



## Influence Of Human Relation And Environmental Physical Condition To Work Ethic And Performance Of District Health Officer Boven Digoel

Stevanus Kandam<sup>1\*</sup>, Djabir Hamzah<sup>2</sup>, Sumardi<sup>3</sup>.

<sup>1</sup> Magister Management, Faculty of Economics and Business, Hasanuddin University; Email: [stevanuskandan1@gmail.com](mailto:stevanuskandan1@gmail.com)

<sup>2</sup> Faculty of Economics and Business, Hasanuddin University; Email: [djabirh@gmail.com](mailto:djabirh@gmail.com)

<sup>3</sup> Faculty of Economics and Business, Hasanuddin University; Email: [sumardilasise@gmail.com](mailto:sumardilasise@gmail.com)

### Abstract

*This research aims to test 1) whether human relation affects the work ethic of the district health Officer Boven Digoel, 2) whether the environmental physical condition affects the working ethic of district health officer Boven Digoel, 3) does human relation affect the performance of the district Health officer Boven Digoel District, 4) whether the environmental physical condition affects the performance of Boven , 5) Does the work ethic affect the employee performance of the district health Officer Boven Digoel, 6) does human relation affect the performance of the health service officer of Boven Digoel District through work ethic, 7) whether the environmental physical condition affects the performance of Boven Digoel District health officer through work ethic. Methods used are quantitative research methods. In this study a population of 215 people, using a sample of 68 people. Path analysis is used as a quantitative analysis. Data analysis techniques using smart PLS 3. The result of partial hypothesis testing of each pathway shows human relation positively affecting the work ethic, the physical environment positively and significantly affects the work ethic, human relation is positively influential in the performance of employees, the physical environment is positively influential in the performance of employees, the work ethic has a positive effect on employees ' performance, human relation is positively and significantly affected by employees ' performance , the physical environment has a positive and significant effect on employee performance if mediated by the work ethic*

**Keywords :** *Human relation, environmental physical condition, work ethic, Employee performance*

### INTRODUCTION

Each government agency has its own characteristic that is determined by the pattern of human resource interaction in it. Human resources can be impeuable to improve performance or vice versa. In connection with organizational management in achieving its objectives, Hersey and Blanchard (2000) stated that driving organization objectives and effectiveness of realizing organizational objectives must be supported by all parties in the Organization, this is called "driving the real goal". The parties referred to herein are the managers or leaders of the organization and the subordinates or officers. Thus, it means an organization or company should be able to create a synchronous and conducive atmosphere, where the leader of the Organization is able to cooperate with the employees and direct the organizational objectives so that employees feel that the purpose is their purpose or a common goal.

From the explanation above, it can be obvious that an organization can be achieved because of the activities of those who are members or employees. They can work well together

when they work by being based on a high work ethic, with this high work ethic, it will also be undeniable to improve their performance. Therefore, in this era of global economy demanded breakthrough efforts of the main actors in the business to proactively consolidate themselves in order to strengthen the competitive advantage, which no longer relies on the comparative advantage of raw materials and human resources only, but also competitive advantage can be achieved if the business people have the competence of the Organization, meaning that the businessman is a performance enhancement.

This work ethic can be formed when an employee has a desire to be able to do a job with satisfactory results or maximum results. This work ethic must be owned by every officer in carrying out their work so that they can work well and effectively. If a company or an organization or an employee has a low work ethic when doing its job then the company suffered a loss caused by the employee is not working with all its capabilities. On the contrary, high work ethic can help improve employee's work productivity and provide optimal work both qualitatively and quantitatively. With the maximal results of this work ethic can directly affect employees' performance in performing their next job.

There are several factors that can influence the formation of work ethic, among others, a relationship that is intertwined with human relation, the situation and physical condition of the environment itself, safety and safety of good work for employees, social conditions of work environment, attention to the needs of spiritual, temporal and self-esteem in the work environment, leadership factors, giving a pleasant incentive for employees, (2005).

Successful and effective organizations are organizations with individuals who have good performance. In conclusion, if the employees who work in an organization have a good performance then effectiveness or success an organization will be achieved (Hardiyono et al., 2017). Employees who work in an organization with good performance then the effectiveness or success of an organization will be achieved (Guswandi et al., 2020). To know the success in carrying out the work needs to be done performance assessment (Firmansyah et al., 2020).

Performance is an outcome achieved by the worker in his work according to certain criteria that apply to a job (Robbins, 2001). High employee performance is indispensable in an organization to achieve the expected objectives. With high performance employees will try their best to overcome and solve the problems faced in the performance of their duties and works. Conversely with low performance will easily succumb to circumstances when it gets difficulties in carrying out its duties and work so it will be difficult to achieve the expected objectives. With the work ethic and high performance, the employees will work together and help each other in solving the work that requires a lot of energy and time and good human relations.

Human relation is humanly inter-private communication, meaning communication that has entered the psychological stage that communicators and communications understand each other's thoughts, feelings and actions together. This also means that when we want to create a communication that is full of familiarity preceded by the exchange of information about identity and personal problems that are social (Alo in Hidayah, 2018).

Employee interaction in the corporate/organizational/agency environment is inseparable which will give rise to employee satisfaction level, (Nurul in Hidayah, 2018) explained that the situation of the company's environment in carrying out its duties and functions among employees who are one with the others is not separated from each other interaction for smooth and harmony work. With a means of convenient relationships will be more comfortable and happy to accomplish the task. Human relation in the company is important because it is a bridge between employees and employees with leaders.

Thus, the most important in realizing human relation is how we understand the nature of man and humanity and how we are able to accept others outside of us with what it is to create a harmonious and good working atmosphere that can improve the spirit of work that will affect also the results of his work.

The health office of Boven Diogel is one of the government agencies in Boven Digoel Regency with human resources originating from several regions, ethnic and cultural so that the need for a good relationship in order to maintain cooperation and performance in order to

cooperate with each other.

Environmental physical condition in this institution support with the facility of supporting work routine maintenance and cleanliness of the room. For lighting in the workspace is also excellent to support the work spirit and employee performance.

The purpose of this research is 1) to see the human relation influence on the work ethic of the district health officer of Boven Digoel. 2) to know the effect of environmental physical condition on the work ethic of the district health Office of Boven Digoel. 3) to know the influence of human relation to the performance of the health officer of Boven Digoel District. 4) to know the effect of the environmental physical condition to the performance of the district health Officer Boven Digoel. 5) to know the effect of work ethic on the performance of the employees of the district health Office of Boven Digoel. 6) to know the influence of human relation to the performance of health officer of Boven Digoel District through the work ethic. 7) to determine the effect of environmental physical condition on the performance of the health officer of Boven Digoel District through the

## LITERATURE REVIEW

### Human Relation Concept

Human relation is a translation. People also translate to "human relationships" or also translated "Interhuman relationships", which are not very wrong because related to each other is human. It is just that, here the nature of his human relationship is not like the ordinary communicate, not only is the delivery of a message by someone to others, but the relationship between people who communicate which contains very profound psychiatric elements. It is said that a human relationship is a communication because of its orientation in action oriented, it contains activities to change one's attitudes, opinions, or Behaviors (Onong, 2001).

There are two sense of human relationship, which is human relationship in the sense of breadth and human relationship in the narrow sense:

1. Human relationship in the broad sense of human relations in the broad sense is the interaction between someone with others in all situations and in all areas of life. So, human relationships are done anywhere; Can be done at home, on the road, in public transportation (eg buses, trains) and so on.
2. Human relationship in the narrow sense of human relations in the narrow sense is also the interaction between someone with others. But the interactions here are only in working situations and in work organization.

There are four differences between object perception and interpersonal perception. First, on object perception, stimuli is captured by our sensory instruments through physical objects; Waves, light, sound waves, temperature and so on; On interpersonal perception, stimuli may be up to us through the verbal emblems or graphics delivered by third parties. Secondly, when we respond to an object, we only respond to the outside properties of that object; We do not examine the inward nature of that object. When we look at the chalkboard, we never question how he feels when we observe. In interpersonal perception, we try to understand what is not visible to our sensory instruments. Third, when we are conception of an object, the object does not react to us; We also do not give an emotional reaction to it. Fourth, the relatively fixed object, the human fluctuating. This change when confusing us, will give the wrong information about others.

There are several techniques in inter-human relationships, among others:

- 1) Social Action

The social action according to Max Weber is the actions of an individual who can influence other individuals in society.

- 2) Social contacts

Social contact is a relationship between one party and the other that is the beginning of a social interaction.

- 3) Social Communications

The process of communication occurs as social contacts progress. Literally

communication is a relationship or association with others.

Human relation According to Utomo, P. (2006) is an element in human resource management that creates a communication among human beings and this will be able to create an attitude, opinions or behaviors that are mutual understanding in carrying out the work. Some indicators of human relation measurement are:

- (a) tolerant attitude,
- (b) Being able to receive strikes,
- (c) Friendly attitude,
- (d) Honest in work,
- (e) Establishing a good relationship, and
- (f) able to cooperate..

### **Physical Work Environment Concept**

Regarding the good physical work environment, Sarwoto (1991) says that the workplace environment that can affect or improve the efficiency of work include: proper workspace, precise indoor light, precise temperature and humidity, sound that does not interfere with the working concentration. Further expressed by M. Manullang (1990) that the existence of good physical work environment can not only increase employee productivity but also can improve working efficiency is: "Good work equipment, comfortable workspace, protection against danger, good ventilation, adequate lighting and hygiene, not only can increase the excitement of work, but also can improve work efficiency". According to Supriadi in Wulandari (2017) "The work environment is a condition around the workplace both physically and non physically that can give a pleasant impression, secure, calm, and enjoy the work". Based on the theory, it can be understood that the environment surrounding the employees work is a place that determines the employees in the work needs to be created a conducive environment that can be calming and can make the employees feel at work.

Environmental factors that affect the working environment (Subroto, 2005), among others: non-physical work environment consists of:

- 1) social environment factor that is a social environment that is very influential in the employee's performance is the background of the family, namely the status of family, number of families, welfare and others.
- 2) The social status factor is the higher the position of the person, the higher the authority and the flexibility in making decisions.
- 3) The working relationship factor in the organization is that the working relationship in the organization is the working relationship between employees and employees and employees with superiors or leaders.
- 4) Factors of information system that the working relationship will be able to run well when there is good communication among the members of the organization or among employees of the company. Communication will interact, understand each other, understand one another can eliminate disputes or misunderstand

While the physical work environment consists of:

- 1) environmental factors of the workspace that the good workspace will support the creation of a good working relationship between employees and employers because it will facilitate the mobility for employees to meet. Unwell spatial layout will make the inconvenience of working so as to decrease performance.
- 2) The hygiene and neatness factor of workspaces that are clean, tidy, healthy and safe workspaces will create a sense of comfort in work. This will increase the employee's passion and morale and will indirectly improve performance. Factors that include work environment that must be known and must be considered that have a big effect on the spirit of excitement of work include coloring, hygiene, air exchange, lighting, security and noise. Healthy and safe environmental conditions are the dream of every person who will be better when supported by the condition of the office or good working place and adequate equipment will make the performance of employees better or can also increase.

According to Utomo (2006) The physical environmental condition of the work environment is everything that exists around the worker and can affect itself in carrying out the duties charged. Some indicators of measuring the physical condition of the work environment are:

- (a) Air exchange,
- (b) Illumination,
- (c) Noise intensity,
- (d) Secure parking, and
- (e) Less effective and adequate parking conditions

### Performance Employee

Performance is the result of a person as a whole during a certain period in carrying out a task, such as a standard of work, target or target or criteria predetermined and has been agreed together (Rivai and Basri, 2004:14). So work achievement is the result of the linkage between effort, ability and task perception. Business is a result of motivation that demonstrates the amount of energy (physical or mental) used by individuals in carrying out a task. While ability is the characteristic of individuals used in the running of a job. The ability usually cannot be directly influenced in the short term. The perception of the task is a clue that individuals believe they can realize their efforts in the work. Another opinion of performance is an outcome achieved by the worker in his work according to certain criteria that apply to a job, (Robbins, 2001).

Performance can also be used as the basis for providing a system of division of labor or responsibility (Fatma et al., 2020). An employee has a good performance if the employee is able to do the same job or exceeds the standards or criteria that have been set together in the organization (Junaidin et al., 2019).

For performance to run optimally, one must have a high desire to do its job and know its work. Thus, performance is essentially determined by 3 (three) things: 1) the capability of 2) the desire, 3) environment. Without knowing about the 3 (three) factors, the good performance will not be achieved. The performance of an employee is essentially the result of an employee's work during a certain period compared to various possibilities, such as standards, targets/objectives or criteria that have been determined first and have been agreed to together (Wahyudi,2010). The employee's performance indicators consist of quality of Work, quantity of work, knowledge of job,Creativenes, Iniatiative

### Conceptual Model

Based on the literature study, the conceptual model in this study can be seen as follows.

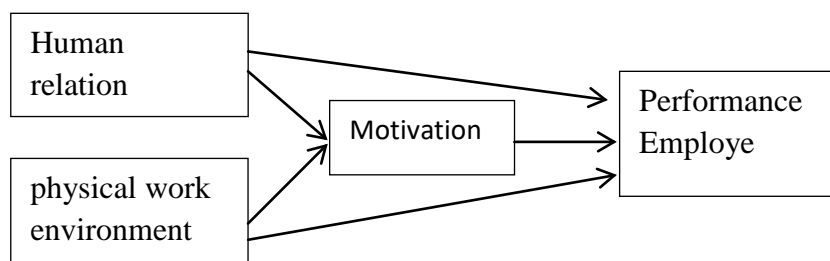


Figure 1: Conceptual model

## RESEARCH METHOD

### Location and Research Design

The research site is located in Boven Digoel District Health Department. The research uses a quantitative approach using a questionnaire that intends to explain the position of the examined variables and the relationship between one variable and the other. Sugiyono (2016). This research

was intended to test hypotheses that were previously formulated. This research will explain the causal relationship between variables through the hypothesis testing. In this study, the analysis method used is path analysis using SmartPLS 3.2.8 program.

### **Population or Samples**

The population in this research is an employee of the district health Office of Boven Digoel, amounting to 215 employees. The sample that was used in this research is the employees of the health office of Boven Digoel District as many as 68 respondents using the standard formula Slovin error 10%.

### **Data Collection Method**

Data collection is done in various settings according to Sugiyono (2016) namely:

- a. documentation. The required documentation is a variety of documents that show or describe important data and information related to the study.
- b. Questionnaire. Provide questionnaires to Reponden (sample). This questionnaire is compiled in the form of written questions given to respondents.

### **Data Analysis Method**

The method of data analysis in this research is to use the results of the dissemination of kuisoner and then perform several testing techniques consisting of descriptive analysis, validity test, reusability test, and hypothesized test directly and hypothesis test indirectly using Smart Software PLS 2.3.8.

#### 1) Descriptive analysis

Descriptive analysis is used to analyze the data by clicking or spreading the collected data as it is without intent to make a conclusion that applies to the public or generalization by looking at the average respondent's response to each indicator/statement and the average response variable.

#### 2) Validity test

The validity test can be seen from the outer loading value to measure the level of the indicator accuracy used to measure the construct or dimensions through the measurement of the magnitude of correlation between the latent variables. To measure convergent validity in individual testing item reliability is used standardized loading factor which illustrates the magnitude of correlation between each indicator with its construction. The value of loading factor above 0.70 is expressed as an ideal size or valid as an indicator that measures the construct, but the value above 0.50 is still acceptable while the value below 0.50 must be removed from the model (Yamin, 2011).

#### 3) Reusability Test

The reusability test can be used to test the quality of the research compiler variables by looking at the value of Cronbach's alpha where the limit value of 0.7 and above means acceptable and above 0.8 and 0.9 means very satisfying.

#### 4) hypothesis test

Hypothesis testing is performed by looking at the value of the path coefficient and the specific indirect influence value on the results of the Bootsraping SmartPLS calculation data.

## EMPIRICAL RESULTS

### Evaluasi Prasyarat

#### Validity Test

**Table-1:** Uji Validitas

Indikator dan variabel	Sampel asli (o)	T statistic	P values
X1.1-Human relation	0,906	24,819	0,000
X1.2- Human relation	0,922	30,388	0,000
X1.3- Human relation	0,947	43,996	0,000
X1.4- Human relation	0,933	42,433	0,000
X1.5- Human relation	0,934	32,845	0,000
X2.1- Physical environmental conditions	0,922	40,374	0,000
X2.2- Physical environmental conditions	0,918	32,382	0,000
X2.3- Physical environmental conditions	0,955	53,199	0,000
X2.4- Physical environmental conditions	0,942	50,167	0,000
X2.5- Physical environmental conditions	0,895	28,715	0,000
Y1.1- work ethic	0,962	69,091	0,000
Y1.2- work ethic	0,951	56,457	0,000
Y1.3- work ethic	0,964	72,501	0,000
Y1.4- work ethic	0,956	51,777	0,000
Y1.1- Employee performance	0,966	90,979	0,000
Y1.2- Employee performance	0,967	93,720	0,000
Y1.3- Employee performance	0,964	79,512	0,000
Y1.4- Employee performance	0,964	72,372	0,000
Y1.5- Employee performance	0,959	69,891	0,000

Source : Outer Loading Smart PLS (2020)

Based on Table 1 above shows that human relation variables, physical environment conditions, work ethic and performance of employees each have the value of loading (original sample) the above factors 0.5 and categorized already very well (valid) for subsequent hypothesis testing.

#### Reability Test

**Table-2:** Reability Test

Variabel	Crombach alpa
Human relation	0,967
Physical environmental conditions	0,959
work ethic	0,970
Employee performance	0,981

Source : Smart PLS (2020)

Based on the above table can be seen that each of the Cronbach Alpha research variables consisting of a Human relation variable of 0967, the physical environmental condition of 0959, the work ethic of 0970 and business productivity of 0981. All variables have a Cronbach's alpha value greater than 0.7 so that the Konstrak in this Pernelitian is expressed as reliable or valid.

In this study conducted bootstrapping calculations for hypothesis testing using Smart PLS 3.2.8 to see direct influence and indirect influence (mediation)

#### Direct influence

The direct influence hypothesis test of the data results can be seen in the following table:

**Table-3: Direct influence**

Variabel	Original Sample	T statistic	P values
work ethic - Employee performance	0,318	2,833	0,005
Human relation- work ethic	0,581	3,448	0,001
Human relation - Employee performance	0,357	2,216	0,027
Physical environmental conditions - work ethic	0,387	2,282	0,023
Physical environmental conditions - Employee performance	0,314	2,094	0,037

Source : Smart Pls (2020).

**Influence of human relation to work ethic**

The influence of human relation to the work ethic shows the coefficient value of 0581 (positive), the T statistical value of 3,448 which is greater than 1.66 and P Values i.e. 0.001 which is smaller than 0.05. It can be said that human relation affects positively significantly to the work ethic so that in this case the research hypothesis is received.

**Human relation influence on employee performance**

The influence of human relation to the employee's performance shows the coefficient value 0357 (positive), the T-statistical value of 2,216 which is greater than 1.66 and P Values i.e. 0.027 which is smaller than 0.05. It can be said that human relation affects positively significantly to employee's performance so that in this case the research hypothesis is acceptable.

**Effect of physical environmental conditions on employee performance**

Based on the table above, the effect of physical environmental conditions on the employee's performance showed the coefficient value 0314 (positive), the statistical T value of 2,094 which is greater than 1.66 and P Values ie 0037 which is smaller than 0.05. It can be said that the physical environmental conditions are positively influential to the employee's performance so that in this case the research hypothesis was received.

**The influence of work ethic on employee performance**

The influence of work ethic on employee performance showed the coefficient value of 0318 (positive), the statistical T value of 2,833 which is greater than 1.66 and P Values i.e. 0.005 which is smaller than 0.05. It can be said that the work ethic is positively influential to the employee's performance so that in this case the research hypothesis was received.

**The influence of work ethic on employee performance**

The influence of work ethic on employee performance showed the coefficient value of 0318 (positive), the statistical T value of 2,833 which is greater than 1.66 and P Values i.e. 0.005 which is smaller than 0.05. It can be said that the work ethic is positively influential to the employee's performance so that in this case the research hypothesis was received.

**Indirect influence**

Indirect effects (mediation) can be seen from the bootstrapping calculation result on the specific indirect effect section that the results can be seen in the following table:

**Table-4 : influence Indirect influence**

Variabel	Original Sample	T statistic	P values
Human relation- work ethic - employee performance	0,815	2,028	0,043
physical environmental conditions - work ethic - employee performance	0,123	2,177	0,030



### **Human relation influence on work ethic and employee performance**

According to the table above, you can know the influence of human relation to the work ethic and employee performance shows the coefficient value 0185 (positive), the T statistical value is 2,028 which is greater than 1.66 and P Values ie 0043 which is smaller than 0.05. It can be said that human relation affects positively and significantly to employee's performance if mediated by the work ethic so that in this case the research hypothesis was received.

### **The effect of physical environmental conditions on work ethic and employee performance**

According to the table above, it can be known to influence the physical environmental condition to the work ethic and employee performance shows the coefficient value 0123 (positive), the T statistical value is 2,177 which is greater than 1.66 and P Values ie 0.030 smaller than 0.05. It can be said that the physical environmental condition affects positively and significantly towards employee performance if mediated by the work ethic so that in this case the research hypothesis was received.

## **DISCUSSION**

Based on statistical test results for human relation variables concluded that the human relation partially has a positive and significant influence on the work ethic. It shows if human relation is getting better then it will improve work ethic. The results also showed the respondents ' response to the human relation to the work ethic which showed the average response of high/good respondents although there were still those who showed a doubtful response and disagreed on the work ethic that is currently perceived to human relation. Based on the results of interviews with the head of health office of Boven Diogel District found that for human relations related to the work ethic showed that employees ' work ethic in the health service is very lacking, but with a good human relation relationship between employees and leaders, slowly the work ethic of the employees in the health service began to improve.

The results of this research are supported by the theory that Sinamo put forth, in Rukmana, (2010), the work ethic can be formed when an employee has a desire to be able to do a job with satisfactory results or maximum results. There are several factors that can influence the formation of work ethic, among others, a relationship that is well-established between human relations, the situation and physical condition of the working environment, safety and safety of good work for employees, social conditions of the work environment, attention to the needs of the spiritual, temporal and self-esteem in the working environment, leadership factors, giving the employee a pleasant

The results were also supported by the study of Arifah (2015). Under the heading Human Relation and condition of physical environment to the employee work ethic at Pt. Delta Merlin Sandang textile 1 Sragen. Analysis results showed that Human relation is important and significant to the work ethic of employees at Pt. Delta Merlin Sandang textile 1 Sragen.

From the study showed that the physical environmental condition variables are positive and significant to the employee's work ethic. Based on these results, indicating if the condition of the physical environment is better it will improve employee work ethic. The results showed the respondent's response to physical environmental conditions and the employee's work ethic which showed an average high responders/good response even though there was still a show response doubt, disagree and strongly disagree about the work ethic that is currently perceived to physical environmental conditions. Based on the results of the interview with the head of health office of Boven Diogel District who found that for physical environmental conditions in the health office of Boven Diogel District in the feel less comfortable to have an impact on his work ethic.

The results of this study in line with the theory that was submitted by Choiriyah in Rivai (2005) said the work environment is the thing that affects employees ' working conditions. Conditions that affect this can be both physical and non-physical. The Organization must be able

to create a conducive workplace atmosphere or climate so that employees will feel easy and comfortable in the completion of the work. A good working environment and satisfying employees, will certainly improve the work ethic and performance of employees.

It is in line with Muliyani (2012). Under the title of Human Relation (human relations) and physical environment condition of the employee work ethic of Tirtanadi PDAM of North Sumatra FIR Branch The results of the reported outcome that the work ethic is positive and significant to the employee's work ethic

Based on statistical test results for human relation variables to employees ' performance, the human relation has partially had a significant influence on employees ' performance. Based on these results, shows if the human relation is better then it will increase the employee's performance. The results showed the respondents ' response to human relations and employee performance which showed the average response of high/good respondents even though there were still those showing response hesitant, disagree and strongly disagree on the performance of employees who are currently perceived to human relation. Based on the results of interviews with the head of Health Service District Boven Diogel found that for human relations related to the performance of employees shows that employees in the Health Service district Boven have a poor human relation attitude that affects their performance in work.

The results of this study were supported by Davis ' theory in Susanti & Cahyani (2014) stating that interactions between people and others both in working situations and outside of the work environment are interactions to the motivating work situation to work together productively. The existence of human relation that interwoven between employees with fellow employees and among employees with leadership with supported working environment condition both physical environment condition and condition of non physical environment is good and comfortable will be able to improve employee performance. The results are also supported by the research of Susanti & Cahyani (2014) under the title of Human Relation (human relations) and environmental conditions for employees ' performance (study at the employees of Public Works Office of Lamongan Regency). The results of the analysis showed that Human relation is important and significant to the employee's performance at the Public Works Office of Lamongan Regency.

Based on statistical test results for physical environmental condition variables to employees ' performance concluded that the condition of the physical environment partially has a significant influence on the employee's performance. Based on the results, indicating if the condition of physical environment is better it will improve employee performance. The results showed the respondents ' response to human relations and employee performance which showed the average response of high/good respondents even though there were still those showing the response of hesitation, disagreeing and strongly disagreeing of the performance of employees who are currently perceived to physical environmental conditions. Based on the results of interviews with the chief health Officer of Boven Diogel District that was found to say that for physical environmental conditions related to employee performance showed that employees in the Health Service district of Boven had poor physical environmental conditions that had an impact on its performance in work.

The results of this research are supported by the opinions expressed by Siagian in Rifka Wulandari (2017) which states that it has been commonly recognized both experts as well as management practitioners that the physical condition of the workplace is pleasant to be necessary and to make significant contributions to improve work productivity. An adequate physical work environment for employees can improve performance and, conversely, inadequate work environments can lower employee performance and ultimately employee work productivity.

. The results are also supported by the research of Rifka Wulandari (2017) with the title of influence of physical work environment on the performance of officers in the field of Secretariat in the trade industry, cooperatives, and micro enterprises of small and medium East Kalimantan province in Samarinda. The results of the analysis show that the physical work environment is

important and significant to the employee's performance

Based on statistical test results for a variable work ethic of employee performance concluded that the work ethic partially had a significant influence on employee performance. Based on these results, shows if the work ethic is getting better then it will increase employee performance. The results showed the respondent's response to the work ethic on the employee's performance, indicating the average response of a high/good respondent even though there were still those who showed a doubtful response, disagreed and strongly disagreed on the performance of employees who were currently perceived to work ethic. Based on the results of interviews with the head of health office of Boven Digoel District found that for work ethic related to employee performance shows that employees in Boven District Health department have a poor work ethic that has an impact on its performance in work.

The results of this study were supported by the theory that Chaplin presented (2001) is that the high work ethic will be the absolute prerequisite, which should be grown in this life especially the adjustment of employees with places and colleagues. Because it will open the view and attitude adjust to its people to assess the height of hard work and earnest, so as to erode the attitude of the random, not oriented to the quality or the quality of the work is appropriate by applying attitudes can package themselves and personality, an employee can achieve the optimal work and also the performance of the employee will increase. These results suggest that a work ethic can help in raising and can also improve each employee's performance so that they can work optimally and what the company's goals can achieve.

. The results were also supported by the study of Karauwan, & Mintardjo (2015). With the title influence of work ethic, organizational culture, and workload on the performance of employees at the Public Works Department of South Minahasa. The results of the analysis showed that the work ethic is important and significant to the employee's performance.

From the research showed that Human relation has positive and significant effect on employee performance variables if in mediation by work ethic.

Based on these results, indicating if human relation is increased it will improve employee performance if in mediation by work ethic. The results showed the respondents' response to human relations, work ethic and employee performance which showed the average response of high/good respondents although there were still those showing the response of doubt, disagreement and strongly disagree about the work ethic and the performance of employees who are currently perceived to human relation. Based on the results of interviews with the head of health office of Boven Digoel District who found that for human relations related to the work ethic and employee performance shows that employees in the district health office of Boven Digoel have a poor human relation both among employees and with the leadership so as to impact their work and performance in working.

This research is in line with the theory that is called by Saputro in Sedarmayanti (2009), namely human relation is a human relationship that is always needed by employees, whose function is as a personal creature and social creature, the need for others to cooperate in achieving his life goals. Harmonious relationship will create a pleasant working atmosphere and this will affect the spirit of the employee in carrying out its work and improve the employee's work ethic. If employees have a high work ethic, work routines will not be bored, even able to improve employee achievement and performance.

. These results were supported by the research of Waluya (2015) under the title of Human Relation analysis, physical condition of work environment, and motivation to the performance of employees with work ethic as a variable Intervening in the population office and the civil record of Pati district. Analysis results showed that human relation has a positive and significant impact on employee performance if in mediation by work ethic.

From the study showed that the physical environmental condition variables are positive and significant to the employee's performance variables if in mediation by the work ethic.

Based on these results, indicating if physical environmental conditions are enhanced it will improve employee performance if in mediation by the work ethic. The results of the study

showed respondents' responses to physical environmental conditions, work ethic and employee performance which showed an average response of high/good respondents even though there were still those showing the response of hesitation, disagreement and strongly disagree on the work ethic and performance of employees who are currently perceived to physical environmental conditions. Based on the results of interviews with the head of health office of Boven Digoel district that was found to say that for physical environmental conditions related to the work ethic and performance of employees showed that employees in the district health office of Boven Digoel had an atmosphere of poor physical environment that had a good impact on his work ethic and affect his performance.

The results of this research in line with the theory that Sedarmayanti (2009) is the work environment is where employees are not less important in improving employee performance. Therefore, the Organization must provide adequate working environment such as physical environment conditions including comfortable office layout, clean environment, good air exchange, color, adequate lighting and melodious music. Non-physical environments include employee work, welfare, employee relations, relationship between employees and places of worship. A good working environment can support the implementation of work so that employees have the spirit of work and improve work ethic and employee performance.

These results are supported by the research of Hidayah (2018).. With the research title of Human Relation influence and the condition of physical work environment to the performance of employees of PT Sumber Abadi with Gondanglegi through the work ethic variables. The results of the analysis showed that the condition of physical work environment has a positive and significant impact on employees' performance if in mediation by the work ethic.

## CONCLUSION

Based on the results of this study can be concluded as follows: 1) The Human relation variable is partially positive and significant influence on the work ethic of the district health Office of Boven Digoel, which means the better Human relation between employees then improve the employee work ethic. 2) Variable physical environmental conditions partially influential positive and significant to the work ethic of the district health Office of Boven Digoel, which means better physical environment conditions in the health Department of Boven Digoel District then improve the work ethic of employees. 3) Human relation variable partially influential positive and significant to the employee's performance in the health office of Boven Digoel District, which means better Human relation between employees then improve employee performance. 4) Variable physical environment condition partially influential positive and significant to the employee's performance in the district health office of Boven Digoel, which means better physical environment condition in the health office of Boven Digoel District then improve employees' performance. 5) variable work ethic is positive and significant to the employee's performance in the district health office of Boven Digoel, which means the better work ethic of employees in the health Department of Boven Digoel District, it will improve Pegawaiya performance. 6) Human relation variables positively and significantly affect the performance of employees in the health office of the District Boven Digoel, if mediated by the work ethic, which means the better human relation between employees in the Health Service District Boven Digoel will improve Pegawaiya performance if in mediation by the work ethic. 7) Variables of physical environmental conditions have positive and significant effect on the employee's performance in the district health office of Boven Digoel, if mediated by the work ethic, which means the better the physical environmental conditions in the health office of Boven Digoel District will improve Pegawaiya performance if in mediation by the work ethic

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