

ANALYSIS OF MOTIVATION, WORK CULTURE AND WORK ENVIRONMENT ON THE LEVEL OF EMPLOYEE INTEGRITY IN THE COMPANY

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Abstract:

This study aims to analyze how motivation, work culture, and work environment will affect and give effect to the level of integrity of employees in a company. The research method used in this study is a qualitative descriptive method. The data used in this study is qualitative data, which is categorized into two types: primary data and secondary data. Data sources were obtained through library research techniques (library study) which refer to sources available both online and offline, such as: scientific journals, books and news sourced from trusted sources. The results of this study concluded that work motivation, work culture and work environment would greatly influence employee integrity. Motivation, work culture and work environment are one unit that must receive special attention for companies that wish to build integrity in their employees.

Keywords: Work Motivation, Work Culture, Work Environment, Integrity.

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INTRODUCTION

Employee productivity is an achievement of company targets that have been determined through the ability to design a job. Several factors affect employees' productivity, including education, skills, management, nutrition and health, work environment and climate, facilities and technology. Productivity is the result of the work of employees. It is the process of someone working and triggering an item or service. This forced mode is called the capacity of the employee. The performance productivity of employees has decreased due to discomfort at work, lack of motivation at work and dissatisfaction at work. Research conducted by (Ardaimon, 2021) shows that integrity impacts the productivity of accounting department employees. It proves that integrity has a significant effect on employee work productivity.

Management plays an important role in increasing the efficiency and effectiveness of a company. According to (Hasibuan, 2012), Management is the science and art of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. Among the company's many goals is to make a profit and to be the best in meeting consumer needs, based on these two things the company is required to be able to continue to be productive in producing products of the highest quality and the best quality and in a sustainable manner. Therefore employee work productivity is essential because, with good productivity, the company will be able to provide products consumers need on an ongoing basis. In line with that, the company's profit target can be achieved.

Many factors can affect the high or low work productivity of employees, including the work discipline of the employee, work motivation or encouragement, and the ethos or work spirit of an employee and are supported by the work environment where work activities take place every day. An employee with discipline, motivation and high morale will be able to do his job well and optimally,

thereby achieving the company's productivity targets. (Ulinuha, 2016) suggests that employee work productivity is the ability to benefit from available facilities and infrastructure by producing optimal output and input. A further factor that also influences employee work productivity is work ethic.

Saleh & Utomo (2018a) stated that the work ethic is a set of positive work behaviors rooted in solid awareness and fundamental beliefs, accompanied by a total commitment to an integral work paradigm. The above is a factor of employee work productivity that comes from within an employee, employee work productivity is also influenced by things that come from within the company, including the work environment. The work environment plays a vital role in the company's activities because it is the everyday place for employees to carry out their work activities. With a comfortable and conducive work environment, it is hoped that it will provide comfort and encourage employees to work more actively and automatically achieve the expected productivity of the company.

The work environment is the whole of the tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group (Hartawati & Sahur, 2020). Human resources (HR) is a very important factor that cannot even be separated from an organization, both companies and institutions. In addition, HR is also a factor that influences the development of a company. So it can be said that a company can develop very rapidly if it has a lot of competent human resources in their field, on the other hand, if the human resources working in a company are not qualified, then the company's development will also be hampered.

Saleh & Utomo (2018a) stated that the work ethic is a set of positive work behaviors rooted in strong awareness and fundamental beliefs, accompanied by a total commitment to an integral work paradigm. The above is a factor of employee work productivity that comes from within an employee. Employee work productivity is also influenced by things within the company, including the work environment. The work environment plays an essential role in the company's activities because it is the everyday place for employees to carry out their work activities. With a comfortable and conducive work environment, it is hoped that it will provide comfort and encourage employees to work more actively and automatically achieve the expected productivity of the company.

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Performance measurement in an agency is an act of measuring various activities carried out by the company, which can be used as feedback to provide information about the success of planning implementation and to find out whether improvements are needed for the future. It is done to achieve company goals for both the short and long term. The goals and benefits of performance can be used as motivation for employees to achieve the company's vision, mission and goals in complying with predetermined standards of behavior to produce the results the company wants.

Theoretically, an employee's performance can be influenced by various things. One of them is absent. Absenteeism can be associated with the discipline. Therefore, discipline influences employee performance. Employee performance can also be influenced by motivation. Various studies have stated that motivation can affect employee performance where the ability of an agency to motivate employees in increasing the efficiency of the use of human resources they have. The influence of work culture on performance can be seen from the behavioral approach, namely by measurement, work culture, feedback, presentation skills, and response to customer complaints. Based on this opinion,

work culture can affect performance because one is the work culture in the behavioral approach to training.

Researchers feel it is essential to analyze the analysis related to motivation, work culture, and work environment on the level of integrity of employees in the company. The purpose of this study is to analyze how motivation, work culture, and work environment will affect and give effect to the level of integrity of employees in a company.

METHODS

The research method used in this study is a qualitative descriptive method. The data used in this study is qualitative data, which is categorized into two types: primary data and secondary data. Data sources were obtained through library research techniques (library study) which refer to sources available both online and offline, such as: scientific journals, books and news sourced from trusted sources. These sources are collected based on discussion and linked from one piece of information to another. Data collection techniques used in this study were observation, interviews and research. This data is analyzed and then conclusions are drawn.

RESULT AND DISCUSSION

Motivation Analysis on Employee Integrity. To improve employee integrity, work motivation, work environment and work culture are needed can encourage employees to improve employee performance. According to (Ulinnuha, 2016), factors that influence employee motivation consist of two factors: motivational factors and hygiene factors. The motivation factor is the driving force that arises within each employee. While the hygiene factor is the driving force that comes from outside the employee, especially from the organization or institution where he works. The driving force from outside the employee is usually in the form of compensation received and the work environment as a support for workers.

Saleh & Utomo, (2018b) suggests that giving encouragement as a form of motivation is important to increase employee morale so that they can achieve the results desired by management. The relationship between motivation, work passion and optimal results has a linear form in that by providing good work motivation, employee morale will increase, and work results will be optimal in accordance with established performance standards. According to McDonald in Setyawan (n.d), motivation is a change of energy within a person's personality, characterized by the emergence of affection and reactions to achieve goals. It is in accordance with research conducted by Sulton (2017), which states that work motivation significantly affects employee integrity.

Hasibuan stated that motivation is the driving force that creates enthusiasm for one's work so that one can work together effectively and with integrity with all their efforts to achieve satisfaction. Motivation is something that is the main thing that encourages someone to work. (Hasibuan, 2012) suggests that, theoretically, motivation is formed because humans have categories of basic needs such as physiological needs, a sense of security, social, ego, and self-actualization. These needs form a hierarchy, and each will be active if the lower needs have been fulfilled. Physiological needs are basic needs such as food, drink, shelter and the like. The need for security is a need that arises after basic needs are met, for example, the need for security guarantees. Social needs include giving and receiving affection and friendship. Ego needs include needs related to one's self-respect and reputation.

Hojanto & Jamalullail (2022) defines motivation as a process that explains an individual's intensity, direction, and persistence to achieve his goals. The three main elements in the definition are intensity, direction and persistence. Intensity relates to how hard a person tries. It is the element that gets the most attention regarding motivation. However, high intensity is likely to result in

satisfactory work performance if the effort is linked in a direction that benefits the organization. Thus we must simultaneously consider the quality and the intensity of effort. The effort directed and consistent with organizational goals is the effort we should be making. Finally, motivation has a persistence dimension. This dimension measures how long a person can maintain his business. Innovative individuals stick with a task long enough to achieve their goals.

Analysis of Work Culture on Employee Integrity. Work culture is a pattern of shared basic assumptions that certain groups learn to overcome problems of external adaptation and internal integration (Handayati & Harsono, 2021). These results support previous research conducted by Shodiyah (2017), which stated that work discipline, achievement motivation and work culture had a positive and significant effect on the work integrity of teachers at SMKN 1 Jember.

Work culture has a profound meaning because it will change the attitude and behavior of human resources to achieve higher work productivity in facing future challenges. Schein (2010) defines culture as a pattern of shared basic assumptions learned by certain groups to overcome problems of external adaptation and internal integration. Culture is a whole of behavior patterns seen in social life, art, religion, institutions, and all the work and thoughts of a human group. The five factors influencing work culture are employee responsibility, innovation, result orientation, knowledge and work systems. These factors will directly affect the work culture of employees in a company or organization. It is in accordance with research conducted by Shodiyah (2017), which states that work culture significantly affects employee integrity.

Nawawi (2005) states that work culture is a habit carried out repeatedly by employees in an organization. Violation of this habit does not have strict sanctions. However, from the moral behavior of the organization, it has been agreed that this habit is a habit that must be obeyed in the context of carrying out work to achieve goals. Based on the theory above, work culture states that it is a habit or behavior that is carried out repeatedly in every routine, and there are no strict sanctions if you break it, but habits here mean positive habits. Habit is a combination of attitudes and behavior which has a dimension to be used as a benchmark in behaving and behaving.

Work Environment Analysis on Employee Integrity. The work environment is an essential factor in creating employee performance. Factors that affect the work environment include lighting in the workplace, air temperature, work safety, and relations with employees. Kirana & Wati (2016) said that the work environment is also everything around workers who can influence themselves in carrying out the tasks assigned and is one of the factors that affect an employee's performance.

The work environment has a direct influence on employees in completing work. It is in accordance with research conducted by Maulidia (2017) which states that the work environment significantly affects employee performance. Kirana & Wati (2016) states that the work environment is everything around workers who can influence themselves in carrying out the assigned tasks. For example, cleanliness, music and others. (Kirana & Wati, 2016) defines the work environment as the whole of the tools and materials encountered, the surrounding environment where a person works, his or her work methods, and his work arrangements as an individual and a group.

The work environment is one factor that influences an employee's performance. An employee who works in a work environment that supports him to work optimally will produce a good performance. Conversely, suppose an employee works in an inadequate work environment and does not support optimal work. In that case, it will quickly make the employee lazy and tired, so the employee's performance will be low. Employees can achieve maximum performance if they have high achievement motives. Achievement motives that need to be owned by employees must be grown from within themselves and from the work environment. It is because the achievement motive that is grown within oneself will form a self-strength and if the work environment situation supports it, achieving performance will be easier. From some of the opinions above, the work

environment is everything around employees, whether physical or non-physical, directly or indirectly, which can affect themselves and their workers while working.

CONCLUSION

Based on the analysis above, work motivation, culture and environment will significantly affect employee integrity. Motivation, work culture and work environment are one unit that must receive special attention for companies that wish to build integrity in their employees.

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