



## The influence of work environment on employees' work spirit study at PT. Ultimate Metal Mandala

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### ABSTRACT

The purpose of this research is to determine the influence of the work environment on the work spirit of study employees at PT. ultimate metal mandala. The research methods used are descriptive and causal associative methods. Data collection techniques in this research are questionnaires, interviews, observation and literature study. Meanwhile, the data analysis techniques used are validity and reliability tests, Correlation Coefficient Test analysis, coefficient of determination and hypothesis testing. Based on the results of research by testing the correlation between Work Environment variables and Work Morale, a Spearman Rank correlation was obtained of 0.649. The correlation coefficient is in the "Strong" interval because it is located in the interval 0.600-0.799, so it can be interpreted that the influence of the Work Environment on Work Morale at PT Mandala Logam Utama has a strong influence. Meanwhile, the magnitude of the influence exerted by the Work Environment and Work Morale can be seen from the coefficient of determination of 0.499 or 49% and the remaining 51% is influenced by other factors which were not researched. Then the results of testing the hypothesis of the influence of the Work Environment on Work Morale obtained a value  $> \text{equal to } 7259 > 2260$  and a significant value of  $0.00 < 0.10$ , then it can be concluded that it is rejected and accepted. This means that the work environment has a positive and significant effect on work morale.

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### 1. INTRODUCTION

Companies must be able to compete in the era of globalization. To survive, companies must have advantages and competitiveness. Human resources are the main factor in the success of a company (Murtisaputra & Ratnasari, 2019). The progress of the business world will depend greatly on the capabilities of human resources currently available (Rozi, 2021). Employees are an important resource for the company because they have the talent, energy and creativity that the company really needs to achieve its goals. To help achieve a company's achievements, it must of course be supported by human resources who have the work enthusiasm of employees (Dharma et al., 2017).

According to Leighton (Saputra, Hendriani, & Amsal, 2014) work spirit is the willingness of a group of people to work together actively and consistently in pursuing a

common goal. Work enthusiasm makes the tasks carried out by employees quickly and easily completed and the results are maximized because employees are enthusiastic and enthusiastic in carrying out the work (Murtisaputra & Ratnasari, 2019). The factors that influence work morale according to Nitisemito (Widani, 2017) are leadership, motivation, communication, human relations, compensation and work environment.

The work environment in an organization has a direct influence on the morale of employees who carry out the production process in the organization. To achieve this goal, the organization must be able to take into account all issues that affect the smooth production process carefully and efficiently. Research conducted by Anissa (2015). A supportive work environment will make employees feel comfortable and enthusiastic in carrying out their obligations, whereas an unsupportive work environment will make employees unenthusiastic and feel uncomfortable (Chandra & Setiawan, 2018).

This research took the research location at PT. Mandala Logam Utama which is a company operating in the industrial sector and metal and rubber products which has been registered with an Industrial Business License. PT. Mandala Logam Utama really needs high employee morale to increase company productivity.

PT. Mandala Logam Utama also hopes that its human resources can become a competitive advantage in the organization so that company goals can be achieved with good performance. Based on the results of interviews with the head of HRD (Human Resource Development) PT. Mandala Metal Utama that there are still several problems that occur, namely: (1). There is an environment where employees work that is not clean so that employees do not carry out work according to targets, which will cause the company's productivity to decrease. (2). Uncomfortable working environment conditions, seen from the physical environment which is felt to be uncomfortable, such as noise, ventilation, this can disturb employees' concentration while working. (3) There are several places where materials are not placed in their proper place, and the cleanliness of the room is also not maintained.

Various uncomfortable conditions will certainly make employees less enthusiastic about doing their work so that productivity will be disrupted. Seeing the importance of human resources in an organization, it is necessary to condition it so that work morale can be maintained and improved not only in material terms, but one way is by creating a good, safe and comfortable work environment with facilities and a good working atmosphere so that it will influence performance. and achieving organizational goals.

A good work environment can support effective work implementation so that it can create enthusiasm for work. As is the case with the results of research conducted by Bakhtiar (2017), Anggreni, et al. (2018) and Khamri (2019) who stated that the work environment has a significant effect on work morale. However, the results of this research are different from the results of research conducted by Basa, et al. (2019) which states that the work environment does not have a significant effect on work morale.

Hopefully this research can produce practical benefits and usefulness for companies or agencies, to be used as input and consideration for management in determining future policies and at the same time is a small contribution of the author's thoughts to leaders of companies or agencies related to the field of HR in particular work environment and work morale issues.

## 2. RESEARCH METHOD

Research methods are basically scientific ways to obtain data with specific purposes and uses. (Sugiyono, 2017: 2). Sugiyono (2017: 35) states that: "The descriptive method is a problem that concerns the question of the existence of independent variables, whether only on one variable or more (stand-alone variables). So in this study the researcher did not make comparisons of these variables with other samples, and looked for relationships between other variables. Meanwhile, "The Causal Associative Method is a method that aims to determine the relationship between two or more variables, in the form of a casual

relationship, namely a relationship that shows cause and effect." (Sugiyono, 2017: 2).

In carrying out this research the author used data collection techniques in the following way: (1) Questionnaire. This is done by distributing a set of written lists of questions that address the work environment and work spirit at PT. Ultimate Metal Mandala. In the questionnaire or questionnaire, the author raises several questions that reflect the measurement of indicators from the variable (X) Work Environment and the variable (Y) Work Spirit. The reason this questionnaire method is used is because the respondent is the person who knows best about himself, so complete and accurate data will be obtained, besides that it can save time, energy and costs. (2) Observation. Observations are carried out by making direct observations of the subject being researched. (3) Interview or Interview. The interview technique used is structured and unstructured interviews regarding problems found at PT. Main Metal Mandala and collect the results of direct interviews. (4) Literature Study. The author carried out a literature study by collecting materials in the form of theories originating from books or literature, archives and other research related to the problem being studied.

The population in this study were all employees of PT. Mandala Metal Utama, numbering 120 people. So the sample from this research was 55 people, where the author took samples from employees of PT Mandala Logam Utama.

The data obtained from the research results are then processed and analyzed using the Quantitative Analysis analysis method: namely data analysis using statistical formulas in the form of validity and reliability tests, Correlation Coefficient Test analysis, coefficient of determination and hypothesis testing.

### 3. RESULTS AND DISCUSSIONS

#### 3.1 Research result

##### a. Work Environment Instrument Validity Test

Table 1. Recapitulation of Validity Test of Work Environment Instrument Items

No. Instrument Item	Correlation Coefficient	Coefficient Amount	Remarks
Item 1	0,646	0,238	Valid
Item 2	0,603	0,238	Valid
Item 3	0,741	0,238	Valid
Item 4	0,714	0,238	Valid
Item 5	0,763	0,238	Valid
Item 6	0,696	0,238	Valid
Item 7	0,755	0,238	Valid
Item 8	0,288	0,238	Valid
Item 9	0,252	0,238	Valid

Source: Processed Primary Data, 2021

Based on table 1 from the trial, it can be seen that all statement items have a correlation coefficient above 0.238 and all statement items on the Work Environment variable instrument are declared valid. so it can be used as a data collection tool to measure work environment qualifications. From the test results, the one with the highest validity is Item No. 5 at 0.763 and the one with the lowest validity is Item No. 9 at 0.252.

##### b. Validity Test of the Work Morale Instrument

Table 2 Recapitulation of the Validity Test of the Work Morale Instrument

No. Instrument Item	Correlation Coefficient	Coefficient Amount	Remarks
Item 1	0,740	0,238	Valid
Item 2	0,659	0,238	Valid
Item 3	0,727	0,238	Valid
Item 4	0,716	0,238	Valid
Item 5	0,583	0,238	Valid
Item 6	0,676	0,238	Valid
Item 7	0,605	0,238	Valid

Item 8	0,604	0,238	Valid
Item 9	0,572	0,238	Valid
Item 10	0,528	0,238	Valid
Item 11	0,712	0,238	Valid
Item 12	0,271	0,238	Valid

Source: Processed Primary Data, 2021

Based on table 2 from the trial, it can be seen that all statement items have a correlation coefficient above 0.238 and all statement items on the Work Morale variable instrument are declared valid, so they can be used as a data collection tool to measure Work Morale. From the test results, the one with the highest validity is item 1 at 0.740 and the one with the lowest validity is item No. 12 at 0.271.

#### c. Work Environment Instrument Reliability Test

Table 3. Work Environment Reliability Test

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.735	9

Source: Primary Data Processing Results with SPSS 20, 2021

Based on the SPSS 20 output in table 3, it is known that the internal reliability value of all Work Environment instruments is 0.735. Based on the rules of the Cronbach's Alpha table,  $\geq 0.600$  is considered reliable. Thus, all instruments that have been prepared meet the validity and reliability requirements, so the Work Environment instrument can be used for measurement in the context of data collection.

#### d. Reliability Test of the Work Morale Instrument

Table 4. Work Morale Reliability Test

Case Processing Summary			
		N	%
Cases	Valid	55	100.0
	Excluded <sup>a</sup>	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.851	12

Source: Primary Data Processing Results with SPSS 20, 2021

Based on the SPSS output in table 4, it is known that the internal reliability value of all Work Morale instruments is 0.851. Based on the rules of the Cronbach's Alpha table,  $\geq 0.600$  is considered reliable. Thus, all Work Morale instruments that have been prepared meet the validity and reliability requirements, so the instruments can be used for measurement in the context of data collection.

e. Work environment

In order to know clearly and find out how big the work environment is in the company and get the attention of all respondents, whether they fall into the categories of strongly agree, agree, disagree, disagree and strongly disagree. So according to Sugiyono (2016: 113) calculations must be carried out using the rating scale method, namely with the formula:

$$\text{Rating Scale} = \text{Number of statements} \times \text{Number of respondents} \times \text{Score}$$

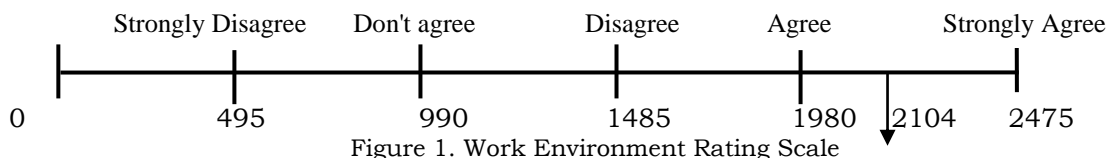
Table 5. Work Environment Rating Scale

Respondents' Responses	Index Value	Respondent Response Value
Strongly Agree	$9 \times 55 \times 5 = 2.475$	$207 \times 5 = 1035$
Agree	$9 \times 55 \times 4 = 1.980$	$219 \times 4 = 876$
Disagree	$9 \times 55 \times 3 = 1.485$	$55 \times 3 = 165$
Don't agree	$9 \times 55 \times 2 = 990$	$14 \times 2 = 28$
Strongly Disagree	$9 \times 55 \times 1 = 495$	$0 \times 1 = 0$
Amount		2104

Source: Primary Data Processing Results, 2021

The maximum index value is 2,475 and the minimum index value is 495 and the total value of respondents' answers is 2,104. So the percentage of statements regarding the Work Environment is  $(2,104 : 2,475) 100\% = 85.01\%$ .

Based on the respondents' answers in the questionnaire regarding the Work Environment, the total score obtained was 2,104, so the respondents' responses were included in the agree category because they were located between point 1,980 and point 2,475 which was also included in the agree category. In line with this, it shows that respondents agree that the work environment is an important factor and can influence employee morale.



f. Spirit at work

In order to know clearly and find out how much morale there is in the company and get the attention of all respondents, whether they fall into the categories of strongly agree, agree, disagree, disagree and strongly disagree. So according to Sugiyono (2016: 113) calculations must be carried out using the rating scale method, namely with the formula:

$$\text{Rating Scale} = \text{Number of statements} \times \text{Number of respondents} \times \text{Score}$$

Table 6. Work Morale Rating Scale

Respondents' Responses	Index Value	Respondent Response Value
Strongly Agree	$12 \times 55 \times 5 = 3300$	$257 \times 5 = 1285$
Agree	$12 \times 55 \times 4 = 2640$	$358 \times 4 = 1432$
Disagree	$12 \times 55 \times 3 = 1980$	$42 \times 3 = 126$
Don't agree	$12 \times 55 \times 2 = 1320$	$3 \times 2 = 6$
Strongly Disagree	$12 \times 55 \times 1 = 660$	$0 \times 1 = 0$
Amount		2849

Source: Primary Data Processing Results, 2021

The maximum index value is 3300 and the minimum index value is 660 and the total value of respondents' answers is 2849. So the percentage of statements regarding Employee Work Morale is  $(2849 : 3300) 100\% = 86.34\%$

Based on respondents' answers in the questionnaire about Work Spirit. So the total score obtained is 2849. So the respondent's response is included in the agree

category, because it is located between points 2640 and 3300. In line with this, it shows that respondents agree that Work Morale is an important factor for the development of Human Resources and Company Progress.

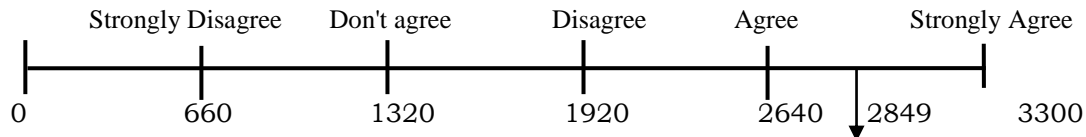


Figure 2. Work Morale Rating Scale

#### Uji Koefisien Korelasi Lingkungan Kerja terhadap Semangat Kerja

Table 7. Correlation Test Results for Work Environment Variables (X) On Employee Work Morale (Y)

Correlations		Work Environment	Work Spirit
Spearman's rho	Work Environment	Correlation Coefficient	1.000
		Sig. (2-tailed)	.000
		N	55
Work Spirit	Work Spirit	Correlation Coefficient	.649**
		Sig. (2-tailed)	.000
		N	55

\*\* Correlation is significant at the 0.01 level (2-tailed).

Source: Primary Data Processing Results, 2021

Based on table 7 above, it can be concluded that the relationship between the variables Work Environment (X) Employee Work Morale (Y) has a correlation coefficient value of 0.649 with a significance value of 0.000 which is  $<0.05$ . This shows that there is a "Strong" relationship because the results of the correlation coefficient calculation are in the interval 0.600 – 0.799. So it can be said that there is a positive relationship between the work environment and employee morale at PT Mandala Logam Utama. In other words, the better the work environment, the higher the employee's morale towards the company.

#### g. Coefficient of Determination Test

Table 8. Coefficient of Determination of Work Environment on Work Morale

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706 <sup>a</sup>	.499	.489	3.14800

a. Predictors: (Constant), Lingkungan Kerja

b. Dependent Variable : Semangat Kerja

Source: Primary Data Processing Results, 2021

Or calculate the coefficient of determination using the formula for calculating the coefficient of determination. The calculation results are as follows:

$$KD = r^2 \times 100\%$$

$$KD = 0.706^2 \times 100\%$$

$$KD = 49\%$$

Based on table 8 and the calculations above, it can be concluded that the coefficient of determination (KD) is 0.499 or 49%. This value shows that the work environment influences or contributes to work morale by 49%. And the remaining 51% is

influenced by other factors not discussed in this research such as Nitisemito's statement, (2016:167) which consists of low wages, bad work environment, lack of work enthusiasm, poor leadership style and lack of information.

#### h. Hypothesis testing

The results of processing using the two steps above are used as material for proposing hypotheses that have been proposed previously. For hypothesis testing, it applies if  $t_{count} > t_{table}$  or significant value  $> 0.1$  then it is rejected and accepted. if  $t_{count} < t_{table}$  or significant value  $< 0.1$  then it is accepted and rejected. The statistical hypothesis regarding the influence of variable X (Work Environment) on variable Y (Work Spirit) is as follows: a) : There is no positive and significant influence between the Work Environment and Work Morale. b) : There is a positive and significant influence between the Work Environment and Work Morale.

Table 9. T Test Calculation Results

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta			
1	(Constant)	12.304	5.445		2.260	.028
	Work Environment	.985	.136	.706	7.259	.000

a. Dependent Variable: Work Morale

Source: Primary Data Processing Results, 2021

From table 9, the T count is 7.259 with a significant level of  $\alpha$  of 0.000b. Where the value with an error level of  $\alpha = 5\%$ , namely  $dk = n - 2$  or  $dk = 55 - 2 = 53$ , is obtained at 2,260. This shows the certainty that  $>$  (very significant). when compared with statistical analysis, the calculated T with  $\alpha 0.5$  is 2,260. So the magnitude is  $7,259 > 2,260$  with a sig value of  $0.00 < 0.05$ . So this shows that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the work environment has a positive and significant effect on work morale. So the hypothesis proposed can be accepted.

### 3.2 Discussion result

#### a. Work Environment at PT Mandala Logam Utama

The work environment is a place where employees carry out work activities. The work environment can have positive and negative impacts on achieving work results. The work environment in a company is very important for management to pay attention to, because a good work environment will create comfort and can also help employees improve their performance.

Based on the respondents' responses in the questionnaire regarding the work environment at PT Mandala Logam Utama, the total score obtained was 2849 and the results were at points 2640 and 3300. It can be perceived that the work environment at PT Mandala Logam Utama received a good response from employees. Judging from the employees, some employees do their jobs well and some employees have a high interest in carrying out their work activities and are comfortable at work.

#### b. Work Spirit at PT Mandala Logam Utama

Work morale is used to describe the overall atmosphere felt by employees in the office. If an employee feels enthusiastic, happy, optimistic, it shows that the employee has high work morale and if the employee likes to argue, hurts, looks unhappy, then the employee has low work morale.

Work enthusiasm is a person's condition that supports him to do work faster and better in a company. Spirit is also an individual or group's attitude towards volunteering to work together to express their abilities as a whole.

Based on the respondents' responses in the questionnaire regarding Work Morale at PT Mandala Logam Utama, the total score obtained was 2104, this score was between the points 1980 and 2475. This can be perceived that PT Mandala Logam Utama received a good response from employees. Judging from several employees who do their work well and several employees have high passion in carrying out their work activities.

c. The Influence of the Work Environment on Work Morale at PT Mandala Logam Utama

Respondents' responses regarding the work environment at PT Mandala Logam Utama are included in the agree category. Based on the respondent's answers in the questionnaire regarding the Work Environment, the total score obtained was 2104. So the respondent was included in the Agree category because it was located between point 1980 and point 2475. This shows that the respondent agreed with the Work Environment at PT Mandala Logam Utama.

Meanwhile, respondents' responses regarding Work Morale at PT Mandala Logam Utama are in the agree category. Based on the respondents' answers in the questionnaire regarding Work Morale, the total score obtained is 2849. So the respondent is included in the Agree category because it is located between point 2640 and point 3300. This shows that the respondent agrees with Work Spirit at PT Mandala Logam Utama.

To determine the reliability of Variable X (Work Environment), it is known that the Cronbach's Alpha value is 0.735. Then it is compared with the crisis  $r$  value at a significance of 0.05. From the  $r$  (product moment) table with a total of  $n = 9$  data, a value of  $r = 0.706$  or smaller than the Cronbach's Alpha value or  $0.735 > 0.600$  is obtained. Thus, all work environment instruments that have been prepared meet the validity and reliability requirements, so the Work Environment instrument can be used to measure for data collection.

To determine the reliability of Variable Y (Work Spirit), it is known that the Cronbach's Alpha value is 0.851. Then it is compared with the crisis  $r$  value at a significance of 0.05. From the  $r$  (product moment) table with a total of  $n = 12$  data, a value of  $r = 0.706$  or smaller than the Cronbach's Alpha value or  $0.851 > 0.600$  is obtained. Thus, all Work Morale instruments that have been prepared meet the validity and reliability requirements, so the Work Morale instrument can be used to measure for data collection.

Based on the results of correlation testing between the Work Environment variables and Work Morale, a Spearman Rank correlation was obtained of 0.649. The correlation coefficient is in the "Strong" interval because it is located in the interval 0.600-0.799, so it can be interpreted that the influence of the Work Environment on Work Morale at PT Mandala Logam Utama has a strong influence.

Meanwhile, the magnitude of the influence exerted by the Work Environment and Work Morale can be seen from the coefficient of determination of 0.499 or 49% and the remaining 51% is influenced by other factors which were not researched. Then the results of testing the hypothesis of the influence of the Work Environment on Work Morale obtained a value  $> \text{equal to } 7259 > 2260$  and a significant value of  $0.00 < 0.10$ , then it can be concluded that it is rejected and accepted. This means that the work environment has a positive and significant effect on work morale.

#### 4. CONCLUSIONS

Based on the results of research and the results of discussions that the author has conducted at PT Mandala Logam Utama. So the author drew several conclusions which were prepared as answers and questions contained in the problem identification which became the basic reference for the aims and objectives of this research. The conclusions obtained are as follows: (1) The results obtained are included in the strongly agree category as seen from the rating scale of the questionnaire with the total score obtained

being 2,104. Because it lies between the agree point with a score of 1,980 and the strongly agree point of 2,475. This is reflected in the respondents who predominantly stated that they strongly agreed, this was because the work environment was considered to have fulfilled the needs and desires in line with employee expectations, but the work environment was not yet optimal. In the work environment there are several dimensions, namely the physical work environment and the physical work environment. Respondents gave positive responses with indicators that the air condition in the work space provided comfort, and the humidity in the workplace did not affect the employee's body. (2) The results obtained are included in the strongly agree category as seen from the rating scale of the questionnaire with the total score obtained being 2,849. Because it lies between the agree point with a score of 2,640 and the strongly agree point with a score of 3,300. This is reflected in the majority of respondents stating that they strongly agree, this is because the work morale of each employee is very high, but there are also some employees who still have low work morale. In work morale there are several dimensions, namely employee productivity, absenteeism levels, labor turnover, and reduced anxiety. Respondents gave positive responses, especially regarding employee productivity, with indicators that when given assignments, employees were able to accept them well in accordance with the standards set by the company. (3) Based on the analysis, the results obtained were that the research instrument used in this study was declared valid because it had a value of  $>0.238$  and was reliable because it had a value of  $>0.600$ . From the research results, it shows that there is an influence of the correlation value of 0.649 and the determination test is 49%, so the work environment has a positive effect on employee morale. The influence of the work environment on employee morale at PT Mandala Logam Utama is demonstrated by carrying out correlation and determination coefficient tests, both partially and simultaneously (together). Based on the results of correlation testing between work environment variables and work morale, a correlation of 0.649 was obtained, this shows that the work environment (X) has a strong relationship with employee work spirit (Y). Then the determination test revealed that the R value (correlation coefficient) was  $= 0.706$  and R square was 0.499 and the percentage was  $0.499 \times 100\% = 49\%$ . Thus, the work environment has an influence on employee morale by 49% and the remaining 51% is influenced by other variables that were not studied.

The contribution and implication of the results of this research is that to overcome low work morale among employees, companies in this case must pay attention to the work environment in order to achieve common goals within the company. Thus, negative behavior that can be detrimental to the company due to low employee morale can be reduced if the implementation is more optimal in paying attention to the employee's work environment.

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