



## The Effect of Work Environment Factors and Work Culture on Employees Work Spirit in the Work Area, Basse Sangtempe Utara District, Luwu Regency

Afriani Lumantik<sup>1</sup>, Muh. Yusuf Q<sup>2</sup>, Andi Nadirah Mahmud<sup>3</sup>

<sup>1,2,3</sup>Master of Management

<sup>1,2,3</sup>University of Muhammadiyah Palopo, Indonesia

Email: [afrianil@student.umpalopo.ac.id](mailto:afrianil@student.umpalopo.ac.id)<sup>1</sup>, [myusuf@umpalopo.ac.id](mailto:myusuf@umpalopo.ac.id)<sup>2</sup>, [andinadirah@umpalopo.ac.id](mailto:andinadirah@umpalopo.ac.id)<sup>3</sup>

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### ABSTRACT

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The research conducted by the researcher aims to analyze the influence of the work environment and work culture on morale in the Working Area of Basse Sangtempe Utara District, Luwu Regency. Work Environment (X1), Work Culture (X2) are independent variables while Work Spirit (Y) is the dependent variable. The sample in this study was 76 respondents who were taken from the Working Area of North Basse Sangtempe District, Luwu Regency. The analytical tools used by the researcher in this research are multiple linear regression test, determination test ( $R^2$ ) and multiple linear regression test. The results of data processing obtained are that the work environment variable affects work morale as evidenced by  $t_{count} = 3.138 > t_{table} = 1.665$  or  $t_{count} > t_{table}$  with a significant value of  $0.000 < 0.05$ . And the work culture variable also affects work morale as evidenced by the value of  $t_{count} = 2.088 > t_{table} = 1.665$  or  $t_{count} > t_{table}$ . With a significant value of  $0.040 < 0.05$ . It can be concluded that if in a company the work environment and work culture are improved, the morale will be better.

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## 1. Introduction

Human resources play an important role in a company to mobilize and manage organizational resources to achieve company goals. Therefore, in order for the company to achieve the desired goals, the company needs employees who have commitment, ability and high morale. The spirit of work in a person arises with two factors, the first is from within a person (internal) and from outside a person (external). Someone who has a morale is expected that the company will be able to achieve its performance well by completing work that is in accordance with the specified standards and which has a positive influence on the achievement of the desired company goals.

The work environment is also one of the factors that affect employee morale. The work environment is considered important in influencing work morale because the environment is around employees, such as living things that are always influenced by the surrounding environment and adapt to maintain their existence. A good and suitable environment for employees will have a positive impact on morale and will affect the work of employees. And conversely a work environment that is not good and inappropriate and that is not supportive will have a negative effect on employees.

Work culture according to [1] is an employee habit that is carried out in the company repeatedly. This habit has no sanctions if it is violated by employees, but in a company this habit is a habit that employees are required to adhere to in achieving goals. Based on observations made by researchers, the environment and work culture in the North Basse Sangtempe District Work Area, Luwu Regency, are less supportive in several places. Like some rooms that do not provide comfort, namely the fan that does not work well and does not contribute to the hot weather. and there are still many employees who consider work culture as not very important so that it has an impact on employee performance and morale.



Various uncomfortable conditions in the Working Area of Basse Sangtempe Utara District, Luwu Regency, made the employees less enthusiastic in doing their work, as evidenced by the fact that there were still employees who did their work outside the office.

## 2. Methods

The method used by the researcher in this research is quantitative method. The population of this study was 76 people, namely all employees working in the Basse Sangtempe Utara District Work Area, Luwu Regency. And the sample in this study as many as 76 people were taken from the entire population that was used as a sample using the saturated sample method. The data used in this study is by using primary data, the data generated directly by the researcher from the object of research through distributing questionnaires to employees of the Work Area of Basse Sangtempe Utara District, Luwu Regency. The data measurement scale used by researchers to measure the length or shortness of an interval in the measuring instrument is to use a Likert scale. And the data analysis technique used in this research is quantitative data analysis techniques with statistical methods. The researcher used the *Statistical Product and Service Solutions* (SPSS) 21.0 statistical method.

## 3. Results and Analysis

### 3.1 Multiple Linear Regression Analysis

This analysis is to find out how much influence the Work Environment (X1) and Work Culture (X2) have on Work Morale (Y).

**Table 1**  
**Multiple Linear Regression Analysis**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	3.776	1,201		3.138	.002
1 Work Environment	.619	.055	.797	11.320	.000
Work Culture	-.107	.051	-.147	-2.088	.040

Source of data : processing SPSS 21 , 2022

Based on data processing, the resulting constant value is 3.776 and the coefficient value of the work environment variable is 0.619, while the work culture variable is -0.107. so the value of the regression equation obtained is:

$$P = 0 + 1 X1 + 2 X2 + e$$

$$P = 3.776 + 0.619 + -0.107$$

The regression equation above can be explained:

- The resulting coefficient value is 3.776 and is positive, meaning that if the work environment and work culture variables are 0 then the morale will increase by 3.776.
- The value of the work environment coefficient has increased by 0.619, if the value is fixed and has an increase of 1%, the morale variable has increased by 0.619 which assumes that other variables are accepted.
- The coefficient value of the resulting work culture variable is -0.107, it can be concluded that if it increases by 1%, the value of the work spirit variable will decrease by -0.107 with the assumption that other variables are rejected

### 3.2 Coefficient of Determination (R<sup>2</sup>)

This analysis is to explain how much the value of the work environment and work culture variables can explain the work morale variable.

**Table 2**  
**Coefficient Of Determination Test ( R2 )**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.800	.640	.630	.46667

Source of data : processing SPSS 21 , 2022



The results of data processing obtained an R Square value of 0.640 or 64%, meaning that the work environment and work culture variables have an influence on the work spirit variable 0.640. and the remaining 36% were influenced by other researchers.

### 3.3 t test

This analysis was conducted to determine whether there is an influence of the work environment and work culture on morale.

**Table 3**  
T TEST

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	3.776	1,201		3.138	.002
1 Work Environment	.619	.055	.797	11.320	.000
Work Culture	-107	.051	-.147	-2.088	.040

Source of data : processing SPSS 21 , 2022

The results of processing the resulting data can be explained, namely:

- For the first hypothesis, namely the work environment variable  $t_{\text{count}} = 3.138 > t_{\text{table}} = 1.665$ . with a significant value generated  $0.000 < 0.05$ , meaning that the work environment has a positive and significant influence on work morale.
- For the second hypothesis, namely the work culture where  $t_{\text{count}} = 2.088 > t_{\text{table}} = 1.665$ . The resulting significant value is  $0.040 < 0.05$ , meaning that the work culture variable has a significant influence on work morale.

### 3.4 The Influence of the Work Environment on Morale in the Work Area of North Basse Sangtempe District, Luwu Regency.

From the results of the analysis that the work environment variable on the morale variable,  $t_{\text{count}} = 3.138 > t_{\text{table}} = 1.665$  or  $t_{\text{count}} > t_{\text{table}}$  and the significant value obtained is  $0.000 < 0.05$ , meaning that the work environment has an influence on morale. If the work environment of employees is improved, the morale of employees will be better.

This research is in line with research [11] where the results of his research say that the work environment has a significant relationship to morale, so the better the employee 's work environment, the higher the morale of employees in the Work Area of Basse Sangtempe Utara District, Luwu Regency in doing their work.

### 3.5 The Influence of Work Culture on Work Spirit in the Work Area of North Basse Sangtempe District, Luwu Regency.

The results of the analysis of the data generated for the work culture variable obtained the value of  $t_{\text{count}} = 2.088 > t_{\text{table}} = 1.665$  or  $t_{\text{count}} > t_{\text{table}}$ . With a significant value of  $0.040 < 0.05$ , it means that the work culture variable has an influence on the work spirit variable. And if the work culture of employees in the Basse Sangtempe Utara District Work Area, Luwu Regency is improved, the employee's morale will be even better.

The results of the research are in line with research conducted [12] where the results of his research say that the work culture variable affects employee morale. Likewise research [13] whose research results say that organizational culture or work culture has a significant effect on work morale. If the work culture in the North Basse Sangtempe Sub-district, Luwu Regency, is further enhanced by giving an award, the morale of the employees will be even better.

## 4. Conclusions

Based on the above discussion that has been described, the following conclusions can be drawn:

- From the hypothesis testing that has been carried out, it can be seen that the calculation results obtained are  $t_{\text{count}} = 3.138 > t_{\text{table}} = 1.665$  or  $t_{\text{count}} > t_{\text{table}}$  and the significant value obtained is  $0.000 < 0.05$ , meaning that the work environment has an influence on morale.
- From the hypothesis testing that has been done, it can be seen that the results of the calculation obtained the value of  $t_{\text{count}} = 2,088 > t_{\text{table}} = 1,665$  or  $t_{\text{count}} > t_{\text{table}}$ . With a significant value of  $0.040 < 0.05$ , it means that the work culture variable has an influence on the work spirit variable.

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