The Effect of the Physical Work Environment on the Quality of Work in Civil Servants of the Sintang Regency Human Resources and Personnel Development Agency

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Abstract

This study aims to examine the effect of the physical work environment on the quality of work of Civil Servants at the Sintang Regency Personnel and Human Resources Development Agency. The sampling technique used in this study is the Saturated Sample method. The population in this study were all employees at the Agency for Personnel and Human Resources Development of Sintang Regency, with a sample of 47 employees. The results of a simple linear regression show the equation Y = 7.539 + 0.664 X. The correlation coefficient results show an R value of 0.789, this value indicates that the relationship between the physical work environment variable and the quality of work at the Agency for Personnel and Human Resources Development in Sintang Regency can be said to show a strong relationship strong. The results of the coefficient of determination obtained an R2 value of 0.623 which means that the influence of the physical work environment on the quality of work at the Agency for Personnel and Human Resources Development in Sintang Regency is 62.30% and the remaining 37.70% is influenced by other variables outside of this study. And the results of the feasibility test of the model obtained the value of F arithmetic > F table, namely 74,318 > 4,07 while the significance level with a value of 0,00 < 0,05. The results of the research on the model feasibility test (F test) stated that Ho was accepted and Ha was rejected, meaning that the linear regression model can be used to predict the value of work quality which is influenced by the physical work environment at the Sintang District Personnel and Human Resources Development Agency.

Keywords: Physical Work, Environment, Work Quality

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Introduction

The location of the Sintang Regency Agency for Personnel and Human Resources Development is at Jl. Y.C. Oevang Oeray in the Baning Village City District. After the passage of Law Number 22 of 1999 Concerning Regional Government, Law Number 43 of 1999 Concerning Changes to Law Number 8 of 1974 Concerning Basic Personnel, and Government Regulation Number 25 of 2000 Concerning Authorities of the Government and Provincial Government, Sintang was established. These laws and regulations cause the government's authority to grow in size and have an effect on the organizational institutions of Regional Apparatus, resulting in a change in the organization of Sintang (Pratama & Mutiarin (2017; Yasmi et al., 2010). Law Number 43 of 1999 Concerning Changes to Law Number 8 of Those who are granted the power in the area of personnel are tasked with the primary responsibility

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of carrying out part of the authority of the Regency Government in the field of personnel in addition to any other official tasks that have been allocated by the Regent.

Methods

Research that focuses on determining the associations or relationships between many variables is known as associative or relationship research. It will be feasible, as a result of this study, to construct a theory that is capable of functioning to explain, predict, and regulate a phenomena in research. All 47 individuals who were employed by the Regional Revenue and Management Agency of Sintang Regency were included in this research as members of the population to be analyzed.

Results and Discussion

The results of the validity test, specifically the calculations carried out for the work quality variable, show valid results. This is due to the fact that the minimum requirements that need to be met for the questionnaire in order for it to be considered valid are the value of r arithmetic > r table, and since these requirements can be met, it is possible to draw the conclusion that the questionnaire can be considered valid. With a r score of 0.819, the statement in the third question is the one that may be considered to have the greatest level of validity. However, the assertion that has the least amount of validity is found in question number 15, which has a r value of 0.302.

Because the minimum requirement that must be met for the questionnaire to be said to be valid was the value of r arithmetic > r table, which could be met, the results of the validity test, specifically the calculations carried out for the work quality variable, showed good results. Because this requirement was able to be met, it was possible to draw the conclusion that the questionnaire could be considered valid.

It is known that the findings of the normality test reveal a significant value of 0.13 > 0.05 for the Kolmogorov-Smirnov test on the Physical Work Environment (X) variable on work quality (Y). As a result, the conclusion that may be drawn is that the data follow a normal distribution.

According to the findings of the multicollinearity test, there is no multicollinearity if the tolerance value of the physical work environment is more than or equal to 0.1, and if the VIF is less than or equal to 10.00, then there is no multicollinearity. Therefore, it is possible to draw the conclusion that there is no evidence of multicollinearity in the regression model of the effect of the physical work environment on the quality of the job (Djukic et al., 2010).

The value of 0.789 was found to be produced from the test of the correlation coefficient (R), and the guideline table (r) correlation was used in order to figure out the significance of the correlation coefficient. At the Sintang District Personnel and Human Resources Development Agency (Hidir et al., 2021). It is possible to draw the conclusion that there is a significant connection between the two variables of the physical work environment and the quality of the job because of the correlation that has been found between the two (Zapf et al., 1996).

According to the findings of the F test, the computed F value was 74,318 and there was a significant level of 0.05. (5 percent). It is possible to draw the conclusion that the estimated F value is more than the F table, which is equivalent to the statement that 74.318 is greater than 4.07, when the significance level is 0.00 0.05. According to the findings of the investigation that were conducted on the model's ability to pass the feasibility test (F test), Ho was approved whereas Ha was not. That is to say that the model of linear regression may be used to forecast the value of the quality of the job (Westerlund et al., 2014). This is due to the physical work environment at the Sintang Regency Personnel and Human Resources Development Agency,

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which plays a role in influencing this.

Conclusion

The majority of people who participated in this survey were men, and their ages ranged from 30 to 39 years old. Their average monthly income was between 3,000,000 and 3,999,999 IDR, and their years of work experience ranged from 6 to 10. The equation for the basic linear regression that was found is as follows: Y = 7.539 + 0.664 X. This indicates that the work quality value is 7.539 even if the physical work environment at the Sintang Regency Personnel and Human Resources Development Agency (X) is 0 (zero). The value of the simple regression coefficient for the physical work environment variable (X) that was obtained is 0.661. This indicates that the quality of work will increase by 0.661 if the value of the physical work environment at the Sintang Regency Human Resources Development and Development Agency (X) increases by one unit. The value of the obtained correlation coefficient, denoted by the letter R, is 0.789. At the Sintang District Personnel and Human Resources Development Agency, the fact that there is a significant association between the two variables of the physical work environment and the quality of work shows that there is a connection between the two. The value that was found for the coefficient of determination, R2, was 0.623. This indicates that the impact of the physical work environment on the quality of work at the Sintang Regency Personnel and Human Resources Development Agency is 62.30 percent, while the remaining 37.70 percent is affected by other factors that are beyond the scope of this study. The computed F value after applying the F test yields 74,318 with a significance level of 0.05. This indicates that the hypothesis has some merit (5 percent). It is possible to draw the conclusion that the estimated F value is more than the F table, which is equivalent to the statement that 74.318 is greater than 4.07, when the significance level is 0.00 0.05. According to the findings of the study that was conducted on the model feasibility test (F test), the hypothesis Ho was accepted while the hypothesis Ha was rejected. This indicates that the linear regression model can be used to predict the value of work quality which is influenced by the physical work environment at the Sintang District Personnel and Human Resources Development Agency. Ha was rejected.

Recommendation

It is possible for the Head of the Sintang Regency Personnel and Human Resources Development Agency to pay attention to motivating employees to create a comfortable work environment in order for those employees to be able to improve the quality of their work and create a conducive atmosphere in the workplace. In subsequent research, other independent variables (X) that are thought to affect the work quality variable as the dependent variable (Y), such as satisfaction, leadership style, and organizational culture, can be used; on the other hand, an approach that uses another dependent variable (Y) that is thought to be influenced by the environment can be used instead. the amount of physical labor done as an example of an independent variable (X), such as a performance variable.

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