

The Effect Of Working Environment, Compensation And Working Ethos Towards Employee Performance On Mariso District's Office In Makassar

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Abstract: The influence of the working environment, Compensation and Employee Performance Against Work Ethics In Makassar Mariso District Office". The purpose of this study was to determine the effect of the work environment, Compensation and Employee Performance Against Working Ethos In Makassar Mariso District Office. The population in this study is Mariso District Office employee In Makassar with a sample size of 70 people. Methods of data collection in this study is a questionnaire, interview, and documentation. Methods of data analysis using descriptive and quantitative methods, namely the multiple linear regression analysis were used to measure the Effect of Work environment, Working Ethos Against Compensation and Employee Performance In Makassar Mariso District Office. Based on the F test of independent variables (Work Environment, Compensation and Working Ethos) jointly have the positive and significant effect on the dependent variable (employee performance). Through testing the correlation coefficient (R) was obtained that the degree of correlation or relationship between Work Environment, Working Ethos Against Compensation and employee performance is a high correlation is 77.0%. And work ethic is the most dominant factor affecting Employee Performance In Makassar Mariso District Office.

Index Terms: Work Environment, Compensation, Working Ethos and Performance

1 Introduction

Human is the most strategic resource owned by an organization without diminishing the account of other resources such as capital, machine, energy, information and etc. A good performance of employees will directly affect the organization performance. Improving the employee performance is also become a time consuming and long process. Mariso's district office in term of working quality is a development organizer, government empowerment, security and public order. While, in term of quantity can give prime service to every sector that constantly accentuating the knowledge comprehensively and integratedly on implementing the region development. Those result a working satisfaction on the region unit, society, and law enforcer in maintaining security stability and region's discipline. The vision of Mariso district's office in Makassar in the period of 2014-2019 is "Realization of a prime service based on Information Technology (IT) in supporting the World City for everyone in Mariso District of Makassar" The first phenomenon and one of the factors affecting working performance is working environment. A pleasant working environment, sufficient working facility, good working relationship with co-workers and leader will give motivation to the employee on Mariso district's office in Makassar to increase the performance. While in reality it is not as it may seem. According to Sedarmayanti (2003:12) the condition of working environment standard is defined to be good if the human can implement activities in an optimal, healthy, secure, and pleasant way. The second phenomenon happening on the Mariso district's office in Makassar is prosperity and salary. It is often that there is an unbalance in the performance. The employees with a close relationship with the leader tend to have a higher salary compare to the other employees who are doing their job properly. This makes the employee become lazy to work and leads to the degression of that employee performance. The third factor influencing the degression of employee performance is working ethos in the Mariso district's office. Working ethos is a depiction of perspective and attitude of a person in working. This can be seen from the employees of Mariso district's office in Makassar. The employees have not implemented a satisfying working result because of the obstacles faced inside the office. Delayed and cumulative works is the result of insufficient

working facility as there are only several unit of computer that supporting their job. Therefore, the productivity in finishing the job will decrease, and finally will affect the organization. The appraisal on the working performance of the employee must be conducted, but unfortunately the appraisal on the performance of civil servants on Mariso district's office in Makassar is rarely to be done. That is why, this research become very important to know about the level of employee performance, and to explain the aspects supporting and also detailing the performance especially of the civil servants at the Mariso district's office in Makassar. From all of the phenomenons explained on the issue background, the researcher is interested to take a topic about that happening case with the title "Effect of working environment, compensation, and working ethos towards employee performance on Mariso district's office in Makassar"

2 Hypothesis

The first hypothesis is a statement whose position is not as strong as propositions or proposition (Umar, 2000). In accordance with significant variables to be studied the hypothesis that will be proposed in this study are:

1. The work environment influence on employee performance Mariso Makassar City District Office.
2. Compensation effect on employee performance Mariso Makassar City District Office.
3. The working ethos influence on employee performance Mariso Makassar City District Office.
4. The variable compensation is partially dominant variable positive effect on employee performance Mariso Makassar City District Office

3 Literature Review

Basically, performance is the things that the employees do or not do. The employee performance affects the number of contribution to the organization. The improvement of employee performance for an individual and group becomes the center of attention in an effort to enhance the organisation's performance (Malthis & John, 2000:78). A close and

supporting relationship between the employees, subordinate and leader will have positive effect toward the employee working spirit. According to Alex S. Nitisemito (1992:159), working environment is both internal and external condition that can affect working spirit and result promptly finished jobs. According to Sedarmayanti (2003:12), a good working environment is a condition where people can do their jobs in an optimal, healthy, secure, and comfort way. Conformity of working environment can be seen in a long run. Furtherway, a bad working environment can demand the workforce to work in a longer time without supporting an obtainment of efficient working system plan. Compensation is all of the earning in a form of money or goods received directly or indirectly by the employee as the rewards of the service given to the instance. According to Slamet (2007: 261) compensation is every reward given to the employee as the remuneration of their contribution for the organization. Ethos is formed by various habits, culture, and value system believed. From the word 'ethos', it is also known the word 'ethic' which is close to the definition of morals or values related to the good and bad things. Therefore, the word 'ethos' contains passion or very strong spirit to complete something better, optimal, and even sought to reach the most perfect working quality. One of the opinion from management expert, the definition of working ethic Mukijat (2001; 56) expresses in a company situation. This spirit relates to the feeling of the employees towards the jobs they are doing, their working relatives, their working achievement and boss status. Working ethos is doing the activities or jobs viably, so that the result obtained become better, while working enthusiasm is the deep pleasure toward the job. Therefore, working spirit with an integration and organization climate is hardly separable (Alek. S. Nitisemito, 2001; 68). By using word 'ethos' in a wider meaning, it is equal as the system of mental value, responsibility and obligation. Although moral attitude and working ethic are closely related and become mental attitude towards something, they are still different in concept. The first concept concerns on the obligation oriented on norm as the standard to be followed, while ethos concerns on the autonomous will based on own awareness

5. Research Methodology

Unit The research location plan is on Mariso district's office in Makassar. The selection of research objective is by the consideration that the data and information is easy to be obtained and relevant to the main problem of the research object. The population is the total number that will become the research object. The research object is all of the civil servants on Mariso district's office in Makassar with the total of 70 people. The research sample is the part of the population taken as data source and representation of the population. Analysis method used to test the hypothesis above is multiple regressions. Data used on this research is primary data and secondary data.

Operational Defenition

Performance is the result of working function of a person or group in an organisation in certain period of time that reflects how well the person or group reach the qualification of a job in a mission of organization's goal achievement (Benardin, 2002). The performance indicator is measured by the respondent's argument as following. Job based on the working standard; accomplishment of working target; Job results meet

the leader expectation; ability in understanding the job; Employees have knowledge to complete the job; helping team to complete the job. "Working environment is all the condition happening related to working relationship, the relation with the leader as well as with the co-workers, and subordinate" (Sedarmayanti, 2001). The indicator of working environment is measured by the respondent's argument as following: continous and strict supervision; working condition that supports working spirit; reward conferment; harmonious relationship; employee treated objectively. Compensation is all of the remuneration in the form of money, goods, or pleasure given from the company to the employee over the performance contributed to the company (Gorda, 2006). Compensation indicator is measured by the respondent's argument as following; operational allowance in accordance with employee's job; feast allowance given to the employee' grant justicely given, appreciation for the working accomplishment; recognition for the working achievement. Working ethos is a set of attitude and basic perception held by a group of people to evaluate the works as a positive thing for life quality enhancing that affects working attitude. Professional working ethos indicator according to Sinamo (2011): working with integrity, working with spirit, working with dedication; working with pleasure; excellent work in persistence.

6. Results

N Based on the classic assumption test which is normality test, multicollinearity test, and heteroscedasticity test, it shows that estimated multiple regressions have fulfilled the classic assumption's provision. Hence, it is expected that the result will be good in analyzing the effect of the independent variables toward dependent variable. For the detail explanation: This test aims to observe the effect of working environment, compensation, and working ethic toward the employee performance on Mariso district's office in Makassar by seeing the calculated-F value. The result of simultaneous test can be seen on the following table:

Simultaneous (F-Test)

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	14.930	3	4.977	73.843	.000 ^a
Residual	4.448	66	.067		
Total	19.378	69			

Source: modified SPSS Output, 2014

Data on the above table shows that the calculated-F value is 73.843, while the F-table at 95% confidence interval or error level is 4.977. Therefore, the calculated-F value > F-table or 73.843 > 4.977 which means the independent variable will have simultaneous effect on dependent variable. It has high significance because 0,000 is less than alpha level at 0.05. This can be concluded that the variable of working environment, compensation, working ethos simultaneously have significant and positive effect toward employee performance on Mariso district's office in Makassar This partial hypothesis test is used to see the effect of working environment, compensation, and working ethic variable toward employee performance on Mariso district's office in Makassar. The test result can be seen from the counted-t value. The

partial test (counted-t) result is shown on the following table:

Partial test (t-test)

Independent Variable	Regression Coefficient (B)	Counted-t	Sig
Working Environment (X1)	0,145	1.973	0,053
Compensation (X2)	0,134	1.511	0,135
Working Ethos (X3)	0,634	6.820	0,000
Konsatanta (b_0)	0,250		

Source: modified SPSS Output, 2014

Based on the partial test as the above table shows that working environment, compensation, and working ethos individually have significant and positive effect toward employee performance on Mariso district's office in Makassar. This can be known by the calculated-t value that is greater than the t-table. The result of analysis also shows that among the three variables, working ethos is the most dominant variable in enhancing the employee performance on Mariso district's office in Makassar. It is proven by the calculated t-value of working ethos that is the greatest among the calculated t-value of working environment and compensation

The effect of working environment towards employee performance on Mariso district's office in Makassar

The result of hypothesis test proves that there is an effect of working environment towards employee performance Mariso district's office in Makassar. It implies that working environment partially has positive but insignificant effect toward employee performance on Mariso district's office in Makassar. This test statistically evince that there is a positive effect between working environment and the employee performance on Mariso district's office in Makassar. This can be seen from the dominant indicator towards the enhancement of employee performance. In fact, the reward system given to the employee in the form of salary or other allowance has not been corresponded to the job specification and obligation. The absence of harmonious and formal relation with kinship in constructing good working environment will affect the degression of employee performance and their working spirit on Mariso district's office in Makassar.

The effect of compensation towards employee performance on Mariso district's office in Makassar

The result of hypothesis test proves that there is an effect of compensation towards employee performance on Mariso district's office in Makassar. It implies that compensation partially has positive effect toward employee performance on Mariso district's office in Makassar. This test statistically evince that there is an effect between compensation and the employee performance, which means that there is a positive contribution but insignificant between compensation variable and employee performance on Mariso district's office in Makassar. This can be seen from the conclusion of compensation variable respondents. The employees want the compensation also given in the form of appreciation and recognition over the performance of the employee on Mariso district's office in Makassar. But in reality, it is different from the employees' willingness that leads to affect the degression of the performance.

The Effect Of Working Ethos Towards Employee Performance On Mariso District's Office In Makassar

The result of hypothesis test proves that there is an effect of working ethos towards employee performance on Mariso district's office in Makassar. It implies that working ethos partially has significant effect towards employee performance on Mariso district's office in Makassar. This test statistically evince that there is an effect between working ethos and the employee performance, which means that there is a positive and significant effect between working ethos and employee performance on Mariso district's office in Makassar. This can be seen from the anthusiasm of the respondents' answers on working ethos variables. They stated that there is an enhancement of employee performance on Mariso district's office in Makassar by the motivation of their own and an effort to work competitively and full of spirit to result a better performance. The definition of working ethos is performing an activity or job in more viable way so that the result obtained will be better, while working passion is the deep pleasure towards the job. Therefore, working spirit, integration, and organization climate is hardly separable (Ale. S. Nitisemito, 2001; 68)

7. CONCLUSION

The result of hypothesis test shows that there is an effect between working environment and employee performance on Mariso district's office in Makassar. Through the calculation result conducted, it is obtained a significance level greater than α value. Thus, the H_a is rejected and H_o is accepted. It is also found that there is an effect between compensation and employee performance on Mariso district's office in Makassar with the significance level greater than α value. Thus, this study rejects H_a and accepts H_o . From the calculation results it is also obtained that there is an effect between working ethos and employee performance on Mariso district's office in Makassar with a significance level less than α value. This means that the hypothesis on this study accepts H_a and rejects H_o . The contribution of working environment, compensation, and working ethos variables towards employee performance on Mariso district's office in Makassar is 70.7%. The variable variation of employee performance on Mariso district's office in Makassar can be described by Working environment (X_1), Compensation (X_2) and Working Ethos (X_3). Therefore, it can be said that the variables taken on this study can give a depiction about the factors affecting employee performance on Mariso district's office in Makassar

8. Recommendation

Satu It is suggested that the related parties on Mariso district's office can enhance the indicator that can affect the working environment, compensation, and working ethos toward the enhancement of employee performance. So that, the employee can complete the job promptly exceeding the quality and quantity standard assigned. The result of the test in this study shows that there are other variables that should be concern of. On the next studies, it is recommended to add other variables affecting the employee performance, because if the performance of the employee is better, it will also give an impact to the organization.

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