



DOI: <https://doi.org/10.38035/dijms.v7i4.6498>
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The Influence of Work Environment and Organizational Climate on Employee Work Spirit in The Human Resources Sub-Division of The Metro Resort Police South Jakarta

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Abstract: The purpose of this study is to describe and analyze the influence of the work environment on employee morale, the influence of organizational climate on employee morale and analyze the influence of the work environment and organizational climate simultaneously on employee morale in the South Jakarta Metro Police Human Resources Sub-Division. Work Environment (X_1) has a positive and significant effect on Employee Morale (Y). The results of the partial test (t test) show a calculated t_{value} of 7.165, Organizational Climate (X_2) has a positive and significant effect on Employee Morale (Y). Based on the results of the partial test, the calculated t_{value} is 6.745, which is greater than the $t_{\text{table}} >$ of 2.021, Work Environment (X_1) and Organizational Climate (X_2) simultaneously have a positive and significant effect on Employee Morale (Y). Test ANOVA obtained a calculated F_{value} of 48.809, while the F_{table} (0.05) for $\alpha n = 40$ was 2.84. So the calculated $F >$ from the F_{table} ($\alpha 0.05$) or $48.809 > 2.84$ with a significance level of 0.000 because $0.000 < 0.05$, it can be said that the work environment (X_1) and organizational climate (X_2) together or simultaneously have a positive effect on employee work enthusiasm (Y).

Keyword: Work Environment, Organizational Climate, Employee Work Enthusiasm.

INTRODUCTION

As a law enforcement agency, the Indonesian National Police (Polri) has a significant responsibility to maintain public order and security (kamtibmas), enforce the law, and provide protection and services to the community. Therefore, every member and employee of the Polri, whether a member of the Polri or a civil servant (PNS), is required to possess high work ethic, discipline, and dedication in carrying out their duties. The South Jakarta Metro Police's Human Resources Sub-Division is a unit under the South Jakarta Metro Police, responsible for maintaining security and order in densely populated areas, as well as elite business and office

areas. The complexity of community issues in these areas places increasing demands on police performance.

In the context of a police organization, work morale not only reflects individual motivation in working, but also reflects the organizational climate and work environment formed within the work unit. The Human Resources Sub-Division of the South Jakarta Metro Police, as part of the South Jakarta Metro Police, has a significant responsibility in maintaining security and order in a densely populated, heterogeneous, and socio-economically dynamic area. The stressful working conditions in the field and the high demands of public service require employees to have a stable and consistent work morale.

According to Robbins & Judge (2020), work enthusiasm is a positive emotional state that encourages individuals to work better and contribute maximally to the organization. Factors that influence work enthusiasm include the work environment, relationships between employees, reward systems, and a supportive organizational climate. Work environment factors play a crucial role in shaping work comfort and enthusiasm. A conducive work environment significantly determines the level of employee comfort and enthusiasm. Nitisemito (2018) states that the work environment encompasses everything around employees that can influence work performance, such as work facilities, layout, lighting, temperature, cleanliness, and social relationships in the workplace. This is in the context of the Human Resources Sub-Division of the South Jakarta Metro Police.

In addition to the physical environment, non-physical factors such as relationships between coworkers, communication with superiors, and organizational support also influence work morale. Disharmonious relationships between employees can lead to minor conflicts that can lead to decreased collaboration and motivation at work. In addition to the work environment, organizational climate also has a significant influence on employee morale. Organizational climate is a shared perception of organizational policies, practices, and procedures that shape work behavior. According to Litwin and Stringer (2019), organizational climate consists of dimensions of structural clarity, managerial support, rewards, and employee participation in decision-making.

Employees who feel supported by their organization tend to be more loyal, enthusiastic about their work, and committed to achieving organizational goals. Conversely, a rigid, stressful, and communication-deficient work environment can lower morale, stifle creativity, and increase turnover intentions.

Through this research, it is hoped that a clear picture can be obtained regarding the relationship between the work environment and organizational climate with employee work enthusiasm, as well as providing strategic input for the leadership of the South Jakarta Metro Police Human Resources Sub-Division. in improving the performance, motivation and welfare of personnel in the future

METHOD

Types of research

This study uses a quantitative approach with a causal associative approach. This approach was chosen because this study aims to examine the relationships and influences between variables that can be measured numerically and analyzed using statistical methods. Causal associative research is used to determine the extent of the influence of the work environment (X_1), and organizational climate (X_2) on employee work enthusiasm (Y) at the South Jakarta Metro Police's Human Resources Sub-Division. Thus, this study not only describes the phenomenon, but also explains the cause and effect between these variables based on empirical data.

Sample population

According to Sugiyono (2019), the definition of population is a generalization area consisting of: objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study is all employees/members of the Kebayoran Baru Metro Police Sector, both police members and administrative staff employees who are active in 2025. The number of populations based on internal data from the South Jakarta Metro Police HR Sub-Division is 40 personnel. Regarding research, the author uses the total sampling technique. Thus, the number of samples in this study is 40 respondents.

Method of collecting data

Research instruments are tools used by researchers to collect the data needed to answer the problem formulation and test the research hypothesis. In this study, the main instrument used was a questionnaire compiled based on indicators for each research variable, namely Training (X_1), Working Period (X_2) Career Development variables (X_3), and Employee Performance (Y).

1. Questionnaire

Questionnaires were given to respondents to determine the influence training, work period, and career development on the performance of personnel at the Indonesian National Police Medical and Health Center.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

Instrument research on training variables (X_1), Working Period (X_2) Career Development variables (X_3), and Employee Performance (Y) in the form of a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS) with value weights for positive and negative statements .

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the r_{result} is $> r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ Or r_{result} is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r_{alpha} value is positive and $r_{\text{alpha}} > r_{\text{table}}$, then the item or variable is reliable.
- b) If the r_{alpha} value is negative and $r_{\text{alpha}} < r_{\text{table}}$ or r alpha is negative $> r_{\text{table}}$, then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X_1 and X_2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu Y/X_1, X_2, \dots, X_n = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Mudrajad Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r^2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " X_1 " and " X_2 " with the variable "Y" can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

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

Information:

- Kd = Value of coefficient of determination
- r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

- a. t-test
 - To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:
 - 1) H_0 is accepted if $t_{count} < t_{table}$.
 - 2) H_0 is rejected if $t_{count} > t_{table}$.
- b. F test
 - The F test statistic is used to determine simultaneously (multiple) the influence between the Influence of Work Experience and Work Skills on the Work Productivity of Members of the Traffic Directorate of Polda Metro Jaya, with the test results being:
 - 1) H_0 is accepted if $F_{count} < F_{table}$.
 - 2) H_0 is rejected if $F_{count} > F_{table}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of variable X_1 (Work environment), and variable X_2 (Organizational Climate) and variable Y (Employee morale). and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, to determine whether each studied variable has a positive or negative influence on personnel performance. Data were analyzed using the analysis regression command (option) found in the SPSS main menu. The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

Table 1. Results of the Regression Equation Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,631	5,210		.505	.617
Work environment (X1)	.523	.106	.506	4,926	.000
Organizational climate (X2)	.501	.111	.462	4,501	.000

a. Dependent Variable: Employee morale (Y)

Based on the SPSS output results in the coefficients table in above, it can be identified that the multiple linear regression equation is as follows:

$$Y = 2,631 + 0,523.X_1 + 0,501.X_2$$

- ❖ Constant value $a = 2.631$, it can be interpreted that if the work environment variable, organizational climate has a value of zero, then employee work enthusiasm has a positive value of 2.631.

- ❖ Regression coefficient of work environment $b_1 = 0.523$, can be interpreted that if the work environment value increases by one, the employee work enthusiasm value will also increase by 0.523.
- ❖ Regression coefficient of Award $b_2 = 0.50$, it can be interpreted that if the award value increases by one, the employee work enthusiasm value will also increase by 0.501.

b. Coefficient of Determination

Based on the calculations in the table below The influence test was carried out for the three variables, and based on the Model Summary table, the R Square value was 0.725. This shows that 75.2 % of the work environment (X_1) and organizational climate (X_2) together have an influence on employee work enthusiasm (Y), while the remaining 24.8 % is influenced by other factors not examined in this study.

c. Hypothesis testing

t test

1) Influence of work environment (X_1) on employee morale (Y).

Based on the table coefficients above, then the calculated t_{value} for the Work Environment variable (X_1) is 7.165, while the t table value for $n = 40$ is 2.021 and significance of 0.000. Because the calculated t is greater than the t_{table} ($7.165 > 2.021$) and significance is less than 5% ($0.000 < 0.050$), then H_0 is rejected and H_a is accepted, it can be concluded that partially the work environment variable (X_1) influence on employee morale (Y).

2) Influence of Organizational Climate (X_2) on employee morale (Y).

Based on the table coefficients above, then the calculated t_{value} for the Organizational Climate variable (X_2) is 6.745, while the t table value for $n = 40$ is 2.021 and significance of 0.000. Because the calculated t is greater than the t_{table} ($6.745 > 2.021$) and significance is less than 5% ($0.000 < 0.050$), then H_0 is rejected and H_a is accepted, it can be concluded that partially the organizational climate variable (X_2) influence on employee morale (Y).

F test

From the analysis results in the table below above is the test ANOVA obtained a calculated F_{value} of 48.809, while the F table (0.05) for $\alpha n = 40$ was 2.84. So the calculated $F >$ from the F_{table} ($\alpha 0.05$) or $48.809 > 2.84$ with a significance level of 0.000 because $0.000 < 0.05$, it can be said that the work environment (X_1) and organizational climate (X_2) together or simultaneously have a positive effect on employee work enthusiasm (Y).

CONCLUSION

1. The Work Environment (X_1) has a positive and significant effect on Employee Work Morale (Y). The results of the partial test (t test) show a calculated t value of 7.165 which is greater than the $t_{\text{table}} >$ of 2.021, with a significance level of $0.000 < 0.05$. This shows that good work environment conditions, both physically and non-physically, can increase employee work morale in carrying out their duties and responsibilities.
2. Organizational Climate (X_2) has a positive and significant effect on Employee Work Morale (Y). Based on the partial test results, the calculated t value is 6.745, greater than the $t_{\text{table}} >$ of 2.021, with a significance value of $0.000 < 0.05$. This finding indicates that a conducive organizational climate, characterized by harmonious work relationships, open communication, and a sense of justice within the organization, can increase employee work morale.
3. Work Environment (X_1) and Organizational Climate (X_2) simultaneously have a positive and significant influence on Employee Work Spirit (Y). Test ANOVA obtained a calculated F value of 48.809, while the F table (0.05) for $\alpha n = 40$ was 2.84. So the calculated $F >$ from the F_{table} ($\alpha 0.05$) or $48.809 > 2.84$ with a significant level

of 0.000 because $0.000 < 0.05$, it can be said that the work environment (X_1) and organizational climate (X_2) together or simultaneously have a positive effect on employee work enthusiasm (Y). The R Square value is 0.725. This shows that 75.2% of the work environment (X_1) and organizational climate (X_2) together have an effect on employee work enthusiasm (Y).

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