

# The Influence of the Work Environment and Job Satisfaction on the Work Enthusiasm of Civil Servants in the Communication and Informatics Service

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**Abstract.** This research aimed to determine the impact of the work environment and job satisfaction on the morale of Sintang Regency Communication and Information Service civil servants. This was a correlational investigation. With a total of 37 respondents, the sampling technique used in this study was saturated. This study employs multiple linear regression, correlation coefficient ( $r$ ), determination coefficient ( $R^2$ ), simultaneous influence test ( $F$  test), and partial influence test ( $t$ -test) as analytical instruments. Based on the results of the regression feasibility test (Test  $F$ ), the linear regression model can be used to predict the value of morale unaffected by the work environment and job satisfaction among Civil Servants of the Communication and Information Service of Sintang Regency. According to the results of the partial test ( $t$ -test), neither the work environment variable ( $X_1$ ) nor the job satisfaction variable ( $X_2$ ) has any partial influence on morale.

**Keywords:** Work environment, job satisfaction, and morale.

## 1 Introduction

Looking at the rapid development of technology in today's era, it is inevitable that the role of human resources may eventually be replaced by artificial intelligence over time in all sectors of life. Artificial intelligence commonly called AI is the ability of computers or computer-controlled robots to be able to perform tasks that are usually performed by humans by utilizing their insights in other words, artificial intelligence is a simulation of human intelligence. Although over time the emergence of AI has gradually begun to replace human tasks and jobs, human resources remain the foundation of technological progress and AI cannot completely replace the tasks of human resources. The role and function of human resources are very important in the digital era, especially in government agencies. Leaders need to be able to manage their government agencies effectively by continuing to handle and maintain human resources well, to increase the effectiveness of the agency while being able to achieve good results, especially in the field of government.

To ensure that programs and activities in governance are planned following the needs of the community and can overcome the problems that exist in the community, it is necessary to collect information from the community. This information will then be processed and transformed into

policies and messages that need to be communicated to the entire community. This process is carried out by the Communication and Informatics Office which can be accelerated and accurate by utilizing communication mechanisms, namely through information technology, which combines information, communication, and telematics. In other words, information and communication technology (ICT) in this case plays an important role.

To achieve this goal, an institution must realize that maximum performance cannot occur spontaneously but is also influenced by external factors, especially a comfortable and safe work environment, also influenced by employee satisfaction with their work. The combination of a good work environment and high job satisfaction can increase employee morale. In a job when employees feel valued, valued, and have the opportunity to grow and develop, they will tend to have high motivation and dedication in carrying out their duties.

## **2 Literature Review And Hypothesis Development**

According to [13]: "The physical work environment, in the sense of all conditions found around the workplace, will directly or indirectly affect employees." According to [13]:

Factors influencing the formation of the work environment conditions are associated with human/employee capabilities, including:

1. **Workplace Lighting**  
Sometimes small things like lighting in the workplace also need to be considered because it is very beneficial for employees to ensure safety and smooth workflow. Therefore, it is necessary to consider lighting that is bright but not blinding. The impact of inadequate lighting will result in poor visibility, which causes work to slow down, increases errors, and ultimately decreases efficiency in job performance, making organizational goals difficult to achieve.
2. **Temperature in the Workplace**  
Under normal conditions, each human body alone has a different temperature. The human body always tries to maintain normal conditions through a perfect body system that can adapt to external changes. Therefore, it is necessary to ensure the temperature in the workplace so that the body becomes comfortable while working.
3. **Humidity in the Workplace**  
Humidity refers to the amount of water contained in the air, usually expressed as a percentage. Humidity is related to or affected by air temperature, and together with temperature, humidity, air velocity, and heat radiation from the air, it affects the condition of the human body as it receives or releases heat from the body. Improper humidity will affect breathing and even irritate the skin.
4. **Air Circulation in the Workplace**  
Oxygen is a gas required by living beings to sustain life, specifically for metabolic processes. The air is considered polluted when the oxygen content in the air has decreased and is mixed with gases or odors that are harmful to bodily health.
5. **Noise in the Workplace**  
**Mechanical Vibration in the Workplace** Mechanical vibration refers to the vibration caused by mechanical devices, which, when transmitted to employees' bodies, can have unintended consequences.
6. **Odors in the Workplace**

The presence of odors in the workplace can be considered pollution because it can interfere with concentration and continuous exposure to odors can affect olfactory sensitivity which will eventually make focus disappear and can cause chaos on the job.

7. Color Scheme in the Workplace

Setting colors in the workplace needs to be considered and planned as much as possible. In reality, color cannot be separated from the decoration setting, as it significantly affects emotions. Improper color selection can interfere with the view and have an impact on mood which will also indirectly interfere when working.

8. Decoration in the Workplace

Decoration is related to good color arrangements including as an aesthetic element of the room. Therefore, decoration is not only about decorating the workplace but also about arranging how the layout, colors, equipment, etc. are for work purposes. If the decoration is not arranged properly, it will interfere with activities and divert focus while working.

9. Music in the Workplace

According to music experts, when workplace music has a soft melody and is suitable for atmosphere, time, and place, it can stimulate and motivate employees to work. Therefore, music needs to be selectively selected to be played at work. Inappropriate music can interfere with work concentration even some music can make the body feel sleepy.

10. Safety in the Workplace

To maintain a safe working environment and conditions, it is necessary to pay attention to safety at work. Therefore, security measures need to be implemented. One easy way to maintain safety in the workplace is to utilize security personnel. In every workplace, security officers are needed to maintain the tranquility and comfort of the workplace. In addition to this method, each individual also needs to be equipped with personal safety.

Job satisfaction, according to [16], is an emotion that a person experiences at work, an emotion that is either positive or negative, depending on the expectations and rewards of the employer. [16] also states that some related variables, such as the following, can affect job satisfaction: Salary: the total amount of money a person pays for the performance of the work they perform, regardless of whether it meets their needs or is considered fair.

1. The job itself, refers to the nature of a person's employment and whether or not it has aspects that they find fulfilling.
2. Co-workers, who are colleagues with whom a person constantly interacts during work. A person can find their co-workers pleasant or unpleasant, both types of co-workers will be present in every workplace.
3. Supervisors, who always offer direction or instruction on how to carry out their work under procedures.
4. Promotion, which refers to the possibility of an individual's career advancement.
5. Work environment, which includes both physical and non-physical aspects.

According to [1], states that high work morale can be manifested through enthusiasm and work spirit. Some people even freely identify high morale as enthusiasm and passion. [1] further explained four aspects that indicate a person has high work enthusiasm:

1. Enthusiasm: People who are motivated and driven to work are often those who are passionate about what they do. A person's desire or interest in doing their task forms this motivation. This is relevant to Jucius (1959) who asserts that workers value their work for the company more than their interests.
2. Resilience to frustration: This aspect shows the strength of individuals to remain

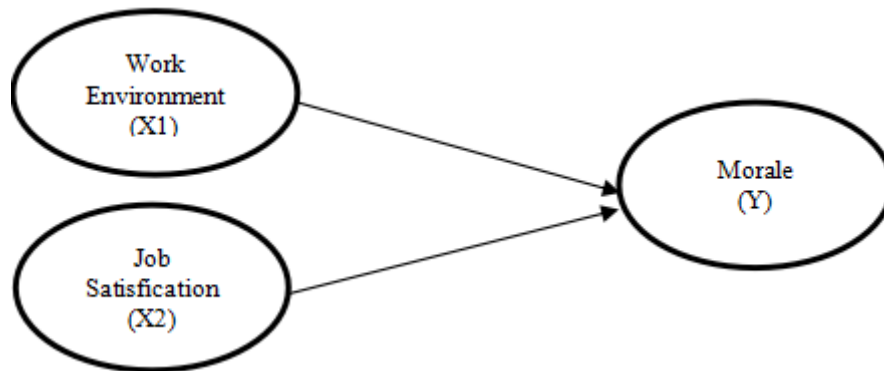
constructive even when faced with failure in their work. A person with high morale is unlikely to be pessimistic when facing difficulties in his work. Pressure and even failure at work are something that must be overcome and do not make it something that makes us fall.

3. Work ability: This factor indirectly says that someone who has a strong work ethic will not give up easily when facing obstacles and even failure at work. This shows that they have full confidence and tenacity in their work. This belief, according to Maier (1998: 120), indicates that a person has the drive and faith to see a bright future, which strengthens their capacity to stay afloat. A person's perseverance expresses their commitment to their work and shows that they value it as more than just a way to earn money.
4. Team spirit: Team spirit describes good relationships among employees. With morale, employees will collaborate, help each other, and avoid knocking each other down. Thus, morale indicates a willingness to cooperate with others to achieve common goals.

Several previous studies, which are also used as references in this thesis, include:

1. According to [5] conducted a study titled "The Influence of Job Satisfaction, Work Environment, and Leadership on Employee Work Enthusiasm (A Study on Employees of CV. Zaroha Coffee Liberika Meranti)". The study resulted in an R-value of 0.814 and an R Square value of 0.662, meaning that leadership, work environment, and job satisfaction accounted for 66.2% of CV employees' job excitement. Zaroha, with other characteristics accounting for 33.8% of the overall total.
2. A study by Iin Nur budiyani in 2016 titled "The Influence of Job Satisfaction and Work Environment on Employee Work Enthusiasm at Universitas Muhammadiyah Palangkaraya" found that office employees and professors of the University of Muhammadiyah Palangkaraya usually have "enough" work enthusiasm. An F value calculated at 4.973 with a probability of  $0.000 < 0.05$  is displayed in the F-test results. Given that the calculated F value is higher than the tabular F value of 3.09, it can be said that work environment (X2) and job satisfaction (X1) both have a significant effect on morale (Y) simultaneously.
3. Aldi Saputra and Nana Sutisna conducted a study in 2022 titled "The Influence of Work Environment, Organizational Culture, and Job Satisfaction on Employee Work Enthusiasm at PT. Pos Indonesia (Persero) Regional Office 2 Jakarta 10004." The findings revealed an R-value of 0.838 and an R Square value of 0.703, meaning that organizational culture, job satisfaction, and work environment had a 70.3% influence on work excitement, with other factors influencing the remaining 29.7%.

Based on the theories and previous research, the following conceptual framework is Total Married in Figure 1.



**Fig. 1.** Framework of Thinking The influence of the work environment and job satisfaction on the Work Motivation of civil servants

**Explanation**

- X1 = Working Environment Civil Servant on City communication and Informatics of Sintang Regency.
- X2 = Job Satisfaction Civil Servant on Communication Service and Informatics Sintang Regency.
- Y = Work Motivation Civil Servant on Dinas Communication and Informatics Sintang Regency.

A total of 75 human resources—37 Civil Servants (PNS) and 38 Contract or Non-Civil Servant Employees—will be available in 2023 to support the Sintang District Communication and Information Office in carrying out its tasks and activities. The following details the number of Civil Servants (PNS) and Contract Employees (Non-PNS) in the Sintang District Communication and Information Office and is based on Table 1.

**Table 1.** Sintang District Communication and Information Office 2023

No	Field Name	PNS	Non-PNS	Total
1	Head of Service	1	0	1
2	Secretariat	8	7	15
3	Field of Informatics Application Development	7	7	14
4	Field of Public Communication	8	6	14
5	Field of E-Government Management, Coding and Statistics	7	6	13
6	Field of Public Information	6	12	18
<b>Total</b>		<b>37</b>	<b>38</b>	<b>75</b>

Source: Processed Data Dinas Communication and Informatics 2023

The table above shows the total data of civil servants and non-civil servants from the

Communication and Information Office of Sintang Regency. With a total of 38 people, the Public Information Field has the largest percentage of non-civil servant employees (30.76%), while the Secretariat and Public Communication Fields have the highest amount of civil servants (21.62% each).

Every effective working day, Monday through Friday, the Sintang Regency Communication and Information Office take attendance by hand or by signature using the attendance book. The attendance rate of civil servants of the Sintang Regency Communication and Information Office can be seen in Table 1.2 below.

**Table 2.** Sintang District Communication and Information Office Civil Servant Attendance Rate Year 2020-2022

Year	Work Day (HK)	Total of Worker (JP)	HK X JP	Attendance			Total Attendance	Attendance
				S	I	TK		
2020	225	37	8.325	43	11	0	54	0,64%
2021	244	38	9.272	0	0	0	0	0,00%
2022	246	37	9.102	0	0	0	0	0,00%

Source: Processed Data, Sintang Regency Communication and Information Office, Year 2023.

Explanation:

- S = Sick
- I = Permission
- TK = Absence

The total of workers Absence from work can be calculated using these formulae:

$$Absence = \frac{\text{Total of weekdays absent}}{\text{Total weekdays}} \times 100\% \quad (1)$$

Source: Hasibuan (2014:51)

The accompanying table demonstrates that the Sintang Regency's Communication and Informatics Office has seen an increase in both general and civil servant attendance rates annually. In 2020, the government servant attendance percentage in the Communication and Informatics Office of the Sintang Regency was 0.64%. In 2021 and 2022, however, the attendance rate fell and was only 0.00%. The average performance score of civil servants in the Communication and Informatics Office of Sintang Regency for the years 2020-2022 can be seen in Table 3 as follows.

**Table 3.** Sintang District Communication and Information Office Average Performance Rating PNS Year 2020-2022

NO	Year	Total PNS	Average Performance Rating / Year	Category
1	2020	37	87,11	Enough
2	2021	38	86,95	Enough
3	2022	37	94,46	Good

Source: Processed Data Sintang Regency Communication and Information Office Year 2023

The table above displays the data from the Sintang Regency Communication and Information Service's Performance Assessment of Civil Servants (PNS) for the years 2020 to 2022. Leadership, self-control, dedication, integrity, cooperation, and a service-oriented mentality are all part of it. In 2020, the average performance rating was 87.11%, which is seen as being quite satisfactory. However, from 2020 to 2021, the average performance rating decreased by 0.18% to 86.95%, which is still regarded as adequate. Following that, there was an 8.6% rise from 2021 to 2022 and a 94.46 good performance rating. In 2021, average performance ratings decreased because certain employees had poorer evaluations for discipline, teamwork, leadership, honesty, dedication, and service orientation. As a consequence, their average ranking will be lower than it was the year before. At the Sintang Regency Communication and Information Office, civil officials' performance is evaluated by their supervisors. Every year, the assessment takes place between January and December.

Based on the Government Regulation of the Republic of Indonesia Number 30 of 2019, Article 41, Paragraph 5, regarding the Performance Assessment of Civil Servants, the performance assessment of PNS is expressed using numerical values and designations or predicates as follows:

- a. Excellent, if the PNS has a score between 110 and 120, and created new ideas and/or methods to improve performance that benefit the organization or the country.
- b. Good, if the PNS has a score between 90 and 120.
- c. Sufficient, if the PNS has a score between 70 and 90.
- d. Poor, if the PNS has a score between 50 and 70.
- e. Very Poor, if the PNS has a score below 50.

### 3 Research Methods

This study combined a causal associative strategy with a quantitative approach. Associative research seeks to ascertain the association between two or more factors and then comprehend their influence, as stated in [19]. As per [17], causal relationships pertain to the relationships between causes and effects. This study used associative research to paint a broad picture of the relationship between government workers' motivation at the Sintang Regency Communication and Information Service and their work environment and performance satisfaction.

This study uses two different kinds of data: primary data and secondary data. While secondary data were gained through the Sintang District Communication and Information Office, primary data were gathered through observation, interviews, and the distribution of questionnaires.

There are as many as 37 civil servants (PNS) employed by the Sintang District Communication and Information Office which is the population of this study. With 37 people in the overall observed population, saturation sampling is a sampling strategy used to provide reliable data. Selecting a sample when each member of the population is used as a sample is known as saturation sampling.

This study used an independent variable (X1) and an independent variable (X2), as well as a dependent variable (Y). The independent variable in this study is work environment and job satisfaction, while the dependent variable in this study is work motivation.

The data analysis technique used in this study includes instrument testing (validity and reliability), classical assumption tests (normality test, linearity test, and multicollinearity test), multiple linear regression analysis, multiple correlation coefficient analysis (R), coefficient of determination analysis (R<sup>2</sup>), simultaneous influence test (F-test), and partial influence test (t-test).

## 4 Results And Discussion

### 4.1 Characteristics of Respondents

To know gender Respondents can be seen in Table 4

**Table 4.** Gender Respondents

No	Gender	Total Respondents	Percentage (%)
1	Male	27	72,97
2	Female	10	27,03
Total		37	100,00

Source: Processed Data, 2023

According to Table 4 be majority of Respondents are male, with a percentage of 72,97%.

The age of the Respondents can be seen in Table 5.

**Table 5.** Age Respondents

No	Age Range (Year)	Total Respondents	Percentage (%)
1	25-29	6	16,21
2	30-34	2	5,40
3	35-39	2	5,40
4	40-44	10	27,02
5	45-49	7	18,91
6	50-54	6	16,21
7	55-59	4	10,81
Total		37	100

Source: Processed Data, 2023

According to Table 5 be majority of Respondents are aged 40 to 44 Years, with a percentage of 27,02%.



The marital status of Respondents can be seen in Table 6.

**Table 6.** Marital Status Respondents

No	Marital Status	Total Respondents	Percentage (%)
1	Married	26	70,27
2	Not Married	7	18,91
3	Other	4	10,81
Total		37	100,00

Source: Processed Data, 2023

According to Table 6 be majority of Respondents have married, with a percentage of 70,27%.

The total dependents on Respondents can be seen in Table 7.

**Table 7.** Total Dependent Respondents

No	Total Dependent	Total Respondents	Percentage (%)
1	0-1	12	32,44
2	2-3	25	67,56
Total		37	100,00

Source: Processed Data, 2023

According to Table 7 be majority of Respondents have 2 to 3 Dependents, with a percentage of 67,56%.

The Last Education Respondents can be seen in Table 8.

**Table 8.** Last Education Respondents

NO	Last Education	Total Respondents	Percentage (%)
1	SLTA/Equivalent	8	21,62
2	Diploma	1	02,70
3	Bachelor	21	56,75
4	Magister	7	18,91
Total		37	100,00

Source: Processed Data, 2023

According to Table 8 can be seen that the majority of Respondents titles of bachelor's (S1), with a percentage of 56,75%.

To know Class/Space Respondents can be seen on Table 9.

**Table 9.** Class/Space Respondents\

No	Class/Space	Total Respondents	Percentage (%)
1	II/a	1	2,70
2	II/b	0	00,00
3	II/c	2	5,40
4	II/d	2	5,40
5	III/a	10	27,02
6	III/b	3	8,10
7	III/c	3	8,10
8	III/d	9	24,32
9	IV/a	5	13,51
10	IV/b	1	2,70
11	IV/c	1	2,70
Total		37	100,00

Source: Processed Data, 2023

According to the tables upstairs it can be seen majority of Respondents have Class/Space III/a, with a percentage of 27,02%

To know Work Field of Respondents can be seen in Table 10

**Table 10.** Respondents Fields

No	Part	Total Respondents	Percentage (%)
1	Head of Service	1	2,70
2	Secretariat	8	21,62
3	Field of Informatics Application Development	7	18,91
4	Field of Public Communication	8	21,62
5	Field of E-Government Management, Coding and Statistics	7	18,91
6	Field of Public Information	6	16,21
Total		37	100,00

Source: Processed Data, 2023

According to Table upstairs, it can be seen majority of Respondents work as Secretary and Field of Public Communication, with a percentage of 21,62%.

**Table 11.** Earning of Respondents per Month

No	Earning (Rupiah)	Total Respondents	Percentage (%)
1	≤ 2.450.000 – 3.499.999	12	32,43%
2	3.450.000 – 4.499.999	10	27,02%
3	4.450.000 – 5.499.999	12	32,43%
4	5.450.000 – 6.499.999	1	2,70%
5	6.450.000 – 7.499.999	2	5,40%
Total		37	100,00

Source: Processed Data, 2023

According to Table upstairs, it can be seen majority of Respondents earn  $\leq$  Rp3.499.999 and Rp4.450.000 to Rp5.499.000 per month, with a percentage of 32,43%.

The working times of Respondents can be seen in Table 12.

**Table 12.** Working times Respondents

No	Working Times (Year)	Total Respondents	Percentage (%)
1	1 – 9	11	29,72
2	10 – 18	16	43,24
3	19 – 27	8	21,62
4	28 – 36	2	5,40
Total		37	100,00

Source: Processed Data, 2023

According to the Table above be majority of Respondents have been working for 10 up to 18 Years, with a percentage of 43,24%.

#### 4.2 Instrument Test in Study

The instrument test in this study is the validity and reliability test presented.

##### Validity Test

Validity testing is used to assess a questionnaire's items for their use in defining a variable. It is necessary to verify the correctness of each statement item in the validity test. Utilizing the product-moment approach and SPSS 27 for Windows, validity testing for this study was carried out. The computed R-value is compared with the tabular R-value at a significance level of 5% and  $DF=n-2$ . If the computed R-value is greater than the tabular R-value, the inquiry is considered legitimate. The results of the validity testing for the Work Environment variable (X1) can be seen in Table 13.

**Table 13.** Test Validity Variable Instruments Working Environment (X1)

Question	Result r		Explanation
	r sum	r table 5%	
X1.1	0,494	0,324	Valid
X1.2	0,626	0,324	Valid
X1.3	0,717	0,324	Valid
X1.4	0,446	0,324	Valid
X1.5	0,405	0,324	Valid
X1.6	0,508	0,324	Valid
X1.7	0,518	0,324	Valid
X1.8	0,485	0,324	Valid
X1.10	0,557	0,324	Valid
X1.11	0,526	0,324	Valid
X1.12	0,535	0,324	Valid
X1.13	0,411	0,324	Valid
X1.14	0,461	0,324	Valid
X1.15	0,645	0,324	Valid
X1.16	0,528	0,324	Valid

Source: Processed Data SPSS 27

Table 13 shows that all statements in the Working Environment variable (X1) are declared valid, with the observed r value greater than the tabled r value. The statement with the highest validity value is X1.3, with an observed r value of 0.717, and the statement with the lowest observed r value is X1.5, with both observed r values being 0.405.

The results of the Test Validity for the Working Satisfaction variable (X2) can be seen in Table 14

**Table 14.** Test Validity Variable Instruments Working Satisfaction (X2)

Question	Result r		Explanation
	r calculates	r table	
X2.1	0,468	0,324	Valid
X2.2	0,374	0,324	Valid
X2.3	0,521	0,324	Valid
X2.4	0,429	0,324	Valid
X2.5	0,421	0,324	Valid
X2.6	0,355	0,324	Valid
X2.7	0,392	0,324	Valid
X2.8	0,402	0,324	Valid
X2.9	0,464	0,324	Valid
X2.10	0,422	0,324	Valid
X2.11	0,475	0,324	Valid
X2.12	0,569	0,324	Valid
X2.13	0,458	0,324	Valid
X2.14	0,424	0,324	Valid
X2.15	0,419	0,324	Valid
X2.16	0,522	0,324	Valid
X2.17	0,396	0,324	Valid
X2.18	0,493	0,324	Valid
X2.20	0,432	0,324	Valid
X2.21	0,529	0,324	Valid
X2.22	0,357	0,324	Valid
X2.23	0,478	0,324	Valid
X2.24	0,453	0,324	Valid
X2.25	0,411	0,324	Valid

Source: Processed Data SPSS 27

Table 14 explains that the observed r value is greater than the tabular r value, indicating that the Test Validity results for the Working Environment variable (X2) are deemed valid. With an observed r value of 0.569, the statement with the highest validity value is X2.12, and the statement with the lowest validity value is X2.6, with an observed r value of 0.355.

The results of the Test Validity for the Working Motivation variable (Y) can be seen in Table 15.

**Table 15.** Test Validity Variable Instruments Working Motivation (Y)

Question	Result r		Explanation
	r count	r Table (5%)	
Y1.1	0,414	0,324	Valid
Y1.2	0,370	0,324	Valid
Y1.3	0,370	0,324	Valid
Y1.4	0,340	0,324	Valid
Y1.5	0,347	0,324	Valid
Y1.6	0,380	0,324	Valid
Y1.7	0,401	0,324	Valid
Y1.8	0,612	0,324	Valid
Y1.9	0,501	0,324	Valid
Y1.10	0,468	0,324	Valid
Y1.11	0,431	0,324	Valid
Y1.12	0,411	0,324	Valid
Y1.13	0,411	0,324	Valid
Y1.14	0,427	0,324	Valid
Y1.15	0,443	0,324	Valid
Y1.16	0,437	0,324	Valid

Source: Processed Data SPSS 27

Table 15 shows that all statements in the Working Motivation variable (Y) are declared valid, with the observed r value greater than the tabled r value. The statement with the highest validity value is Y.8, with an observed r value of 0.612, and the statement with the lowest observed r value is Y1.4, with an observed r value of 0.340.

#### Reliability Test

Reliability was used to gauge how consistently and steadily respondents answered questions about the questionnaire design used in this study. Each questionnaire item's Cronbach's Alpha coefficient can be used to assess the test's reliability. When the Alpha value is higher than 0.60, it is regarded as reliable.

The test results for the reliability of the variable "Working Environment" (X1) can be found in Table 16.

**Table 16.** Test Reliability Variable Working Environment (X1)

Cronbach's Alpha	N of item
0,798	15

Source: Processed Data SPSS 27

In Table 16, the Cronbach's Alpha value is determined to be 0.823. Therefore, it can be concluded that the questionnaire is reliable as Cronbach's Alpha value is greater than 0.60.

The test results for the reliability of the variable "Working Satisfaction" (X2) can be found in Table 17.

**Table 17.** Test Reliability Variable Working Satisfaction (X2)

Cronbach's Alpha	N of item
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0,828	25
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Source: Processed Data SPSS 27

In Table 17, Cronbach's Alpha value is determined to be 0.828. Therefore, it can be concluded that the questionnaire is trustworthy, this is evident because Cronbach's Alpha value is greater than 0.60.

The test results for the reliability of the variable "Working Motivation" (Y) can be found in Table 18.

**Table 18.** Test Reliability Variable Working Motivation (Y)

Cronbach's Alpha	N of item
0,693	16

Source: Processed Data SPSS 27

In Table 18, the Cronbach's Alpha value is determined to be 0.731. Therefore, it can be concluded that the questionnaire is reliable as Cronbach's Alpha value is greater than 0.60.

#### Classical Assumption Test

##### 1. Normality Test

The normality test aims to find out whether residues, disordered variables, or regressions have a normal distribution. It is well known that residual values are assumed to have a normal distribution with tests T and F. For small total samples, statistical tests are invalid if this assumption is broken. The Kolmogorov-Smirnov test is used during the testing process. If the probability at the significance level is greater than 0.05, the research data are distributed regularly.

The result of the normality test in this study, using the SPSS software version 27, can be seen in Table 19.

**Table 19 .** Result Test normality

	Unstandardized Residual
N	37
Asymp. Sig. 2-tailed	.151

Source: Processed Data SPSS 27

From Table 19, it can be seen that the result of the normality test indicates a value of Asymp. Sig. (2-tailed) of 0.151 > 0.050. According to this result, it can be concluded that the data used in this study are normally distributed.

## Linearity Test

This test is used to determine whether the model specification used is correct or not. The linearity test is conducted using the Test for Linearity. The criterion for testing is as follows:

- If deviation from linearity  $< 0.05$ , then there is no linear relationship between the independent variable and the dependent variable.
- If deviation from linearity  $> 0.05$ , then there is a linear relationship between the independent variable and the dependent variable.

The result of the linearity test for the variables Working Environment (X1) and Working Motivation (Y) can be seen in Table 20.

**Table 20.** Result Test Linearity Variable Working Environment (X1) and Working Motivation (Y)

			Total of Squares	DF	Mean Square	F	Sig.
Spirit	Between	(Combined)	149.445	15	9.963	.788	.677
Work	Groups	Linearity	12.593	1	12.593	.996	.330
Environment		Deviation from Linearity	136.852	14	9.775	.773	.685
	Within Groups		265.474	21	12.642		
	Total		414.919	36			

Source: Processed Data SPSS 27

According to the linearity test result, the Deviation from the Linearity value is 0.685. Since Deviation from Linearity  $< 0.050$ , it can be concluded that there is a linear relationship between Working Environment (X1) and Motivation (Y).

The result of the linearity test for the variables Working Satisfaction (X2) and Working Motivation (Y) can be seen in Table 21

**Table 21.** Result Test Linearity Variable Working Satisfaction (X2) and Working Motivation (Y)

			Total of Squares	DF	Mean Square	F	Sig.
Morale	Between	(Combined)	319.086	17	18.770	3.721	.004
Job	Groups	Linearity	2.555	1	2.555	.507	.485
Satisfaction		Deviation from Linearity	316.531	16	19.783	3.922	.003

Within Groups	95.833	19	5.044
Total	414.919	36	

Source: Processed Data SPSS for Windows 27

According to the linearity test result, the Deviation from the Linearity value is 0.003. Since Deviation from Linearity  $< 0.050$ , it can be concluded that there is no linear relationship between Working Satisfaction (X2) and Motivation (Y).

### 3. Multicollinearity Test

The purpose of the multicollinearity test is to determine whether the independent variables in the regression model are correlated. The values of the Variance Inflation Factor (VIF) and Tolerance are checked to perform a multicollinearity test. A tolerance of  $\leq 0.10$  and a VIF of  $> 10$  are cut-off parameters commonly used to identify the presence of multicollinearity.

To determine if the regression model identified a correlation between the independent variables, the multicollinearity test is used. To perform the multicollinearity test, the Variance Inflation Factor (VIF) and Tolerance values are examined. The tolerance value of  $< 0.10$  and the VIF value of  $\geq 10$  are the cut-off values that are typically used to demonstrate multicollinearity.

The result of the multicollinearity test can be seen in Table 22.

**Table 22.** Result Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t		Tolera NCE	VIF
1 (Constant)	65.082	11.834		5.500	.000		
Work environment	.148	.126	.201	1.170	.250	.952	1.050
Working Satisfaction	-.071	.100	-.122	-.712	.481	.952	1.050

a. Dependent Variable: Working Motivation

Source: Processed Data SPSS 27

The multicollinearity test result indicates that the VIF value for working motivation and working environment is 1.035. The regression model lacks multicollinearity because the VIF value is less than 10. Likewise, the VIF value is 1.050 for Working Motivation and Working Satisfaction. There is no multicollinearity in the regression model because the VIF value is less than 10.



#### D. Multiple Linear Regression Analysis

Multiple linear regression analysis in this study was conducted to analyze the effect of Work Environment and Job Satisfaction on Work Motivation in the Communication and Information Office of Sintang Regency. The estimated regression model result in this study can be seen in Table 23.

**Table 23.** Result in Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	65.082	11.834		5.500	.000
Working Environment	.148	.126	.201	1.170	.250
Working Satisfaction	-.071	.100	-.122	-.712	.481

a. Dependent Variable: Working Motivation

Source: Processed Data SPSS 27

According to the table above, the estimated multiple linear regression model shows the influence of Working Environment and Working Satisfaction on Working Motivation as follows:

$$Y = 65,082 + 0,148X1 - 0,071X2 \quad (2)$$

The regression equation model can be written in unstandardized form as follows:

1. The value or condition when the Working Motivation variable (Y) is unaffected by the Working Environment (X1) and Working Satisfaction (X2) variables is represented by the constant value (a) of 65.082. The value of working motivation at the Sintang Regency Department of Communication and Informatics is 65.082 if the variables of working satisfaction and working environment have no bearing on it.
2. The regression coefficient value b1 is 0.148, which means that if the Working Environment value is increased by 1 unit, the Working Motivation of the employees at the Department of Communication and Informatics of Sintang Regency will increase by 0.148 units.
3. The regression coefficient value b2 is -0.071, which means that if the Working Satisfaction value is increased by 1 unit, the Working Motivation of the employees at the Department of Communication and Informatics of Sintang Regency will decrease by 0.071 units.

The Correlation Coefficient (R)

The correlation coefficient (R) is a number that indicates the strength and direction of the relationship between two or more variables. The correlation coefficient values can be seen in Table 24.

**Table 24.** Correlation Coefficient Analysis Result (R)

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.211 <sup>a</sup>	.045		-.012	3.415

a. Predictors: (Constant), Working Satisfaction, Working Environment  
b. Dependent Variable: Working Motivation

Source: Processed Data SPSS 27

In Table 24, the correlation coefficient value is 0.211, which means there is a low relationship between the Working Environment and Working Satisfaction variables with Working Motivation.

#### The Coefficient Determination (**R<sup>2</sup>**)

The overall effect or contribution that one or more independent variables (X) have on the dependent variable (Y) is represented by this value, which is also referred to as the coefficient of determination. Table 24 coefficient of determination is 0.045, indicating that while other factors not covered in this study may influence the other 95.5% of work motivation, job satisfaction, and work environment can only influence 4.5% of it.

#### The Simultaneous Influence Test (F-Test)

The simultaneous influence test is used to determine whether the independent variables collectively or simultaneously affect the dependent variable. The result of the simultaneous test (F-test) can be seen in Table 25

**Table 25.** Result Test Simultaneous (Test F)

F	Sig.
.794	.460 <sup>b</sup>

Source: Processed Data SPSS 27

The calculated F-value is  $0.794 < F$  Table 3.27, with a significance value of  $0.460 > 0.05$ . Therefore, the null hypothesis ( $H_0$ ) is accepted, and the alternative hypothesis ( $H_a$ ) is rejected, indicating that Working Environment and Working Satisfaction do not have a significant simultaneous influence on Working Motivation.

#### The Partial Influence Test (t-Test)

The partial influence test (t-test) is used to determine the individual influence of each independent variable on the dependent variable. The result of the t-test can be seen in Table 26

**Table 26.** Result Test Partial (Test t)

Model		T	Sig.
1	(Constant)	5.500	.000
	Working Environment (X1)	1.170	.250
	Working Satisfaction (X2)	-.712	.481

Source: Processed Data SPSS 27

Table 26 can be explained as follows:

1. The t-value for variable X1 is 1.170, which is smaller than the t-table value of 2.032, and it has a significance of  $0.250 > 0.05$ . Therefore, the null hypothesis ( $H_0$ ) is accepted, and the alternative hypothesis ( $H_a$ ) is rejected, indicating that Working Environment does not have a significant partial influence on Working Motivation.
2. The t-value for variable X2 is -0.712, which is smaller than the t-table value of 2.032, and it has a significance of  $0.481 > 0.05$ . Therefore, the null hypothesis ( $H_0$ ) is accepted, and the alternative hypothesis ( $H_a$ ) is rejected, indicating that Working Satisfaction does not have a significant partial influence on Working Motivation.

## 5. Conclusion

According to the analysis and discussion conducted in this study, the researcher can conclude several things:

1. The characteristics of respondents in this study show that the majority of civil servants working at the Sintang Regency Communication and Information Office are men, with an age range between 40 to 44 years, with salaries ranging from  $\leq$  Rp3,499,999 to Rp4,450,000 - Rp5,499,000, have a bachelor's degree, and have worked for 10 to 18 years.
2. The multiple linear regression equation obtained is  $Y = 65.082 + 0.148X1 - 0.071X2$ . This means that if the Working Environment and Working Satisfaction at the Communication and Informatics Office of Sintang District (X1) and (X2) are both 0, then the value of Working Motivation is 65.082.
3. The value of the multiple regression coefficient b1 for Work Environment (X1) is 0.148. This means that if the value of the Work Environment increases by 1 unit, then Work Motivation will increase by 0.148.
4. For Working Satisfaction (X2), the multiple regression coefficient value is -0.071. Accordingly, working motivation will drop by -0.071 for every unit rise in working satisfaction in the communication and informatics office.
5. The correlation coefficient (R) of 0.211 indicates that the variables Working Environment and Working Satisfaction have a low relationship with the variable Working Motivation.

As for the coefficient of determination (R Square), the obtained value is 0.045. This shows that Working Motivation (Y) is influenced by Working Environment (X1) and Working Satisfaction (X2) variables by 4.5%, while the remaining 95.5% is influenced by other factors outside of this study.

6. According to the results of the F-test, the F value shows  $0.794 < F$  table 3.27, and the significance value is  $0.460 > 0.05$ . That is, the Work Environment and Job Satisfaction simultaneously do not have a significant effect on the Work Motivation of Civil Servants in the Communication and Information Office of Sintang Regency.
7. The computed t value is  $1.170 < t$  table 2.032 based on the t-test result. It is known that the significance value is  $0.250 > 0.05$ . Thus, it can be said that while  $H_a$  is rejected,  $H_o$  is accepted, indicating that the working environment at the Sintang District Communication and Informatics Office does not significantly affect the working motivation of civil workers.
8. From the t-test result, the calculated t value is  $-0.712 < t$  table 2.032. The significance value is known to be  $0.481 > 0.05$ . Thus, it can be concluded that  $H_o$  is accepted, and  $H_a$  is rejected, meaning that Working Satisfaction, partially, does not have a significant effect on the Working Motivation of civil servants at the Communication and Informatics Office of Sintang District.

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