo, and Sendow (2014) states that the work environment, work culture and spirit of striving to performance. Then hypothesis 4 (H4) in this study can be stated as follows:
 H4: Morale mediating influence on the performance of the work environment Panca Budi Development university officials.

3. RESEARCH METHODOLOGY:

Population and Sample

The population in this study were all Panca Budi University's staff development, amounting to 199 employees, The research model used in this study is a model of Structural Equation Modeling (SEM), which in the ideal SEM sample size between 100-200 (Hair et al., 2009) and also have to consider the number of indicators in the model. Hair et al. (2009) further said that for the determination of the number of samples can amount to 5-10 on the number of indicators. In this study, there were 15 indicators so that the sample size could range between 75-150 respondents. The number of samples is determined by multiplying the number of indicators by 7, so that the total sample of 15 x 7 = 105 respondents supplemented with 10 samples in case if any data outliers, so the total sample of this study was 115 respondents. Sample selection is donewith a probability sampling method by accidental sampling technique,

Variable Operations

Operational variables in this study can be shown in Table 4.1 below:

Table 1 Variable Operational Definition

No.	variables	Definition	Indicator	Scale
1	(LK) Work environment	Work environment that is all forms of physical (state of the room, equipment, tools, light, temperature, temperature, etc.) and non-physical (in the form of co-workers, leaders, communities, and families) to support the work of an employee.	1) Security 2) Cleanliness 3) Order 4) Beauty 5) Kinship. Source: Anigara (2005)	Likert

No.	variables	Definition	Indicator	Scale
2	(SK) Spirit at work	Morale is the encouragement of inner Panca Budi Development university officials to be able to work more optimally, efficiently and effectively to achieve the objectives of the organization.	1) Excitement or enthusiasm, 2) Quality to survive, 3) Strength to fight frustration 4) partisan attitude Source: Maier (in Majorsy, 2007)	Likert
3	(KI) performance	Performance is a work that can be achieved by the Panca Budi Development university officials in performing the tasks entrusted to him based on skills, experience and time sooth	1) Quality 2) Quantity 3) Punctuality 4) Effectiveness 5) autonomy 6) Commitment Source: Bernardin (2007)	Likert

Source: Developed for this study.

4. RESULTS AND DISCUSSION:

Research result

Test the suitability of the model are flowcharts in the equation full model, the tests performed on the entire variable both exogenous (work environment) and endogenous (morale and performance) that have been combined into one diagram (path) intact through the matrix variance or covariance and full model is referred to as a research model. Full model test carried out in two stages, the full model SEM before modification and the full model SEM after modification.

Test before the modified full model was conducted to determine how far the early models were established to meet the criteria of Goodness Of Fit (GOF) before the model is modified. Here will be presented the full picture before the modified models:

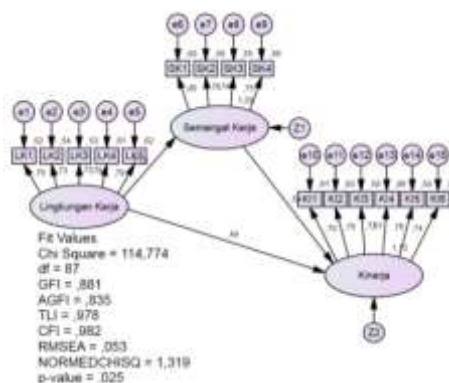


Figure 2. Full Model Before Modified

Based on Figure 2 it can be seen that not all values Goodness of Fit (GOF) meet the required criteria, for example the value of GFI are still marginal (0.881 < 0.90), the value of which is still marginal AGFI (0.835 < 0.90) and the value of p Value-which is still bad because below 0.05 is 0.025. Thus the model is not appropriate and has not been able to explain the research model properly and well, so it needs to be modified.

Full test modeled after the modified done so that the model established to meet the requirements of the GOF. Modifications done by linking each error term that has been suggested by the system to raise the value of GOF who do not meet the criteria. Here will be presented the full image after the modified models:

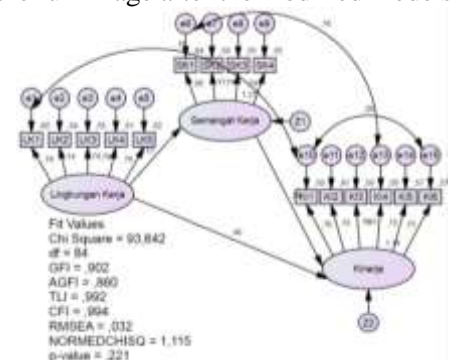


Figure 3. Full Model Research Having Modified

Based on Figure 3 shows clearly that the whole construct that is used to model this study met the criteria GOF. As the value of GFI, chi-square, TLI, CFI, RMSEA, CMIN / DF that have met the required criteria and more emphasized with the p-value equal to 0.221 greater than 0.05 indicates that the model established has been very significant. Unless the value AGFI are still marginal but close well.

5. DISCUSSION:

Statistical test carried out by observing the level of significance of the relationship between variables indicated by the value of CR (Critical Ratio) is identical to the t-test in regression and the probability (P). Marked a significant relationship with the CR value greater than 2.58 and a P value less than 0.05 (Ferdinand, 2014). To see how much influence the independent variable (work environment) and dependent (morale and performance) shown in Table 2 below:

Table 2. Effect on Dependent Variables Independent Variables

			Std. estimate	estimate	SE	CR	P
Spirit at work	<---	Work environment	, 913	, 903	, 107	11.680	***
performance	<---	Work environment	, 489	, 507	, 064	7.914	***
performance	<---	Spirit at work	, 542	, 509	, 058	8.802	***

Source: output AMOS-20, 2018.

Table 2 will be described in detail in order to more clearly answer the research hypothesis is as follows:

The work environment influence on morale

Based on the analysis shows that the working environment significantly affect the morale of the value of standardized regression weight estimate of 0.913 (91.3%), the value of the critical ratio of 11.680 which is greater than the value of 2.58 and a probability of (***) or at 0.0001, which means very significant. This proves that the working environment significantly affect the morale Panca Budi University officials Development,

The working environment is everything that exists around Panca Budi University officials Development and that could affect him in carrying out the duties imposed. A good working environment characterized by adequate lighting and emitted evenly and away from the noise that interferes with concentration at work, a good layout and beautiful colors, and cleanliness is maintained, it is of course extremely make employees feel at home working. Working environment as it would increase the motivation to work Panca Budi University officials Development,

The influence of the working environment on Performance

Based on the analysis shows that the working environment significantly affect the performance of the value of standardized regression weight estimate of 0.489 (48.9%), the value of the critical ratio of 7.914 greater than 2.58 and a probability value of (***) or by 0.0001, which means very significant. It can be concluded that the working environment significantly influence employee performance Panca Budi University Development.

Employee work environment is an aspect that must be considered, if a good working environment, the performance of employees Development University Panca Budi will increase. Working environment neat and clean as well as co-workers who support the work of the employee will give a huge impact on employee job Panca Budi University Development. Employee will feel more enthusiastic about working so that this will make the performance of employees Development University Panca Budi further optimized.

Morale Influence on Performance

Based on the analysis shows that the morale significantly affect the performance of the value of standardized regression weight estimate of 0.542 (54.2%), the value of the critical ratio of 8.802 which is greater than the value of 2.58 and a probability of (***) or by 0.0001, which means very significant. It can be concluded that morale significantly affect performance Development University Panca Budi,

High morale greatly needed by each employee Panca Budi University Development to achieve the vision and mission of the University of Development Panca Budi, because with their high morale will provide exceptional performance and high productivity for the organization. High morale of employees Panca Budi University Development course will give a positive impact on the employee's performance Panca Budi Development University itself.

Morale mediating influence on the performance of the work environment

To determine whether or not mediate morale against environmental influences job performance, can be seen in the picture Sobel test results following tests:

Input:		Test statistic:	Std. Error:	p-value:
a	0.913	Sobel test: 6.30112281	0.07853299	0
b	0.542	Aroian test: 6.28153982	0.07877782	0
s _a	0.107	Goodman test: 6.3208901	0.07828739	0
s _b	0.058	Reset all	Calculate	

Figure 3. Test Results Sobel

Based on the calculation of significance was found -a path (0.0001), -b path (0.0001), the path -c (0.0001), and the line c '(0). It can be concluded that morale partially mediate mediation work environment influence on employee performance Panca Budi University Development. This means that the morale of not only the direct effect on improving employee performance Panca Budi Development University but also can be a mediator between the work environment on employee performance Panca Budi University Development.

6. CONCLUSION:

Based on the results of research and discussion that has been described in the previous chapter, it can take several conclusions. (1) The working environment have a significant effect on morale Panca Budi University officials Development; 2) The working environment have a significant effect on performance Panca Budi University officials Development; 3) Morale significant effect on performance Panca Budi University officials Development; 4) Morale partially mediate mediation work environment influence on performance Panca Budi University officials Development,

7. SUGGESTION:

Based on the conclusions described above, it can be summarized some advice. To improve the working environment Panca Budi Development university officials are expected to Panca Budi University authorities Development in order to better equip employees working facilities, such as: laptops, printers, stationery and so on.

Employee morale Panca Budi University Development can be stimulated by giving briefing and direction from superiors, as well as promotions and rewards for employees who excel. With it expected employees will have excellent performance for task and their responsibilities as employees Panca Budi University Development.

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