

THE INFLUENCE OF WORK ENVIRONMENT, WORK DISCIPLINE AND EXTRINSIC MOTIVATION ON THE WORK MORALE OF NON-ASN EMPLOYEES OF SATPOL PP TEGAL REGENCY

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ABSTRACT *Satpol PP Tegal Regency is an agency in charge of regulating public order and community protection. Therefore, Tegal Regency Satpol PP personnel must have maximum work enthusiasm in maintaining security and order in 18 sub-districts of Tegal Regency. This study aims to determine the effect of work environment, work discipline and extrinsic motivation on the work enthusiasm of non-ASN employees of Satpol PP Tegal Regency. This research uses a quantitative approach. The data collection technique used a Likert scale. The type of data in this research is primary data. The population used in this study were Satpol PP employees of Tegal Regency. The sample in this study were 57 Non ASN employees of Satpol PP Tegal Regency. The analytical tools used are research instrument test (validity test and reliability test), descriptive statistical analysis, successive interval method, classical assumption test, multiple linear regression analysis, hypothesis testing and coefficient of determination analysis. The results showed that: 1) work environment has a positive and significant effect on employee morale with a significant value of $0.010 < 0.05$; 2) work discipline has a positive and significant effect on employee morale with a significant value of $0.000 < 0.05$; 3) extrinsic motivation affects employee morale with a significant value of $0.010 < 0.05$; 4) work environment, work discipline and extrinsic motivation simultaneously affect employee morale with a significant value of $0.000 < 0.05$.*

Keywords: *Work Environment, Work Discipline, Extrinsic Motivation, Work Enthusiasm*

INTRODUCTION

Human Resources are the determining factor to achieve an organizational goal. Especially with the current conditions, where the changes and developments of the era of globalization that are so fast require organizations, especially agencies, to be able to improve human resources properly. This organization should be able to deceive and meet the material and spiritual needs of its employees in order to foster work spirit or enthusiasm to become a reliable and professional workforce and be able to compete competitively by encouraging the achievement of the organization's vision and mission effectively.

Work morale is work activities more intensely, thus the work that is expected to be faster, work morale can also be said to be the overall mental and emotional attitude towards the work and the work environment, which describes the extent to which employees feel that their needs have been met from the work done. In addition to paying attention to the work spirit of employees, agencies must also pay attention to the work environment where the work environment is everything around the workers that can influence them in carrying out their work in the aspect of fulfilling employee facilities and infrastructure. Satpol PP Tegal Regency is one of the agencies that has the most non-ASN employees in the field of maintaining peace, public order and enforcing regional regulations in a region. In carrying out their work duties, it is not spared that the spirit of individual work that appears in each work activity is not optimal with the inadequate accepted work environment, this Satpol PP Tegal Regency really needs adequate support with the hope is the creation of a conducive work environment in the sense of making employees feel safe and comfortable. The following is an assessment of the Facilities and Infrastructure of the Satpol PP office in Tegal district in 2023.

Table 1. Assessment of Facilities and Infrastructure of the Satpol PP office of Tegal district in

2023				
No	Name	Sum	Condition	Ket
1	PC & Printer	6	20%	RB
2.	Filing cabinets & desks	8	25%	RB
3	AC & Fan	4	20%	RB
4	Guest seats & information boards	8	20%	RB
5	Tustel & telephone communication device	3	10%	RB
6	Permanent office building	1	65%	B
7.	Safety-specific tools	4	45%	KB

Source : Satpol PP Tegal Regency in 2023

From table 1, it shows that the Satpol PP office of Tegal Regency is still experiencing problems of not being fulfilled with damaged facilities and infrastructure but until now there has been no replacement so that it forces goods whose condition is damaged to still be used such as desks, filing cabinets, with that to store documents piled on the floor and causing discomfort to employees. Another problem, the condition of the computer and wifi is limited and the condition is slow when used plus the room is sultry due to the condition of the air conditioner that is off also causes performance to be hampered and the *mood* of employees to become saturated and emotional to be in the work room. To relieve boredom, employees often carry out activities by leaving the room and the occurrence of work interruption or postponement of work. This indicates that the decline in work morale/work enthusiasm is experienced by Satpol PP employees of tegal regency. Indications that show a decrease in work morale/work enthusiasm of Satpol PP employees of Tegal Regency can also be seen from the high level of employee attendance as follows.

Table 2. Attendance Rate of Satpol PP Tegal Regency Employees in 2023

No	Month	Official	Alfa	%
1	January	57	6	1,05%
2	February	57	0	0%
3	March	57	2	0,03%
4	April	57	6	1,05%
5	May	57	9	1,57%
6	June	57	27	4,73%
7	July	57	5	0,08%
8	August	57	11	1,92%
9	September	57	20	3,50%
10	October	57	6	1,05%
11	November	57	0	0%
12	December	57	10	1,75%

Source : Satpol PP Tegal Regency in 2023

From table 2, it shows that the absenteeism rate without information in 2023 has increased every month, the highest increase in June was 4.73%, while the lowest in February and November was 0% and then every month there was an increase in and down. This shows that the high attendance rate can indicate a lack of work spirit and work enthusiasm of Tegal Regency Satpol PP employees. Based on the phenomenon of the problem above, the researcher can formulate the following errors: 1) Is the work environment positively affecting the work environment of the non-ASN Satpol PP Tegal Regency employees?, 2) Does the work of the Satpol PP Satpol PP Tegal Regency have a positive and significant effect on 3) Does extrinsic motivation have a plocitive and significant effect on the work spirit 4) Does the work environment, work discipline, and Extrinsic motivation have a positive and significant the work spirit of non-ASN employees of Satpol PP Tegal Regency?

METHOD

This research uses a quantitative approach. The data collection technique uses the *skalla likert skalla*. The type of data used in the plenary is the preliminary data. The population the analysis methods used in the research are the *successive interval method tests*, classical assumption tests, linear regression analysis

RESULTS AND DISCUSSION

RESULT

Validity Tes

The validity test provisions have meaning if the correlation coefficient obtained $>$ the *r*table value and the sig level. 0.05.

Table 3. Validity Test Results

No statement	Table	Variabel				Information
		Work Environment (X1)	Work Discipline (X2)	Extrinsic Motivation (X3)	Work Spirit (Y)	
1	0,361	0,683	0,769	0,731	0,819	Valid
2	0,361	0,687	0,669	0,673	0,732	Valid
3	0,361	0,699	0,785	0,743	0,772	Valid
4	0,361	0,733	0,524	0,675	0,819	Valid
5	0,361	0,760	0,630	0,768	0,693	Valid
6	0,361	0,534	0,638	0,747	0,687	Valid
7	0,361	0,610	0,702	0,809	0,587	Valid
8	0,361	0,588	0,637	0,717	0,662	Valid
9	0,361	0,642	0,640	0,713	0,594	Valid
10	0,361	0,824	0,741	0,786	0,582	Valid

Source: SPSS'22 Output

Reliability Test

It is known that all statement items from the variables of work morale (Y), work environment (X1), work discipline (X2), and extrinsic motivation (X3) have a correlation value of the calculation of the $>$ *r*table (0.361) with df $(30-2) = 28$. With the exception of the Judging from table 4 above, the Cellularh Variable has a value of cronblach's alpha $>$

Table 4. Reliability Test Results

No	Variabel	Cronbach's Alpha	Alpha	Information
1	Working Environment(X1)	0,863	0,70	Reliabel
2	Work Discipline (X2)	0,861	0,70	Reliabel
3	Extrinsic Motivation (X3)	0,901	0,70	Reliabel
4	Work Spirit (Y)	0,878	0,70	Reliabel

Source: SPSS'22 Output

Descriptive Statistical Analysis Test

Table 5. Results of Descriptive Statistical Analysis Test

Descriptive Statistics					
	Sum	Minimum	Maximum	Mean	Hours of deviation
Work Environment (X1)	57	32	48	39,16	3,981
Work Discipline (X2)	57	27	50	40,68	5,022
Extrinsic Motivation (X3)	57	10	50	38,51	6,144
Work Spirit (Y)	57	31	50	40,25	4,741
Valid N (listwise)	57				

Source: SPSS'22 Output

Judging from table 5 above, that Independent (X) and Dependent (Y) have a mean value of $>$ std. Deviation which means that there is low data deviation and the data is evenly distributed.

Classical Assumption Test

1. Normality Test

Table 6. Kolmogorof-Smirnov Test Results

Criterion	Nilai Asymp.Sig(2-Tailed)	Information
<i>Kolmogorov-smirnov Test</i>	0,200	Normally Distributed Data

Sumber: Output SPSS'22

From table 6 above, the *Kolmogorov Smirnov test* obtained an asymp nipple. Slig (2-tailed) 0.2100 > 01.05. The reason is that the data in

2. Multicoloniality Test

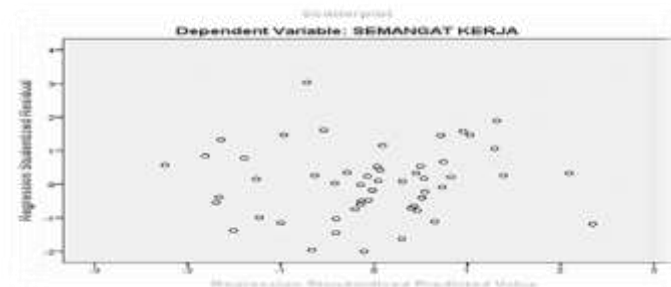
Tabel 7. Multicolonial Test Results

Variabel	Collinearity Statistic		Information
	Tolerance	BRIGHT	
Work Environment (X1)	0,804	1,244	No Multicollinearity Occurs
Work Discipline (X2)	0,544	1.837	No Multicollinearity Occurs
Extrinsic Motivation (X3)	0,582	1.719	No Multicollinearity Occurs

Source: SPSS'22 Output

Based on table 7 above, it shows that all independent variables have a tolerance value of > 0.10 and a VIF value of < 10. This means that in this model there is no multicolonialism.

3. Test Heteroskedastisitas



Picture 1.

Heteroscedasticity Test Results

The results of figure 1 above, show that no clustering pattern and scattered points above and below the number 0 on the Y axis are not found.

4. Autocorrelation Test

Tabel 8. Autocorrelation Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.802 ^a	.643	.623	3.71524	1.935

Sumber: Output SPSS'22

The results of the above test using DW got a value of 1.935, while the value of dU was 1.684 and the value of 4-dU = 2.315. That number 1,684 < 1,935 < 2,315. This means that it is between dU and 4-dU, so there is no autocorrelation.

Analysis of the Regresi Linier Berganda

Tabel 9. Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error		Beta		
1 (Constant)	-2.107	3.452			-.610	.544

WORK	.278	.105	.243	2.654	.010
ENVIRONMENT					
WORK DISCIPLINE	.417	.105	.441	3.968	.000
EXTRINSIC					
MOTIVATION	.273	.102	.289	2.689	.010

a. Dependent Variable: WORK SPIRIT

Source: SPSS'22 Output

Based on table 9 above, the following multiple linear regression equations can be compiled:

$$Y = -2,107 + 0,278 X_1 + 0,417 X_2 + 0,273 X_3 + e$$

With the following interpretation:

1. The constant value in the regression equation above is -2.107, meaning that if the variables of work environment (X1), work discipline (X2) and extrinsic motivation (X3) are 0, then the value of employee morale (Y) is -2.107.
2. The regression coefficient of the variable work environment (X1) was 0.278. This means that there is a positive influence of the work environment on the morale of non-ASN employees of the Tegal Regency Satpol PP assuming that other variables are fixed. This means that if the work environment improves, the morale of non-ASN employees of Satpol PP Tegal Regency will also increase.
3. The regression coefficient of the work discipline variable (X2) was 0.417. This means that there is a positive influence of work discipline on the morale of non-ASN employees of Satpol PP Tegal Regency assuming that other variables remain the same. This means that if work discipline increases, the work morale of non-ASN employees of Tegal Regency Satpol PP also increases.
4. The regression coefficient of the extrinsic motivation variable (X3) was 0.273. This means that there is a positive influence of extrinsic motivation on the work morale of non-ASN employees of Satpol PP Tegal Regency assuming that other variables are fixed. This means that if extrinsic motivation increases, the work morale of non-ASN employees of the Tegal Regency Satpol PP also increases.

Uji Hypothesis

a. T test (Parsial)

Tabel 10. Test Results t

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.107	3.452		-.610	.544
	WORK					
	ENVIRONMENT	.278	.105	.243	2.654	.010
	WORK DISCIPLINE	.417	.105	.441	3.968	.000
	EXTRINSIC					
	MOTIVATION	.273	.102	.289	2.689	.010

Source: SPSS'22 Output

The Influence of Work Environment (X1) on Employee Morale (Y)

The result of calculating the variable of the work environment = 2.654, with the value of the table = 2.004. So the score is 2,654>2,004. So H0 is rejected, and a significant value of 0.010<0.05. Therefore, it was concluded that H1 stated that the work environment affects the work spirit of employees.

The Effect of Work Discipline (X2) on Employee Morale (Y)

The result of calculating the variable of work discipline = 3.968, with the value of ttable = 2.004. So the value is 3,968>2,004. So H0 is rejected, and a significant value of 0.000<0.05. Therefore, it was concluded that H2 stated that work discipline affects employee morale.

The Effect of Extrinsic Motivation on Employee Morale (X3)

The result of calculating the extrinsic motivation variable = 2.698 with the niali ttable = 2.004. So the score is 2,698>2,004. So H0 is rejected, and a significant value of 0.010<0.05. Therefore, it was concluded that H3 stated that extrinsic motivation affects employee morale.

b. Test F (Simultan)**Tabel 11. F Test Results**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1318.913	3	439.638	31.851	.000 ^b
	Residual	731.559	53	13.803		
	Total	2050.472	56			

Source: SPSS'22 Output

Based on table 11 above, the Fcal value = 31.851 while the Ftable value = 3.168. So the value of $31.851 > 3.168$ and niali sig $0.000 < 0.05$ means that there is an influence of work environment, work discipline and extrinsic motivation on work morale.

Coefficient of Determination**Tabel 12. Determination Coefficient Test Results**

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.802 ^a	.643	.623	3.71524

Source: SPSS'22 Output

Based on table 12 above, it can be concluded that the value of Adjusted R Square = 0.623. So that the variables of work environment, work discipline and extrinsic motivation to work morale = 62.3%, then the remaining 37.7% were influenced by other variables that were not studied in this study.

DISCUSSION**1. To test the first hypothesis that states that the Work Environment has a Positive and Significant Effect on the Work Morale of Non-ASN Employees of Satpol PP Tegal Regency**

Based on the H1 hypothesis which reads "The work environment has a positive and significant effect on the work spirit of non-ASN Satpol PP employees of Tegal Regency" based on the problems that occurred, the results of the calculation of the work environment variable = 2.654, with a ttable niali = 2.004. So the score is $2,654 > 2,004$. So H0 is rejected, and a significant value of $0.010 < 0.05$. So there is a one-way relationship, namely if the work environment increases, then the work morale of employees will rise.

The practical implication is that from this, the work environment at the Tegal Regency Satpol PP office needs to be paid attention to by superiors by replacing it quickly if there is damage to work support facilities so that employees do not complain much when working with that the work spirit of non-ASN employees at the Tegal Regency Satpol PP office increases if the work environment is adequate and comfortable.

The results of this study are in line with previous research conducted by (Muhamad et al., 2022), (Cahyani & Mujiati, 2019) and (Mendonca, 2022). The results of the study prove that there is a positive influence between the work environment on employee morale, where an adequate environment makes work morale increase so that organizational goals are achieved.

2. To test the second hypothesis that states that Work Discipline has a positive and significant effect on the Work Morale of Non-ASN Employees of Satpol PP Tegal Regency

Based on the H2 hypothesis which reads "work discipline has a positive and significant effect on the work spirit of non-ASN employees of Satpol PP Tegal Regency" based on the problems that occur, the result of calculating the variable of work discipline = 3.968, with a ttable value = 2.004. So the value is $3,968 > 2,004$. So H0 is rejected, and a significant value of $0.000 < 0.05$. So there is a one-way relationship, namely if work discipline increases, then employee morale will rise.

The practical implication is that the Tegal Regency Satpol PP must pay attention to the discipline of its employees by making strict rules and superiors must be able to provide direction so that employee discipline becomes better. When good work discipline will increase work morale for an employee.

The results of this study are in line with previous research conducted by (Oktaviani Ema et al., 2023), (Jufri et al., 2020), and (Ramdhani & Adiwati, 2023). The results of the study prove that there is a positive influence between work discipline on work morale. That if work discipline

is good, the morale of work increases.

3. **To test the third hypothesis that states that Extrinsic Motivation has a positive and significant effect on the Work Morale of Non-ASN Employees of Satpol PP Tegal Regency**

Based on the H3 hypothesis which reads "extrinsic motivation has a positive and significant effect on the work spirit of non-ASN employees of Satpol PP Tegal Regency" based on the problems that occurred, the result of calculating the extrinsic motivation variable = 2.689, with a critical value = 2.004. So the value is $2.689 > 2.004$. So H_0 is rejected, and a significant value of $0.010 < 0.05$. So there is a one-way relationship, namely if extrinsic motivation increases, then employee morale will rise.

The practical implication is that the Tegal Regency Satpol PP office must be able to provide direction to its employees because this leads employees to be more enthusiastic in working so that with the increase in extrinsic motivation, the work spirit of employees also becomes better.

The results of this study are in line with previous research conducted by (Samba et al., 2023), (Ferdiana et al., 2023), and (Ambarita et al., 2021). The results of the study prove that there is a positive influence between extrinsic motivation on employee morale. That if extrinsic motivation gets better, the work morale of employees increases.

4. **To test the fourth hypothesis that states the Influence of Work Environment, Work Discipline and Extrinsic Motivation Simultaneously on the Work Morale of Non-ASN Employees of Satpol PP Tegal Regency**

Based on the H4 hypothesis which reads "Work Environment, Work Discipline and Extrinsic Motivation simultaneously have a positive and significant effect on the work spirit of non-ASN employees of Satpol PP Tegal Regency" based on the problems that occurred, the F_{cal} value = 31.851 while the F_{table} value = 3.168 was obtained. So the value of $31.851 > 3.168$ and $n \cdot sig \ 0.000 < 0.05$ means that there is an influence of work environment, work discipline and extrinsic motivation on work morale.

5. These three variables are interrelated and affect employee morale, an adequate work environment will increase employee morale in completing their work. Obedient work discipline carried out by employees makes the image of the agency good, this if good work discipline will increase work morale for employees. The extrinsic motivation that is always given to employees makes employees feel more appreciated so that they are more likely to increase their work morale and performance results. This strengthens that the work environment, work discipline and extrinsic motivation together have a positive effect on the work spirit of Non-ASN Satpol PP employees of Tegal Regency.

CONCLUSION

Based on the results of the research and data processing that has been carried out, the author can conclude as follows: 1) The work environment affects the morale of non-ASN Satpol PP employees of Tegal Regency, 2) Work discipline affects the morale of non-ASN employees of Satpol PP Tegal Regency, 3) Extrinsic motivation affects the morale of non-ASN employees of Satpol PP Tegal Regency, 4) The work environment, work discipline and extrinsic motivation have a simultaneous effect on the work morale of non-ASN employees of Satpol PP Tegal district.

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