



The influence of work environment, work ability, and affective commitment on performance management at kpspam, with work motivation as a mediating variable: a study in purworejo regency

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ABSTRACT

This study aims to determine the influence environment work , ability work and commitment affective directly or through work motivation towards performance KPSPAM administrators in the Regency Purworejo. The independent variable in this study is the environment. work, ability work and commitment affective , the mediating variable is work motivation while the dependent variable is employee performance. The data collection technique in this study used a questionnaire to KPSPAM administrators in the Regency Purworejo totaling 159 respondents who were then analyzed using SEM using Smart PLS 3 .0. This study found that there was a significant influence of the environment work , ability work and commitment affective to work motivation and performance KPSPAM administrators in the Regency Purworejo . Motivation Work capable mediate influence environment work , ability work and commitment affective towards employee performance.

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1. INTRODUCTION

Group Manager System Provision Water Drink (KPSPAM) is an institution formed by the public in frame management System Provision Water Drink (SPAM). KPSPAM is responsible for managing infrastructure And means water drinking in the village or ward Which is managed by the public. KPSPAM carries out activity management SPAM operations from contribution users or customers on water usage from connection houses installed in each house, where KPSPAM income is different between the one with others depending on the amount connection home and functionality means that have been built in each village. Importance KPSPAM is located on the participation of the active public in managing means of water drink. KPSPAM also plays a role in ensuring the sustainability and effectiveness management of SPAM in the village, for that, good-performing administrators are needed. One of the factors Which influence performance is environment work. The work environment is many things that exist around employees, which can influence them in fulfilling the obligations given to them (Nugroho & Maryono, 2016) a conducive work environment can improve overall employee performance and

conversely, an inadequate work environment will reduce overall worker performance. Research previously said that the work environment is influential on performance.

Furthermore, a factor That influences performance is the ability to Work. Ability Work According to (Gondokusumo, 2008) ability work consists of physical ability and mental ability. Physical ability is a physical condition, condition health, level of strength, And Good the bad functions biological from part body certain, whereas ability mentally is ability mechanic, ability social, And ability intellectual as well as concerning also talent, skills, and knowledge. Workability is a condition found in workers with truly empowered use And succeed use session field work Which Already determined. (Blanchard, K. dan Hersey, 2013) Ability employees are viewed from potential, intellectual nature intelligence ability. Research previously said that workability affects performance.

A factor Which is influential to performance furthermore is affective commitment. Affective commitment is an emotional feeling of attachment to an organization and belief in the values of the organization (Robbins, 2008). The affective commitment that a person has will provide an emotional bond and belief in their company so that employees can be directly involved in what is in the company. Research previously disclosed that influential on performance, where affective commitment is an emotional feeling of being bound to the organization and belief in the values of the organization (Robbins, 2008). The affective commitment that a person has will provide an emotional bond and belief in their company so that employees can be directly involved in what is in the company. The existence of this involvement will have an impact on the resulting performance.

Social factors such as community participation and local leadership play a significant role in the success of community-based organizations like KPSPAM. It is not just about the technical management of water, but also about how the community actively engages in maintaining and improving the systems they have in each village. Regarding how these social factors can be incorporated into the context of KPSPAM, it involves community participation in decision-making in deliberations, the empowerment and education of the community, such as training for KPSPAM officials, partnerships with stakeholders related to funding, technology, and training, as well as the strengthening of social and cultural values in maintaining water facilities.

The researcher also conducted a preliminary study through interviews and obtained about the factors that cause the performance of the KPSPAM management to not be optimal, this is due to the inactivity of all KPSPAM administrators, where only a few people work and the lack of commitment of the management in carrying out the duties they carry. Capacity building in the form of technical and administrative guidance and monitoring is always there every year from both districts and provinces, it is hoped that it can provide benefits to the KPSPAM management for better management and sustainability. In addition, due to the non-functioning of the drinking water facilities that are built, such as water sources disappearing, water discharge is reduced, pumps/facilities are damaged, water quality is not good, water is yellow and cloudy and unfit for consumption also affects the performance of KPSPAM. The results of the study say that work environment, workability, and affective commitment affect employee performance. This study aims to complement the results of previous research by adding motivation as a mediating variable. Work as a mediator. By adding work motivation as an intermediary variable in the relationship between affective commitment and performance, it provides a significant conceptual contribution compared to previous studies that only examine direct relationships. The contribution is that it can explain deeper psychological mechanisms, distinguish direct and indirect influences, improve the accuracy of employee performance prediction models, and connect with motivation and organizational behavior theories. So, compared to previous studies, this approach helps reveal how and why affective commitment affects performance, not just whether there is a relationship between the two. This provides deeper insights for academics and organizational practitioners in understanding and improving employee productivity. The

content validation process on the questionnaire that has been adapted from previous sources is very important to ensure relevance, clarity, and accuracy in the context of KPSPAM in Purworejo. The steps that are generally taken are evaluating alignment with the local context, conducting content validity tests by experts, conducting discussions and consultations with stakeholders, conducting limited trials (Pilot Testing), conducting statistical reliability and validity analysis, and conducting revisions and finalization. With this approach, the questionnaire adapted from previous sources can be validated to be truly relevant to the context of KPSPAM in Purworejo and provide accurate and meaningful data.

2. RESEARCH METHODS

This study uses a quantitative design and data collection using questionnaire . Population in This research is the management of KPSPAM Purworejo Regency as many as 159 respondents. Analysis data done with method *Partial Least Square* (PLS) use software *SmartPLS* version 3. *Partial least square* or Which abbreviated PLS is type SEM Which based on component with characteristic construct Formative This instrument was adapted from previous research with a Likert scale of one to five, where a value of one indicates the statement 'Strongly Disagree'. While a value of five indicates the statement 'Strongly Agree'. The instrument in the form of a questionnaire was distributed via *Google Forms* to KPSPAM administrators in Purworejo Regency. Strategies to control possible respondent bias, considering that the questionnaire was completed online via *Google Forms* in a study, namely by limiting social desirability bias by means of anonymity which can increase respondent honesty because they do not feel pressured to provide answers that are considered "good" by society, emphasizing that there are no right or wrong answers where the goal is to get honest views from respondents and using indirect questioning which can reduce pressure to provide answers that are considered more socially acceptable.

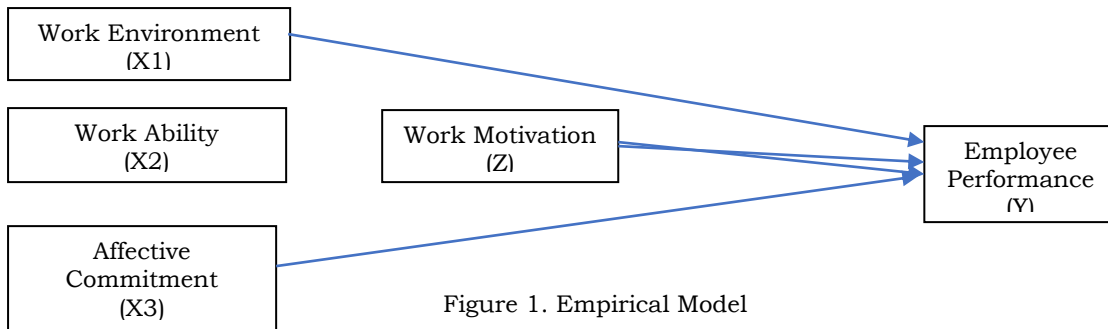
Table 1 . Source and Number of Items in the Instrument

Variables	Statement of Amount	Source
Employee performance	10	(Adhari, 2019)
Motivation Work	6	(Rozalia, N.A., Utami, H.N., & Ruhana, 2015)
Environment Work	3	(Ati et al., 2022)
Ability Work	7	(Widyandari, A. A. I. L, Parwita, G. B. S., & Rismawan, 2022)
Affective Commitment	6	(Lee et al., 2013)

Study This use *Partial Least Square* (PLS) with reason that variable Which used in study This is variable latent (No measurable direct) which can be measured based on its indicators (*manifest variables*), as well as in a way together involving level mistake measurement (*error*) , so that the indicators of the variables can be analyzed in more detail latent Which reflect most strong And most weak variable latent Which to follow level of error. Descriptive analysis of variables was performed first and then the structural model was assessed. All statistical analyses performed were considered significant if *the p value* ≤ 0.05 .

3. RESULTS AND DISCUSSION

Figure one shows the model empirical from the existing variables explain the relationship between each construct, namely the environment work , ability work , commitment affective , motivational Work work and performance employee .



This study aims to determine the influence environment work, ability work and commitment affective directly or through work motivation towards performance KPSPAM administrators in the Regency Purworejo and hypothesis testing is also carried out to determine whether a hypothesis is accepted or not by comparing the p value with 0.05 . If the p value is greater than 0.05 then the hypothesis is rejected .

3.1 Measurement Model Assessment

Test reliability used For measure consistency tool measuring in measure a concept or measure of respondent consistency in answering statement items in the questionnaire or research instrument. In this evaluation, a reliability test was carried out construct Which measured with two criteria that is in the form of *composite reliability* And *Cronbach alpha* . The construct can be said to be reliable if the *composite reliability value* and *cronbach alpha* on 0.70 .

Table 2 . Validity Test Results Variables Study

Variables	Validity Test Results (Cross Loading Value)	Information
Environment Work		
X1	0.920	> 0.7 (Valid)
X2	0.924	> 0.7 (Valid)
X3	0.889	> 0.7 (Valid)
Ability Work		
X4	0.802	> 0.7 (Valid)
X5	0.751	> 0.7 (Valid)
X8	0.848	> 0.7 (Valid)
X9	0.862	> 0.7 (Valid)
X10	0.883	> 0.7 (Valid)
Commitment Affective		
X11	0.855	> 0.7 (Valid)
X12	0.858	> 0.7 (Valid)
X13	0.801	< 0.7 (Valid)
X14	0.793	< 0.7 (Valid)
X15	0.849	> 0.7 (Valid)
X16	0.818	> 0.7 (Valid)
Performance		
X17	0.870	> 0.7 (Valid)
X18	0.847	> 0.7 (Valid)
X19	0.863	> 0.7 (Valid)
X20	0.841	> 0.7 (Valid)
X21	0.812	> 0.7 (Valid)
X22	0.783	> 0.7 (Valid)
X23	0.881	> 0.7 (Valid)
X24	0.850	> 0.7 (Valid)
X25	0.873	> 0.7 (Valid)

X26	0.874	> 0.7 (Valid)
Motivation Work		
X27	0.847	> 0.7 (Valid)
X28	0.899	> 0.7 (Valid)
X30	0.891	> 0.7 (Valid)
X31	0.925	> 0.7 (Valid)
X32	0.810	> 0.7 (Valid)

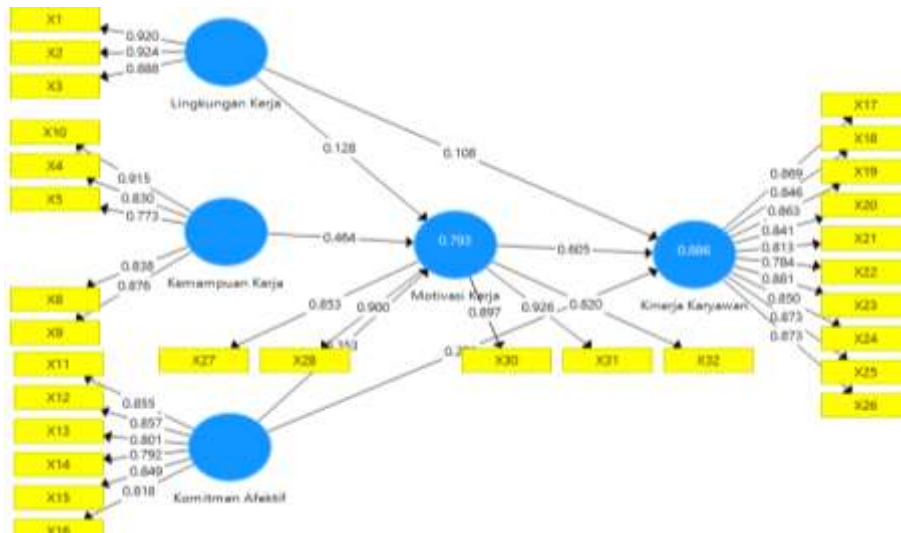


Figure 2. Full Research Model

Table . 3 Average Variance Extracted Values

Variables	Average Variance Extracted (AVE)	AVE Root	Information
Ability Work (X2)	0.719	0.848	> 0.50 (Reliable)
Employee Performance (Y)	0.722	0.850	> 0.50 (Reliable)
Commitment Affective (X3)	0.688	0.829	> 0.50 (Reliable)
Environment Work (X1)	0.830	0.911	> 0.50 (Reliable)
Motivation Work (Z)	0.774	0.880	> 0.50 (Reliable)

Table 3 shows that the AVE root value has exceeded the highest standard limit, namely 0.50, so it meets the good or reliable criteria because the AVE root value is greater .

Table . 4 Composite Reliability Values

Variables	Composite Reliability	Information
Ability Work (X2)	0.927	>0.7 (Reliable)
Employee Performance (Y)	0.963	>0.7 (Reliable)
Commitment Affective (X3)	0.930	>0.7 (Reliable)
Environment Work (X1)	0.936	>0.7 (Reliable)
Motivation Work (Z)	0.945	>0.7 (Reliable)

Table 4 shows that all *composite reliability* values on each variable are more than 0.7 so that they are declared reliable. The instruments on all variables of this study have been reliable, which means that this instrument can be trusted to be used as a data collection tool .

3.2 Effect Testing

This test is done to determine whether a hypothesis is accepted or not by comparing the p value with 0.05 . If the p value is greater than 0.05 then the hypothesis

is rejected and the direct and indirect relationship between variables. For more details, please see the table below. :

Table . 5 Hypothesis Test of Influence Direct (*Direct Effect*)

No	Variables	<i>Original Sample estimate</i>	Sample Mean	Standard deviation	T-Statistic	P Values	Note
1	Environment Work → Motivation Work	0.128	0.120	0.056	2,299	0.022	Accepted
2	Ability Work → Motivation Work	0.464	0.461	0.078	5,985	0,000	Accepted
3	Commitment Affective → Motivation Work	0.353	0.359	0.100	3,531	0,000	Accepted
4	Environment Work → Employee Performance	0.185	0.177	0.049	3,761	0,000	Accepted
5	Ability Work → Employee Performance	0.281	0.282	0.058	4,806	0,000	Accepted
6	Commitment Affective → Employee Performance	0.493	0.494	0.073	6,719	0,000	Accepted
7	Motivation Work → Employee Performance	0.605	0.608	0.055	11,025	0,000	Accepted

Based on Table 5 , the equation formed is as follows :

Equation 1 = environmental influence work , ability work , and commitment affective to motivation Work

$$\text{Motivation Work (Z)} = 0.128 X1 + 0.464X2 + 0.353X3$$

Equation 2 = environmental influence work , ability work , commitment affective and work motivation to performance employee

$$Y : 0.185 X1 + 0.281 X2 + 0.493 X3 + 0.605 Z$$

Table . 6 Hypothesis Test of Influence No Direct (*Specific Indirect Effect*)

No	Variables	<i>Original Sample estimate</i>	Sample Mean	Standard deviation	T-Statistic	P Values
1	Environment Work (X1)→ Motivation Work (Z) →Employee Performance (Y)	0.077	0.073	0.034	2,245	0.025
2	Ability Work (X2)→ Motivation Work (Z) →Employee Performance (Y)	0.281	0.282	0.058	4,806	0,000
3	Commitment Affective (X3)→ Motivation Work (Z) →Employee Performance (Y)	0.214	0.218	0.062	3,467	0.001

Study This find that there is influence positive significant environment work on motivation Work employee proven from *t - value* of 2.299 and the *p value* is 0.00 $0 < 0.05$. This show that getting better environment work , the higher the motivation Work employee on the contrary If environment Work the more bad so motivation Work employees will also decreased.

Study This find that there is influence positive significant ability work on motivation Work employee proven from *t - value* of 4.806 and the *p value* is 0.00 $0 < 0.05$. This is show that the higher it is ability Work then the higher the motivation Work employee on the contrary If ability Work the more low so motivation Work employees will also decreased . Findings This in line with researcher previously also found existence influence positive ability Work to performance employee (Ella Anastasya Sinambela, Utami Puji Lestari, 2022).

Study This find that there is influence significant commitment affective towards motivation Work employee proven from *t - value* of 3.531 and the *p value* is 0.000 < 0.05 .

Then, the *original sample estimate* value 0.353 so that a relationship is formed is positive significant, which means that the higher commitment affective then the higher the motivation Work employees on the other hand if commitment affective the more low so motivation Work employee will increased. Findings This in line with results study previous that There is influence positive significant commitment affective to motivation Work employee (Syahputra Ade, 2023).

Study This find that there is influence significant environment Work to performance employee proven from *t - value* of 3.761 and the *p value* is $0.000 < 0.05$. Then, the *original sample estimate* value is 0.185 so that the relationship formed is positive significant which means that the better environment Work then the higher employee performance on the other hand if environment Work the more bad so performance employee KPSPAM administrators in the Regency Purworejo will decrease. Findings This in line with researcher previously that there is influence positive significant environment Work on performance employee (Sinambela & Lestari, 2022); (Badrianto & Ekhsan, 2020).

Study This find that there is influence positive significant ability work on performance employee proven from *t - value* of 4.806 and the *p value* is $0.000 < 0.05$. This is show that the higher it is ability work, the higher the performance employee on the contrary If ability Work the more low so performance employees will also decreased. Findings This in line with researcher previously that there is influence positive significant ability work on performance employee (Rustiana Rustiana, Kirono Catur Sasi, Yuningsih Nining, 2021). Work ability is one of the main factors that influences performance employee in A organization. Ability Work covers skills, knowledge and competencies possessed by employees to carry out tasks they in a way effective And efficient. Research show that ability Work Which tall can increase productivity And quality Work employee, Which on its turn impact positive on performance overall organization.

Study This find that there is influence significant commitment affective on performance employee proven from *t - value* of 6.719 and the *p value* is $0.000 < 0.05$. This show that the more tall commitment affective so the more high performance employee on the contrary If commitment affective the more low so performance employees will also decreased. Findings This in line with researcher previously that there is influence positive significant commitment affective on performance employee (Syahputra Ade, 2023). Strong affective commitment will identify employees by being actively involved and enjoying their membership in the company. Employees recognize the similarities between themselves and the company, thus showing concern and consequently forming an impressive commitment (want). In addition, these employees are willing to let go of their personal values and adjust to the company (Islamy Jahidah Fahmi, 2016). Employees with high affective commitment will show better performance than employees with low affective commitment because they have an emotional attachment that gives rise to a sense of belonging to the organization and will always strive to be better for the progress of the organization (Sudarma & Murniasih, 2016).

Study This find that there is influence positive significant motivation Work to performance employee proven from *t - value* of 11.025 and the *p value* is $0.000 < 0.05$. This is show that the higher it is motivation work, the higher the performance employee on the contrary If motivation Work the more low so performance employees will also decreased. Findings This in line with researcher previously that there is influence positive significant motivation Work to performance employee (Aisyah Rani & Khalik, 2023).

Study This find that motivation Work capable mediate influence environment Work on employee performance proven from *t - value* of 2.245 and *p value* $0.025 < 0.05$. Findings This show that there is influence No direct environment work on employee performance through motivation work. Research results This in line with findings researcher previously (Moulana & Bambang Swasto Sunuharyo Hamidah Nayati Utami,

2015) that motivation Work as an environmental intervention Work to performance employees . Findings This show that performance employee can improved with motivation work and environment work . Next environment Work as well as motivation Work influence performance employee through loyalty employees. Environment Work influential positive and significant to motivation Work employees. Environment Work become factor important that influences behavior Work like performance Employees . Environment Work in a way direct influence motivation Work through his accuracy in create work and environment interesting work , delegation not quite enough answer as well as implementation regulation with okay . then from that , environment good and comfortable work will cause motivation Work employee to his job .

Study This find that motivation work capable mediate influence ability work on employee performance proven from *t - value* of 4.806 and *p value* 0.000 < 0.05) . Findings This show that there is influence No direct ability work on employee performance through motivation work . Research results This in line with researcher previously also found that motivation Work become variable mediation or intervening in influence ability Work to performance employee (Mahmudin, 2020). Work ability is a manifestation of the skills and knowledge that a person has to show their potential in carrying out the assigned tasks. KPSPAM Management in the Regency Purworejo has maximize me its performance in reach sustainable KPSPAM goals and also as form strengthening For support ability Work there are also administrators training good KPSPAM management technical and administration that can increase performance administrator.

Study This find that satisfaction work capable mediate influence commitment affective on employee performance proven from *t - value* of 3.467 and *p value* 0.001 < 0.05 . Findings This show that there is influence No direct commitment affective towards employee performance through motivation work . Research results This in line with researcher previously also found that motivation Work become variable mediation or intervening in influence commitment affective to performance employees . The existence of influence mediation This in line with researcher previously also found that motivation Work own influence in bridge commitment affective to performance employee (Syahputra, 2023). Affective commitment can affect employee performance. Based on research conducted by (Narwadan Rosario, 2021), (Kuswanti et al., 2021) stated that Commitment has a significant effect on Employee Performance. (Kesuma & Syamsuddin, 2019) stated that there is an influence of Motivation on Employee Performance Commitment affective in KPSPAM Regency Purworejo it is said Good Because there is a feeling of happiness and pride become part from KPSPAM, a sense of comfort within organization, always want to is at in organization This For advancing KPSPAM, having objective personal I in line with KPSPAM objectives, active in KPSPAM activities and sense of responsibility answer to sustainability and smoothness management of KPSPAM. If commitment affective high , then motivation Work KPSPAM administrators will increase so that capable Work optimally and have an impact on performance employees. On the other hand, if commitment affective low, then motivation Work will decline and performance employees will also down. Motivation Work this is the end will influence performance KPSPAM administrators in the Regency Purworejo.

4. CONCLUSION

The results of the study showed a significant influence work environment, work ability and affective commitment on work motivation KPSPAM administrators in the Regency Purworejo. This result show that the more good environment work so the more high motivation Work employees. These results show that the higher ability work owned employees , the higher the motivation Work employees. These results show that the higher commitment affective then the higher the motivation work employees . There are influence positive significant work environment, work ability and affective commitment to performance KPSPAM administrators in the Regency Purworejo. These results show that

the better environment work then the higher performance employees. These results show that the higher ability work, the higher the performance employees. These results show that the higher commitment affective then the higher the performance employees. There are influence positive significant motivation Work to performance KPSPAM administrators in the Regency Purworejo. These results show that the higher motivation Work employees, the higher the performance employee. Motivation Work capable mediate influence environment Work to performance KPSPAM administrators in the Regency Purworejo. This means that there is influence No direct environment work on employee performance through motivation work. Motivation Work capable mediate influence ability Work to performance KPSPAM administrators in the Regency Purworejo. This means that there is influence no direct ability Work on employee performance through motivation work. Motivation Work capable mediate influence commitment affective to performance KPSPAM administrators in the Regency Purworejo. That is, the variable motivation work capable mediate influence commitment affective on employee performance. The steps used so that findings from one district (Purworejo) can be the basis of a conceptual model for community water service organizations in other areas can be done with a systematic approach, namely identifying universal principles, analyzing contextual factors, developing a conceptual model framework, testing and validating in different locations and preparing recommendations for local adaptation. In this way, findings that are limited to one district can be a starting point for creating a broader conceptual model that can be used by KPSPAM in various regions. The three independent variables, namely work environment, ability, and affective commitment, have different effects on performance, both in terms of significance and strength of effect. Work environment has a moderate to strong effect, but is more conditional and affects performance, especially if other factors such as motivation and ability are adequate. Work ability usually has the strongest and most direct effect on performance because it determines an individual's capacity to complete their tasks. Meanwhile, affective commitment has a significant effect, but its effect is more visible in the long term, especially related to motivation and involvement.

Practical intervention strategies should be prioritized for KPSPAM based on the results of the mediating role of work motivation, namely by improving welfare and the work environment, strengthening motivating leadership, developing capacity and training according to needs, providing incentives and performance-based reward systems, increasing community participation and ownership, and aligning the organization's vision and goals with personal values. The implications theoretically in this research, the developed model is used to strengthen and support the theory of the results of research that has been done previously. The following are the results of the hypothesis that have a relationship with theoretical implications that is Contributions to Cognitive -Evaluative Theory (*Cognitive Evaluation Theory*). The results of this study shows that the environment Work influence on motivation Work KPSPAM administrators, where matter This in accordance with theory cognitive evaluation developed based on empirical results about the influence of external factors (*rewards* and *feedback*) on intrinsic motivation (Huyen, 2020).

The limitation of this research is that the research respondents were limited to KPSPAM administrators in the Regency. Purworejo, the number of which is tend A little namely 159 administrators so that the research results cannot be generalized to all other KPSPAMs, of course own difference in environment work, ability Work and commitment affective. This research is limited only to variables related to performance. employee that is environment work, ability work, commitment affective, and motivational Work.

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