The Influence of the Work Environment on Work Attachment through Self Efficacy in the Balitbang of the Indonesian Ministry of Law and Human Rights

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Abstract

This research aims to determine the effect of the Work Environment on Employee Engagement, Self Efficacy on Employee Engagement, Work Environment mediated by Self Efficacy on Employee Engagement on Employee Engagement mediated by Self Efficacy. Employees as the driving force of the activities of the Republic of Indonesia Ministry of Law and Human Rights must have a good commitment to be able to produce quality human resources who are able to adjust to the community. Employee engagement can be seen from the implementation of the work he does. The analysis method used in this study is path analysis. Respondents studied were 100 respondents who were Permanent Employees at Balitbang of the Indonesian Ministry of Law and Human Rights.

The results showed that there was a significant influence between the work environment variables on Self Efficacy. The direct effect between work environment variables through Self Efficacy on Employee Engagement. So, it can be said that a good Work Environment will encourage strong Self Efficacy, so that Employee Engagement can be optimized.

Introduction

Human Resource Management is very important for companies, organizations or agencies in managing, managing and utilizing human resources that are owned so that it can improve employee productivity and performance to achieve the goals of the organization. One of the fundamental problems in the development of human resources (HR) in the Balitbang of the Indonesian Ministry of Law and Human Rights is the problem of multiple organizational structures, work skills, leaders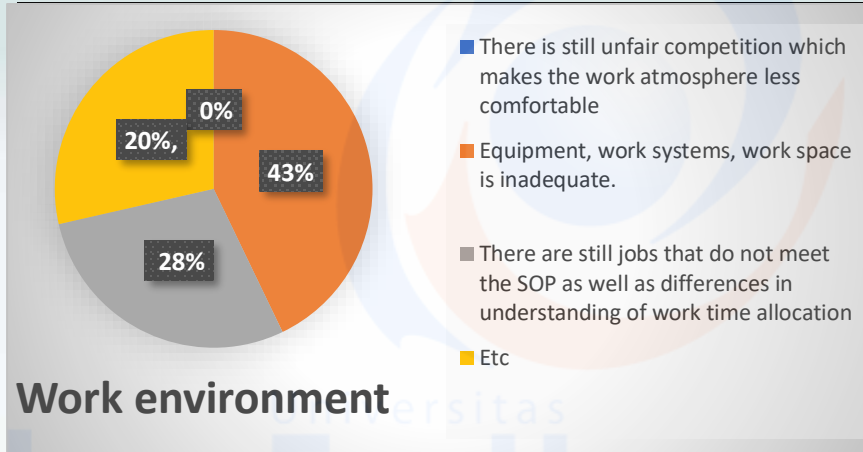hip abilities, low work motivation, which results in poor service quality. Being a public servant is certainly not a short time for ASN. Public servants must invest themselves to improve themselves by attending schools, training and so on.

The attachment of employees does not appear to the surface, but if not observed by the company's leadership or the direct supervisors of employees will harm the company in an effort to achieve its goals. The problem of employee engagement is triggered even more when employees are dealing with the work environment in this case coworkers or even leaders who are less concerned about fellow employees. The conditions of engagement of employees at the Ministry of Law and Human Rights are certainly not much different from the conditions in Indonesia as a whole as described above.

The work environment includes the work system, work design, working conditions and work relations between employees as well as work relations with the leadership. (Armstrong, 2014). Problems that occur related to the work environment in the Balitbang of the Indonesian Ministry of Law and Human Rights are that there are still employees working individually without coordinating with others so that there are some employees who are reluctant to linger in the room and prefer to be outdoors.
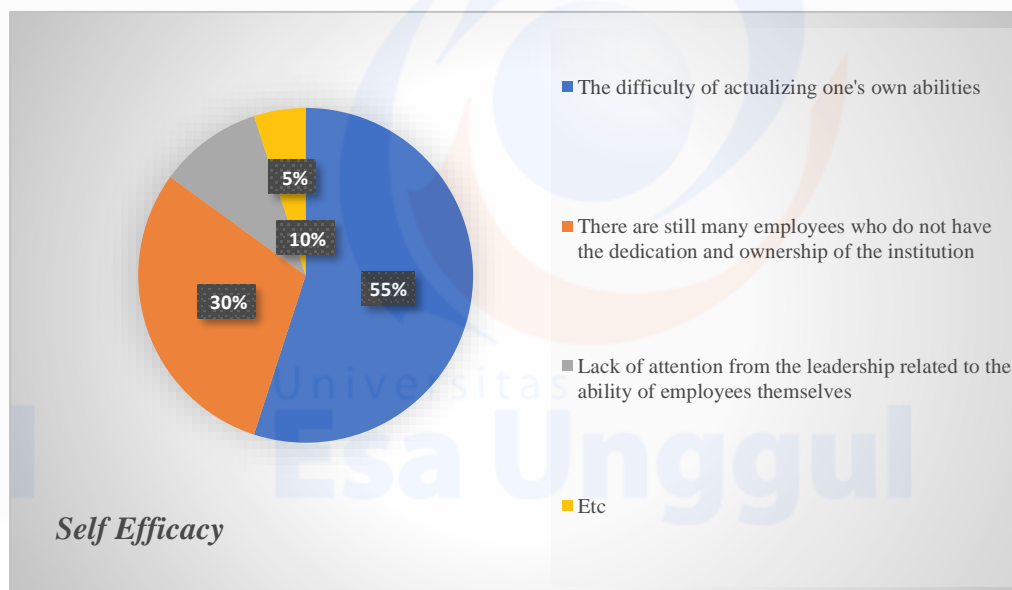
Self Efficacy in the Ministry of Law and Human Rights they have a desire to move forward, a willingness to complete the work, but because they already feel bored with the work ultimately affect the attachment of employees to their work is lacking, so the application of organizational culture in Balitbang Ministry of Law and Human Rights Republic of Indonesia which is related to based on the system has not been implemented optimally. The problem occurs if previously the old employee gave knowledge of the work to new employees, but now the new employees who have the ability to a certain field they do not want or are reluctant to give knowledge to old employees.

Work environment

Legend:
- There is still unfair competition which makes the work atmosphere less comfortable
- Equipment, work systems, work space is inadequate.
- There are still jobs that do not meet the SOP as well as differences in understanding of work time allocation
- Etc

Values shown: 0%, 20%, 43%, 28%

Based on the background that has been described above the problems identified by the author are as follows: There are still employees who work individually without any team collaboration between other employees so that employee engagement with the work environment has not been able to reach the maximum level due to the lack of desire from them to be able to adapt and adjust to the work environment. The weak competency of employees owned by the old employees, resulting in employee engagement to complete their work to be slow. There is still a lack of self-confidence and the ability of self for employees 'ability (Self Efficacy), so that employees' attachment to completing work is still not optimal.

Literature Review

Employee Engagement

Schaufeli, at.al., defines work engagement as a positive state of mind of employees related to work fulfillment, which has characteristics, enthusiasm (dedication), dedication (dedication), and absorption (absorption)(W.B. Schaufeli, M.Salonova, 2002).

Self Efficacy

Bandura divides the indicators of self-efficacy into three indicators namely level, generality, and strength.

Level or magnitude indicator

Refers to the level of difficulty of the task that individuals believe will be able to overcome it. The level of self-efficacy of a person differs from one another. The level of difficulty of a task, whether difficult or easy, will determine self-efficacy.

Generality Indicator

Refers to variations in situations where judgments about self-efficacy can be applied. A person can judge himself to have efficacy on many activities or on certain activities only. With more self-efficacy that can be applied to various conditions, the higher one's self-efficacy.

Strength indicators

Related to the strength of one's self-efficacy when dealing with task demands or problems. Weak self-efficacy can be easily dispensed with anxious experience when facing a task.

Work environment

The work environment consists of the natural environment, social environment, and cultural environment. The natural environment is a physical environment that has not or is not influenced by human culture, such as weather, sunlight, and so on. The work environment is a situation around

the workplace both physically and non-physically which can give a pleasant impression, secure, appease, and feel at home working. (Aliyah, 2017)
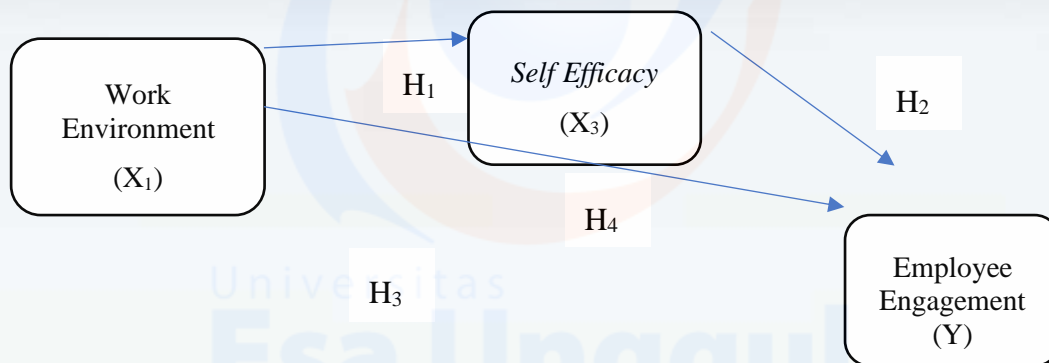
Hypothesis

Based on a review of the theory and the results of previous studies, the hypotheses in this study are as follows:

H_1 : Allegedly there is a direct influence of the Work Environment on Self Efficacy in the Balitbang of the Indonesian Ministry of Law and Human Rights

H_2: Allegedly there is a direct influence of Self Efficacy on Employee Engagement in Research and Development Ministry of Law and Human Rights Republic of Indonesia

H_3 : Allegedly there is a direct influence of the Work Environment on Employee Engagement in Research and Development of the Indonesian Ministry of Law and Human Rights

H_4: It is suspected that there is an influence of the Work Environment through Self Efficacy on Employee Engagement in Research and Development Ministry of Law and Human Rights Republic of Indonesia

Research Methodology

Population and Sample

The population in this study were all Balitbang Employees of the Indonesian Ministry of Law and Human Rights for Group III (three). The total number of Balitbang employees of the Indonesian Ministry of Law and Human Rights until 2018 for Group III (three) as a whole is 221 employees as in table 3.1.

From the existing population, the minimum sample size is obtained using the Slovin formula, as follows:

$$n = n = \frac{N}{1 + N(e^2)}$$

n =   221   = 68,84 = 100
    1+ 221 (0,1)²

To make it easier, the overall number of samples was rounded to 100 employees. In this study using a non-probability sampling method (non-random sampling) using purposive sampling technique, where 100 samples are selected based on the criteria. This technique was chosen because the population and samples taken have certain criteria. The sampling criteria are:

1. Has worked at least 1 year, and
2. Is a permanent employee of class III

Variable

1. Independent variable is the Work Environment variable
2. Dependent Variable is the Employee Engagement variable

3. Intervening Variable is a Self Efficacy variable

Results

Characteristics of Respondents

Gender

Female respondents were 62% and male respondents had a percentage of 38%. It is known that respondents surveyed more women. This is due to the fact that there are more women in the Balitbang of the Indonesian Ministry of Law and Human Rights than men.

Respondents based on length of work

There are 26 employees working in Balitbang of the Indonesian Ministry of Law and Human Rights for 2-6 years, 56 employees have worked 7-11 years and 26 employees have worked more than 12 years. This identified employees in the Balitbang of the Ministry of Law and Human Rights having a high commitment to their duties as employees.

Test Validity

From the results of the validity test it appears that there are 30 valid statements, because the results of the r count above 0.361, so that all the items are feasible to use and can measure indicators and variables to be measured.

Reliability Test

The results of the reliability test conducted with the statistical program found that the results of the Cronbach Alpha coefficient for the Work Environment variable were greater than 0.6 in the amount of 0.752, Self Efficacy greater than 0.6 in the amount of 0.767 and Employee Engagement is greater than 0.6, 0.744. Thus it can be concluded that the four variables are reliable when tested.

Path Analysis

Stage 1 analysis

Work Environment Regression Test Results Table for Self Efficacy

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	11.184	2.339		4.781	.000
	Work Environment	.096	.045	.215	2.104	.038

a. Dependent Variable: *Self Efficacy*

Source: Statistical software output results, 2019

Significant Value

Based on the results of the Work Environment variable get a significant value < 0.05 which is equal to 0.022 which means the Work Environment variable has a significant effect on Self Efficacy. It can be said that the Work Environment has a strong influence on Self Efficacy.

Coefficient of Determination

Table Results Coefficient of Determination of the Work Environment on Self Efficacy

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.394a	.155	.138	1.95727

a. Predictors: (Constant), Work Environment

Source: Statistics Software Output Results, 2019

The Work Environment has an effect on Self Efficacy of 13.8% and the remaining 86.2% (100% - 13.8%) is influenced by other variables outside the variables studied.

Pathway Phase II Analysis

Work Environment Regression Test Results Table, and Self Efficacy for Employee Engagement

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.794	3.791		2.320	.022
Work Environment	.170	.068	.189	2.516	.014
Self Efficacy	.490	.148	.241	3.314	.001

a. Dependent Variable: Employee Engagement

Source: Statistics Software Output Results, 2019

Significant Value

It can be seen that the Work Environment produces a significantly smaller 0.05 which is equal to 0.014 which means that the Work Environment influences Employee Engagement.

Coefficient of Determination

Table Results Coefficient of Determination of the Work Environment and Self Efficacy on Employee Engagement

| Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.755a	.570	.556	2.85323

a. Predictors: (Constant), Self Efficacy, Work Environment

Source: Statistics Software Output Results, 2019

Work Environment and Self Efficacy influence Employee Engagement of 55.6% and the remaining 44.4% (100% - 55.6%) influenced by other variables outside the research variables studied

Combined Path Analysis Phase I and II

From the second stage of the path diagram above is obtained as a whole path diagram as follows:
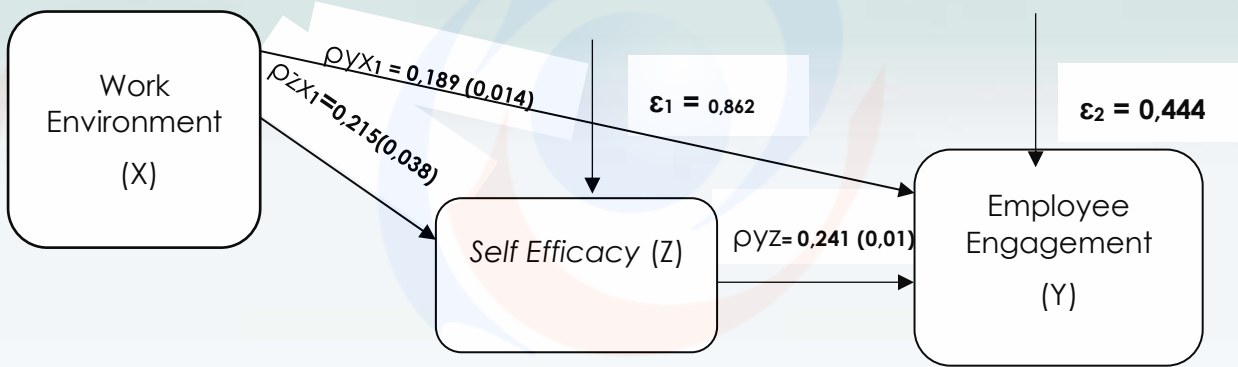
Combined Images of Phase I and Phase II Path Analysis

Calculation of Direct and Indirect Effects Between Variables
The Effect of Work Environment (X) on Employee Engagement (Y) through Self Efficacy (Z) is done by multiplying the indirect coefficient of 0.215 x 0.241 = 0.052 and the total influence of Work Environment (X1) on Employee Engagement (Y) through Self Efficacy (Z)) i.e. 0.189 + 0.052 = 0.241. Testing the indirect effect of the Work Environment on Employee Engagement through Self Efficacy by comparing the magnitude of direct and indirect effects. The indirect effect of 0.052 is smaller than the direct effect of 0.189.
Here is a table of the results of the calculation of the effect as a whole based on calculations that have been done before:

Influence Calculation Results Table

Variabel	Direct Effect	Indirect Effect	Total Effect
X $\longrightarrow$ Z	0,215	-	0,215
X $\longrightarrow$ Y	0,189	-	0,189
Z $\longrightarrow$ Y	0,241	-	0,241
$X_1 \longrightarrow$ Z $\longrightarrow$ Y	-	0,052	0,241

Source: Primary data obtained by researchers, 2019

Pembahasan

Work Environment influences Self Efficacy

The results of the study prove that there is a positive influence between the Work Environment on Self Efficacy. This means that a good Work Environment will increase Self Efficacy. A good work environment is indicated by the physical environment such as air temperature, good lighting and non-physical environment such as safe working and good employee relations will increase employee self efficacy
This is in line with previous research conducted by Chong, Eric, that individual factors, supervisory styles and work environments influence creative self-efficacy. A work environment characterized by a supportive supervision style with openness to change and collegial interaction among colleagues is also an important factor in determining the creative self-efficacy of individuals.(Chong & Ma, 2009)

Work environment influences employee engagement

The results of this study prove that there is a positive influence between Work Environment variables on Employee Engagement. This means that if a good working environment is indicated by the physical environment such as air temperature, good lighting and non-physical environment such as safe working and good employee relations will increase employee engagement.

It can be seen from the characteristics of the respondents who are more female and their teaching time is 7 - 11 years that a good work environment will improve the work environment so that the engagement of employees produced will be in accordance with the desired results of the ministry. A work environment that can provide comfort and relationships with coworkers is one of the drivers for employees to survive in an institution, this can increase loyalty to their work which will increase engagement as employees

The results of this study are consistent with the results of research conducted by Dirwan (2015) which states that the work environment is the basis that will produce quality work processes. Therefore, what if an employee wants to produce quality work, must be accompanied by a good work environment accompanied by a correct work process.

Self Efficacy affects Employee Engagement

The results of this study prove that there is a positive influence between Self Efficacy on Employee Engagement. This means that employees who have high Self Efficacy towards their duties and responsibilities will have a good attachment. Good Self Efficacy is indicated by confidence in the ability possessed to overcome obstacles in the level of difficulty of the task at hand, using having a commitment to complete the task well can be done well if there is a strong Self Efficacy from Employees.

The results of this study are consistent with the results of research conducted by this concept strengthened by the research of Trilolita, V, and Ardi. The results showed that there was a significant effect of self efficacy on work engagement, there was a significant effect of self efficacy on employee performance, significant from employee engagement to employee performance, did not directly influence self efficacy on employee performance through work engagement. (Trilolita & Ardi, 2017)

Work Environment through Self Efficacy affects Employee Engagement

There is an indirect influence of the Work Environment through Self Efficacy on Employee Engagement, but the effect is smaller. Then the work environment has a greater direct effect on employee engagement. This means that the relationship between the work environment through Self Efficacy can affect employee engagement, but the relationship is not strong, because a good work environment, which is indicated by the lighting, air temperature, noise, use of color, space needed, work safety and relations with colleagues work can increase engagement in carrying out work in the Balitbang Ministry of Law and Human Rights Republic of Indonesia. From the characteristics of respondents, more women and length of work between 7 - 11 years indicated a strong and good working environment would improve the work environment so that the resulting engagement would be in accordance with the desired results of the institution.

This is in line with research conducted by Lulu Rofiana, Alimuddin Rizal. The results showed that locus of control had a significant positive effect on self-efficacy but did not significantly influence employee engagement, work environment had a significant positive effect on self-efficacy and employee engagement, while self-efficacy had a significant positive effect on employee engagement. Intervening variable (mediation) between locus of control and employee engagement. (Rofiana & Rizal, 2014)

Research Findings

From the results of the discussion above, the research findings are that the Work Environment does not have a strong influence on Self Efficacy, so it is not proven to be an intervening variable in the Work Environment meaning that the Work Environment has a greater direct effect on employee engagement than through Self Efficacy. Meaning: Work Environment in Balitbang The Indonesian Ministry of Law and Human Rights requires employees to be aware of the physical and non-physical conditions in the organization to increase employee engagement and a proactive attitude that allows employees to improve the quality of their work.

Conclusion

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

1.   The work environment has an influence on Self Efficacy in the Balitbang of the Indonesian Ministry of Law and Human Rights. This means that a focused and consistent Work Environment that can respond to demands for external changes will improve Self Efficacy in carrying out its duties.

2.   The work environment has an influence on employee engagement. This means that a work environment that has lighting, air temperature, low noise, use of color, space needed, work safety and relationships with colleagues will increase engagement.

3.   Self Efficacy has an influence on Employee Engagement in Research and Development of the Indonesian Ministry of Law and Human Rights. This means that a strong emotional attachment to the duties and responsibilities as an employee will increase Employee Engagement better.

4.   The Work Environment directly influences Engagement without going through organizational commitment. This means that the enlightened Work Environment, air temperature, noise, use of color, space needed, work safety and relationships with colleagues can improve the quality of work of employees which also means increasing employee engagement. Self Efficacy has an influence on employee engagement but is not strong, so it is not proven to mediate the work environment on employee engagement.

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