

## The Upshot of Workspace and Work Spirit to the Employee Performance Enhancement in Jawa Timur Bank, Branch of Sumenep

<sup>1</sup>Chamariyah, <sup>2</sup>Sujono, <sup>3</sup>Achmad Daengs GS<sup>3</sup>.  
<sup>1</sup>chamariyahs@yahoo., <sup>2</sup>sjombreng@gmail.com, <sup>3</sup>adaengsgs@univ45sby.ac.id  
<sup>1,2</sup>Wijaya Putra University of Surabaya  
<sup>3</sup>45 University of Surabaya

### ABSTRACT

*This research was conducted at Jatim Bank of Sumenep, with a total sample of 57 people. The objectives of this study are: 1) To find out how the description of the Workspace, work spirit, and employee performance in Jatim Bank, Sumenep Branch; 2) To test and analyze the influence of the Work space and work spirit on employee performance at Jatim Bank of Sumenep Branch; 3) To test and analyze Work space, and work spirit simultaneously on employee performance at Bank Jatim, Sumenep Branch. Data analysis using SPSS. This type of research is explanatory research using a quantitative research approach. The results showed that: 1) Simultaneously, Work space, and Work Spirit have a significant influence on employee performance at Jatim Bank of Sumenep. So that in this case the hypothesis is accepted and its validity is proven; 2) Partially, the Workspace and Work Spirit have a significant influence on the employee performance of Jatim Bank of Sumenep. So that in this case the hypothesis is accepted and its validity is proven.*

*Keywords: Workspace (X1), Work Spirit (X2), And Employee Performance (Y)*

### INTRODUCTION

Every effort in achieving the company's goals inseparable from the actions and efforts of humans. Humans are the core force and have a big role in the successful achievement of company goals. Function of human resources irreplaceable with anything. Moreover, global competition between companies, especially in the banking world, is now getting more and more rapid, so it is very demanding for all banks to always upgrade their resource management, mainly human resources. Good human resource management is needed so that employee performance can increase and produce the performance expected by the company, human resources are used significantly as a mover for other resources and are very strategic in contributing to realizing company performance. So that it will be able to govern the company's success direction in enhancing company performance. Mangkunegara (2016: 67) said employee performance is the work achieved by an employee who shows quality and quantity in doing all his duties according to the responsibilities given to him.

Human resources roles is so important and plays broad role in achieving company goals, making the need for good handling and maintenance of human resources. Various things can affect a person's performance, the workspace is one of them. The workspace is one of the things closest to a person in carrying out his job. The workspace around employees needs to be considered in order to have a good impact on one's performance. A sense of comfort and safety will be

created because of an adequate workspace quoted from Armstrong's opinion. The workspace consists of a physical work and a non-physical work. The workspace consists of the work system, job design, working conditions, and the ways in which people are treated in the workplace by their managers and co-workers (Kisworo, 2019:75).

However, customers are not only loyal to a company. It is necessary to create value for customer to be loyal (Abadi, Nursyamsi, & Syamsudin, 2020:83).

One of the efforts to produce good employee performance or improve the performance of employees is to create a workspace that is comfortable, safe, conducive, and enjoyable. Employees will feel at home in their workspace and will affect their performance. The work will be completed properly, on time and employees will feel happy with the work for which they are responsible. The workspace, both physical and non-physical, is considered to have an upshot on employee performance and this is supported and strengthened by the existence of several theories that explain the relationship between an adequate workspace and the performance produced by employees. As stated by Timple quoted by Mangkunegara (2016:31) that performance factors consist of internal and external factors. External factors, namely factors that affect a person's performance that come from the workspace of the organization. It should also be realized that the influence of workspace factors on employee performance is closely related in the achieving company goals process. Employees will work

productively or not only depending on motivation, job satisfaction, stress levels, physical work conditions, social pressures and changes that affect employee performance.

Several studies evaluate the workspace are research conducted by Palvalin, Voord, & Jylhä (2017), the finding show that evaluating the workspace and measuring the effect of changes in the workspace is focal to do, because a good workspace will support employee performance. In Sarwani's research (2016), if a company wants to enhance employee performance through the work space, what needs to be considered is to provide a workspace that supports the creation of a harmonious and dynamic work atmosphere which is expected to improve employee performance. Through good working conditions, supportive work facilities, the availability of additional work tools, a comfortable and safe workspace when doing work can improve employee performance. So that the better the workspace, the better the performance shown by employees.

Another factor that affects employee performance is none other than spirit. Work spirit is something that makes people happy to serve their jobs, where satisfaction, work and pleasant family relationships are part of it. Spirit is also an emotional and mental reaction from a person to his job. Spirit affects the quantity and quality of a person's work (Purwanto, 2016:83).

Burhanuddin (2016:280) Spirit of work is also described in another book, namely doing work more actively so that work can be expected to be faster and better. It is stated that in order to increase spirit are: (1) paying attention to and fulfilling personal and organizational demands, (2) information on positions and duties of each member of the organization, (3) implementing transactional and democratic leadership, (4) implementing supervision and guidance effectively to members of the organization, (5) assessment of staff work programs in order to improve and develop and develop optimally. In accordance with this account, spirit requires other factors to build good performance, therefore companies must build employee spirit by providing motivation.

Jawa Timur Bank, branch of Sumenep is one of the government-owned banks whose activities are to provide financial services to all levels of society in Madura Island in general and particularly in Sumenep district, based on research observations. There is a phenomenon seen corresponding to the performance of the employees of Jatim Bank, branch of Sumenep, not according to the expectations of the organization / set targets. This can be seen from the employees' understanding of good performance and in accordance with company expectations, this is thought to be caused by an uncomfortable

workspace factor due to being in the middle; employee morale has decreased in carrying out the tasks they are carrying out due to boredom and lots of workload, and work motivation.

Based on the description of the background and phenomena that have been described, the researchers are interested in conducting research with the title "The upshot of the workspace and work spirit on employee performance enhancement at Jatim Bank, branch of Sumenep."

In addition, employees performance is still not in line with the expectations of the institution, it can be seen when employees unable meeting the target completion of tasks that should be according to deadlines (Tandi Bua, Theodorus, & Daengs GS, 2020:26).

## LITELATURE REVIEW

In the literature, lenders also indirectly contribute to problem loans due to the failure to know the borrowers and understand their business. Lack of applicant verification is an example. (Suhartono, 2012:361).

Attention should be given as most of the data used in the study are accounting data and it is possible that accounting ratios may also experience a managerial intervention. (Suhartono, 2012:365).

Measurement of the activity is performed in addition to looking how length of time required by the company. And how much time the company committed to deliver products that meet customer demand. (Mahjudin et all, 2014:116).

Referring to statement of the problem that has been described in the previous discussion, a framework for the purpose of this study is prepared. The research objectives built in this study, namely:

1. To find out a description of the workspace, work motivation, and employee performance at Bank Jatim, Sumenep Branch.
2. To analyze and test the effect of workspace simultaneously and morale on employee performance at Bank Jatim, Sumenep Branch.
3. To analyze and test the influence of the workspace on employee performance at Bank Jatim, Sumenep Branch.
4. To analyze and test the effect of morale on employee performance at Bank Jatim, Sumenep Branch.

Based on the background and problem formulations that have been described, the benefits of research that have been compiled in this study are as follows:

1. Theoretically
  - For further researchers, serve as a contribution of reference material in conducting further research that examines the science of HR management, especially regarding the effect of workspace and work spirit on performance.

- For the development of science, are used as reference materials for the development of knowledge, especially the discovery of new research models related to the workspace and work spirit for performance
  - For academics, finding of this study are used as input for scientists who are interested in studying science of human resource management, especially regarding the workspace and work enthusiasm for performance.
2. Practically
- a. For the leadership of the Jatim Bank Branch of Sumenep, are expected to be a source of information to review the employee performance enchancement in relation to the workspace, morale and employee performance.
  - b. For the management of Jatim Bank, brack of Sumenep, the results of this study are

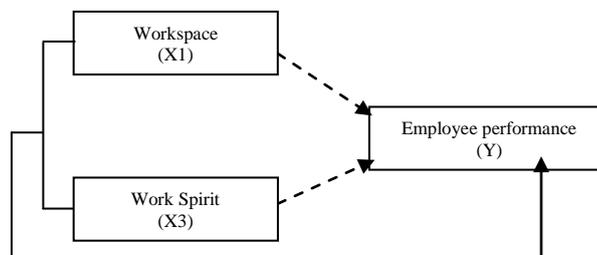
used as input for making future policies in order to improve employee performance in terms of workspace factors and work enthusiasm for performance.

- c. For the Wijaya Putra University Management Master Program, as a contribution to add to the literature repertoire of the university library.

## RESEARCH METHODS

The analysis results of the multiple regression conformity level built show that the overall model has been “relevant” to explain. (Sriekaningsih, Ana et all, 2019:599)

Referring to the description of the literature review that was described in the previous discussion, a research framework was formulated. For more details, it can be seen in Figure 1 below :



**Figure 1**  
**Conceptual Framework**

This research used quantitative method, the techniques used to collect data were the questionnaires observation, and the various data with were related to the research (Ahmad, Haerani, Hamid, & Reni, 2019:89).

### Hypothesis

A hypothesis according to grammar means a statement whose position is not as strong as a proposition or proposition. Hinged on the general pattern of scientific research methods, any research on an object should be under the guidance of a hypothesis that serves as a temporary grip or a temporary answer that still has to be proven in reality. In research conducted by Sidanti (2015: 42), the workspace is a physical environment where employees work that affects their performance, safety and quality of work life. Yohanita (2018:34) reveals that morale is a person's psychological state. Morale is considered a good psychological condition if it creates pleasure that encourages someone to work diligently and consistently in achieving the goals set by the company. Based on this description, the hypothesis in this study are as follows:

1. Workspace and work spirit simultaneously have a significant effect on the employee

performance of Jatim Bank, Branch of Sumenep.

2. The workspace has a significant effect on the employee performance of Jatim Bank, Branch of Sumenep.
3. Spirit has a significant effect on the employees performance of Jatim Bank, Branch of Sumenep .

This type of research used in this research is explanatory research (Explanatory Research). The main research approach used is a quantitative approach. Quantitative. This research was conducted at Bank Jatim, Sumenep Branch. The reason for choosing the location was because of a phenomenon at the Sumenep branch of the Jatim bank on Jl. Trunojoyo No. 49. The population in this study were all employees at Bank Jatim, Sumenep Branch, as many as 57 people. This research sampling method is also said to be a census method. The data collection method used in this research are; 1) Questionnaire (questionnaire), which is distributing questionnaires to respondents. This questionnaire provides questions with closed answers meaning that the answers have been packaged in the form of answer choices; 2) Documentation, namely data collection techniques through existing data related to research. The data

analysis used in this research includes; 1) Univariate analysis; 2) bivariate analysis; 3) Multivariate analysis; 4) Validity Test; 5) Reliability Test; 6) Classic Assumption Test. The analysis technique used in this

research is multiple linear regression models. Hypothesis testing in research uses several methods, namely simultaneous test (F test) and partial test (t test).

## RESULT AND DISCUSSION

**Table 1. Result of multiple linear regression analysis Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.304	.515		2.534	.014
Work space	.194	.103	.243	1.889	.044
Work spirit	.362	.086	.281	4.222	.000

Source: Processed by SPSS, 2020

Based on Table 1 which is based on the results of multiple linear regression analysis in the appendix, the following equation is obtained:

$$Y = 1.304 + 0.194 X_1 + 0.362 X_2 + e$$

$$e = 1 - R_{\text{square}} = 1 - 0,897 = 0,103$$

From the results of the multiple linear regression equation, it can be explained that:

1. The constant value is 1.304. This figure means that if the Workspace (X1), Work Spirit (X2) is considered non-existent or zero, then the amount of employee performance (Y) is 1.304.
2. The number 0.194 X1 means that if there is an increase in the workspace (X1) by one unit, it will increase employee performance by 0.194 units with the assumption that the other independent variable, namely Work Spirit (X2) is constant.

This equation shows that the workspace (X1) has a positive influence on employee performance, namely that if there is an increase in the work

space, it will improve employee performance. This means that if there are efforts to improve the work space, it will improve employee performance. The amount of change in employee performance caused by an increase in the workspace is 0.194 units for every change of one positive workspace unit.

3. The number 0.362 X2 means that if there is an increase in work spirit by one unit, it will increase employee performance by 0.362 units with the assumption that the other independent variable, namely workspace (x1) is constant.

This equation shows that morale (x2) has a positive effect on employee performance (y), namely that if there is an increase in work spirit, it will improve employee performance. This means that if there are efforts to increase work spirit, it will improve employee performance. The magnitude of the change in employee performance caused by an increase in work spirit is 0.362 units for every change of one positive work spirit unit.

**Table 2. Result of F-test analysis ANOVA<sup>a</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.839	3	.280	162.434	.000
Residual	.096	56	.002		
Total	.936	59			

Source: Processed by SPSS, 2020

Based on the table, which is based on the results of the F test analysis in the attachment, it is explained that the calculated F value is 162.434 with a significance value of 0.00 which means less than 0.05. Thus the results of

this analysis answer the hypothesis which states that workspace and morale simultaneously have a significant effect on employee performance, so that the first hypothesis proposed is correct and accepted.

**Table 3. Result of t-test analysis Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.304	.515		2.534	.014
Work space	.194	.103	.243	1.889	.044
Work spirit	.362	.086	.281	4.222	.000

Sumber: Hasil olah data SPSS, 2020

Based on the t-test analysis table in the appendix, the t value for each workspace variable (X1), work morale (X2) is obtained as follows:

1. The t value for the workspace (X1) is 1.889 with a significance level of 0.04, where this value is less than 0.05. Thus, it can be said that the workspace (X1) partially has a significant influence on employee performance (y).
2. The t value for morale (X2) is 4.222 with a significance level of 0.00, which means that this

value is less than 0.05. Thus it can be said that morale (X2) partially also has a significant effect on employee performance (y).

Based on the explanation above, it is known that all variables have a significant influence on the dependent variable. Therefore, the second hypothesis which states "The workspace and work spirit partially have a significant influence on employee performance", is proven to be true and the second hypothesis is accepted.

**Table 4. Correlation Coefficient  
 Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.947 <sup>a</sup>	.897	.891	.04150	1.364

Source : Data processed by SPSS, 2019

Based on the table, it is explained that the correlation coefficient values are:

1. The value of r (multiple correlation) is 0.947. The coefficient of 0.947 shows the closeness of the relationship between the independent variables, namely workspace and work spirit, with the dependent variable, namely employee performance, of 94.7%. Meanwhile, a positive correlation coefficient indicates that the relationship is unidirectional, meaning that the better the level of workspace and work spirit, the more employee performance will be increased.
2. The coefficient of r<sup>2</sup> (multiple determination) is 0.897. The coefficient shows that the effect of the independent variables (work space, spirit, and motivation) on the dependent variable, namely employee performance, is 89.7%. This shows that in this study 89.7% of employee performance is affected by work space, spirit, and motivation. While the remaining 10.3% is influenced by other variables not included in this study. Judging from the results of this analysis, it is known that the effect of the independent variable on the dependent variable is large, because the resulting r<sup>2</sup> value is close to number 1, or close to perfect.

## DISCUSSION

This research study was conducted at Jatim bank, branch of Sumenep which involved all employees. The overall evaluation results described in the preceding discussion indicate that the model built

is accepted as an analytical tool and can be used to predict the causal link between the research variables. The next step, connection between research variables will be discussed in stages according to the order of the research hypothesis as follows:

- 1. Workspace and Work Spirit effect on Employee Performance at Jatim Bank, branch of Sumenep**  
 Based on the results of the F test analysis, it is explained that the calculated F value is 162.434 with a significance value of 0.00 which means less than 0.05. Thus the results of this analysis answer the hypothesis which states that Work Space, Work Spirit simultaneously has a significant effect on employee performance, so that the proposed hypothesis is correct and accepted.

- 2. Workspace effect on Employee Performance at Jatim Bank, Branch of Sumenep**  
 Based on the results of the calculation of multiple linear regression analysis on the results of the t test, it can be seen that the t value on the independent variable the influence of the Workspace is 1.889 with a significant level of 0.04 or less than 0.05, thus it can be concluded that the Workspace variable (X1) has a positive and significant effect on the employee performance variable (Y) on the employees of Jatim Bank, Sumenep. This means that the workspace has an influence on employee performance. According to this research, based on a questionnaire that has been conducted, the

Workspace has an influence on employee performance because in this case the organization participates in thinking about the growth, development and improvement of employees.

Based on the results of hypothesis testing, it is explained that the workspace affects the performance of the employees of Jatim Bank, branch of Sumenep. This means that the workspace is able to make changes and foster creativity in employee performance.

The workspace has a positive impact on the development of abilities, values, attitudes and practices in human resources on employee performance that has been determined by the Sumenep branch of the Jatim Bank. This means that the workspace is able to create better employee performance at Jatim Bank, Sumenep.

### 3. Work spirit effect on Employee Performance at Jatim Bank, Sumenep.

Based on the results of the calculation of multiple linear regression analysis on the results of the t test, it can be seen that the t value on the independent variable has a positive and significant effect on work spirit. on the employee performance variable (Y) on the employees of Jatim Bank, Sumenep Branch. This means that morale has an influence on employee performance. According to this research based on a questionnaire that has been conducted morale has an influence on employee performance because spirit is one of the keys to success in working for employees of Jatim Bank, Sumenep.

### CONCLUSION

Based on the results of data analysis and discussion in the previous chapter, the conclusions of this study are:

1. The workspace at Jatim Bank, Sumenep can be expressed according to the expectations of the organization, namely having a physical, social, and psychological life in the company that affects employee performance and productivity, the work spirit of Jatim Bank, Sumenep, has a desire and sincerity for someone to do their job well, Partially, the Workspace and Work Spirit has a significant upshot on the employee performance of Bank Jatim, Sumenep Branch. So that in this case the hypothesis is accepted and its validity is proven.
2. Simultaneously, Workspace and Work Spirit have a significant effect on employee performance at Jatim Bank of Sumenep. So that in this case the hypothesis is accepted and its validity is proven.

### SUGGESTION

Based on the above conclusions, some of the suggestions that the researchers convey are as follows:

1. Because the workspace in this study has the smallest / lowest among the three variables on employee

performance, the agency should pay attention to these variables to be further improved through efforts that need to be made by the agency, namely education and training activities for those concerned with the aim of improving their skills in creating morale are given according to the needs of employees. So that employee performance enhance.

2. Work spirit has a relatively standard effect value on employee performance, organizations should pay attention to these variables to be further improved through education and training activities. This is intended so that employee performance for employees can be achieved and the goals of the agency are enhancing.

### REFERENCES

- Abadi, R. R., Nursyamsi, I., & Syamsudin, A. R. (2020). Effect of Customer Value and Experiential Marketing to Customer Loyalty with Customer satisfaction as Intervening Variable. *The Asian Journal of Technology Management*, 13(1), 82–97.
- Ahmad, A. F. N., Haerani, S., Hamid, N., & Reni, A. (2019). The Effect of Organizational Culture, Organizational Commitment and Work Satisfaction to Toward Teacher Performance of High School at Makassar. *Hasannudin Journal of Applied Business and Entrepreneurship*, 2(2), 89–99.
- Burhanuddin, Y. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Raja Grafindo Persada.
- Kisworo, B. (2019). *Hubungan Antara Motivasi, Disiplin, Dan Lingkungan Kerja Dengan Kinerja Pendidik dan Tenaga Kependidikan Sanggar Kegiatan Belajar Eks Karisidenan Semarang Jawa Tengah*. Thesis. Universitas Negeri Yogyakarta.
- Mangkunegara, A. P. (2016). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- Mahjudin et all. (2014). *Cost of Quality Control to Improve Production Cost Efficiency and Sales Productivity (Case Study on Companies in Sidoarjo)*. The Indonesian Ccounting Review. Vol. 4 No. 2. 115-128.
- Palvalin, M., Voord, T. v. d., & Jylhä, . T. (2017). The impact of workplaces and selfmanagement practices on the productivity of knowledge workers. *Journal of Facilities Management*, 15(4), 423–438.
- Purwanto. (2016). *Evaluasi Hasil Belajar*. Yogyakarta: Pustaka Pelajar.
- Sarwani. (2016). *Pengaruh Koordinasi Pimpinan Terhadap Kinerja Pegawai Di Kantor Camat Bangun Purba Kabupaten Rokan Hulu*. Thesis. Program studi Manajemen Fakultas Ekonomi Universitas Pasir Pengaraian.
- Srikaningsih, Ana., et all (2019.). *Empirical Study The Impacts of Competitive Strategies To Institutes*

*Organizational Innovation In Batik Crafters Association Of East Jawa. International Journal of Scientific & Techonology Research. Vol. 8 No. 7, 597-601.*

Suhartono. (2012). *Macroeconomic and Bank Specific Determinants of Loan Loss Provisioning in Indonesia. Journal of Economics, Business, & Accountancy VENTURA. 359-372.*

Tandi Bua, P., Theodorus, K., & Daengs GS, A. (2020). The Aftermath of Work Environment,

Communication and Leadership on Performance of Employees in Tarakan City Education Office. *Jurnal Ilmu Ekonomi dan Manajemen JMM 17, Magister Manajemen Untag Surabaya, 7(1), 25–33.*

Yohanita, Y. (2018). Peranan Gaya Kepemimpinan dan Pengambilan Keputusan yang Efektif dalam Upaya Meningkatkan Semangat Kerja Karyawan di Toko Murti Jaya. *OSF Preprints, 15 Jan. 20.*