THE INFLUENCE OF PHYSICAL WORK ENVIRONMENT, WORK DISCIPLINE, AND AFFECTIVE COMMITMENT ON EMPLOYEES' WORK SPIRIT AT CV. MULYA PRATAMA YOGYAKARTA

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Abstract

Work enthusiasm is doing work more actively so that work can be expected to be faster and better. This research aims to examine and analyze the influence of the physical work environment, work discipline, and affective commitment on employee morale at CV. Mulya Pratama Yogyajarta. The population and sample used in this research were all employees at CV. Mulya Pratama Yogyakarta, totaling 60 people, used nonprobability sampling, more precisely saturated sampling. This research method is quantitative by collecting data using a questionnaire. Data analysis used SPSS Version 25. The results showed that the Physical Work Environment, Work Discipline, and Affective Commitment had a positive and significant effect on Employee Work Morale.

Keywords:*Physical Work Environment, Work Discipline, Affective Commitment, Work Spirit*

A. Introduction

In Indonesia today, graphic design is very popular. Graphic design in Indonesia has succeeded in creating a variety of rich and complex designs, supported by advances in computer technology which allows the creation of more complex and diverse graphic designs. Since the early 2000s, graphic design has developed significantly more than before. CV. Mulya Pratama Yogyakarta is a company engaged in printing, screen printing or convection, and trading of goods and services. This company prints several types of designs such as food packaging, posters, brochures, banners, notes and so on. Apart from that, this company also operates in the salon or convection sector, such as clothing, namely making t-shirts, shirts, jackets, goods such as cloth bags, slayers and flags. The design is printed according to the number and sample

images ordered by the consumer. Employees must be observant in making the design. Therefore, the design process is very complicated and requires the support of skilled human resources (HR) in this field.

Human resources (HR) are a very important factor in an organization, agency or company. According to Darmawan & Wibawa (2019) Human Resource Management is the science and art of managing the relationships and roles of the workforce effectively and efficiently to help realize the goals of the company, employees and society. All companies, both government and private, definitely need human resources to involve all activity processes to achieve the goals previously set by the company, so that companies can increase the effectiveness and efficiency of human resources must be managed properly and correctly.

The first factor that influences work morale is the physical work environment. (Kurniawati et al., 2023) in their research stated that the physical work environment partially has a positive and significant effect on work morale, meaning that the better the work environment, the more employee work morale will increase. The physical work environment is a physical condition found around the workplace which can influence employees both directly and indirectly (Hasibuan et al., 2023). From the explanation above, it can be concluded that a poor work environment can cause employees to have difficulty concentrating at work, thereby reducing work productivity.

The second factor that influences work morale is work discipline. (Basa, Kodir Djailani et al., 2019) in their research shows that work discipline has a positive and significant effect on employee morale. So it can be explained that work discipline is an indication that shows whether or not there is work enthusiasm in employees. With good work spirit, employees will tend to enjoy the tasks given by the leadership.

Work discipline is the most important operative function of human resource management because the better employee discipline, the higher the level of employee productivity (Hadi 2021). Good and cooperative cooperation between employees can increase work morale. From the explanation above, it can be concluded that with high discipline, work will be completed easily and quickly, thereby creating a conducive atmosphere within an organization.

Meanwhile, the third factor that influences work morale is affective commitment. (Henny Sjafitri1, Ramadhania2 2020) in his research stated that organizational commitment, which has indicators of normative commitment, sustainable commitment and affective commitment, has a significant effect on employee morale. Affective commitment is part of organizational commitment

with emotional references to employees related to their contribution to the organization. Someone who already has a great sense of responsibility will also have a strong affective commitment (Lamondjong et al., 2021). From the explanation above, it can be concluded that employees who have affective commitment will have high commitment to their work.

B. Theoretical basis

Spirit at work

According to N. Pratiwi (2020), employee morale is the relationship that employees or a certain group of employees have with their work and the organization where they work. High employee morale means that employees are happy, and that is reflected in the type of work they produce. According to N. Pratiwi (2020) work enthusiasm is doing work more actively so that work can be expected to be faster and better.

Physical work environment

According to Hasibuan et al., (2023) defines the physical work environment as a physical condition found around the workplace which can affect employees either directly or indirectly. According to Rismaya & jauhari (2023), the physical work environment is all things related to the work environment, both in terms of the presence of equipment, the office machines used and the arrangement of the office space which has an influence on the work situation, which is referred to as the physical work environment.

Work discipline

According to Hadi (2021) Work discipline is a person's ability to work regularly, continuously diligently and work in accordance with applicable regulations without violating established rules. According to Lamondjong et al., (2021) explain that work discipline is a tool used by managers as a medium of communication with employees, with the aim of increasing employees' awareness and willingness to change their work behavior, in accordance with existing organizational rules or social norms.

Affective commitment

According to Lamondjong et al., (2021) explain that affective commitment is closely related to emotional interaction, identification and employee involvement in the organization. Employees who have affective commitment will remain willing to become members, this is because they have the motivation to remain members. Affective commitment is a bond based on emotional values and affection (Tjahjono et al., 2018). This means that individuals who have high affective commitment have a very close emotional

bond with the organization so that they try to provide the best for the interests of their organization.

C. Hypothesis development

a. The Influence of the Physical Work Environment on Employee Morale

The physical work environment is a place or work location where there are office equipment or facilities provided by the company, for example computers, air conditioning, telephones, books, and so on. The research results show that the physical work environment has a positive effect on employee morale. The results of research conducted by Fitriana, Rexssa (2023) stated that the physical work environment has a significant effect on employee morale. According to Kurniawati et al., (2023) in their research, it was stated that the physical work environment partially has a positive and significant effect on work morale, meaning that the better the work environment, the more employee work morale will increase. This means that the better the work environment, the more work morale will increase. This means that to be able to increase work morale within the company, you must pay close attention to the work environment around the company. Based on the results of this empirical study, the second hypothesis can be formulated as follows.

H1: It is suspected that the physical work environment has a positive and significant effect on employee morale.

b. The Influence of Work Discipline on Work Morale

Work discipline is a rule made so that employees in a company can obey it for the sake of the company's progress.

According to Basa, Kodir Djailani et al., (2019) work discipline has a positive and significant effect on employee morale. So it can be explained that work discipline is an indication that shows whether or not there is work enthusiasm in employees. With good work spirit, employees will tend to enjoy the tasks given by the leadership. Meanwhile, according to (Kusumo & Afandi, 2020) work discipline has a significant effect on employee morale. Work discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team in an organization. Thus, work discipline is the main capital in an organization or agency to achieve success and success in achieving the company's goals because the human resources desired by an organization are quality resources and quality human resources will achieve optimal performance.

Based on the results of this empirical study, the second hypothesis can be formulated as follows.

H2: It is suspected that work discipline has a positive and significant effect on employee morale.

c. Affective Commitment to Work Morale

Affective commitment is an emotional feeling that makes employees attached to the company. This commitment will have a good effect on employee morale because employees who have a spirit of affective commitment will have more responsibility in their duties.

According to Henny Sjafitri1, Ramadhania2 (2020) stated that organizational commitment, which has indicators of normative commitment, sustainable commitment and affective commitment, has a significant effect on employee morale. From the understanding above, the following hypothesis can be drawn. Based on the results of this empirical study, the second hypothesis can be formulated as follows.

H3: It is suspected that effective commitment has a significant effect on employee morale.

d. Physical work environment, work discipline, and Affective Commitment to Work Morale

The physical work environment is a place or work location where there are office equipment or facilities provided by the company, for example computers, air conditioning, telephones, books, and so on. The research results show that the physical work environment has a positive effect on employee morale. The results of research conducted by Fitriana, Rexssa (2023) stated that the physical work environment has a significant effect on employee morale. According to Kurniawati et al., (2023) in their research, it was stated that the physical work environment partially has a positive and significant effect on work morale, meaning that the better the work environment, the more employee work morale will increase.

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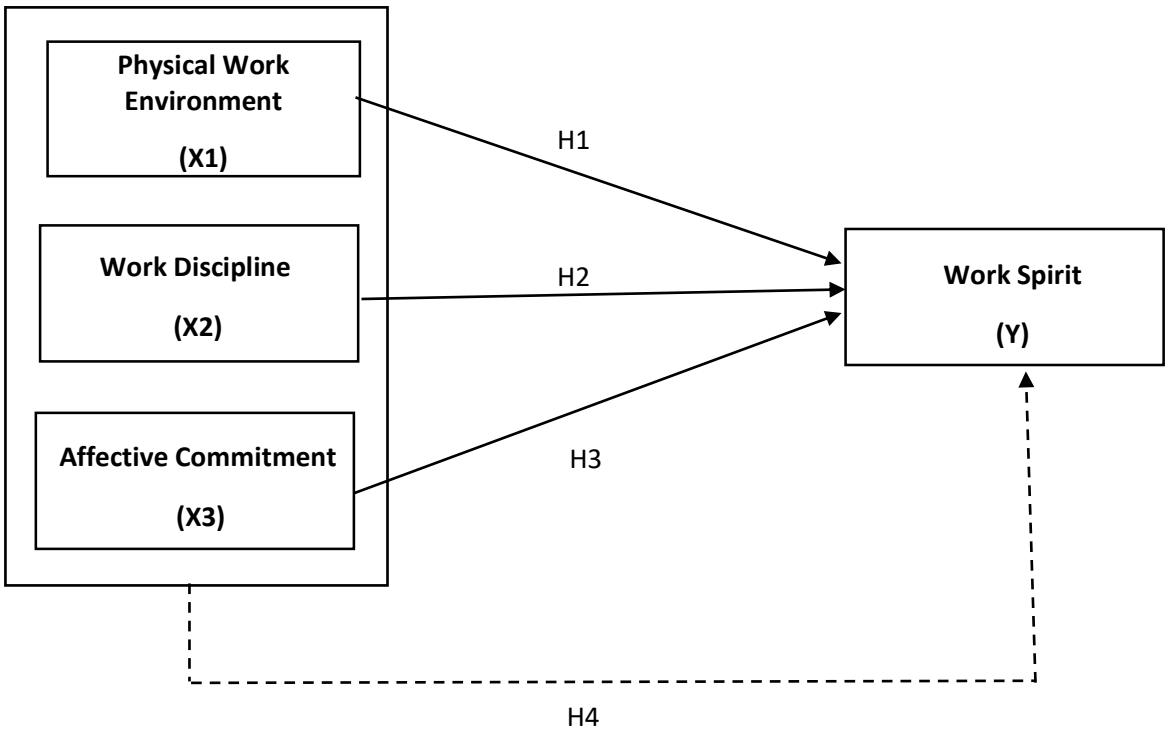
H4: Physical Work Environment, Work Discipline, and Affective Commitment simultaneously affect Work Morale.

Figure 1. Research Model



D. Research methods

Data collection techniques use primary data or data obtained directly from original sources without going through intermediaries. The data collection method used is a survey method by distributing questionnaires. The purpose of the questionnaire is to obtain primary information that is distributed to CV employees. Mulaya Pratama Yogyakarta. The data collection technique is carried out through a questionnaire distributed to CV employees. Mulaya Pratama Yogyakarta. The sample used was 60 respondents, all CV employees. Mulaya Pratama Yogyakarta. Meanwhile, in the operational variables of this research, there are two types of variables, namely dependent and independent variables. The dependent variable used in this research is work enthusiasm, while the independent variables used in this research are the physical work environment, work discipline, and affective commitment. The variable operational data measurement scale in this study uses a Likert scale with a range of 1-5. The first value means strongly disagree (STS), and the fifth value means strongly agree (SS). All variables use statement items totaling 8 questions. The data analysis method in this research consists of several stages. The analysis stages include validity test, reliability test, respondent characteristics, descriptive statistics, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, T test, F test, and R2 test. The following is a picture of the research model in this study.

E. Results and Discussion

a. Respondent

Table 1. Data on Respondent Characteristics

Information	Criteria	Frequency	Presentation
Gender	Man	31	52%
	Woman	29	48%
Total		60	100%
Age	20-30 years	28	47%
	31-40 years old	22	37%
	41-50 years old	5	8%
	Over 50 years old	5	8%
Total		60	100%
Type of work	Still	37	62%
	Contract	23	38%

Total		60	100%
Last education	SLTP/Equivalent	18	30%
	High	36	65%
	school/equivalent	3	5%
	D1/D2/D3/D4		
Total		60	100%
Length of work	1-5 years	41	68%
	6-10 years	17	28%
	11-15 years	1	2%
	More than 15 years	1	2%
Total			100%

Source: Primary Data processed 2023

This research was conducted using respondents as many as 60 employees who work at CV. Mulya Pratama Yogyakarta. Table 1 shows the respondent profile in detail. The data shows that the distribution of men and women is relatively balanced. For the age range of employees, it can be seen that the range is between 20-30 yearsthe most. Most employees have permanent jobs (62%). The educational background is dominated by high school graduates/equivalent. Meanwhile, in terms of work experience, according to relatively young age, the range is 1-5 years (68%).

b. Test data quality

Then, for the validity test results, it is known that all statements have a calculated r that is greater than r table ((df=60-2, df=58) which is 0.254. then all statements in this research are declared valid and all questions in the research instrument can be declared suitable as instruments for measuring research data.

Table 2. Reliability Test Results

Indicator	Cronbach's Alpha Based on Standardized Items	Critical Value	Information
Work Environment (X1)	0.617	0.60	Reliable
Work Discipline (X2)	0.723	0.60	Reliable
Affective Commitment (X3)	0.641	0.60	Reliable
Work enthusiasm (Y)	0.627	0.60	Reliable

Source: Primary Data processed 2023

The reliability test carried out as presented above shows that all the questions in this study were declared valid. The next stage is reliability testing. From the reliability results, it shows that all variables in this study have a Cronbach's Alpha Based on Standardized Items coefficient value of > 0.60, so it can be concluded that all variables in this study are declared reliable.

c. Classic assumption test

For the normality test, it is known that the physical work environment, work discipline, and affective commitment have an amymp sig value on employee morale. equal to 0.200 > 0.05, so it can be concluded that the data is normally distributed.

Table 4.16 Multicollinearity Test Results

Coefficientsa

		Collinearity Statistics	
Model		Tolerance	VIF
1	Work environment	,985	1,015
	Work Discipline	,831	1,203
	Affective Commitment	,835	1,198

a. Dependent Variable: Total SK

Source: Primary Data processed 2023

Based on the results of the table above, it is known that the variance inflation factor VIF value of 3 variables, including the work environment variable, shows a VIF value of 1.015 < 10 and a tolerance value of 0.985 > 0.1, the work discipline variable shows a VIF value of 1.203 < 10 and a tolerance value of 0.831> 0. .1, then the affective commitment variable shows a VIF value of 1.198 < 10 and a tolerance value of 0.835 > 0.1. From all the results of the multicollinearity tests that have been carried out, it can be concluded that multicollinearity does not occur in each independent variable. Meanwhile, for the heteroscedasticity test, the results showed that there were no symptoms of heteroscedasticityUS. This is because c2 count < c2 table.

d. Hypothesis

Table 4. Regression Results
Coefficiensa

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	19,396	2,294		8,456	,000
	Work environment	,146	,050	,283	2,894	,005
	Work Discipline	,164	,041	,427	4,014	,000
	Affective commitment	,135	,052	,276	2,603	,012

a Dependent Variable: Work Morale

Source: Primary Data processed 2023

Based on the results of the analysis of the table above that has been carried out, the regression equation formed is:

Y = 19.396 + 0.146 + 0.164 + 0.135 + e

Where the constant value is 19.396, meaning that if the variables of work environment, work discipline and affective commitment are included in the research, employee morale will increase by 19.396%. A value of 0.146 means that if the work environment increases by 1, the level of employee morale will increase by 0.146%. A value of 0.164 means that if work discipline increases by 1, the level of employee morale will increase by 0.164%. A value of 0.135 means that if affective commitment increases by 1, the level of employee morale will increase by 0.135%.

Hypothesis 1 states that the work environment has a positive and significant effect on work morale. In table 4.19 it can be seen that the calculated t value for the work environment variable is 2.894, while the t table value at df = (60-2) = 58 is 1.671, which means t calculated < t table (2.894 < 1.671). Meanwhile, the significance value is 0.005, which means it is smaller than 0.05 (0.005 > 0.05). This shows that the work environment variable has a positive and significant effect on the work morale variable.

Hypothesis 2 states that work discipline has a positive and significant effect on work morale. In table 4.19 it can be seen that the calculated t value for the work discipline variable is 4.014, while the t table value at df = (60-2) = 58 is 1.671, which means t calculated < t table (4.014 < 1.671). Meanwhile, the significance value is 0.000, which means it is smaller than 0.05 (0.000 > 0.05). This shows that the work discipline variable has a positive and significant effect on the work morale variable.

Hypothesis 3 states that affective commitment has a positive and significant effect on work morale. In table 4.19 it can be seen that the calculated t value of the affective commitment variable is 2.603, while the t table value at df = (60-2) = 58 is 1.671, which means t calculated < t table (2.603 < 1.671). Meanwhile, the significance value is 0.000, which means it is smaller than 0.05 (0.012 > 0.05). This shows that the affective commitment variable has a positive and significant effect on the work morale variable.

Table 5. Test Results f

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	26,099	3	8,700	16,820	,000b
	Residual	28,964	56	,517		
	Total	55,063	59			

a. Dependent Variable: Work Morale

b. Predictors: (constant), Affective Commitment, Work Environment, Work Discipline

Source: Primary Data 2023, processed

From the table above, a significance level of 0.00 < 0.05 is obtained, so that the F test can show that the work environment, work discipline, and affective commitment to work morale have a simultaneous effect.

Table 6. Coefficient of Determination Test Results (R2)

Model Summary

Model	R	R square	Adjusted R Square	Std. Error of the Estimate
1	,363a	,132	,085	1,754

a.Predictors: (Constant), X3, X1, X2

Source: Primary Data 2023, processed

The research results of the coefficient of determination in table 6 show thatThe Adjusted R Square value is 0.085 or 85%. From these data it can be concluded that the independent variable influences the dependent variable by 85%, the rest is influenced by other variablesby 15%which was not examined in this study.

F. Conclusion

Based on the results of data analysis from research conducted at CV. Mulya Pratama Yogyakarta, it can be concluded as follows:

1. Physical work environment variables have a positive and significant effect on work morale at CV. Mulya Pratama Yogyakarta.This means that as the employee work environment improves, it will have an impact on employee morale.
2. The work discipline variable has a positive and significant effect on work morale at CV. Mulya Pratama Yogyakarta.This means that increasing employee work discipline will have an impact on employee morale.
3. The affective commitment variable has a positive and significant effect on work morale at CV. Mulya Pratama Yogyakarta.This means that increasing employee affective commitment will have an impact on employee morale.
4. The physical work environment variables, work discipline, and affective commitment have a positive and simultaneous influence on work morale at CV. Mulya Pratama Yogyakarta.

   For future researchers in the same field, it is hoped that they will be able to pay attention to what factors influence employee morale. The author recommends adding different indicators supported by theories based on previous research to further deepen the findings of this research, then adding a variety of other variables. can be researched, then add samples to increase the accuracy of research results in the future.

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