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The Influence of the Work Environment on Improving Employee Work Ethic at Pt. Permodalan Nasional Madani Mekar Unit Tallo 2 Branch, Makassar City

Kartini[1] Sahruddin Malik[2]
[1-2]Prodi Ilmu Administrasi Publik, Universitas Islam Makassar, Makassar, Indonesia
tinii131100@gmail.com

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ABSTRACT
This study aims to determine the influence of the work environment on improving the work ethic of employees at PT. Permodalan Nasional Madani Unit Mekar Branch Tallo 2. The background of this study is based on the importance of the work environment in supporting employee performance and work enthusiasm, where less conducive work environment conditions can reduce productivity and work ethic. This study uses a quantitative method with a descriptive approach. The population in this study were all 57 employees, who were also used as research samples. Data collection techniques were carried out through observation, questionnaires, and documentation, while data analysis used validity tests, reliability, simple linear regression, t-tests, and coefficients of determination. The results showed that the work environment has a positive and significant influence on employee work ethic. This is evidenced by the t-test results, where the calculated t-value is greater than the t-table (2.553 > 1.672) with a significance level of 0.013 < 0.05. The resulting regression equation is Y = 15.455 + 0.312, indicating that any improvement in the work environment will be followed by an increase in work ethic. However, the coefficient of determination (R^2) of 0.106 indicates that the work environment can only explain 10.6% of the variation in work ethic, while the remainder is influenced by other factors outside this study.

A. INTRODUCTION

Human resources are one of the important assets in an organization or company. Human resources are the only resources that have intellect, feelings, desires, abilities, knowledge, encouragement, power and karsa. Therefore, an organization is expected to be able to prepare itself in managing its organization. Especially human resources in facing competition from similar companies and other companies globally. Improving employee performance needs to be done to maximize the role of labor in the company.

To achieve goals, the company must be able to manage both internal and external elements well. Internal parties are all elements of the company that function to carry out company activities, while external parties are parties outside the company.

In improving employee performance, companies need to pay attention to any factors such as the work environment. Many companies are not so sensitive to the work environment because they consider it not the main factor. The work environment is related to the internal and external environment. The physical work environment is all physical conditions that exist around the workplace that can affect employees both

* Corresponding Author
Email : tinii131100@gmail.com

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directly and indirectly. The physical work environment is divided into two categories, namely the work environment directly related to the employee and the intermediate environment or the general environment can also be called the work environment that affects the condition of employees.

In a company, the work environment can also affect employee performance, namely through their own workplace environment. Because the work environment is an important factor that can produce optimal human resource utilization for the company. If the work environment is not paid attention to optimally, then employees cannot work optimally and the company's goals will not be achieved. The work environment is a place where workers can prove all their abilities in carrying out the tasks assigned to them. In carrying out duties and obligations, every workforce is directly related and greatly influenced by the work environment.

Work ethic is a concept that views the dedication or dedication of employees to work as a very valuable value. Work ethic itself comes from the Greek ethos, namely character, way of life, habits, moral goals of a person and their worldview, namely the most comprehensive description, way of acting or idea of order. In other words, ethos is an evaluative aspect as a fundamental attitude towards themselves and their world that is reflected in their lives.

In Indonesia, the government has tried to increase employee compensation through various education and job training programs, both internally organized by government agencies and through cooperation with external training institutions. Therefore, organizations need human resources, in this case, employees who have high job performance. Where high or good employee performance can be used as one of the basic benchmark factors for the success of an organization in achieving its goals. Currently, the quality of civil servant performance in Indonesia is still not good overall.

The main problem that occurs in the field is the work environment that employees feel lacking, so that in doing their work it is not optimal. Of course, what is expected is that by creating a pleasant work environment, of course, it will also improve performance. Therefore, efforts should be made so that the work environment must be good and conducive because it will make employees feel at home in the room and feel happy and excited to carry out their duties and obligations. So that job satisfaction will be formed, from the employee's job satisfaction, employee performance will also increase, besides that by applying a good ethos, it can also have a good influence on employee performance.

B. METHODS

This study uses a quantitative approach with a descriptive-associative type of research. The quantitative approach is used to measure research variables in the form of numerical data and test the influence of the work environment as an independent variable (X) on employee work ethic as a dependent variable (Y). The associative design was chosen because the research is directed to determine the relationship and magnitude of influence between the two variables.

The research was carried out at PT. Permodalan Nasional Madani Mekar Unit Tallo 2 Branch, Makassar City. The research population is all employees in the unit which totals 57 people. Because the population is relatively small, all population members are used as samples through saturated sampling techniques. Thus, the number of respondents in this study is 57 people.

The data used consisted of primary data and secondary data. Primary data was obtained directly from respondents through questionnaires about the work

environment and work ethic of employees. Supporting data was obtained through observation and documentation related to the research object. Data collection techniques were carried out through observation, questionnaire distribution, and documentation.

The questionnaire was compiled based on indicators of work environment variables and work ethic used in the study. Before the data was analyzed, the instrument was tested through validity and reliability tests. The validity test was carried out by comparing the correlation value of the item with the r-value of the table at a significance level of 0.05. The item was declared valid if the correlation value was greater than the comparative value. The reliability test was used to determine the consistency of the instrument through Cronbach's Alpha value.

Data analysis was carried out with the help of SPSS software. The analysis stages included validity test, reliability test, simple linear regression analysis, partial test (t-test), and determination coefficient (R^2) test. Simple linear regression was used to determine the direction and magnitude of the influence of the work environment on the work ethic of employees with the equation Y = a + bX. The t-test was used to determine the significance of the influence of work environment variables on work ethic. The test used a significance level of α = 0.05. Furthermore, R^2 was used to determine the proportion of variations in work ethic that can be explained by the work environment.

C. RESULTS AND DISCUSSION

RESULT

1. Validity Test Results

The decision of the validation test of a questionnaire with the comparison of r count > r table then the test is valid, as for r count < r table, then the test is invalid.

Table 1. Results of the Validity Test of Work Environment Variables (X)

Statement Item No.	R_{hitung}	R_{Tabel}	Remarks
1	0.730	0.216	Valid
2	0.653	0.216	Valid
3	0.684	0.216	Valid
4	0.587	0.216	Valid
5	0.746	0.216	Valid
6	0.683	0.216	Valid
7	0.624	0.216	Valid
8	0.467	0.216	Valid

In table 1, it was tested on 57 respondents based on the calculation of validity in item-total statistics, and the value of the correlation coefficient R_hitung items numbers 1 to 8 was obtained with a positive value. Meanwhile, R_Tabel at the significance level of α = 0.05 is R_Tabel = 0.216. Therefore, it is concluded that items 1 to 8 with R_hitung > R_Tabel are declared valid. This means that all descriptions about the work environment variable (X) contained in the list of statements are considered valid because the correlation coefficient shows positive.

Table 2. Validity Test Results of Work Ethic Variables (Y)

Statement Item No.	R_{hitung}	R_{Tabel}	Remarks
1	0.830	0.216	Valid
2	0.882	0.216	Valid
3	0.898	0.216	Valid
4	0.798	0.216	Valid
5	0.781	0.216	Valid
6	0.898	0.216	Valid

In table 2, it was tested on 57 respondents based on the calculation of validity in item-total statistics, and the value of the correlation coefficient R_hitung items number 1 to 6 was obtained with a positive value. Meanwhile, R_Tabel at the significance level of α = 0.05 is R_Tabel = 0.216. Therefore, it is concluded that items 1 to 8 with R_hitung > R_Tabel are declared valid. This means that all statements about the work ethic variable (Y) contained in the list of statements are considered valid because the correlation coefficient shows positive.

2. Reliability Test Results

Table 3. Results of the Reliability Test of Work Environment Variables (X)

Reliability Statistics

Cronbach's Alpha	N of Items
.801	8

Based on the output of the SPPS Realiability Statistics above, it is also known that the Alpha Bronbach's value is 0.801. So, it is concluded that the value of the Alpha Cronbach's coefficient is > 0.6. This means that the factors that affect the work environment are reliable.

Table 4. Results of the Work Ethic Variable Reliability Test (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.921	6

Based on the output of the SPPS Realiability Statistics above, it is also known that the Alpha Bronbach's value is 0.921. So, it is concluded that the value of the Alpha Cronbach's coefficient > 0.6. This means that the factors that affect the work ethic are reliable.

3. Simple Regression Results Test

Table 5. Results of Simple Linear Regression Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.455	4.267		3.622	.001
	Lingkungan Kerja	.312	.122	.326	2.553	.013

a. Dependent Variable: Etos Kerja

a. The constant number of 15,455 states that if there is no work environment value (X) then the work ethic value is 15,455.
b. The regression coefficient of X of 0.312 states that for every value of adding 1% of the value, then work ethic (Y) will increase by 0.312.

Because the value of the coefficient is plus, it can thus be stated that the work environment (X) has a positive effect on the work ethic of employees (Y). so that the regression equation is Y = 15.455 + 0.312.

4. Partial Test Results (Test – t)

Table 6. Partial Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.455	4.267		3.622	.001
	Lingkungan Kerja	.312	.122	.326	2.553	.013

a. Dependent Variable: Etos Kerja

Based on the results of the test above, it can be concluded that the T_hitung value obtained is 2.553 and the T_tabel value is 1.672 (df = 57). The test results show that the T_hitung value is greater than the T_tabel value (2.553 > 1.672). And the significance value is smaller than the α value (0.013 < 0.05). These results show that the Work Environment has a significant influence on Work Ethic at a significance level of 0.05.

5. Determinant Coefficient Test Results.

Table 7. Determination Coefficient Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.326[a]	.106	.090	2.55729

a. Predictors: (Constant), Lingkungan Kerja

An R value of 0.326 indicates that there is a moderately positive relationship between the Work Environment and the Work Ethic. The better the Work Environment, the higher the Work Ethic. While the R Square Value of 0.106 means that 10.6% of the variation in the Work Ethic can be explained by the Work Environment. In other words, the Work Environment only explains about 10.6% of the changes in the Work Ethic. This suggests that most of the variation

in the Work Ethic is influenced by other factors that are not included in this model.

DISCUSSION

The results of the regression analysis showed that the work environment had a coefficient of 0.312 with a positive direction. The findings show that the better the conditions of the work environment, the higher the tendency of the employee's work ethic. This positive relationship shows that the work environment is one of the organizational conditions that can support employees in carrying out their work.

These findings can be understood from the characteristics of the work environment that affect the employee's experience when carrying out their duties. A conducive work environment provides space for employees to concentrate, interact, and carry out work more comfortably. When these conditions are available, employees have a greater opportunity to show seriousness and responsibility in carrying out their work. On the other hand, less supportive environmental conditions can reduce comfort and hinder the implementation of work.

The results of the study are also in line with Hackman and Oldham's view of job characteristics. In this perspective, job characteristics such as task clarity, autonomy, and feedback are related to employees' psychological experiences at work. Supportive working conditions for employees can strengthen satisfaction and motivation, which can further contribute to positive attitudes towards work.

The results of this study are also relevant to the research of Abd. Hakim and Aras Solong (2025) which are referred to in the research paper. The study found a positive and significant influence of the work environment on employee performance with a coefficient of 0.389. The findings show that the work environment, both from the physical and non-physical sides, has a role in creating a work atmosphere that supports employee enthusiasm and productivity. In this study, the same pattern can be seen in work ethic, namely improving the work environment followed by improving work ethic.

The significance of the influence can also be seen from the results of the t-test. The significance value of 0.013 is smaller than 0.05, so that the influence of the work environment on work ethic is statistically significant. This means that the positive relationship found is not just a descriptive tendency, but has support from the results of the hypothesis test used in the study.

Nevertheless, the magnitude of the coefficient of determination needs to be a concern. An R^2 value of 0.106 indicates that the work environment explains only 10.6% of the variation in work ethic. These findings mean that the work ethic of employees is not only shaped by the work environment. Most of the variation in work ethic, which is 89.4%, is related to other factors that were not analyzed in the research model. Therefore, it is not enough for organizations to simply make improvements to the work environment, but also need to pay attention to other factors that have the potential to affect work ethic.

Thus, the results of the study provide practical implications that the management of the work environment needs to be placed as part of efforts to improve employee work ethic. A work environment that is comfortable, supportive, and allows employees to carry out their duties well can help create a more positive work atmosphere. However, because the contribution is still limited, strengthening work ethic should be done through a more comprehensive approach by paying attention to other factors outside the research model.

D. CONCLUSION

Based on the results of the study, it can be concluded that the work environment has a positive and significant effect on the work ethic of employees at PT. Permodalan Nasional Madani Mekar Unit Tallo 2 Branch, Makassar City. The regression results showed the equation Y = 15.455 + 0.312X, which showed that the coefficient of the work environment had a positive direction. The t-test showed that the calculated t value of 2.553 was greater than the reported t table of 1.672, with a significance value of 0.013 < 0.05. Thus, the hypothesis regarding the influence of the work environment on work ethic is supported by the results of the study.

The R^2 value of 0.106 indicates that the work environment explains 10.6% of the variation in employee work ethic, while the other 89.4% is related to other factors outside the research model. Therefore, organizations need to maintain and improve the conditions of the work environment as one of the efforts to improve work ethic, while considering other factors that have not been studied in this study. Further research can expand the variables and objects of research in order to gain a more comprehensive understanding of the factors that affect employee work ethic.

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