

The Influences of The Physical Work Environment and Excelled Motivation towards Employee Performance of Local Education Service of Parepare City

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Abstract—The Existence of Local Education Service of Parepare City is a spearhead in reached one of the Parepare City vision as the city of education. Therefore, this research aims to know the influence of physical work environment and motivation towards an employee performance of Local Education Service of Parepare City. The type of this research is a survey of associative, namely examining an association between physical work environment and excelled motivation towards an employee performance of Local Education Service of Parepare City. The population of this research is all the employees of Local Education Service of Parepare City, either civil servants or not that amounted to 110 people. The sampling is conducted with a method of stratified proportional random sampling thus taken 86 people as a sample, based on a table of Krejci. The results show that: Firstly, there are a positive influence and the significance of physical work environment toward the employee performance. Secondly, there are a positive influence and a significance of excelled motivation toward the employee performance. Thirdly, there are a positive influence and a significance between physical work environment and excelled motivation towards the employee performance. By those findings, the researchers suggest that the employee performance of Local Education Service of Parepare City increased, recommending: (1) required of improvement of physical work environment the office of Local Education Service of Parepare City, (2) required of several treatments toward the employees who can give rise to the excelled motivation, such as awarding gift or reward toward the excelled employee.

Keywords—*physical work environment, excelled motivation, employee performance*

I. INTRODUCTION

Article 1 of Amendment UUD 1945 Paragraph 1 stated, every citizen entitled to get an education, and Paragraph 2 stated, every citizen obliged to take a basic education and the government obliged to fund it. The central government and local government obliged to give a service and amenity and also guaranteed to well hold a qualified education for each citizen without discrimination (Article 11 Paragraph 1), and also obliged to guarantee an available budget in order to establish the education for every citizen in age of seven years old till fifteen years old (Article 11 Paragraph 2).

The focus of education development in national and regional is not yet to give service by equal, quality, and

affordable to the society. This is shown up that there are still illiterate inhabitants, education service for kindergarten and low participation of education for junior high school till university respectively. Some of the community cannot yet get the education cost which is felt expensive. Meanwhile, the education is also judged that has not yet to give added value to the community. Thus the education is not assessed as a form of investment yet.

The Local Education Service is an organization of local government that represents an extension of the central government the field of education based on autonomy principle. Parepare is a region which has launched one of its vision, namely toward the city of education pursuant to the Local Regulation No. 20 the Year 2003. In the elaboration with this visions, has appointed a strategy of education policy in Parepare City, namely; (1) optimizing a quality of human resources and seeking a prosperity improvement in phases and simultaneous for educators and education to a quality of education improvement significantly, (2) attempting a publication of education regulation as a basic/reference the education settlement toward Parepare City as the city of education with a quality and adequate education, (3) encouraging a creation of conducive learning condition by functioning the seed schools as its presence commitment or curriculum, a treatment of its management and a recruitment of teachers and students in order to be emphasized a difference between the seed schools and the other schools, (4) attempting an availableness of vocational school that can access the development with employee-based, (5) encouraging an active role of community in the implementation of education.

Hence, the Office of Local Education Service of Parepare is the executive spearhead in the attainment of this vision. As for a main duty of employee in the Office of Local Education Service pursuant to Local Regulation of Parepare City No. 25 Article 4 Year 2004 is conducting the local authority in education field, including a kindergarten, raodatul atfal (an Islamic kindergarten), an elementary school), madrasah ibtidaiyah (an Islamic elementary school), a junior high school, madrasah tsanawiyah (an Islamic junior high school), an extraordinary junior high school. Furthermore, by Article 5 is mentioned about the function of Local Education Service, namely; (1) general development in education field, (2) technical development, curriculum preparation, documentation collection, recording, service development of

kindergarten, raodatul atfal (an Islamic kindergarten), an elementary school, madrasah ibtidaiyah (an Islamic elementary school), a junior high school, madrasah tsanawiyah (an Islamic junior high school), an extraordinary junior high school, a senior high school, madrasah aliyah (an Islamic senior high school), an extraordinary senior high school and a vocational school.

The Civil Servant of State is a planner, executor, an activator, and also acted at once as a supervisor in the development of this country. They spread over in various departments, institutes, and government agencies from the center to corner and become a fundament of national development.

In the General Dictionary of Indonesian Language stated that performance is what is achieved or a seen labor achievement [1]. According to Ajala [2], performance is an image about the attainment level of implementation of activity/program/ policy and realize the objective, aim, mission, and vision of an organization that is embodied in a formulation of the strategic scheme. The other assumption stated that performance is a result of work which can be achieved by someone or community in the organization, accordance with each authority and responsibility, in order to attain the organization objective in pertinent by legal and not break the law and accordance with the morals as well as ethics. Thereby, the performance of someone also determines the performance of an organization that has to be guided by the applicable rules in general (issued from the government, the organization of profession and the others related).

As for the factors of performance that influence the employee performance divided into two categories, namely a financial and non-financial factor. The financial factor involves with salary, allowance and social security. Whereas the non-financial factor consists of the work environment, work image, leadership and tools [2].

The word of motivation derived from Latin “movere” that means encouragement or locomotion. As Baron and Schunk in Padmapriya [3] give a definition that “Motivation is a force that energizes, sustains, and direct behavior toward a goal.” Moreover, Eggen & Kuchak in Stasio [4] express that: “Motivation can be described in two broad categories. Extrinsic motivation refers to motivation to engage in an activity as a means to an end, whereas intrinsic motivation to engage in an activity for his own sake.” A motivated one will be seen on his/her reaction or enthusiasm in working, even would mobilize all the abilities in order to attain the wanted objectives. The excelled motivation has more important influence for success or failure of the company than other motives. It has a character, particularly trying to achieve the certain well standard and emotionally binding self to complete a worth and difficult task. Thereby, can be said that an individual in order to attain achievement, un-escaped from various influences which can become a cause for someone to success or failure.

The factors that influence the excelled motivation, can be identified namely; (a) physical environment, (b) social environment, that is all the things directly connected to the working process, such as bureaucracy, administration, and regulation, (c) personal motive (willingness). To be able to design a good work system, needs for an effort to hold a balance between the position of human as an active party, and the function of an object which is made as a passive

party. The function of human-machine, each one has an excess and shortage, intentioned that there is a better work to be worked by a human, as well as by machine. Both resources are intended to reach efficiency in usage of tools, materials, times, and energies, and also an effectivity in the process of implementation in order to achieve the quantity and quality of work results appropriate to the target. The work environment is all the things around the worker and can influence him/herself in performing the charged tasks. The indicators of the work environment are the following: coloration, hygiene, lighting, air circulation, music, safety and noise [5].

In the Office of Local Education Service of Parepare City, in terms of work environment is felt lack of pleasant and pleasure because a physical circumstance of the building in age (a heritage building of Dutch era), has not ever been renovated in a whole. Used facilities and infrastructures have still lacked, including equipment of the computer. Likewise, a determination of occupation to the Office of Local Education Service of Parepare City is not based on stage and achievement, however, often conducted by politic policy. Thus there is no encouragement to be expelled from the employees.

As following above, can be concluded that the facilities and infrastructures, in this case, are all the devices, equipment, materials and capital which is used in work including a room/building of working place. The indicators for physical work environment are; (1) a minimum need of facilities fulfilled, (2) placement of facilities supported a fluency of working implementation, (3) suitability of facilities matched to the needs.

II. RESEARCH METHODS

The population of this research is all the employee of Local Education Service of Parepare City amounted to 110 people. Regarding a population spread based on the level of rank, gender and officialdom can be seen in table 1.

TABLE I. EMPLOYEE POPULATION OF LOCAL EDUCATION SERVICE OF PAREPARE CITY BASED ON RANK AND GENDER

| No | Rank Level | Gender | | Total |
|----|-------------|--------|-----|-------|
| | | Woman | Man | |
| 1 | Echelon II | - | 1 | 1 |
| 2 | Echelon III | - | 5 | 5 |
| 3 | Echelon IV | - | 10 | 10 |
| 4 | Staff | 36 | 45 | 81 |
| 5 | Honoree | 7 | 6 | 13 |
| | Total | 43 | 67 | 110 |

A sample of this research is some employees of Local Education Service of Parepare City chosen based on a stratified proportional random sampling, thus by using Krejcie table [6], so that is obtained samples amounted to 86 people. Regarding a sample spread based on rank level and gender can be seen on table 2.

TABLE II. EMPLOYEE SAMPLE OF LOCAL EDUCATION SERVICE OF PAREPARE CITY BASED ON RANK AND GENDER

| No | Rank Level | Gender | | Total |
|----|-------------|--------|-----|-------|
| | | Woman | Man | |
| 1 | Echelon II | - | 1 | 1 |
| 2 | Echelon III | - | 4 | 4 |
| 3 | Echelon IV | - | 8 | 8 |
| 4 | Staff | 28 | 36 | 64 |
| 5 | Honoree | 5 | 4 | 9 |
| | Total | 33 | 53 | 86 |

This research uses three instruments, namely: (1) an instrument to measure the physical work environment, (2) excelled motivation and (3) employee performance of Local Education Service of Parepare City. The third instruments are developed and assembled by writers themselves in the form of the questionnaire by using Likert scale.

After the instruments have done to be prepared, further conducted a try out toward a number of respondents who become a research target, where this research there are three trialed instruments, namely physical work environment, excelled motivation and employee performance. The aim of the trial is to know the validity and reliability of instruments as a requirement for the research.

From a calculation result conducted by using a formula of Pearson’s correlation product moment and comparing with a value of r table for n = 15 (0.514) significance scale of 5%, then achieved one item from the instrument of physical work environment which has a value smaller than r table. Thus there are only 9 valid items, while a calculation result of reliability instrument is achieved r = 0.898. This meant the instrument of physical work environment has a high accuracy value.

For the instrument of excelled motivation, from 20 trial items, are stated 18 valid items, while the calculation result of reliability instrument of excelled motivation is achieved r = 0.941. This meant the instrument of excelled motivation has a high accuracy value. From 20 trial items of employee performance instrument of education, service is stated 17 valid items, while the calculation result of reliability instrument is achieved r = 0.868. This meant the instrument of employee performance has a high accuracy value.

A collected data from the research is hereinafter analyzed with descriptive statistical analysis and inferential statistical analysis. Descriptive statistical analysis is conducted by describing all the data from all variables in the form of frequency distribution, histogram, modus, median, average price and also standard deviation. Whereas inferential statistical analysis is conducted to test a formulated hypothesis. Nevertheless, before hypothesis testing, is previously conducted required testing of analysis that is normality and linearity test. Inferential statistical analysis used is a formula for multiple regression [7] as following:

$$Y = b_0 + b_1X_1 + b_2X_2 + \epsilon \tag{1}$$

Description:

- Y : Employee Performance
- X₁ : Physical Work Performance
- X₂ : Excelled Motivation
- b₀ : Regression Constant
- b₁, b₂ : Regression Coefficient

ϵ : Error

III. RESULTS

Based on many variables and referring to the research problems, then descriptive data is grouped becoming three parts, namely: (1) physical work performance, (2) excelled motivation and (3) employee performance.

A. Physical Work Environment

The research results show that a variable score of physical work environment in between 18 up to 45, average price as big as 27.8256, standard deviation as big as 5.68215, median as big as 28.000, modus as big as 31.000. Whilst the frequency distribution can be seen in Fig. 1.

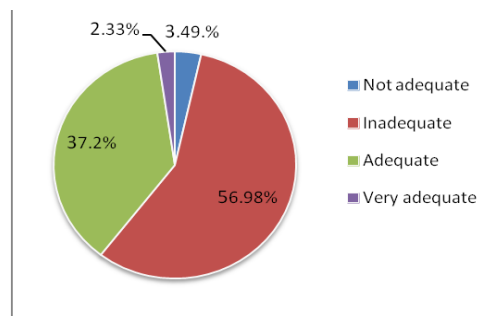


Fig. 1. Frequency Distribution of Physical Work Environment

From the data in Fig. 1 that physical work environment in the office of Local Education Service of Parepare City generally says not adequate (3.49%) and inadequate (56.98%), but there is also assuming adequate (37.20%) and very adequate (2.33%).

By the analysis result of simple linear regression between data pairs of the physical work environment (X₁) over the employee performance (Y) known that the regression constant value is the amount of 0.576 and a constant value amount of 45.6. Thereby, the variable influence form of physical work environment toward employee performance can be stated in the equation of regression alignment, namely $\hat{Y} = 45.6 + 0.576X_1$. The value of F count as big as 16.54 with a significance level of 0.0000, far smaller than 0.05. Thereby, an obtained equation model of regression can be stated very significance. $\hat{Y} = 45.6 + 0.576X_1$ can be used to explain and take a further conclusion about the influence of physical work environment toward employee performance.

B. Excelled Motivation

The research results show that a variable score of excelled motivation in between 43 up to 81, average price as big as 63.2907, standard deviation as big as 9.05781, median as big as 62.500, modus as big as 70.000. Whereas the frequency distribution can be seen in Fig. 2.

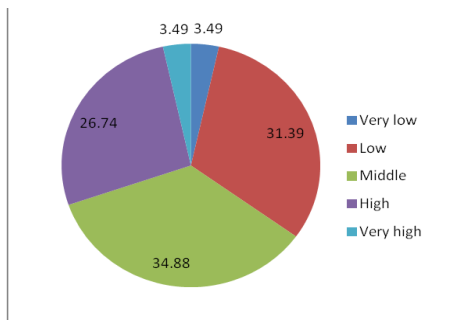


Fig. 2. Frequency Distribution of Exceeded Motivation

From the data in Fig. 2, that excelled motivation of employee in the office of Local Education Service of Parepare City generally stands in the middle (34.88%), but there is also in the low (31.39%) and in contrary of the high (26.74%), and also the very low (3.49%) and in contrary of the very high (3.49%).

By the analysis results of simple linear regression between data pairs of the excelled motivation (X2) over the employee performance (Y) known that the b regression coefficient value is the amount of 0.648 and then a constant value is the amount of 20.6. Thereby, the variable influence form of physical work environment toward employee performance can be stated in the equation of regression alignment, namely $\hat{Y} = 20.6 + 0.648X2$. The value of F count as big as 94.59 with a significance level of 0.0000, far smaller than 0.05. Thereby, an obtained equation model of regression can be stated very significance. $\hat{Y} = 20.6 + 0.648X1$ can be used to explain and take a further conclusion about the influence of excelled motivation toward employee performance.

C. Employee Performance

The research results show a variable score of employee performance in between 38 up to 77, average price as big as 61.6047, standard deviation as big as 8.06485, median as big as 61.500, modus as big as 61.000. Whilst the frequency distribution can be seen in Fig. 3.

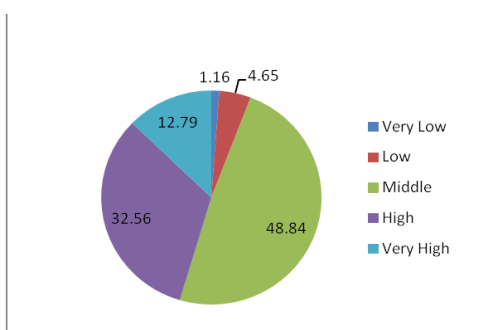


Fig. 3. Frequency Distribution of Employee Performance

From the data in Fig. 3, that employee motivation in the office of Local Education Service of Parepare City generally stands in the middle (48.84%), but there is also in the high (32.56%) and in contrary of the low (4.65%), and also the very low (1.16%) and in contrary of the very high (12.79%).

By the analysis results of double regression between data pairs of the physical work environment (X1) and the excelled motivation (X2) in concurrent over the employee performance (Y) known that the b1 regression coefficient value is amount of 0.403 and b2 as big as 0.602 with the b0 constant value is amount of 12.3. Thereby, the variable influence form of the physical work environment and excelled motivation toward employee performance can be stated in the equation of regression alignment, namely $\hat{Y} = 12.3 + 0.403X1 + 0.602X2$. The value of Fcount as big as 64.24 with a significance level of 0.0000, far smaller than 0.05. Thereby, an obtained equation model of regression can be stated very significance. $\hat{Y} = 12.3 + 0.403X1 + 0.602X2$ can be used to explain and take a further conclusion about the influence of the physical work environment and excelled motivation toward employee performance.

IV. CONCLUSION AND RECOMMENDATIONS

There is the very strong influence between physical work environment and excelled motivation toward employee performance in the office of Local Education Service of Parepare City, means a maximum performance achievement can occur if we fix the physical work environment and also constantly motivate the employee to indeed keep excelled by conducting humane approach and give the reward toward its work performance.

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