

The Influence of the Work Environment and Work Facilities on Work Productivity Through Work Morale as an Intervening Variable at PT. Jambi Regional Development Bank Sarolangun Branch Office

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Abstract . *The work provided by the company is required to be done quickly and precisely in today's increasingly advanced technological era. Changes are occurring in various fields, especially in the industrial world. Without carrying out responsive and adaptive transformation, companies risk being unable to maintain their business model and this effort is to prevent technological disruption. In this era of industrial revolution 4.0, competition in various fields cannot be avoided. All organizations, both social and economic, utilize technological advances to meet needs and be able to compete. All parties adapt to technological advances or ongoing trends so that they can survive and be able to compete. In line with the aim of surviving and being able to compete, the productivity of the organization is also expected to be effective and maximal.*

Keywords : *Work Environment, Work Facilities, Work Productivity*

INTRODUCTION

The adjustments made provide changes both directly and indirectly to the environment, work facilities, work productivity and work morale. Through the adjustments and changes made, it is hoped that it can provide maximum work productivity for the organization or company. Adjustments are made in various fields, including work environment, work facilities and work morale, especially Human Resources (HR) who are the drivers and actors of production. Kirnaldi (2019) said that employees must adapt to changes resulting from the industrial revolution. HR greatly influences company productivity, the expected production in this era

Industry 4.0 must be more efficient, accurate and more affordable. (Strömberg. 2017) said in his research that employee work productivity is produced by their presence and work environment. HR can produce work productivity which is expected to greatly influence employee morale, the work environment, and the work facilities available in the company.

In an increasingly dynamic world of work, employee productivity is one of the key factors that determines the success of an organization. Various studies show that the work environment and work facilities play an important role in determining employee productivity

levels. A conducive work environment and adequate facilities not only affect employee comfort and health, but also impact their work morale.

Work facilities are also an important component that supports productivity. Adequate facilities, such as sophisticated office equipment, comfortable break rooms, and easy access to needed resources, can increase work efficiency and effectiveness. When employees have access to the facilities they need to do their jobs well, they tend to be more satisfied and motivated to achieve better results.

Employee work productivity is seen from the employee's ability to produce compared to the input used. An employee can be said to be productive if he is able to produce goods or services as expected in a short or precise time. Kurnia, Daulay, and Nugraha (2019) .

The work environment has an important role in increasing employee work productivity. Because the work environment is one of the things that can motivate employees to work very well. Problems that exist in the work environment need to be paid attention to, because a good work environment can foster employee morale resulting in increased employee work, this is because the environment can influence employees directly. A safe and comfortable work environment will provide peace of mind for employees to be able to complete their work optimally. However, on the other hand, a bad work environment will also have an impact on employees.

Apart from the work environment, in order to increase work productivity for employees, there are adequate work facilities provided by the company to its employees. Adequate work facilities are also a concern because work facilities are one of the supporting facilities for organizational activities. Effective use of work facilities will make it easier for employees to carry out their work, so that the work results obtained will be maximized. Pratiwi and Pemasari (2022) ,

Jambi Regional Development Bank Sarolangun Branch Office is one of the banking industries that operates in the field of finance and services to the community, so the company always tries to create good work productivity, so that the company can maintain the quality of the company and be able to compete with other financial industries and can maintain its vision and The company's mission is to become an ideal and healthy bank that makes a real contribution to the Jambi economy with digitalization-based and sustainable services that are managed professionally. To create work productivity, of course the company must provide adequate work facilities and a comfortable work environment so that employees can work enthusiastically and productively. To see the work productivity of employees at the Jambi Regional Development Bank Sarolangun Branch Office, it can be seen from the following data:

Table. 1.1 Work Productivity.

Product name	Achievement April 2023	Achievement May 2023
Giro	99.22%	66.73%
Savings	73.43%	85.81%
Deposit	98.79%	98.83%
Productive Credit	93.62%	93.77%
Consumer Credit	97.94%	98.65%

Source: Data processed by researchers (2023)

Judging from table 1.1, employee work productivity at PT. The Jambi Regional Development Bank is quite good, this can be seen from the achievements between April and May, the growth of each product from the Jambi Regional Development Bank Sarolangun Branch Office to the community and it is assessed that employee work productivity is quite good.

From the results of these observations and interviews, it can be seen that there are still things that companies need to pay attention to to help increase employee morale so that good work productivity can be achieved. Apart from that, from observations during the pre-survey there were several problems seen in production activities, including several employees who were still delaying time to complete their work. This really affected productivity, communication between employees was still not smooth so there were still misunderstandings which could disrupt the smooth work process. , the work environment is still less calm when there is a power outage which results in having to use generators and having to turn off several electronic machines such as air conditioning which can affect employee morale and productivity.

Based on the description above, the author is interested in writing related to Work Productivity with the title The Influence of the Work Environment and Work Facilities on Work Productivity with Work Spirit as an Intervening Variable at PT. Jambi Regional Development Bank Sarolangun Branch Office.

LITERATURE REVIEW

Work productivity

According to Andika (2019), productivity is a universal concept which aims to provide more goods and services that are used by many people, using few real resources. Productivity is an interdisciplinary approach to setting effective goals, making plans, applying productive methods to use resources efficiently, and maintaining high quality. Work productivity is the real results that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities which are supported by facilities (Sutrisno 2017).

Spirit at work

According to Soedarso (2015), work morale reflects the condition of employees in the work environment. If work morale is good, the company will gain benefits, such as low levels of absenteeism, less employee turnover and increased labor productivity. according to Hasibuan (2015). Work enthusiasm is doing work more actively, so that work can be expected to be faster and better. Nitisemito (2015)

Work environment

According to Netisemito (2018), the work environment is a place for someone to work every day to carry out their activities so that they interact directly with other employees. Meanwhile, according to Basuki and Susilowati (2013), the work environment is something that can directly influence a group of people in carrying out their activities.

Work Facilities

According to Lupiyaodi (2016), efficiency is a tool used to expedite and make it easier to carry out work. Things that can simplify and expedite this function can be in the form of objects or money. Meanwhile, according to Faisal (2016), a facility is a physical facility that can process an input (Input) towards the desired output (output). From the definition of work facilities, it can be concluded that facilities are tools or equipment that are used directly or indirectly to facilitate work.

RESEARCH METHODS

The research method carried out in the research is survey and quantitative methods. The survey method in research is used to obtain data from certain places by collecting data by distributing questionnaires. According to Sugiono (2018), quantitative methods are research methods that are based on the philosophy of positivism, used for researching certain populations and samples, collecting data using research instruments, analyzing quantitative data which aims to test established hypotheses. In this research there are four variables, namely, variable (X1) Work Environment, (X2) Work Facilities, (Y) Work Productivity, (Z) Work Spirit.

RESULTS AND DISCUSSION

Measurement Model Analysis (Measurement Model Analyst)

The measurement model, called the outer model, shows the specification of the relationship between the indicators or parameters being estimated and the latent variables. Based on the results of partial least squares data processing, it was carried out through model

suitability testing and the model was seen from two aspects, namely outer model and inner model analysis.

Measurement Model Analysis (Outer Model)

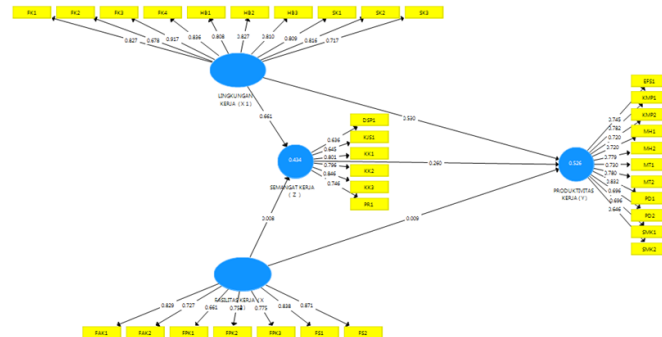


Table 5.4 shows the loading factor values with their significance.

Table 5.6 Factor Loadings

Variable	Dimensions	Indicators	Factor Results	Loading	Information
Work environment	Relations between employees	HB 1	0.808		Valid
		HB 2	0.827		Valid
		HB 3	0.810		Valid
	Work atmosphere	SK1	0.809		Valid
		SK 2	0.816		Valid
		SK3	0.717		Valid
	Facilities – Employee Facilities	FK1	0.827		Valid
		FK 2	0.678		Valid
		FK 3	0.917		Valid
		FK 4	0.836		Valid
Work Facilities	Work Tool Facilities	FAK1	0.821		Valid
		FAK2	0.727		Valid
	Work Equipment Facilities	FPK1	0.661		Valid
		FPK2	0.758		Valid
		FPK3	0.775		Valid
	Social Facilities	FS1	0.838		Valid
		FS 2	0.871		Valid
Work productivity	Ability	KMP 1	0.782		Valid
		KMP 2	0.720		Valid
	Increasing the results achieved	MH1	0.720		Valid
		MH 2	0.779		Valid
	Spirit at work	SMK 1	0.696		Valid
		SMK2	0.646		Valid
	Self-development	PD 1	0.832		Valid
		WW2	0.696		Valid
	Quality	MT 1	0.730		Valid
		MT 2	0.780		Valid
	Efficiency	EFS	0.745		Valid
Spirit at work	Presence	PR	0.746		Valid
	Cooperation	KJS	0.645		Valid
	Job satisfaction	KK 1	0.801		Valid
		KK 2	0.796		Valid
		KK3	0.846		Valid
	Discipline	DSP	0.636		Valid

Source: SmartPLS 2023

The results of factor loading measurements show a value > 0.60 , so all factor loadings from the indicators are declared valid.

Analysis of Measurement Models with Validity and Reliability

Table 5.7 Construct Reliability and Validity

Variable	Cronbach'Alpha	rho_A	Composite Reability	Average Variance Extracted (AVE)	Information
Work Facilities	0.904	0.935	0.917	0.613	Reliable
Work environment	0.940	0.950	0.949	0.651	Reliable
Work productivity	0.919	0.933	0.930	0.548	Reliable
Spirit at work	0.844	0.872	0.884	0.561	Reliable

Source: data processed with PLS 2023

The table above describes the results of testing to see construct reliability and validity according to the rules (Ghozali, 2015). The level of validity by looking at the AVE value of the variables used in the research must be > 0.50 , then all variables are declared valid. Likewise, with composite reliability and Cronbach's Alpha values > 0.70 , all latent variables are declared reliable. The average Variance Extrade (AVE) value shows the Work Facilities variable is 0.613, the Work Environment variable is 0.051, Work Productivity is 0.548 and Work Morale is 0.561. The results show that the variables used in this research as a whole are declared to meet validity, with a score of more than 0.5. Variables that are declared reliable by looking at Cronbach's alpha and composite reliability where the Work Facilities variables are 0.904 and 0.940 Work Environment, 0.919 Work Productivity and 0.844 Work Morale. The results show that the variables as a whole are declared reliable.

Structural Model Analysis (Inner Model)

R Square Value Table

Table 5.8 R Square Value

	R Square	R Square Adjusted
Work Productivity (Y)	0.526	0.486
Work Morale (Z)	0.434	0.404

Source: Data processed in 2023

Based on the data above, it can be seen that the R² and R² Adjusted values for Work Productivity are 0.526 & 0.486 > 3 criteria used, 0.3, this is in the medium category. Work morale is influenced by the work environment and work facilities 0.434 & 0.404 > 0.3 medium category.

Hypothesis Test Results

Table 5.9 Hypothesis Test Results

	Original Sample (O)	Sampel Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEVI)	P Values
X1 →Y	0.530	0.546	0.139	3.804	0.000
X2 →Y	0.009	0.032	0.200	0.045	0.964
X1 →Z	0.661	0.681	0.114	5.803	0.000
X2 → Z	0.008	-0.011	0.150	0.051	0.959
Z → Y	0.260	0.243	0.169	1.538	0.125
X1 → Z→ Y	0.172	0.162	0.114	1.504	0.133
X2 → Z→ Y	0.002	-0.003	0.044	0.045	0.964

Source: data processed with PLS 2023

Hypothesis Test 1: The Influence of Work Environment on Work Productivity

The hypothesis results show that the relationship between the Work Environment variable and Work Productivity shows a path coefficient of 0000, P-Value and significance <0.05 and T-Statistics of 3,804 > 1.96. These results indicate that the work environment has a significant positive effect on work productivity. With these results, it is stated that the first hypothesis states that the work environment can have a significant positive effect on work productivity at PT. Jambi Regional Development Bank Sarolangun Branch Office is acceptable.

Hypothesis Test 2. Effect of Work Facilities on Work Productivity

The hypothesis results show that the relationship between the work facility variable and Work Productivity shows a path coefficient of 0.009, a P-Value of 0.964 which means >0.05 and a T-Statistic of 0.046 <1.96. These results indicate that facilities have an insignificant positive effect on work productivity. With these results, it is stated that the second hypothesis states that facilities can have a significant positive effect on work productivity at PT. Jambi Regional Development Bank Sarolangun Branch Office cannot be accepted.

Hypothesis Test 3. Effect of Work Environment on Work Morale

The second hypothesis based on the results in the table shows that the work environment has a positive and significant influence on work morale with a P value of 0.000 and significance < 0.05 with a t-statistic value of 5.803 > t-table 1.96. With these results, it is stated that the first hypothesis which states that Work Morale can have a significant positive effect on Work

Productivity at PT. Jambi Regional Development Bank Sarolangun Branch Office is acceptable.

Hypothesis Test 4. Effect of Work Facilities on Work Morale.

The hypothesis results show that the variable relationship shows a path coefficient of 0.008, a P-Value of 0.959 which means >0.05 and a T-Statistic of $0.598 < 1.96$. With these results, it is stated that the fourth hypothesis which states that work facilities can have a significant positive effect on work morale at PT. Jambi Regional Development Bank Sarolangun Branch Office cannot be accepted.

Hypothesis Test 4. Effect of Work Morale on Productivity Work.

The hypothesis results show that the variable relationship shows a path coefficient of 0.260, a P-Value of 0.125 which means >0.05 and a T-Statistic of $1.538 < 1.96$. With these results, it is stated that the fifth hypothesis which states that Work Spirit can have a significant positive effect on Work Productivity at PT. Jambi Regional Development Bank Sarolangun Branch Office cannot be accepted.

Hypothesis Test 6. The Influence of the Work Environment on Work Productivity Through Work Morale as an Intervening Variable.

The hypothesis results show that the variable relationship shows a path coefficient of 0.172, a P-Value of 0.133 which means >0.05 and a T-Statistic of $0.114 < 1.96$. These results indicate that work enthusiasm cannot have a significant positive influence on work productivity. With these results, it is stated that the sixth hypothesis which states that the work environment has a significant positive effect on work productivity through work enthusiasm as an intervening variable at PT. Jambi Regional Development Bank Sarolangun Branch Office cannot be accepted.

Hypothesis Test 7. The Effect of Work Facilities on Work Productivity Through Work Morale as an Intervening Variable.

The hypothesis results show that the variable relationship shows a path coefficient of 0.002, a P-Value of 0.964 which means >0.05 and a T-Statistic of $0.044 < 1.96$. These results indicate that work enthusiasm cannot have a significant positive influence on work productivity. With these results, it is stated that the seventh hypothesis which states that work facilities have a significant positive effect on work productivity through work enthusiasm as an intervening variable at PT. Jambi Regional Development Bank Sarolangun Branch Office cannot be accepted.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of discussions conducted regarding the influence of the work environment and work facilities on work productivity through work enthusiasm as an intervening variable at PT. Jambi Regional Development Bank, the following conclusions can be drawn:

1. The description of the work environment is in the very good category, the description of the work facilities is very good, the description of work morale is very good and the description of work productivity is also very good
2. The work environment has a significant positive influence on work productivity.
3. Work facilities have an insignificant positive influence on work productivity.
4. The work environment has a significant positive influence on work morale.
5. Work facilities have an insignificant positive influence on work morale
6. Work morale has an insignificant positive effect on work productivity
7. The work environment has an insignificant positive influence on work productivity through work enthusiasm as an intervening variable.
8. Work facilities have an insignificant influence on work productivity through work morale as an intervening variable.

Suggestion

Based on the research conducted, researchers can provide the following suggestions:

1. The research results show that the work environment and work facilities through work enthusiasm have an insignificant positive influence. Therefore, researchers suggest that management pay more attention and can improve the conditions of the work environment and work facilities so that employees can optimize their work.
2. It is hoped that future researchers can add the variables studied so that what is obtained is even more perfect.

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