

# The Influence Of Work Environment, Work Culture And Work Spirit On Work Performance In The Working Area Of Basse Sangtempe Utara Sub-District, Luwu Regency

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## Abstrak

This study aims to determine the influence of the work environment, work culture and morale on employee work performance. This study used 97 people who work or employees in the working area of Basse Sangtempe Utara sub-district, Luwu Regency as a sample. This study used quantitative methods. The results of this study show that the work environment has a positive but not significant influence on employee work performance. Work culture and morale have a positive and significant influence on work performance in the work area of Basse Sangtempe Utara sub-district, Luwu regency.

Keywords: Work Environment; Work Culture; Morale; Work performance

## 1. Introduction

The work performance of employees of an organization is influenced by many factors, including motivation, work ethics, work experience, work culture, work discipline and work environment. Employees can carry out their duties optimally, because it is determined by motivation or encouragement to work diligently, and a comfortable work environment and supports employee work performance. Organizational goals can be achieved through direction and work motivation that can create a conducive atmosphere for employee performance growth. Every employee may not necessarily be able to achieve optimal work performance, so there is still a need for driving factors in order to achieve maximum work performance. Such as, work motivation, work ethics, work experience, work culture, work discipline and work environment that is able to provide optimal employee performance improvement, (Indrawan, 2018).

Based on this fact, a question arises whether there are still other alternatives that can pave the way to improve employee performance in the Working Area of Basse Sangtempe Utara District, Luwu Regency. One alternative answer to this question is through the door of changes in the work environment, work culture and employee morale in carrying out job duties. Motivation and work environment together can affect employee performance in an institution or organization.

Based on observations made by researchers, the environment and work culture in the Working Area of Basse Sangtempe Utara District, Luwu Regency are less supportive, such as the distance from home to work, lack of public transportation to work, the high cost of transportation to work, some rooms that lack comfort, namely incomplete facilities, and there are still many employees who consider work culture as not too important so that it has an impact on employee performance and morale.

Elwindo Sefles (2018) in his research entitled *The Influence of Work Culture, Work Environment and Motivation on Employee Performance of the Education and Training Agency of South Sumatra Province* showed the results of research that there is a significant influence between Work Culture and Work Performance, there is a significant influence between the Work Environment and Work Performance, while work motivation does not have a significant influence on work performance.

From the description above, researchers are interested in conducting research entitled "*The Influence of Work Environment, Work Culture and Work Morale on Employee Work Performance in the Work Area of Basse Sangtempe Utara District, Luwu Regency*". The study aims to investigate three primary questions regarding employee performance in the working area of Basse Sangtempe Utara District, Luwu Regency. Firstly, it examines whether the work environment has a positive and significant effect on employee performance. Secondly, it explores whether work culture positively and significantly influences employee performance. Lastly, it assesses whether work morale has a positive and significant impact on employee performance. Each of these factors is analyzed to determine their respective contributions to enhancing employee performance in the specified district.

### **Work Environment**

Research (Nabawi, 2019) says that the work environment in a company needs attention from company management. Although in a company work is not a production process but this factor is very important and very influential on the company, but now many companies do not pay attention to this. The work environment has a direct influence on employees, where the work environment in the company can increase employee morale. An inadequate work environment in the company will have an impact on employees where employee morale will decrease. Conversely, companies that have a good work environment, employees who work will feel at home to work for the company.

Ferawati, (2019), said that the work environment is a position related to physical and psychological aspects that affect employees directly or indirectly. And furthermore, according to the conditions of the work environment in the company, it is said to be good if the employees do the work given properly, safely and comfortably.

From the explanation above, it can be implied that the work environment is everything that exists in the company that is related to employees, both physical and non-physical, which will affect the work provided, and a good work environment will provide encouragement and passion to employees. Therefore, companies and company management need to pay attention to the work environment of their employees.

Based on the results of research that has been conducted by several experts, researchers can conclude that the Work Environment, Work Culture, and Work Morale are things that affect the performance of employees or employees at work, this is what prompted the researcher to take the title of the study "*The Influence of Work Environment, Work Culture and Work Morale on Employee Work Performance in the Work Area of Basse Sangtempe Utara District, Luwu Regency*" with the aim to see what kind of environmental, cultural and morale influences affect work performance in the Basse Sangtempe Utara sub-district.

## **Work Culture**

Work culture is a philosophy of life view and becomes a habitual and driving value that becomes a culture in the life of a community or organization, from an attitude to change into behavior, a belief, ideals and an action that is manifested, namely work or work (Dolphina, 2019). Work culture is something that needs to be considered in company or organizational activities in building the achievements and work productivity of employees so as to direct the company to success carried out with the awareness of each individual, while awareness is the attitude of someone who voluntarily obeys all regulations and is aware of his duties and responsibilities, (Ruliyansa, 2018)

Work culture is a quality way of daily work and always underlies meaningful values, so that it becomes a motivation, inspiration, to always work better, and satisfying for the community served (Ruliyansa, 2018). Based on the explanation of some of the opinions above, it is concluded that work culture is the attitude and habits that a person has that are carried out repeatedly in the company, both individual and group habits aimed at achieving company goals.

## **Morale**

According to (Hasibuan, 2019) work spirit is the desire, sincerity of a person doing his job well, discipline to achieve maximum work performance, willingness, and deep pleasure in the work done. By knowing human behavior, why people want to work, and what satisfactions they enjoy, a manager will more easily motivate his subordinates. This work spirit will stimulate someone to work and be creative in their work. According to (Busro, 2018) morale is a work atmosphere found in an organization that shows a sense of enthusiasm in carrying out work and encourages employees to work better and more productively. According to Anaroga in (Busro, 2018) work spirit is an inner atmosphere to do work more vigorously so that work is quickly completed and better.

Furthermore, the explanation of morale put forward by (Nurbudiyani, 2019) that morale is the spiritual condition or behavior of employees both individually and in groups who feel pleasure in doing their work diligently, diligently and consistently to achieve predetermined company goals. The explanation of morale above all leads to the same thing, that morale is something that exists in an employee and is abstract that cannot be seen with the naked eye, because it concerns the feelings, thoughts and psychological problems of an employee towards the leader, company and their work. The morale that must be owned by employees or prioritized by the company is high morale, because with high morale, employees will be more active and enthusiastic in doing their work and will be highly committed to improving the progress of the company to be achieved.

## **Officer's Work Performance**

According to (Anggrainy et al., 2018), in his research said employee work performance is basically the result of work in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given, performance is a translation of "performance" which means actions, achievements, implementation of work that is efficient and successful.

According to (Badriyah, 2018) "Work performance is the result of work achieved by a person in carrying out the tasks assigned to him, which is based on skills, experience and sincerity and time". Work performance can be interpreted as the results that a person achieves according to the measures that apply to the work he does. Some of the opinions expressed above can be concluded that employee work performance is the result of an employee's work during

a certain period compared to various possibilities, such as standards, targets / targets, or criteria that have been determined in advance and have been mutually agreed.

### **Relationships Between Variables**

#### **The relationship between work environment variables to employee performance**

The environment is one of the factors that must be considered by organizations because it is closely related to the high and low morale of employees. If the environment of an organization is good, it can also spur high morale, which in turn can improve employee work performance, (Adha et al., 2019). This means that there is an environmental influence on work performance. From the description above, it can be seen that the work environment also affects the work performance of employees in the Working Area of Basse Sangtempe Utara District, Luwu Regency.

#### **The Relationship Between Work Culture Variables to Employee Performance**

Employee culture cannot be separated from the organizational culture itself where employee culture has personality, such as innovating, caring, and has a result orientation that directly affects work performance, (Gijoh, 2019). This means that there is a cultural influence on job performance.

The decisiveness of the leader in the work culture of his employees, will be able to influence the institution he leads. Leaders must be brave and decisive, act to punish every employee who is indispliner, in accordance with the legal sanctions set. The leader's firmness in reprimanding and punishing every interdisciplinary employee will create a good work culture for employees.

#### **The Relationship Between Morale Variables to Employee Performance**

If an agency is able to increase morale and enthusiasm for work, the work will be reduced to a minimum, so that it will increase better work performance.

Research conducted by (Arifin, 2018) the results of his research show that morale affects the work performance of employees at FIRST ONE JERSEY FACTORY, Jember. This means that if employees in carrying out their activities continue to be encouraged by the leader, it affects employee work performance which is shown by the speed, accuracy and responsibility of employees when completing tasks.

### **Conceptual Framework**

This study used 3 independent variables, namely Work Environment (X1), Work Culture (X2), and Work Morale (X3). The dependent variable of this study is Employee Work Performance (Y). The conceptual framework of this research can be seen in the picture below:

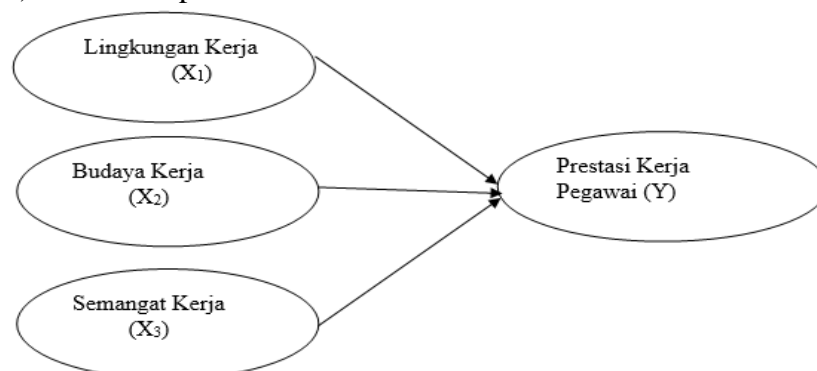


Figure 2.1 Conceptual Framework

## Hipotesis

From the conceptual framework above, several hypotheses are obtained as follows:

H1: It is suspected that the Work Environment has a positive and significant effect on employee performance in the Working Area of Basse Sangtempe Utara District, Luwu Regency.

H2: It is suspected that Work Culture has a positive and significant effect on employee performance in the Working Area of Basse Sangtempe Utara District, Luwu Regency.

H3: It is suspected that morale has a positive and significant effect on employee performance in the Basse Sangtempe Utara Subdistrict, Luwu Regency

## 2. Method

### Research Approach

The type of research conducted is *explanatory research* using a quantitative approach, which uses data in the form of numbers as a tool to analyze information about what you want to know.

### Population and Sample

The population in this study was 120 people, namely all employees, namely civil servants and honoraries in the Working Area of Basse Sangtempe Utara District, Luwu Regency. And the sample in this study as many as 120 people were taken from the entire population who were sampled using the saturated sample method.

### Data Collection Techniques

The data used in this study is by using primary data and secondary data, primary data is data generated directly by researchers from the research object through the distribution of questionnaires to employees of the Basse Sangtempe Utara Subdistrict, Luwu Regency. While secondary data is collected through literature studies and documentation related to the research conducted.

### Research Instrument Test

#### Test Validity

Validity is a measure that shows the level of validity or validity of an instrument (Arikunto, 2016). An instrument is said to be valid if it is able to measure what is desired and can reveal data from the variables studied precisely. The high or low validity of the instrument indicates the extent to which the collected data does not retain from the picture of the intended validity.

#### Reliability Test

Reliability is something that is quite trustworthy to be used as a data collection tool because the instrument is good (Arikunto, 2016). In this study to find the reliability of the instrument using the alpha  $\alpha$  formula, because the instrument in this study is in the form of a questionnaire or list of questions whose score is a range between 1-10 and the validity test uses total items, where to find the reliability of instruments whose scores are not 1 and 0, for example questionnaires or description form questions, using the alpha formula. Cronbach's Alpha variable so that it is declared reliable is  $> 0.6$

### Data Analysis Techniques

In data analysis techniques, a data analysis process is needed, where the process is collecting, checking, processing to analyze data. This study used SEM PLS (*Partial Least*

*Square*) analysis to test the hypothesis in this study. Each hypothesis will be analyzed to test the relationship between its variables. The results of the resulting research are valid or have an effect if they have a value below 0.05 or  $< 0.05$ .

### 3. Result and Discussion

#### a. Research Results

##### Description of Respondent

This study used measuring instruments in the form of questionnaires to obtain data from each respondent. The number of questionnaires circulated in this study amounted to 97 questionnaires. After data verification, the number of questionnaires circulated is in accordance with the number of respondents determined and can be continued in data processing. The following is a description of respondents based on the criteria in table 4.1 below:

Table 4.1 Description of Respondents

No	Respond	Frequency	Percent
1	Work Environment	48	49.48
2	Work Culture	22	22.68
3	Morale	27	27.84
	<b>Total</b>	<b>97</b>	<b>100</b>

Source: Data processed, 2022

Based on the information mentioned above, the influence of the work environment is the biggest contribution to Employee Work Performance because if the workplace environment is adequate, inadvertently the culture and morale will also increase.

##### Sex

The respondents used in this study are respondents who work or employees in the Working Area of Basse Sangtempe Utara District, Luwu Regency, the gender of respondents can be seen in table 4.2 below:

Table 4.2 Gender

No	Respond	Frequency	Percent
1	Man	48	49.49
2	Woman	49	50.51
	<b>Total</b>	<b>97</b>	<b>100</b>

Source: Data processed, 2022

Based on table 4.2 above, it shows that in general, those who visit more work at the subdistrict office of Basse Sangtempe Utara Subdistrict, Luwu Regency are women.

#### b. Analisis Data

##### Test the Validity and Reliability of SEM Models

The analysis conducted to determine the influence between variables in this study used variance-based Structural Equation Modeling Analysis (VB-SEM) with the help of SmartPLS

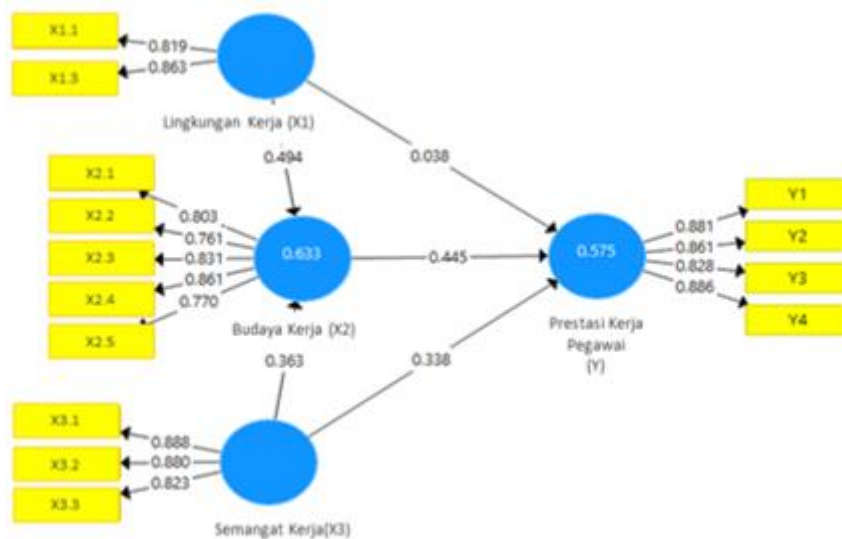
3.3 software. Before the SEM model is used to estimate the variables analyzed, it is necessary to know the validity and reliability of the resulting SEM model.

### Model Validity Test

The validity test used to assess the level of validity of the VB-SEM model in this study is Convergent validity. There are two ways to determine the validity of the SEM model with convergent validity techniques, namely looking at *the outer loading* value (Loading factor) and *the Average Variance Extracted* (AVE) value.

#### a. Outer Loading

The *required factor loading* value is  $> 0.7$ . In the validity test carried out, it is known that there is one indicator that has a value of  $< 0.7$ , namely X1.2. Therefore, the indicator is removed from the model and reanalyzed to see the outer loading value of all variable indicators. The SEM model before the invalid indicator is excluded from the attached model. While the model that has been declared valid is presented in the figure below.



Gambar 1. Model SEM (Output Smart-PLS)

#### b. Average Variance Extracted (AVE)

The value that becomes a measure is *Average Variance Extracted* (AVE) with an expected value of  $> 0.5$ . The validity test results to view AVE values are shown in Table 1.

Tabel 1. Nilai *Average Variance Extracted* (AVE) pada variable model SEM

Variable	Average Variance Extracted (AVE)
Work Environment (X1)	0.708
Work Culture (X2)	0.747
Morale (X3)	0.650
Officer Work Performance (Y)	0.747

Source: Smart PLS analysis results, 2022

Based on the table above, it is known that the AVE value of all variables observed in this study is  $> 0.5$  so it can be said that all variables are valid and can be used to test the SEM model.

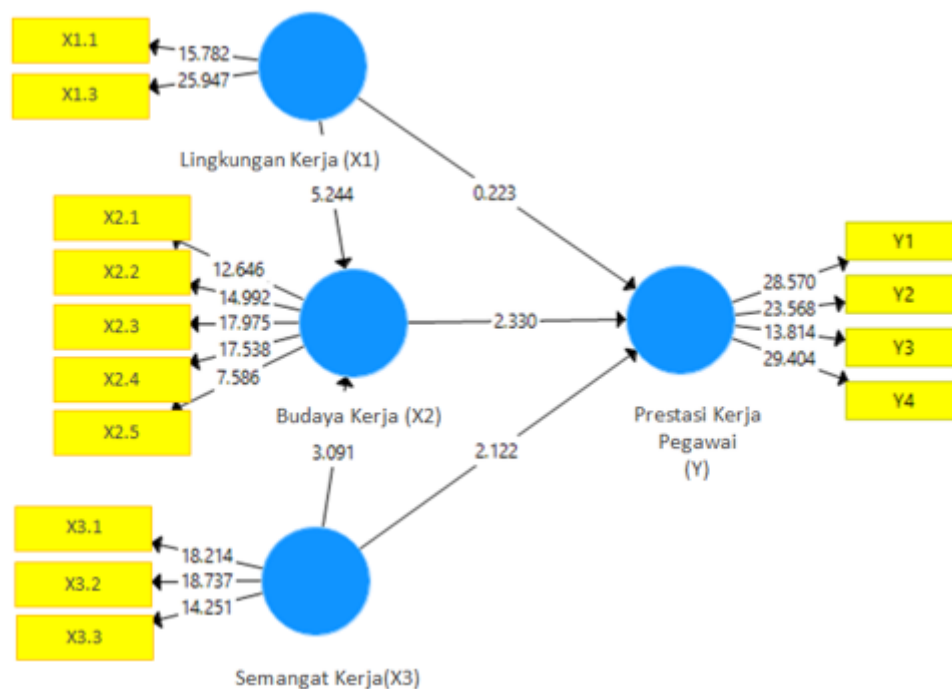
### Reliability Model Test

Reliability is a measure of the consistency of indicators in measuring variables. The values used to determine the reliability level of the SEM model are *Composite Reliability* and *Cronbach Alpha*. This type of reliability serves to determine the level of internal reliability of variable indicators.

The standard value of Cronbach's Alpha is a variable so that it is declared reliable is  $>0.6$ , while the standard value for Composite Reliability is  $>0.7$ . Therefore, based on the table above, it is known that all variables have a Cronbach's Alpha value of  $>0.06$  and a Composite Reliability value of  $>0.7$  so that it can be stated that the analyzed SEM model is reliable.

### Variable Influence Analysis and Hypothesis Test

SEM analysis aims to examine the magnitude of the influence of the independent variable on the dependent variable. The SEM model results of the analysis of the influence between variables are shown in Figure below.



Gambar 2. Pengaruh antar variabel

### Influence Between Research Variables and Hypothesis Test

Analysis of the influence of variables analyzed in this study is the influence of work environment variables (X1), work culture (X2) and morale (X3) on employee work performance (Y). Anallisis is also used to test research hypotheses. The amount of influence of these variables is shown in the table below:

Table 2. Influence Between Research Variables

Pengaruh Antar Variabel Penelitian	T Hitung	T Tabel	P Values	Cut off value
Lingkungan Kerja (X1) -> Prestasi Kerja Pegawai (Y)	0.23	1.671	0.824	0.05
Semangat Kerja (X3) -> Prestasi Kerja Pegawai (Y)	2.122	1.671	0.034	0.05
Budaya Kerja (X2) -> Prestasi Kerja Pegawai (Y)	2.330	1.671	0.020	0.05

Source: Smart PLS analysis results, 2022

Based on Table 2 above, the following hypothesis test can be carried out:

- Hypothesis 1: It is suspected that the work environment has a positive and significant effect on employee work performance. The results of statistical T analysis obtained a calculated t value =  $0.223 < t \text{ table} = 2.00$  with a P Value value of 0.824 or greater than the *Cut off Value* of 0.05. This means that work environment variables have a positive but not significant influence on employee work performance, so it can be stated that the first hypothesis that reads the work environment has a positive and significant effect on employee work performance is rejected.
- Hypothesis 2: It is suspected that work culture has a positive and significant effect on employee work performance. The results of statistical T analysis obtained a calculated t value =  $2.122 > t \text{ table} = 2.00$  with a P Value value of 0.034 or smaller than the *Cut off Value* of 0.05. This means that work culture variables have a positive and significant influence on employee work performance, so it can be stated that the second hypothesis that reads work culture has a positive and significant effect on employee work performance is accepted.
- Hypothesis 3: It is suspected that morale has a positive and significant influence on employee performance. The results of statistical T analysis obtained a calculated t value =  $2.330 > t \text{ table} = 2.00$  with a P Value value of 0.020 or smaller than the *Cut off Value* of 0.05. This means that the morale variable has a positive and significant influence on employee work performance, so it can be stated that the third hypothesis that morale has a positive and significant influence on employee work performance is accepted.

### Shared influence

The joint influence of the variables analyzed in this study are work environment variables (X1), work culture (X2) and morale (X3) on employee work performance (Y). This influence can be seen based on the results of determinant analysis. A./determinant analysis aims to see the magnitude of the influence of the independent variable together affecting the dependent variable. The results of determinant analysis in the SEM model are presented in the table below:

Table 3 Co-Influence of Research Variables

Pengaruh bersama	R Square	R Square Adjusted
Prestasi Kerja Pegawai (Y)	0.575	0.555

Source: Smart PLS analysis results, 2022

Based on Table 3, it is known that the variables of work environment (X1), work culture (X2) and morale (X3) together affect employee performance (Y) by 57.5 percent, while 42.5 percent are influenced by other variables that are not observed in this study.

## b. Discussion

### **The Influence of the Work Environment on Employee Performance in the Working Area of Basse Sangtempe Utara District, Luwu Regency.**

The results of this study show that the work environment has a positive but not significant influence on employee work performance, so it can be stated that the first hypothesis that reads the work environment has a positive and significant effect on employee work performance is rejected. This is due to uncomfortable conditions in the Working Area of Basse Sangtempe Utara District, Luwu Regency making employees less enthusiastic in doing their work, as evidenced by there are still employees who do their work outside the office. Therefore, it is necessary to make improvements or changes to the Basse Sangtempe Utara District office, Luwu Regency so that employees can do their jobs comfortably and vigorously.

### **The Influence of Work Culture on Employee Performance in the Work Area of Basse Sangtempe Utara District, Luwu Regency.**

The results of this study show that work culture has a positive and significant influence on employee performance in the Basse Sangtempe Utara Subdistrict, Luwu Regency, where work culture is a habit that someone has that is carried out repeatedly in the company, both individual and group habits to achieve company goals.

### **The Influence of Work Morale on Employee Performance in the Working Area of Basse Sangtempe Utara District, Luwu Regency.**

The results of this study show that morale has a positive and significant influence on employee performance in the Basse Sangtempe Utara Subdistrict, Luwu Regency, where employees who have high morale are more active and enthusiastic in doing their work and will be highly committed to improving the company's progress to be achieved

## 4. Conclusion

Based on the results of research and discussion, the following research conclusions can be drawn:

- a. The influence of the work environment on the Working Area of Basse Sangtempe Utara District, Luwu Regency is expected to support employee work performance. Therefore, it is necessary to make improvements or changes to the Basse Sangtempe Utara District office, Luwu Regency so that employees can do their jobs comfortably and vigorously.

- b. The influence of work culture on the Working Area of Basse Sangtempe Utara District, Luwu Regency has a positive and significant influence on employee work performance. This work culture can be maintained or improved again for the progress of the company.
- c. The influence of morale on the Working Area of Basse Sangtempe Utara District, Luwu Regency has a positive and significant influence on employee work performance. Leaders in the company can maintain the enthusiasm given to their employees or increase the enthusiasm given so that employees are more active in working and completing tasks and improving the progress of the company.

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