

# The Influence of Work Environment Conditions towards Work Engagement at PT.MCD

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**Keywords:** Work environment, work engagement

**Abstract:** The study aims to investigate the effect of work environment on employee work engagement at PT. MCD. The study involved 20 private sector employees in mining companies and mining equipment suppliers engaged in mining services in Jakarta. The samples were distributed to 35 respondents in two locations with 20 people. The hypothesis testing applied the One-Sample normality formula of Kolmogorov-Smirnov and statistical analyses were performed using simple linear regression. The results indicated that the work environment has a direct influence on the level of employee engagement with a score of significance level  $p = 0.015$ .

## 1 INTRODUCTION

The employee engagement has become one of the most popular issues in the era of openness and the digital age of today. In the study of human resource management, this issue becomes popular since the employee engagement provides various benefits to the company. Amid the high level of employee turnover, the company will create a variety of programs that direct employees work for a long time (Schaufeli and Bakker, 2003). Work engagement is defined as a positive attitude appearing in work behavior and is characterized by vigor, dedication, and absorption (Schaufeli and Bakker, 2003) (Schaufeli and Bakker, 2004). The population of this research focuses on the employees of a mining service company. Other common facilities include air conditioning, noise absorbers, and other ergonomic facilities according to the office's employees (Sedarmayanti, 2011; Schultz and Schultz, 2014). According to the results of observation and direct observation, work facilities at PT. MCD still needs to be upgraded its standard facilities in accordance with the standards mentioned by (Sedarmayanti, 2011).

## 2 RESEARCH OBJECTIVES

The purpose of this study is to investigate the influence of Work Environment conditions towards work engagement at PT. MCD. Moreover, this study provides innovative findings in industry and organizations. The field is the Workplace Characteristics area that can be applied in the output form of blueprints and intervention modules that can be submitted to the company and become additional literary material.

## 3 RESEARCH VARIABLES

### 3.1 Work Environment

Work environment factors are divided into two categories (Sedarmayanti, 2011), namely physical work environment and nonphysical work environment, 1) The physical work environment is any workplace situation that affects employees directly or indirectly. The immediate environment associated with employees includes desks, chairs, and others (Sedarmayanti, 2011). Where intermediary environments can affect employee conditions include coloring, lighting, temperature, air circulation, noise, size, workshop decoration, safety and hygiene, and office equipment, 2) The non-physical work environment is a working

condition related to peer relationships or relationships with superiors and subordinates (Robbins and Judge, 2008).

### 3.2 Work Engagement

Engagement is a desire to contribute to the company and has a positive attitude that includes the spirit, dedication, and concentration of employees (Schaufeli and Bakker, 2003). The attitude is characterized by three-dimensional formers, namely vigor, dedication, and absorption. (Schaufeli and Bakker, 2003) emphasized three aspects of the work engagement, namely vigor, dedication, and absorption, 1) Vigor, relates to the attitude of having high levels of energy and mental resilience in work, desire, and passion to always work at work, persistent when faced with difficulty working, 2) Dedication, associated with strong feelings towards the company, high enthusiasm, inspiration, pride, and feel challenged each performing the tasks of the company, 3) Absorption, characteristic associated with a concentrated attitude, a sense of excitement and a deep interest in doing a job, feeling 'lost' in a job, a fast pace, and difficulty getting away from.

## 4 RESEARCH FRAMEWORK

The purpose of the researcher is to prove that the analysis of early phenomenon about work environment (especially the condition of office layout) at company PT. MCD has an effect on the performance that employees display when working. The result is the company PT.MCD will have a standard anticipation in addressing the impact that will be generated from the phenomenon.

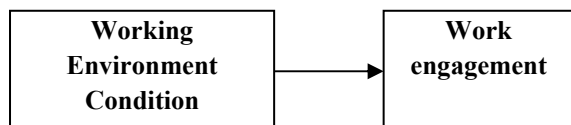


Figure1: Research framework of WE and WA.

## 5 HYPOTHESIS

Hypothesis is a statement that describes or explains the proposed variables to be tested and evaluated (Gravetter and Forzano, 2012). The hypothesis of this research are:

- Ho: There is no influence on work environment and work engagement at PT. MCD
- Ha: There is an influence between work environment and work engagement at PT. MCD

## 6 THE CHARACTERISTICS OF RESEARCH PARTICIPANTS

Characteristics of participants describe the study population, research samples and data retrieval in the study. Characteristics of the subject in this study were 20 employees of PT. MCD of 15 male and 5 female sex and has been working for at least 3 years at PT. MCD, Age Range is 25-50 years old.

## 7 METHODS

### 7.1 The Sampling Technique

The sampling technique to be used in this study is non-probability sampling, sampling in this study does not provide the same opportunity or opportunity for each member of the population to be selected as a sample (Gravetter and Forzano, 2012). The approach used in the research is convenience sampling.

### 7.2 Research Design

Research on PT. This MCD uses a quantitative data approach, ie measurement of a variable to obtain numerical data which is calculated through statistical analysis using SPSS 23 and the result will be interpreted (Gravetter and Forzano, 2012). The design of this study used a non-experimental quantitative design because no research variables were manipulated (Gravetter and Wallnau, 2013). Researcher uses simple linear regression as statistic test to see how big influence of two variables measured, that is independent variable (independent variable) influence dependent variable (dependent variable). In addition, researchers used interview methods as a quantitative data support.

### 7.3 Measuring Instrument

The work environment questionnaire was adapted from (Sedarmayanti, 2011) using an ordinal data-based scale with 13 statements consisting of 8 questions of physical environmental dimensions and

5 non-physical environmental questions that have been adapted based on organizational culture, the corporate budget, work system and vision/mission company. The second measuring tool for measuring "work engagement" variables is derived from benchmarks made by Schaufeli and Bakker (2003), under the name of 17 item questions of Utrecht Work Engagement Scale (UWES) (Schaufeli and Bakker, 2004).

## 8 DATA PROCESSING TECHNIQUE

### 8.1 Variable Score Analysis

The categorization of the dimension variable dimension scale dimension of the Work Environment dimension is Likert scale modified to scale continuum 1-4 with the lowest scale 1 (very low) up to the highest scale of 4 (very high). Results of respondent's data displayed the category of employees who feel the high work engagement of 6 employees (30%) and employees who feel low engagement as many as 14 employees (70%). Employees who feel the low work engagement is experienced by employees who have a working period of 2 years or more, except the position of office boy who just worked for nine months. Employees working in the workshop area feel the conditions of work engagement that are no better than employees working in the head office. This happens because based on observation of work environment facility and work tool support in workshop area, there are still things that have not fulfilled the criteria of work comfort standard according to (Sedarmayanti, 2011; Schultz and Schultz, 2014).

### 8.2 Validity and Reliability Test

The number of workplace measuring instruments at this stage is 13 statements, while for the work engagement includes 17 questions. Following applied statistical tools and analyzed it, the number of items of Variable Environment Statement used in this study involved six items with a total value of alpha 0.785. Thus, based on the grain analysis using statistical tools, the number of statements of the Work engagement variables used in this study was 15 items with a total alpha value of 0.77.

### 8.3 Normality Test

The normality test in this study applied Kolmogorov-Smirnov test (Gravetter and Wallanau, 2013). The data is normally distributed when the significance level value is  $> 0.05$ , the normality test results only one variables have abnormally distributed data with a Sig value of 0.001 for the Work Engagement variable and 0.2 for Work Environment variables when two variables are calculated separately. Distributed data is not normal due to Sig value.  $< 0.05$ .

## 9 REGRESSION TEST

Testing the first hypothesis in this study is to see the direct effect Work environment conditions against employee employment PT. MCD. The author uses simple regression test with SPSS 23 program to evaluate how many variants working ties are influenced by the variant Work environment.

Based on the regression test results, this study found that the value of  $\beta$  of 0.535 and  $p = 0.015 < 0.05$ . Thus, the work environment has a significant positive effect on the engagement of work. In this corridor, the hypothesis of the study obtained that there is a significant positive influence on the variable Work Environment conditions with work engagement at PT. MCD. Undoubtedly, the better Work Environment at PT. MCD, the higher employee's work engagement level at the company. Based on the discussion of the results of the analysis, hypothesis in this study,  $H_0$  is rejected and  $H_a$  is accepted. In this vein, the Work Environment has proven to directly affect employee engagement.

## 10 CONCLUSION

Based on the analysis of research data at PT. MCD, Work Environment in PT.MCD has a significant positive effect on employee work engagement PT. MCD. This indicates when the Work Environment in PT. MCD is good, employee engagement will be good. From result of the analysis,  $H_a$  accepted by the existence of influence between work environments to work engagement at PT. MCD. Based on the results of research hypotheses conducted at PT. MCD, it can be concluded that the work environment has a share in increasing employee engagement in PT. MCD. After the researchers conducted a regression test on the population samples obtained, the study found that

Table 1: Variables in the equation.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.535 <sup>(a)</sup>	0.287	0.247	2.63031

a. Predictors: (Constant), Work Environment Conditions

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.790	4.450		0.852	0.406
Work Environment Conditions	0.363	0.135	0.535	2.689	0.015

a. Dependent Variable: work engagement

work environment conditions have contributed to increasing the sense of engagement of work by 28.7% quantitatively. Another factor of 71.3% affects the sense of engagement at PT. MCD.

Based on data that have been analyzed by the researchers, work environment variables with the highest dimension score comes from the physical environment dimension of 80.2%. This is caused by the formation of office workspace that is in accordance with existing standard design rules, such as the model and the formation of a unique interior space to adopt an unusual office concept. Interior concept adopted by PT. Non-formal MCD with retro-themed design in the 1920s and partly adopted Rig environment character and mine area.

Non-physical environmental conditions reached a score of 0.565, while the highest score derives from question no. 10 and 11 "I have a high social bond in this company" with a total score of 0.394. This indicates the social ties that occur in this company has been well established. This tendency of social bonding comes from superior to the subordinate and dynamic group that has been established quite well among other dominant factors.

## 11 RECOMMENDATION

Suggestions of the findings should be considered by the company, that the boss should pay attention to the work environment that will be felt by employees even though the Work Environment conditions at the company have been created well (Bakker and Demerouti, 2008; Breevaart, Bakker, Hetland, Demerouti, Olsen and Espevik, 2014), especially the work environment that comes from the non-physical sector (organizational development). Companies

should organize programs or organizational culture reference in the form of training or employee competency development that can improve employee competency. It is based on the results of the analysis obtained, yet the existence of barriers to self-employees associated with self-development.

Improvement of working condition facility in workshop area is suggested to be done to improve worker comfort standard (Schaufeli and Bakker, 2003). Improvements can be carried out in terms of comfort facility improvements such as waste management, temperature comfort by managing ventilation or HVAC systems in the workshop area (Schaufeli and Bakker, 2003). OHS management also needs to be emphasized so that the Work Environment conditions in accordance with ISO 14000 standard and good Work Environment standards. Improvements in the quality of measuring devices are also proposed because of this research there are several items that fall from each dimension of the two research variables (Harter, Schmidt and Hayes, 2002; Lathifan, 2017; Wijaya, 2017). Limitations in the manufacture of measuring devices occur from observations of employees related to organizational culture that has not fully understood by researchers. Therefore, this research does not touch deeply about the habits or work culture of employees at PT. MCD.

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