

THE INFLUENCE OF WORK ENVIRONMENT, SPIRITUAL LEADERSHIP AND WORK ETHIC ON EMPLOYEE PERFORMANCE IN THE CIVIL SERVANTS AND WILAYATUL HISBAH POLICE UNIT ACEH TAMIANG REGENCY

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Abstract

This study aims to analyze the Influence of Work Environment, Spiritual Leadership and Work Ethic on Employee Performance in the Pamong Praja and Wilayatul Hisbah Police Units of Aceh Taming Regency, the dependent variables of this study are work environment, spiritual leadership and Work Ethic for the independent variable is employee performance. The population in this study is 65 employees of the Office of the Pamong Praja and Wilayatul Hisbah Police Unit of Aceh Taming Regency. The technique of sampling saturation or census and a sample of 65 respondents who are employees of the Pamong Praja and Wilayatul Hisbah Police Unit of Aceh Taming Regency, the research method used is a quantitative method, for the data analysis method using multiple regression analysis. The results of this study show that the work environment and work ethic have a significant effect on employee performance, while spiritual leadership does not have a significant effect on employee performance in the Pamong Praja and Wilayatul Hisbah Police Units of Aceh Taming Regency. This study shows that the work environment is the most dominant variable affecting the performance of Office employees at the Pamong Praja and Wilayatul Hisbah Police Units of Aceh Taming Regency. In this study, the work environment and work ethic have a significant effect on employee performance in the Pamong Praja and Wilayatul Hisbah Police Units of Aceh Regency

Keywords: *Work environment, spiritual leadership, work ethics and employee performance.*

1. INTRODUCTION

The competition in the world of work that moves very quickly and encourages an organization or government agency to strive hard in developing human resources both in the form of improving the performance of the agency or government organization. For that, an organization really needs people who are able to think critically, creatively, progressively, innovatively and have a high work spirit to encourage good employee performance in order to maintain the survival of the organization in the future.

Performance improvement is the hope for all organizations. According to Mangkunegara, performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Anwar, 2017). Mohammad Pabundu also defines that performance is the result of the function of work or activities of a person or group in an organization that is influenced by various factors to achieve organizational goals in a certain period (Pabundu, 2006). The achievement of increased performance is also a benchmark for how human resources are owned.

Performance is a function of motivation and ability to complete tasks or jobs (Kurniawan, 2012), an employee should have a certain degree of willingness and level of ability. A person's willingness and skills are not effective without a clear understanding of what is being done and how to do it. This indicates the participation of all employees in working in a company. In general, motivation can come from internal and external factors.

Rationally, performance is a measure of whether the leadership of a company or agency is still willing to continue his/her leadership. Meanwhile, for an organization or company, performance is a benchmark for knowing the achievements of the organization; to what extent these achievements are in line with, especially, the desires of the leaders and the desires of other stakeholders. However, it is not uncommon for employees to also feel afraid when they hear the word performance. Performance can mean the end of a person's social status as an employee. Therefore, many of them prefer not to have their performance assessed in order to remain safe in the company (Ratna & Miftahuddin, 2016). The government organization in the region is an institution that carries out all government activities whose source of legitimacy comes from the laws and regulations applicable to the region. To help facilitate activities and regulate society, the regional government issued a Regional Regulation (Perda) of the Civil Service Police Unit (Satuan Polisi Pamong Praja) which is a work unit that can assist the regional government in securing sharia policies in Aceh Province.

Based on the provisions of Article 255 of Law Number 23 of 2014 concerning Regional Government which states that; To assist the Regional Head in enforcing Regional Regulations (Perda) and the implementation of public order and public tranquility, a Civil Service Police Unit was formed, including the Civil Service Police Unit of Aceh Tamiang Regency. Based on Aceh Tamiang Regent Regulation Number 54 of 2016 concerning the Position, Organizational Structure, Duties, Functions and Work Procedures of the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency. The Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency as one of the regional technical institutions requires human resources who have good abilities, so that they can provide maximum service and other tasks in accordance with their responsibilities.

The authority is held by the Civil Service Police Unit as regulated in Government Regulation of the Republic of Indonesia Number 16 of 2018 concerning the Civil Service Police Unit. The Civil Service Police Unit has the task of assisting the Regional Head to create a peaceful, orderly, and regular regional condition so that the implementation of government can run smoothly and the community can carry out their activities safely. Thus, in addition to enforcing Regional Regulations, the Civil Service Police Unit is also required to enforce other Regional Government policies, namely Regional Head Regulations. In carrying out these duties and functions, the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency still have obstacles, so that several field findings indicate that: (1) The implementation of Civil Service Police duties in the field is not yet optimal, this is due to the unavailability of maximum operational activities, such as vehicles and limited operational funds. (2) Routine patrols that have not been carried out optimally, due to a lack of personnel.

The less than optimal implementation of the duties of the Civil Service Police in Aceh Tamiang is due to the wide scope of the Civil Service Police's work area. Aceh Tamiang Regency has 12 sub-districts and 213 villages, while the number of Civil Service Police members is still limited. Due to the limited number of personnel, vehicles and operational costs of the Aceh Tamiang Regency Civil Service Police, routine patrol activities cannot be carried out fully. The limited number of operational vehicles is proven by the fact that there are only 5 (two) patrol vehicles owned by the Civil Service Police Office and Wilayatul Hisbah of Aceh Tamiang Regency in the form of transport trucks purchased in 2016 and 2017 and 1 (one) Single Cabin, the rest of the official vehicles in the Aceh Tamiang Regency Civil Service Police Unit are more used as vehicles for office. In fact, in the work program of the Civil Service Police Unit and Wilayatul Hisbah Aceh Tamiang, to minimize disturbances to public order and tranquility, patrol activities should be carried out twice a day, namely during the day and in the afternoon or evening. However, at this time, patrol activities are only carried out 3 (three) times a week.

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Table 1 Data on Civil Servants of the Civil Service Police Unit and Wilayatul Hisbah Aceh Tamiang Based on Educational Background 2022 – 2023

No	Education	Amount			
		2022	Percentage %	2023	Percentage (%)
1.	S2	2	3.70%	3	4.54%
2.	S1	21	38.88%	23	34.84%
3.	D3	1	1.85%	3	4.54%
4.	SENIOR HIGH SCHOOL	27	50.00%	36	59.09%
5.	JUNIOR HIGH SCHOOL	3	5.55%	1	1.51%
Amount		54	100%	65	100%

Source: General Section of the Civil Service Police Unit and the Hisbah Region (2023)

From the table above, the comparison of the educational background of the Aceh Tamiang Civil Service Police Unit employees is dominated by employees who have a high school education background with the following details: in 2022 (as of December 31, 2022) there were 65 PNS with high school education (59.09%), and in 2021 (as of December 31, 2023) there were 54 PNS with high school education, 27 people (50.00%).

When viewed, it appears that the educational background of the employees of the Civil Service Police Unit of Aceh Tamiang Regency is still relatively low, because most of their education is still high school or equivalent. In fact, when viewed from the work they do, the employees of the Civil Service Police Unit should have a Bachelor's degree (S1), especially for legal and social sciences. Because considering the work of the Civil Service Police Unit in an effort to enforce regional regulations, of course they must have more or less knowledge of legal and social sciences, because in carrying out their work they often come into direct contact with the community, especially when they carry out order in the field, of course they must have knowledge of the applicable legal norms to the norms that apply to the social community, to support employee performance, a good environment is needed in the Civil Service Police Unit and Wilayatul Hisbah Aceh Tamiang.

The work environment is everything that is around the workers and that can affect them in carrying out the tasks assigned to them by Sunyoto, (2015). Meanwhile, according to Mangkunegara (2017), the non-physical work environment is all physical, psychological aspects of work and work regulations that can affect job satisfaction and productivity achievement. The non-physical work environment is divided into 2 parts, namely the number of working hours and work break time. In addition, according to Sedarmayanti (2017), the work environment can affect employee performance because a person will be able to carry out his activities well, so that optimal results are achieved if supported by appropriate environmental conditions. It can be explained that the work environment is a condition around employees or staff that can influence them in carrying out the tasks that are their responsibility, which is reflected in the dimensions: temporal work environment, and psychological work environment; with indicators: time, number of working hours, work break time, boredom, monotonous work, and fatigue at the Civil Service Police Unit and Wilayatul Hisbah Aceh Tamiang.

Leadership is the process of directing and influencing the work-related activities of group members. One of the challenges faced by leaders is how they can move their subordinates to be willing and ready to direct their abilities for the benefit of the organization. Leaders are often found who use their power absolutely and order subordinates without considering the interests of their subordinates. This can lead to a disharmonious relationship in the organization (Busro, 2018). The

leader serves as a liaison between areas in an organization. An organization that is created democratically has an advantage, where each task and authority of the organization's management is arranged in such a way that the parts of the tasks of each manager are clear, which will later prevent interference between parts of the organization. This division of tasks is also very efficient and effective when applied in an organization where the main goal of the organization is to achieve common goals and interests (Deddy Mulyadi, 2015). The work ethic seen in the Civil Service Office of the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency is very good, this can be seen from the strong cooperation as a team to serve the community. In addition, employees in the Civil Service Office of the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency hold fast to their commitment and respect the values upheld by the organization. They also appear to have character and moral ethics which are a must for a civil servant. With a good and orderly work ethic, of course it creates a good organizational culture where there is a sense of mutual respect between one another regardless of position in Raynald et al. Karauwan (2015).

2.LITERATURE REVIEW

2.1 Conceptual Framework

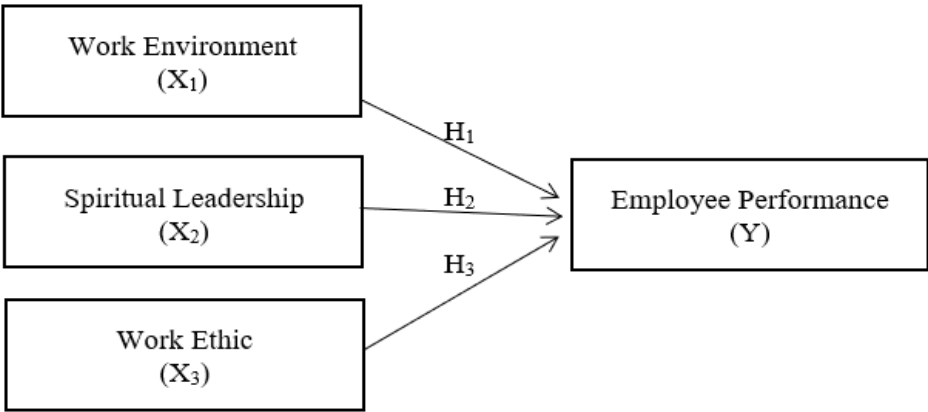


Figure 1
Conceptual Framework

2.2 The relationship between the work environment and employee performance

The relationship between work environment variables and employee performance in this study is supported by previous studies, namely according to research (Asep Abdu Renhoat, Abd. Khodir Djaelani, Mohammad Rizal, 2021); (Amstrong; et.al., 1998); (Inayatullah & Jehangir); (Riva'i, V; et.al, 2018); (Wibowo, 2017); (Johnson & Elaine, 2006); (Barinto, 2012). The work environment is all the work facilities and infrastructure around employees who are doing work that can affect the implementation of work (Sedarmayanti, 2017), the results of previous studies prove that the work environment has a positive influence on employee performance, the results of this study support the results of the study presented by (Siti Rohmah Indriani, Ryan Bianda, Ahmad Muti, 2023). If the results of this study support the existing theory, then basically the work environment directly influences employee performance. When viewed in the process of implementing the work environment in an organization, employees have characteristics such as work structure, work responsibility, attention and support from leaders, cooperation between groups, and smooth communication according to (Suwatno and Priansa 2011).

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2.3 The relationship between spiritual leadership and employee performance

Several studies that have conducted studies between spiritual leadership variables and employee performance, the focus in research so far has only been on spiritual leadership variables, in research (Asep Abdul Renhoat, Abd. Khodir Djaelani, Mohammad Rizal 2021) (Gannon, 1979); (Amstrong; et.al., 1998); (Inayatullah & Jehangir); (Riva'i, V; et.al, 2018); (Wibowo, 2017); (Johnson & Elaine, 2006); (Barinto, 2012). The results of the study of spiritual leadership are measured through several dimensions, namely true honesty, justice, the spirit of good deeds, hating formality and organized religion, talking little, working a lot and being relaxed, bringing out the best in oneself and others, openness to accepting change, a beloved leader, disciplined but flexible and still intelligent, humility, where the results of the study show an influence between spiritual leadership and employee performance and this is supported by research (Thayib: 2013)

Spiritual leadership is leadership that brings the worldly dimension to the spiritual dimension (divinity), spiritual leadership is often also called leadership based on religious ethics. Spiritual leadership is leadership that is able to inspire, awaken, influence and move through exemplary behavior, service, compassion and implementation of other divine values and traits in the goals, cultural processes and leadership behavior. In other words, spiritual leadership is leadership that makes spiritual values the core belief, core values and philosophy in its leadership behavior According to Tobroni (2015).

2.4 The relationship between work ethic and employee performance

The results of the analysis of previous studies prove that work ethic has a positive influence on employee performance (Risyaad Muhammad Ikmal, Muhandi, Agus Hadian, 2023) (Gannon, 1979); (Amstrong; et.al., 1998); (Inayatullah & Jehangir); (Riva'i, V; et.al, 2018); (Wibowo, 2017); (Johnson & Elaine, 2006); (Barinto, 2012). Competence is the main characteristic possessed by individuals in every professional field that can help them succeed (Kessler, 2011); (Hakim, 2015). The results show that work ethic has an effect on employee performance, the results of this study support the research (Rivaldo Putra Yudistira, Miftahul Munir, and Endah Kurniawati, 2023), if the results of this study are linked to existing reality, the results of the study show that work ethic can influence employee performance.

2.5 Research Hypothesis

Based on the background and theoretical basis, problem formulation and previous research, the author proposes a hypothesis which is a temporary conclusion regarding how three independent variables relate to one dependent variable in writing this research hypothesis as follows:

- H1= Work environment influences employee performance at the SPP and WH Police Units of Aceh Tamiang Regency.
- H2= Spiritual Leadership has an effect on Employee Performance at the PP and WH Police Unit of Aceh Tamiang Regency.
- H3= Work ethic influences employee performance at the PP and WH Police Unit of Aceh Tamiang Regency.

3. IMPLEMENTATION METHOD

Research at the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency. This research was conducted from February to September 2024. The population in this study were employees at the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency totaling 65 employees. The sampling technique in this study used the Saturated Sampling Technique, where all populations in this study were used as samples According to Sugiyono (2020). In this study, the population and saturated samples taken were all employees at the Civil Service Police Unit and Wilayatul Hisbah of Aceh Tamiang Regency, with a population of 65 people who would be used as saturated samples in this study, including the Head of Service, Secretary of Service, Public Relations, Head of Division, Head of Division and all ASN, PPPK,

and honor employees. The data collection method is a scientific way to obtain valid data with the aim of being proven, developing knowledge so that it can be used to solve and anticipate problems Sugiyono (2017). The collection of data and information required in this study was carried out using a questionnaire, namely by distributing the questionnaire directly to respondents, and the author can provide explanations regarding questions that are not well understood by respondents and the author can collect responses to the questionnaire directly after the respondents have filled it in.

4. RESULTS AND DISCUSSION

4.1 Data Analysis Results

Table 2 Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	6,797	1,786			3,806	0,000
Work environment	0.394	0.104	0.429		3,784	0,000
Spiritual Leadership	0.173	0.107	0.191		1,617	0.111
Work ethic	0.218	0.088	0.257		2,481	0.016

Dependent Variable: Employee performance (Y)

Source: SPSS Processed Data, 2024

Based on the regression output results through the SPSS program as seen in Table 2 above, it can be entered into the multiple regression equation as follows:

$$Y = 6.797 + 0.394X_1 + 0.173X_2 + 0.218X_3 + e$$

From the results of multiple regression values, it can be seen that the constant is 6.797, meaning that if the variables of work environment, spiritual leadership, and work ethos are considered constant, then the level of employee performance is 6.797. The following will explain the results of the regression equation as follows:

1. The value of the work environment coefficient (X_1) is 0.394 (39.4%). This shows that there is a positive (unidirectional) influence between the work environment and employee performance, meaning that every increase in the work environment variable will increase the employee performance variable at the PP and WH Police Unit of Aceh Tamiang Regency, it can be concluded that hypothesis 1 is accepted.
2. The coefficient value of spiritual leadership (X_2) is 0.173 (17.3%) with a significance of $0.111 > 0.05$. This shows that there is a positive but insignificant influence between spiritual leadership and employee performance at the PP and WH Police Unit of Aceh Tamiang Regency. It can be concluded that hypothesis 2 is rejected.
3. The coefficient value of work ethic (X_3) is 0.218 (21.8%). This shows that there is a positive (unidirectional) influence between work ethic and employee performance, meaning that every increase in the work ethic variable will increase employee performance at the PP and WH Police Unit of Aceh Tamiang Regency, it can be concluded that hypothesis 3 is accepted.

4.2 Coefficient of Determination Test (R^2)

The results of the determination coefficient test calculation show that the correlation coefficient (R) value is 0.735 (73.5%). This value indicates that there is a relationship between the independent variables, namely the work environment, spiritual leadership and work ethos, and the dependent variable, namely employee performance at the PP and WH Police Unit of Aceh Tamiang Regency.

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Furthermore, the Adjusted R Square value is 0.518. This value indicates that the independent variables consisting of the work environment, spiritual leadership and work ethos can explain their influence on the dependent variable of employee performance at the PP and WH Police Unit of Aceh Tamiang Regency by 50%, while the remaining 50% is influenced by other variables not included in this research model.

4.3 Simultaneous Effect Test (F Test)

The simultaneous influence test is used to find out whether the independent variables jointly or simultaneously influence the dependent variable according to Ghazali.(2021). The F statistical test in this study uses a significance level or confidence level of 0.05. The results of the simultaneous influence test (F Test) show that the F count value is 23.929 with a significance of 0.000 at a confidence level of 95%, while F table $df_2 = n - k$ ($65 - 3 = 62$) and $df_1 = k - 1$ ($3 - 1 = 2$) obtained a value of 3.15 at α 0.05. From the description above, it can be concluded that the probability value of significance is $0.000 < 0.05$; and $f_{count} > f_{table}$, namely $23.929 > 3.15$, then all independent variables have an effect on the dependent variable.

4.4 DISCUSSION

4.4.1 Relationship between Work Environment and Employee Performance

Based on the results of the regression calculation, it shows that the work environment affects employee performance, this is indicated by statistical tests with multiple regression equations. The results of this study are supported by previous studies conducted by Moh Soim (2020), Siti Rohmah Indriani, Ryan Bianda, Ahmad Muti, (2023) and Rishad, et al., (2023) which state that the work environment affects employee performance, where the work environment affects employee performance because the current work environment with comfortable air conditions, bright lighting and comfortable to work. On the other hand, the level of noise that is controlled in the organization of a PP and WH police unit can affect the level of employee performance.

4.4.2 The Relationship Between Spiritual Leadership and Employee Performance

Based on the results of the regression calculation, it shows that spiritual leadership has no effect on employee performance. This is indicated by the results of the partial test calculation in the multiple regression analysis. The results of this study are not supported by previous studies conducted by Rivaldo Putra Yudistira, Miftahul Munir, and Endah Kurniawati, (2023), Kadek Darmawan and Ni Luh Putra Eka Yuda Prastiwi, (2022), Maria Anastasia Date Tobin, Ni Putu Nursiani, Rollande, Fanggidai, Tarsissius, Timuneno (2023), Amirul Syah, (2020), Pipi Santika (2024). which states that spiritual leadership has no effect on employee performance. This happens because spiritual leadership with indicators of justice in carrying out work, low work enthusiasm and a sense of responsibility that is still lacking so that it does not affect the organization of the PP and WH Police Units of Aceh Tamiang Regency.

4.4.3 Relationship between Work Ethic Leadership and Employee Performance

Based on the results of the regression calculation, it shows that Work Ethic affects employee performance, this is indicated by statistical tests with multiple regression equations. The results of this study are supported by previous studies conducted by Siti Rohman Indriani, Ryan Bianda, Ahmad Muti (2023), Asep Abdu Renhoat, Abd. Khodir Djaelani, Mohammad Rizal (2021), Fajar Budiansyah, Dudung Abdurrahman (2020), which stated that work ethic affects employee performance, where work ethic affects employee performance because currently employees do their work with discipline, and do their work with hard work, On the other hand, the level of honesty is very important in an organization. In the PP and WH police units, it can affect the level of employee performance.

5. CONCLUSION

Based on the results of the study and discussion on the analysis of the influence of the work environment, spiritual leadership, and work ethos on employee performance at the PP and WH Police Unit of Aceh Tamiang Regency, it can be concluded that the work environment can improve employee performance at the PP and WH Police Unit of Aceh Tamiang Regency, this means that the better the employee's work environment, both in terms of lighting and the absence of noise, the better the performance of the PP and WH Police Unit of Aceh Tamiang Regency employees will be. Spiritual leadership applied in this institution has not been able to improve the performance of employees at the PP and WH Police Unit of Aceh Tamiang Regency, this condition can be concluded that the sense of justice in work and employee enthusiasm still need to be improved and considered, this is what makes employee performance at the PP and WH Police Unit of Aceh Tamiang Regency not influenced by spiritual leadership variables. Meanwhile, the work ethic variable can improve the performance of employees at the PP and WH Police Unit of Aceh Tamiang Regency. This is because employee work discipline, honesty and responsibility in working at the PP and WH Police Unit of Aceh Tamiang Regency are getting better, so it can be concluded that the work ethic variable can affect employee performance at the PP and WH Police Unit of Aceh Tamiang Regency.

5.2 Suggestions

It is expected that the PP and WH Police Unit of Aceh Tamiang Regency will prioritize and pay attention to the work environment of employees, air conditions, humidity and lighting, so that employees are more comfortable and peaceful in working on daily activities to achieve the performance of the PP and WH Police Unit employees of Aceh Tamiang Regency. Spiritual leadership in the PP and WH Police Unit of Aceh Tamiang Regency does not affect the performance of employees of the PP and WH Police Unit of Aceh Tamiang Regency, this should be a concern for future leaders so that the sense of justice and work enthusiasm of employees can be improved in the future. Based on the research results, it is known that the work ethic variable is a variable that has a significant effect on employee performance at the PP and WH Police Unit of Aceh Tamiang Regency. The work ethic of the PP and WH Police Unit in Aceh Tamiang can improve employee performance, because work ethic with hard work, discipline and high responsibility has an impact on improving employee performance.

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