

## Work Environment, Work Stres, And Work Motivation

### Influence Organizational Commitment

Abdul Ngazis<sup>1\*</sup>, Epsilandri Septyarini<sup>2</sup>, Nala Tri Kusuma<sup>3</sup>

<sup>1</sup>Faculty of Economics, Sarjanawiyata Tamansiswa Yogyakarta University, Indonesia

\*Corresponding author E-mail: [abdulaziz89644@gmail.com](mailto:abdulaziz89644@gmail.com)

**Article History: Received: November 25, 2024; Accepted: January 12, 2025**

#### ABSTRACT

This study was conducted to examine the influence of work environment, work stress, and work motivation on organisational commitment at Permata Medika Kebumen General Hospital. This research uses quantitative methodology. The population size at Permata Medika Kebumen General Hospital was 300 employees and a sample of 75 employees was taken. The sampling method used is simple random sampling, which is sampling that ensures each member of the population has the same opportunity to be selected as a sample and to determine the number of samples using the Slovin formula. The research results show that work environment, work stress, and work motivation have a significant positive effect on organisational commitment. Furthermore, these factors collectively affect organisational commitment positively. This research is expected to be a reference and improvement for Permata Medika Kebumen General Hospital in improving employee capabilities, making policies for employees so that employee commitment will increase and make Permata Medika Kebumen General Hospital able to obtain services to consumers so that organisational goals are achieved.

**Keywords:** Organizational Commitment, Work Environment, Work Stres, Work Motivation

#### INTRODUCTION

Human resources (HR) is a potential or skill of an individual that enables him to fulfil his role as a social being capable of managing himself to achieve personal well-being. The company's own goals are not just dependent on comprehensive equipment, facilities and infrastructure, but more importantly on the individuals who carry out these tasks. An important factor that influences the success of an organisation is the level of commitment of employees to their organisation.

Organisational commitment is a series of actions carried out by employees that direct them to carry out something for the advancement of the institution, desire to always be in the organisation and accept its values and goals tujuannya (Rodríguez-Fernández, Herrera, & de las Heras-Rosas, 2021).. Based on interviews conducted by the author at Permata Medika Kebumen General Hospital, the organisational commitment of employees in this place is still quite low, there are several contract and permanent employees who leave their jobs or do not continue their contracts for reasons that are often accepted due to family demands. This action reflects the lack of commitment of employees to the organisation because they choose to leave their jobs rather than continue them. Then also organisational commitment can be seen from the orderliness of employees at work, for example there are still employees in the organisation who go to work late and there are also employees who exchange shifts with their coworkers for reasons that are

sometimes unclear, even though achieving an organisation's goals requires high loyalty to their work.

Given the importance of human resources in an organisation as explained above, it should be the centre of attention of organisations, including Permata Medika Kebumen General Hospital. To increase organisational commitment, it is necessary to pay attention to several matters including the work environment, work stress, and work motivation. Permata Medika Kebumen General Hospital needs these factors so that the organisation can develop further.

There are 2 categories of work environment, namely physical and non-physical work environment. The physical work environment includes all things around workers in a form that can be seen and felt, such as work space, available facilities, cleanliness, lighting, quietness, and various other factors that can interfere with employee performance. Meanwhile, the non-physical work environment relates to aspects of interaction at work, including the attitude of superiors towards subordinates, corporate culture, and communication channels within the company . (Apriliansa, Paramita, & Handaru, 2021).

Job stress leads to negative subjective experiences and psicological, psychological and physiological reactions resulting from work adverse stimuli late. there are many theoretical models of job stress, such as the job demand control model, the person environmental fit model and the effort-reward imbalance imbalan (Li, Zhang, Li, & Lu, 2020).

Motivation is a set of energy that comes from internal and external factors of the individual, which encourages the development of a positive attitude towards work. (Sinambela, 2021).

The results of several further sources obtained several previous research results including Evianti et al., (2020) that 'work environment has a significant effect on organisational commitment', while Ngirande (2021) explains that 'work stress has a significant negative effect on organisational commitment', and research, Iswibiarka Wibowo et al., (2023) explains that 'work motivation has a significant effect on organisational commitment'.

### **Hypothesis Development**

According to Wulandari et al., (2022) Organisational commitment refers to the psychological relationship that exists between employees and organisations, which is characterised by a strong sense of trust and acceptance of the goals and values espoused. It also includes the desire to contribute to achieving the interests of the organisation and the desire to always be part of the organisation. Meanwhile, the work environment includes all the equipment and materials used, the area around where employees are active, how they work, and work arrangements (Gunawan & Ardana, 2020).

With the explanation above, it can be concluded that if the work environment remains supportive, it will have a very positive effect on its employees, because if employees feel comfortable, they will focus more on working to achieve organisational goals and also employees always survive. Halimah et al., (2023) also showed that the work environment has a positive effect on organisational commitment.

H1: Work Environment has a positive and significant effect on organisational commitment

Organisational commitment is an employee's deeper sense of attachment to the goals and values they uphold. This relates to their role in achieving these goals and the desire to stay in the organisation Yusuf & Syarif (2019). Meanwhile, work stress is a condition that arises from the interaction between individuals and the tasks they perform, which is seen from changes in a person that make him unable to function normally (Wangsa & Edalmen, 2022).

With the explanation above, it can be concluded that if the organisation provides work that is too busy and beyond the capacity of employees' abilities, it will have a negative impact on their condition and will result in the goals of the organisation, because if they feel stressed with their work, employees will not be optimal at work and can leave the organisation. This is supported by Saadeh & Suifan, (2020) which shows that 'job stress has a significant negative effect on organisational commitment'.

H2: Work Stress has a negative and significant effect on organisational commitment.

Organisational commitment is a bond that encourages a person to have a deep desire to always be involved in the organisation, to do his best for the common good, and to have a firm belief in the values and goals carried by the organisation Pratama et al., (2023). Meanwhile, work motivation is an approach to encourage and guide employees in carrying out their duties, so that they can achieve goals with awareness, enthusiasm, and a high sense of responsibility (Subiyanto & Utami, 2021).

With the explanation above, it can be concluded that if employees get motivation from the organisation in the form of positive direction, these employees will be more comfortable so that they are always part of the organisation and work optimally for the progress of the organisation. This is supported by Rahayu, (2020) showing that work motivation has a significant positive effect on organisational commitment.

H3: Work Motivation has a positive and significant effect on organisational commitment

There are several factors that can affect organisational commitment that have been described by the author, including work motivation, work motivation causes individuals to be willing and willing to move their abilities, energy and time for the achievement of the organisation. In addition, organisational commitment can also be influenced by the work environment where

employees work, the more the work environment supports its employees, their performance will also increase and there is also no intention to leave the organisation where they work. Then the last factor that can affect organisational commitment is work stress, work stress is usually caused by the high task demands placed by the organisation on workers. The higher the tasks imposed on employees, the lower the level of organisational commitment.

H4: Work Environment, Work Stress, and Work Motivation simultaneously affect organisational commitment.

## RESEARCH METHODS

The population used is the employees of RSUD Permana Medika Kebumen, totalling 300 employees. The sample used was 75 employees, the sampling technique used simple random sampling and to determine the number of samples using the Slovin formula. The indicators in this study adopt from Daslim et al., (2023) work environment research, (2023); Nurlinawaty, (2019) work stress ; Nurrahmi et al., (2020) work motivation, and Haumahu & Wenno, (2020) organisational commitment,

sample size determination using the slovin formula: 
$$n = \frac{N}{1+N(e)^2}$$

Information = Number of samples or number of respondents; N = Total population; e = percentage of tolerance for error in sampling that can be accepted; e = 0.1.

$$n = \frac{300}{1 + (3,0)}$$

$$n = \frac{300}{4}$$

$$n = 75$$

The sampling technique applied was simple random sampling. This research uses quantitative methods. For data analysis, regression analysis was used.

## RESULTS AND DISCUSSION

### Respondent Characteristics

The characteristics of respondents show that there are more female respondents (83%) while men (14%). The majority of respondents aged 20-30 years as much as (70.7%). The majority of respondents' last education was diploma or D1 / D2 / D3 as much as 61.3%. and the majority of the length of work > 10 years as much as 26.7%.

The data obtained is processed through several tests, following the visualization of the results:

## Instrument Test

Table 1. Instrument Test Results

WE (X1)	r- hitung	Stres kerja	r- hitung	WM	r- hitung	CO (y)	r- hitung
X1.1	0,641	X2.1	0,704	X3.1	0,579	Y1.1	0,615
X1.2	0,641	X2.2	0,591	X3.2	0,771	Y1.2	0,744
X1.3	0,628	X2.3	0,580	X3.3	0,634	Y1.3	0,728
X1.4	0,601	X2.4	0,655	X3.4	0,694	Y1.4	0,678
X1.5	0,451	X2.5	0,557	X3.5	0,769	Y1.5	0,655
X1.6	0,722	X2.6	0,605	X3.6	0,667	Y1.6	0,648
X1.7	0,635	X2.7	0,452	X3.7	0,814		
X1.8	0,628	X2.8	0,553	X3.8	0,499		
X1.9	0,590						
Cronbachs Alpha Std.	0,791		0,729		0,838		0,769

WE=Work Environment; WS= Work Stress; WM= Work Motivation; CO= Commitment Organizational.

(Source: data processed 2024).

The validity test results presented in table 2 show the corrected item-total correlation value > from r-table (0.191) or declared valid. Cronbachs alpha value based on std. > 0.70 or declared reliable.

## Classical Assumption Test

Table 2. Classical Assumption Test Results

Ind.	Dep.	Multi.		Glej. Test	Kol-Smir Test
		Tol.	VIF	Sig.	Asymp. Sig.
WE	OC	0.800	1.250	0.526	0.200
WS		0.963	1.038	0.212	
WM		0.818	1.222	0.272	

WE= Work Environment; WS= Work Stress; WM= Work Motivation; OC= Organizational Commitment.

(Source: data processed 2024).

The results of the classical assumption testing in Table 2 show that there is no multicollinearity in the regression model equation, as the tolerance value is more than 0.10 and VIF is below 10. In addition, the regression model equation also does not show heteroscedasticity (Glejser test, p more than 0.05), and normality is also met with a normal distribution (Kolmogorov-Smirnov test, asymp. sig. more than 0.05).

## Linear Regression Test

Tabel 3. Linear Regression Test

		Coefficients <sup>a</sup>				
Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(constant)	3,525	3,634		,970	,335
	Work Environment	,177	,086	,233	2,063	,043
	Work Stres	,147	,074	,206	1,999	,049
	Work Motivation	,263	,090	,326	2,921	,005

## Hypothesis Testing

Table 4. Hypothesis Testing

		Coefficients <sup>a</sup>				
Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(constant)	3,525	3,634		,970	,335
	Work Environment	,177	,086	,233	2,063	,043
	Work Stres	,147	,074	,206	1,999	,049
	Work Motivation	,263	,090	,326	2,921	,005

a. Dependent Variable: Organizational Commitment

(Source: data processed 2024).

The results of the table above can be concluded that the effect of the research hypothesis is as follows:

a. Work Environment (X1)

The t test results show that the calculated t value is  $2.063 > t$  table  $1.666$ , with a sig value of  $0.043 < 0.05$ . This indicates that the hypothesis is accepted, so it is concluded that variable X1 has a significant positive effect on variable Y.

b. Work Stres (X2)

The t test results show that the t count is  $1.999 > t$  table  $1.666$ , with a sig value of  $0.049 < 0.05$ . This indicates that the X2 variable has a significant positive effect on the Y variable.



c. Work Motivation (X3)

shows that the t count is  $2.291 > t$  table which is 1.666, and the sig value is  $0.005 < 0.05$ .

This indicates that the X3 variable has a significant positive effect on the Y variable.

**F TEST**

Table 5. F Test

Model		Sum of Squares	df	Mean square	F	Sig
1	Regression	169,913	3	56,638	8,991	,000
	Residual	447,234	71	6,299		
	Total	617,147	74			

a. Dependent Variable: CO

b. Predictors: (Constant), WM, WS, WE

From the table it can be seen that the sig level is 0.00,  $< 0.05$ . This shows that variable X has a significant effect simultaneously on variable Y.

**Determination ( $R^2$ )**

Tabel 6. Hasil determinasi ( $R^2$ )

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,525 <sup>a</sup>	,275	,245	2,510

a. Predictors: (Constant), WM, WS, WE

b. Dependent Variable: CO

The table above shows that the Adjusted R Square value is 0.24 or 24.5%. From this data, it can be concluded that variable X affects variable Y by 24.5%. The remaining 75.5% (100% - 24.5%) is influenced by other variables.

**CONCLUSIONS**

Based on data analysis and research that has been carried out at Permata Medika Kebumen General Hospital, it can be concluded that the work environment, work stress, and work motivation have a significant positive effect on organisational commitment. This research strengthens the theories that say that work environment factors, work stress, and work motivation play an important role in building organisational commitment. The implication of this research is that this research is expected to be a reference and improvement for Permata Medika Kebumen General Hospital in improving employee abilities, making policies for employees so that employee commitment will increase and make Permata Medika Kebumen General Hospital able to obtain services to consumers so that organisational goals can be achieved.

It is also hoped that these findings can be used as a basis for future researchers who want to carry out further research using different research models, objects and numbers of respondents,

such as research using the variables of job satisfaction variables Ellys & Ie, (2020), perceptions of organisational support Darmawan & Mardikaningsih, (2021), and organisational culture organisasi (Nugraha, 2023).

## REFERENCE

- Apriliana, S., Paramita, W., & Handaru, A. W. (2021). Pengaruh stres kerja dan lingkungan kerja terhadap komitmen organisasi. *Jurnal Bisnis, Manajemen, Dan Keuangan*, 2(3), 6.
- Darmawan, D., & Mardikaningsih, R. (2021). Studi tentang peran kualitas kehidupan kerja, kepemimpinan dan persepsi dukungan organisasi terhadap komitmen organisasi. *Jurnal Simki Economic*, 4(1), 89–98. <https://doi.org/10.29407/jse.v4i1.97>
- Daslim, C., Syawaluddin, S., Okta, M. A., & Goh, T. S. (2023). Pengaruh budaya organisasi dan lingkungan kerja terhadap komitmen organisasi pada PT. Tahta Sukses Abadi Medan. *Jesya*, 6(1), 136–146. <https://doi.org/10.36778/jesya.v6i1.893>
- Ellys, E., & Ie, M. (2020). Pengaruh kepuasan kerja dan budaya organisasi terhadap komitmen organisasi karyawan. *Jurnal Manajemen Maranatha*, 20(1), 75–84. <https://doi.org/10.28932/jmm.v20i1.3026>
- Evianti, Abror, & Rasyid, R. (2020). The effect of work environment, organizational support and intrinsic motivation on organizational commitment. *Atlantis Press*, 124, 731–736. <https://doi.org/10.2991/aebmr.k.200305.139>
- Gunawan, I. K. A. P., & Ardana, I. K. (2020). Pengaruh job insecurity, budaya organisasi, dan lingkungan kerja terhadap komitmen organisasional. *E-Jurnal Manajemen*, 9(5), 1858–1878. <https://doi.org/https://doi.org/10.24843/EJMUNUD.2020.v09.i05.p11>
- Halimah, R., Yuliharsi, Y., & Rivai, H. A. (2023). Influence of job burnout and work environment on Job satisfaction and it's impact on teachers organizational commitment. *Journal of Social Research*, 2(5), 1523–1530. <https://doi.org/10.55324/josr.v2i5.834>
- Haumahu, C. P., & Wenno, Y. H. (2020). Gambaran komitmen organisasi karyawan dinas perindustrian dan perdagangan provinsi Maluku Pada bagian tata usaha. *Intelektiv : Jurnal Ekonomi, Sosial & Humaniora*, 1(2), 61–68.
- Iswibiarka Wibowo, S. N., Raka Ardiana, I. D. K., & Andjarwati, T. (2023). The effect of work competency, work motivation, and organizational citizenship behavior (OCB) on organizational commitment and employee performance at PT. Bina Ceria Bersama In Surabaya. *Eduvest - Journal of Universal Studies*, 3(2), 504–523. <https://doi.org/10.59188/eduvest.v3i2.765>
- Li, N., Zhang, L., Li, X. J., & Lu, Q. (2020). The influence of operating room nurses' job stress on burnout and organizational commitment: The moderating effect of over-commitment. *Journal of Advanced Nursing*, 77(4), 1772–1782. <https://doi.org/10.1111/jan.14725>
- Ngirande, H. (2021). Occupational stress, uncertainty and organisational commitment in higher education: Job satisfaction as a moderator. *SA Journal of Human Resource Management*, 19, 1–11. <https://doi.org/10.4102/sajhrm.v19i0.1376>



- Nugraha, E. S. (2023). Pengaruh budaya organisasi dan kompensasi terhadap komitmen organisasi melalui motivasi kerja. *Jurnal Ilmu Manajemen*, 11(3), 623–638. <https://doi.org/https://doi.org/10.26740/jim.vn.p623-638>
- Nurlinawaty, R. (2019). Pengaruh konflik peran ganda dan stress terhadap komitmen organisasi. *Jurnal Ekonomi Perjuangan*, 1(1), 41–52. <https://doi.org/10.36423/jumper.v1i1.210>
- Nurrahmi, A., Hairudinor, & Utomo, S. (2020). Pengaruh motivasi kerja, budaya organisasi, dan gaya kepemimpinan transformasional terhadap komitmen organisasi dan kinerja karyawan (Studi Pada PT.Bank Pembangunan Daerah Kalsel cabang rantau). *Jurnal Bisnis Dan Pembangunan*, 9(1), 20–35. <https://doi.org/http://dx.doi.org/10.20527/jbp.v12i1>
- Pratama, F. N., Faturohman, S. A., Viando, O., Muksin, A., & Nasional, U. (2023). Analisis teori organisasi membangun komitmen organisasi. *Jurnal Manajemen, Akuntansi, Dan Ekonomi*, 1(12). <https://doi.org/10.8734/mnmae.v1i2.359>
- Rahayu, M. (2020). The role of motivation on organizational commitment of management program S1 lecturers at private Universities In The City Of Bandung. *Dinasti International Journal Of Management Science*, 2(1), 112–124. <https://doi.org/10.31933/DIJMS>
- Rodríguez-Fernández, M., Herrera, J., & de las Heras-Rosas, C. (2021). Model of organizational commitment applied to health management systems. *International Journal of Environmental Research and Public Health*, 18(9). <https://doi.org/10.3390/ijerph18094496>
- Saadeh, I. M., & Suifan, T. S. (2020). Job stress and organizational commitment in hospitals: The mediating role of perceived organizational support. *International Journal of Organizational Analysis*, 28(1), 226–242. <https://doi.org/10.1108/IJOA-11-2018-1597>
- Sinambela, E. A. (2021). Motivasi kerja dan dukungan organisasi serta pengaruhnya terhadap komitmen organisasi. *Jurnal Baruna Horizon*, 4(1), 34–42. <https://doi.org/10.52310/jbhorizon.v4i1.55>
- Subiyanto, D., & Utami, R. A. (2021). Pengaruh dukungan organisasi, kepuasan kerja, dan motivasi kerja terhadap komitmen organisasi. *Jurnal Ilmiah Mahasiswa Ekonomi*, 04(02), 202–212. <https://doi.org/https://doi.org/10,24815/Jimen.v8i1>
- Wangsa, A., & Edalmen, E. (2022). Pengaruh beban, stres, dan kepuasan kerja terhadap komitmen organisasi. *Jurnal Manajerial Dan Kewirausahaan*, 4(2), 279. <https://doi.org/10.24912/jmk.v4i2.18203>
- Wulandari, W. W., Candra, M. D., & Sya'baniyah, R. (2022). Faktor-faktor yang mempengaruhi komitmen organisasi. *Jurnal Ilmu-Ilmu Sosial, Keagamaan, Dan Humaniora*, 1(2), 18–26. Retrieved from <https://jurnal.stiedarulfalalahmojokerto.ac.id/index.php/Jurnal-Dar-El-Falah>
- Yusuf, R. M., & Syarif, D. (2019). KOMITMEN ORGANISASI. In Makassar: Nas Media Pustaka.