

WORK MOTIVATION, WORK DISCIPLINE, AND WORK ETHOS IN TERMS OF PHYSICAL WORK ENVIRONMENT: EMPIRICAL RESEARCH

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Abstract: Work ethos in an organizational context is very important because it supports the achievement of organizational goals. This study analyzes the effect of work motivation, work discipline and physical work environment on the work ethic of Pariaman City Fire Department employees. The sample involved in this study was 72 people (census technique). Multiple regression analysis method is used in the context of this study to test the research hypothesis. The results of the study found that work motivation, work discipline and the physical work environment had a positive and significant effect on work ethic. The implication of this research is that the Fire Department must carry out an irrational program in maintaining the work ethic of employees through training and family gatherings. The limitations of this study appear in the dominance of the sample in the male gender, so it might be different and limited research generalizations.

Keywords: *Work Motivation, Work Ethos, Work Discipline, Physical Work Environment*

INTRODUCTION

Human Resources (HR) is a key and an asset in determining the development of a company. Human resources are individuals who work in an organization to plan, think about, and move the organization to achieve goals, both within institutions and companies. Entering the ASEAN free market era and industrial revolution 4.0 every company must have ways and strategies to survive in the face of competitive pressure (Ramadani et al., 2019). The role of human resources is considered a valuable asset (Puspita & Zakiy, 2020).

Work ethos means a situation in an organization that is shown through a sense of passion in work and employee motivation when doing a good and productive job (Busro, 2018: 325). According to Sudharma et al (2017), employees with high work ethos have characteristics including, being happy when doing work, getting work done on time, being very dynamic when

interacting, participating maximally, being able to work together with colleagues and full of innovation. Feeling restless such as moving, being absent, late, undisciplined, and declining performance results are signs of low work ethos. In addition, an increase in employee motivation and work ethos is a good sign for the agency, but a decrease will be a problem for the agency because it can affect performance and productivity.

Based on the data collected by the researcher, there are problems in the form of employees with a less good level of discipline than the employees of the Pariaman City Fire Department, as many as 72 people are shown through attendance and punctuality of work. The number of employee delays is still quite large at the Fire Department in the Pariaman City area. Based on the monthly average, alpha employees reached 5.77%, tardiness reached 20.36% and those who left early reached 24.53% (Fire

Department of Pariaman City 2019). Based on employee attendance data, it was found that other absenteeism problems occurred, the most of which were being late and leaving early. Based on these data we can also find out that the level of employee absenteeism has decreased due to the very high reasons for being late and leaving early, this is a sign of a lack of work ethos from the 72 employees. The data can indicate a lack of work ethos. According to Handoko (2012:26), work ethos is a desire with a self-awareness that arises in individuals who work harder voluntarily in their work. The stronger the work spirit that is formed, the faster the process of completing a job. Basically, high work ethos is also synonymous with high quantity and quality results.

According to Handoko (2012:26), work ethos is a desire with a self-awareness that arises in individuals who work harder voluntarily in their work. The stronger the work spirit that is formed, the faster the process of completing a job. Basically, high work ethos is also synonymous with high quantity and quality results. Therefore, this study aims to analyze employee work ethos at the Pariaman City Fire Department. based on the research background, the research problems proposed are 1). how does the physical work environment affect the work ethos; 2). how does work motivation influence work ethos, and 3). How does work discipline affect work ethos?

LITERATURE REVIEW

According to Busro (2018: 325) work ethos is an atmosphere of working in an organization that shows a sense of passion when doing tasks and motivates employees to do better and more productive work. Hasibuan (2008) reveals work spirit, namely the willingness and sincerity of individuals to do a good job and be disciplined in

maximizing work performance. In addition, work spirit implies self-awareness of individuals who work to carry out their responsibilities. The most important thing in the organization is to increase employee work ethos. High employee work ethos will benefit the organization but low work ethos can harm the organization. Thus, organizational leaders should understand some of the factors that influence employee work ethos (Busro, 2018: 326).

Luthans (2006:270) states that motivation is a process that starts from a physiological or psychological deficiency that causes behavior or motivation towards goals or motivation, and all early stages of individual functioning due to lack of physical movement or desire to achieve goals. According to Derry et al (2005) in Busro (2018: 51) work motivation is closely related to work variations related to work attitudes and the results obtained. Motivation is a collection of encouraging activities, not only to others but to oneself as well. Based on this encouragement, he hopes to be able to take action towards the expected goal.

A study by Utmajaya and Sriathi (2015) found that motivation has a positive impact on employee morale. When work motivation increases, so does work ethic. The higher the employee's motivation for their work, the more enthusiasm and passion they have for their work. This is in line with the results of research conducted by Sudharma (2017) and Syamsudin (2018) which states that work motivation has a positive influence on work work ethos.

Singodimedjo (2002) in Sutrisno (2017: 86) states that discipline is an attitude of willingness and individual willingness to obey and obey existing regulatory norms. Good employee discipline makes the company achieve its goals faster, but if the discipline declines, it causes obstacles and delays in achieving

company goals. Heidjachman and Husnan (2002:15) define the discipline, namely each individual or group with guaranteed obedience to orders and initiative in carrying out an action required without any instructions. Discipline is the importance of the operative function of human resource management because disciplined employees make their work performance also high. However, the presence of indiscipline is difficult to achieve optimal results. If the work discipline of employees is getting better, the work ethos of their employees will increase. This statement is also supported by previous research Paramita (2016) on the Effect of Education, Work Ability and Work Discipline on the Work Spirit of Freelance Daily Employees at PT Temprina Media Grafika Semarang which says that work discipline has a positive influence on work work ethos. By following research conducted by Basa (2019), it is stated that work discipline has a positive influence on work work ethos. This is also in line with Mursalin's research (2019) which states that work discipline has a positive influence on work work ethos. Work Ability and Work Discipline on Work Work ethos of Casual Daily Employees at PT Temprina Media Graphic Semarang said that work discipline has a positive influence on work work ethos. In accordance with research conducted by Basa (2019), it is stated that work discipline has a positive influence on work work ethos. This is also in line with Mursalin's research (2019) which states that work discipline has a positive influence on work work ethos. Work Ability and Work Discipline on Work Work ethos of Casual Daily Employees at PT Temprina Media Graphic Semarang said that work discipline has a positive influence on work work ethos. In accordance with research conducted by Basa (2019), it is stated that work

discipline has a positive influence on work work ethos. This is also in line with Mursalin's research (2019) which states that work discipline has a positive influence on work work ethos.

Based on opinion Sedarmayanti (2011: 26) defines the physical work environment as everything that is around the workplace and affects employees directly or indirectly which can be seen directly with all the five senses. The physical work environment is a factor that encourages comfort in work, without complete physical facilities at work, the work activities carried out will not be optimal so that it can trigger the emergence of psychological pressure such as stress to burnout. According to Robbins and Timothy (2012) the physical work environment is all conditions in physical form that exist around the workplace that affect employees directly or indirectly. Working environment conditions have an important effect on employee work ethos. The level of employee work ethos is different for each person depending on the perception of each employee towards his work. A study conducted by Cahyani (2019) found that the physical work environment positively impacts employee morale. Hasanah (2016) also notes that the physical work environment has a positive impact on work ethics. Utmajaya and Sriathi (2015) also stated that the physical work environment has a positive impact on work ethics. The more the physical work environment enhances work ethic, the more the company should consider the physical work environment.

METHOD

Sugiyono (2019: 126), a population is an area of generalization consisting of objects or subjects with specific properties and characteristics that researchers study and use to draw conclusions. The population used in this study were all employees at the Pariaman

City Fire Department, totaling 72 employees as of October 1, 2020, consisting of 11 employees with civil servant status and 61 employees with contract status. According to Sugiyono (2019:127), the sample is part of the population from the number of characteristics. The sample is Pariaman City Fire Department employees. The technique for determining the number of these samples is the census method. The census method is used because all members of the population are sampled. Sample size used in the study was 72 people.

According to Nitisemito (2007: 96) work ethos is a mental attitude when doing work. Work ethos shows that there is a better achievement than individuals who work in carrying out and completing work. Work ethos is measured by observing the extent to which employees can carry out their duties to completion and of good quality, the amount of work completed, to the awareness within employees to put the interests of the organization first. Indicators of measuring work ethos according to Schroeder (1993) in Mas'ud (2004) are; 1). Quality of work performed by employees; 2). A number of jobs completed; 3). Ability to manage time at work; checker 3). Put the interests of the organization above personal interests.

According to Luthans (2006) work motivation is the willingness to do something. While motive means desire (wish), need (need), impulse or urge (desire). Motivation is the will that exists in an individual that makes him act or something that is used as the basis or reason for individual behavior. According to Maslow (1943) in Mas'ud (2004) states that indicators of work motivation are security needs, social needs, self-esteem needs, economic needs, and actualization needs.

Singodimedjo (2002) in Sutrisno (2017: 86) states that work discipline is an attitude of being willing and willing to obey and obey existing rules. The company's goals will be realized quickly if the employee discipline is good, but if the discipline decreases it will hinder and make the achievement of company goals slow. According to (Simamora, 2004) work discipline is influenced by several indicators such as: compliance with regulations, absenteeism, and work effectiveness.

According to Sunyoto (2012) the physical work environment is everything that surrounds an employee and affects how they do their jobs. When measuring the physical work environment, it shows a company's ability to provide multiple work facilities for its employees to work comfortably. According to Sedarmayanti (2011: 28) there are several indicators measuring the physical work environment, namely: lighting, air temperature, workplace safety, air circulation, and decoration in the workplace.

Validity according to Sugiyono (2019:361) shows the degree of accuracy of the actual data contained in the object to the data collected by researchers. In this study, the validity test used the Confirmatory Factor Analysis (CFA) model. Determine the validity of each question item through the matrix rotation value where each variable is represented by a coefficient value having (factor loading) 0.65. Each question item 0.65 if there is a double or ambiguous function the item is eliminated or not used (Hair, 2010). The reliability test is a tool in measuring a questionnaire in the form of indicators of constructs or variables (Ghozali, 2016:47). A reliability test is carried out by finding Cronbach's alpha value which must be 0.70.

RESULT AND DISCUSSION

This study involved 72 respondents of firefighters in Pariaman City. Gender in this study was dominated by 69 men (95.8%) while only 3 women (4.2%). The average age of the respondents is 35 years with an average working period of 10 years.

In the testing stage, the validity (Confirmatory Factor Analysis) of each statement item is determined from the factor loading coefficient which must be above or equal to 0.65, because the total sample size is 72 people (Hair et al, 2010). Furthermore, in the process of testing the validity of the instrument, the whole instrument was declared valid (single loading factor > 0.65). In addition, the reliability of the variables also showed reliable results (Table 2).

Table 2. Results of Validity Testing

Variable	Valid Items	Average Factor loading	Coefficient Reliability
Work ethos	5	0.690 - 0.837	0.846
Motivation	14	0.716 - 0.839	0.942
Work			
Work Discipline	11	0.678 - 0.866	0.938
Physical Work Environment	5	0.717 - 0.841	0.841

Source: data processed (2022)

According to the summary of statistical tests in Table 3, the variable job motivation has a positive regression coefficient of 0.070, which is statistically supported by a sig value of 0.007. Data processing is performed at a confidence level of 0.05. This makes a sig value of 0.000 well below the 0.05 confidence level. Therefore, the decision is that Ho is rejected and H1 is accepted, and it can therefore be concluded that job motivation has a positive impact on the work ethic of Pariaman City Fire Department employees (H1 is supported).

By following the summary of statistical tests the work discipline variable has a positive regression coefficient of 0.142 which is statistically proven by a sig value of 0.000. Data

processing is carried out using a confidence level of 0.05. Thus the sig value of 0.000 is far below the 0.05 confidence level. Then the decision is Ho is rejected and H2 accepted so that it can be concluded that work discipline has a positive effect on the work ethos of the Pariaman City Fire Department employees (H2 is supported).

By following the summary of statistical tests the physical work environment variable has a positive regression coefficient of 0.280 which is proven statistically through a sig value of 0.000. Data processing is performed at a confidence level of 0.05. This puts a sig value of 0.000 well below the 0.05 confidence level. Then the decision is Ho is rejected and H3 accepted so that it can be concluded that the physical work environment has a positive effect on the work ethos of the Pariaman City Fire Department employees (H3 is supported).

Table 3. Summary of Hypothesis Testing Results

Information	Regression Coefficient	Sig	Conclusion
(Constant)	4.791		
Work motivation	0.070	0.007	Accepted
Work Discipline	0.142	0.000	Accepted
Physical Work Environment	0.280	0.000	Accepted
R2 0.794			

Source: data processed (2022)

By following the summary of statistical tests, the coefficient of determination is 0.794. The results obtained indicate that work motivation, work discipline and physical work environment are able to contribute variations in influencing the work ethos of the Pariaman City Fire Department employees by 79.4% while the remaining 20.6% is explained by other variables that are not used in the research model. such as work stress, compensation, role conflict, workload, emotional exhaustion and other variables.

Based on the results of the first hypothesis test, it was concluded that work

motivation had a positive effect on the work ethos of the Pariaman City Fire Department employees. This means that the better the work motivation, the higher the work ethos of the Pariaman City Fire Department employees. Work motivation greatly affects the work ethos of an employee. If the motivation is higher, the work ethos of employees will increase and vice versa, if the level of motivation is low, the work ethos of the employees will decrease (Octaviani, 2019).

The results of this study are in line with the results of research by Sudharma et al. (2017) who found that motivation had a positive effect on employee work ethos. So for every increase that occurs in the urge to do something, there will be an increase in work ethos. This means that the higher the employee's motivation to work, the higher the employee's enthusiasm and enthusiasm at work. The results of this study are also in line with the results of research by Kusuma (2016) which found that work motivation has a positive effect on work work ethos. Work motivation is a factor that encourages a person, both from within and from outside, to behave in a work activity. Encouragement from within can be in the form of satisfaction of the needs to be fulfilled and encouragement from outside can be in the form of a goal that has been set to be achieved within a certain time. So it can be said that the purpose of providing motivational factors to employees is to increase work ethos. Encouragement from within can be in the form of satisfaction of the needs to be fulfilled and encouragement from outside can be in the form of a goal that has been

set to be achieved within a certain time. So it can be said that the purpose of providing motivational factors to employees is to increase work ethos.

Based on the results of the second hypothesis test, it was concluded that work discipline had a positive effect on the work ethos of the Pariaman City Fire Department employees. This means that the better the work discipline, the higher the work ethos of the Pariaman City Fire Department employees. The results of this study are in line with Sucipto's research (2016) which finds that work discipline has a positive effect on employee work ethos. The results obtained suggest to know the level of employee work ethos in an organization or agency, namely by looking at the level of discipline of employees in the organization. If the employee's work discipline is high, the employees work on time, being responsible for their duties and obeying the existing regulations is organized with awareness without coercion, it shows that the work ethos of the employees in the organization is high, so it can be concluded that the higher the employee work ethos, the higher the employee's work discipline. So to find out the high and low work ethos of an organization's employees is to look at the work discipline of its employees first. This is also in line with research conducted by Basa (2019) which found that work discipline has a positive effect on employee work ethos. Another similar finding obtained by Mursalin (2019) revealed that work discipline has a positive effect on employee work ethos at PGRI Palembang University.

Based on the results of the third hypothesis test, it was concluded that the physical work environment had a positive effect on the work ethos of the Pariaman City Fire Department employees. This means that the better the physical work environment, the more work work ethos of the Pariaman City Fire Department employees will be. The results of this study are consistent with the results of research

by Utmajaya (2015) which found that the physical work environment has a positive effect on employee work ethos. This means that the better the physical work environment, the more employee work ethos will be. A good physical work environment will bring comfort to work so that it will increase employee work ethos. Another consistent finding was obtained by Cahyani (2019) who also found that the physical work environment had a positive effect on employee work ethos. The results of this study are consistent with the results of Hasanah's research (2016) finding that the work environment has a positive effect on work work ethos. The work environment is a place where an employee works including the physical and non-physical environment that can affect work work ethos in carrying out work. Another consistent finding was also obtained by Mursalin (2019) who found that the physical work environment had a positive effect on employee work ethos at PGRI Palembang University. The work environment is a place where an employee works including the physical and non-physical environment that can affect work work ethos in carrying out work.

Another consistent finding was also obtained by Mursalin (2019) who found that the physical work environment had a positive effect on employee work ethos at PGRI Palembang University. The work environment is a place where an employee works including the physical and non-physical environment that can affect work work ethos in carrying out work. Another consistent finding was also obtained by Mursalin (2019) who found that the physical work environment had a positive effect on employee work ethos at PGRI Palembang University. Furthermore, this future research can be related to the perception of justice (Ramadani et al., 2019) and the organization of justice (Amalia & Zakiy, 2021).

In contemporary society, the

importance of work ethics cannot be emphasized enough. The term 'work ethos' refers to an individual's moral convictions concerning one's work or profession. A strong work ethos is crucial for individuals to maintain a high level of productivity and strive for excellence in their respective fields. It encompasses key values such as commitment, diligence, integrity, and accountability. These values are essential in creating a culture of trust and professionalism, where employees feel motivated to perform their best.

CONCLUSIONS

Several important conclusions can be drawn based on the results of the hypothesis tests performed. Work motivation, work discipline, and the physical work environment influence the work ethic of the City of Pariaman Fire Department. Some of the results of this study suggest that the leadership of the City of Pariaman Fire Department can improve employee morale by managing employee motivation, discipline, and the physical work environment through appreciation and an effective reward system. We will continue to strive to improve the work ethic of our employees.

The research results found in the process of testing the hypothesis are not perfect, there are several limitations in this study. This study only analyzes work motivation, work discipline and physical work environment, so it is recommended for future researchers to be able to analyze other factors that can explain more deeply about work spirit. In addition, the object of this research is only Pariaman City Fire Department employees, so it is recommended for further researchers to be able to take other objects so that studies of work motivation, work discipline and physical work environment on work ethos can be understood in depth.

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