THE INFLUENCE OF HUMAN RELATIONS AND WORK ENVIRONMENT ON EMPLOYEE WORK ETHIC AT PT. MALEA ENERGY TANA TORAJA DISTRICT

Chrismesi Pagiu[1], Febrian[2]

[1,2] Faculty of Economics, Universitas Kristen Indonesia Toraja

chrismesipagiu@gmail.com[1]
febriann047@gmail.com

Info Artikel	Abstract
	The purpose of this research is to determine whether human relations and work environment work environment affect the work ethic of employees at PT Malea Energy Tana Toraja Regency. Data collection techniques in this research is by observation and distributing questionnaires. Analysis technique using multiple linear regression test. Partial test results show that (t test) human relation variable and work environment work environment affect the work ethic of employees at PT Malea Energy Tana Toraja Regency. Meanwhile, the results of simultaneous testing (F test) test results show that human relation variables and work environment affect the work ethic of employees at PT. Malea Energy Energy Tana Toraja Regency

INTRODUCTION

Every company must be able to manage its resources, especially related to human resources who are the main drivers in managing various resources in the company. Professional and skilled human resources will ultimately advance the company. The company's goals can be achieved optimally, if the company has employees who have a high work ethic.

Work ethic is the spirit or appetite to do work to collaborate and achieve in real terms so as to obtain maximum results which then contribute to advancing the company. Employees who do work with enthusiasm will think that they can motivate the spirit of the work group and even the leadership (Moeheriono, 2014).

Work ethic can lead to a positive attitude of employees towards entrusted work. This shows that employees who enjoy every job have a higher work ethic than employees who do not enjoy their work. One of the factors that can affect employee work ethic is human relations.

Human relations are harmonious human relations, created from the willingness to melt the desires of each individual in order to achieve common interests (Hasibuan, 2017).

Furthermore, the most important thing in realizing human relations is how we understand human nature and how we are able to accept other people outside ourselves as they are and be able to be professional at work. Harmonious relationships between employees can create a pleasant work atmosphere, this can affect work ethic.

A pleasant work environment for employees, namely through improving harmonious relationships with superiors, coworkers, and subordinates, and supported by adequate facilities and infrastructure in the workplace, will have a positive impact on employees, so that employee performance can increase. Poor work environment conditions can cause employees to be easily stressed, there is no enthusiasm for work, come not on time, and vice versa if the work environment is good then the employees will certainly have enthusiasm for work, not easily get sick, even easy to concentrate on carrying out work. The work environment has an important influence on the work done, so companies need to facilitate the formation of a good, comfortable and safe work environment so that it contributes to the work done by employees.

PT Malea Energy is a hydropower company operating in Tana Toraja Regency, South Sulawesi Province. The existence of Malea hydroelectric power plant as one of the power generation companies in Tana Toraja Regency has made a difference, especially in supplying electricity to PLN Makale substation located in Sangalla. Tana Toraja. The lack of employee attention to the implementation of this promotion can be supported by several factors including lack of motivation and the purpose of working only to get income without thinking about getting a better position because they feel enough with what they get at this time.

RESEARCH METHODS

The research used in this study is a Quantitative research method. This method is called a quantitative method because the research data is in the form of numbers and analysis using statistics (Sugiyono, 2017).

The type of data used in this research is primary data. Primary data in this study were obtained from the results of questionnaire answers given by respondents.

The population in this study were all employees who worked at PT Malea Energy Tana Toraja Regency as many as 161 people. Sampling in this study used non probability sampling technique in the form of accidental sampling. Accidental sampling is a technique of drawing samples by chance, namely anyone who is encountered. (Sugiyono, 2017).

The following slovin formula is used to determine the sample:

$$n = \frac{N}{1+N(e)^2}$$

$$= \frac{161}{1+161(0,1)^2}$$

$= 61,68$ rounded up to 62 respondents

Description:

n = Number of samples sought

N = Total Population

e = Tolerable margin of error (10%)

So the number of samples used in this study were 62 employees of PT Malea Energy Tana Toraja Regency. Statistical tests in this research using Validity test, Multiple linear regression test, Hypothesis Test, and Hypothesis Test.

HASIL DAN PEMBAHASAN

Test Results
1. Validity Result

The results of the Validity test of the Human Relations variable (X1) can be seen in table 1. Below :

Table 1. Human Relations Validity Test Results (X1)

Item	Corrected Item Total Correlation	r table	Keterangan
X1.1	0,643	0,250	Valid
X1.2	0,736	0,250	Valid
X1.3	0,702	0,250	Valid
X1.4	0,560	0,250	Valid
X1.5	0,651	0,250	Valid
X1.6	0,599	0,250	Valid

Source: Data Processed (2023)

Based on Table 1 above, it can be seen that all questionnaire statements for Human Relations (X1) have valid criteria or status according to the formula rcount> rtable, so the variable is said to be Valid.

The results of the validity test for the Work Environment variable (X2) can be seen in table 2 below:

Table 2. Results of the Work Environment Validity Test (X2)

Item	Corrected Item Total Correlation	r tabel	Keterangan
X2.1	0,740	0,250	Valid
X2.2	0,794	0,250	Valid
X2.3	0,670	0,250	Valid
X2.4	0,496	0,250	Valid
X2.5	0,822	0,250	Valid
X2.6	0,748	0,250	Valid
X2.7	0,655	0,250	Valid
X2.8	0,740	0,250	Valid
X2.9	0,650	0,250	Valid
X2.10	0,656	0,250	Valid

Source: Data Processed (2023)

Based on Table 2 above, it can be seen that all questionnaire statements for the Work Environment (X2) have valid criteria or status according to the formula rcount> rtable, so the variable is said to be valid.

The results of the validity test of the Work Ethic variable (Y) can be seen in table 3 below:

Table 3. Work Ethic Validity Test Results (Y)

Item	Corrected Item Total Corelation	r table	Keterangan
Y.1	0,553	0,250	Valid
Y.2	0,761	0,250	Valid
Y.3	0,761	0,250	Valid
Y.4	0,840	0,250	Valid
Y.5	0,711	0,250	Valid
Y.6	0,644	0,250	Valid
Y.7	0,795	0,250	Valid
Y.8	0,607	0,250	Valid
Y.9	0,563	0,250	Valid
Y.10	0,593	0,250	Valid

Source: Data Processed (2023)

Based on Table 3 above, it can be seen that all questionnaire statements for Work Ethic (Y) have valid criteria or status according to the formula rcount> table, so the variable is said to be valid.

2. Reliability Test

The results of the Human Relations variable reliability test (X1) can be seen in table 4 below:

Table 4. Reliability Test of Human Relations Variables (X1)Reliability **Statistic**

Reliability Statistics	
Cronbach's Alpha	N of Items
.703	6

Source: Data Processed (2023)

Table 4 above shows that the Cronbach's Alpha value is 0.703> the limit value of 0.60 which indicates that the Human Relations (X1) variable is reliable.

The results of the Work Environment (X2) variable reliability test can be seen in Table 5 below:

Table 5. Reliability Test of Work Environment Variables (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.877	10

Source: Data Processed (2023)

Table 5 above shows that the Cronbach's Alpha value is 0.877> the limit value of 0.60 which indicates that the Work Environment (X2) variable is reliable.

The results of the Reliability test for the Choosing Decision variable (Y) can be seen in Table 6 below:

Table 6. Reliability Test of Work Ethic Variable (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.866	10

Source: Data Processed (2023)

Table 6 above shows that the Cronbach's Alpha value is 0.866> the limit value of 0.60 which indicates that the Work Ethic (Y) variable is reliable.

Multiple Linear Regression Test

Multiple linear regression analysis was chosen to analyze the hypothesis in this study. Below are the results of multiple linear regression tests conducted using the SPSS version 16 program.

Table 7. Multiple Linear Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	.349	2.139		.163	.871		
	Human_relation	1.443	.109	.839	13.175	.000	.528	1.894
	Lingkungan_kerja	.126	.060	.132	2.080	.042	.528	1.894

a. Dependent Variable: Work ethic

Source: Data Processed (2023)

The multiple linear regression model in this study is:

Y = 0.349 + 1.443 + 0.126 + e

With the above equation, it can be explained that:

1. The constant value is 0.349 which indicates that if Human Relations, and the Work Environment do not exist then the Employee Work Ethic at PT Malea Energy Tana Toraja Regency is 0.349.

2. The Human Relation variable (X1) with a value of 1.443 indicates that if the Work Environment variable increases by 1 unit, it will increase the Employee Work Ethic by 1.433 units with a record of other variables being constant.
3. The Work Environment variable (X2) with a value of 0.126 indicates that if the Work Environment variable increases by 1 unit, it will increase the Employee Work Ethic by 0.126 units, provided that other variables are held constant.

Hypothesis Test

Hypothesis testing aims to determine the variables of Human Relations and Work Environment on Work Ethic at PT Malea Energy Tana Toraja Regency. **1. Partial Test (t Test)**

The statistical table shows the value with a level of 0.05 and df = n - k. where n is the total number of samples in regression, namely 62 and k is the total number of variables (independent + dependent), namely 3. So that df = 62 - 3 =59. The results show a Hasil Uji t value of 1.671. the results of hypothesis testing are:

Tabel 8. Results of the t-test

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.349	2.139		.163	.871		
	Human_relation	1.443	.109	.839	13.175	.000	.528	1.894
	Lingkungan_kerja	.126	.060	.132	2.080	.042	.528	1.894

a. Dependent Variable: Work ethic

Source: Data Processed (2023)

Based on table 8, it can be seen that the partial relationship between the variables, to Y. so that hypothesis testing can be assumed as follows:
1. The effect of Human Relations on Employee Work Ethic is seen that > (13.175 > 2.00100) with a significant value <0.05 (0.000 <0.05) for the Human Relations coefficient. Then the research hypothesis (accepted, meaning that the Human

Relations variable (affects the Work Ethic of Employees at PT. Malea Energy Tana Toraja Regency.

2. The effect of Work Environment on Employee Work Ethic shows that > (2.080 > 2.00100) with a significant value <0.05 (0.042 <0.05) for the Work Environment coefficient. So the research hypothesis (accepted, meaning that the Work Environment variable (affects the Work Ethic of Employees at PT Malea Energy Tana Toraja Regency.

2. Simultaneous Test (F Test)

To ascertain whether the independent variable and the dependent variable have a simultaneous influence, the F test is used. If the significant value> then the independent variable has an effect on the dependent variable with a significant value <0.05. Determine with a level of 0.05 in the statistical table, namely by calculating the df1 value and df2 value. df1 = (k-1) and df2 = (n-k), where k is the total variable (independent + dependent) and n is the total sample in the study. df1 = (3-1) = 2 and df2 = (62-3) = 59, then the value is 3.15. the results can be seen in table 9 below:

Tabel 9. F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	530.651	2	265.326	204.087	.000[a]
	Residual	76.704	59	1.300		
	Total	607.355	61			

a. Predictors: (Constant), Work_environment, Human_relation

b. Dependent Variable: Work ethich

Source: Data Processed (2023)

Table 9 above proves that the variables of Human Relations, and Work Environment have a simultaneous influence on the Work Ethic variable at PT Malea Energy Tana Toraja Regency. Where the significant value of the variable > is 204.087 > 3.15 with a significant value of 0.00 <0.05 then H3 is accepted.

3. Correlation Coefficient

Adapun hasil pengujian Koefisien Korelasi dapat dilihat pada Tabel 10 dibawah ini :

Table 10: Correlation Coefficient Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.935[a]	.874	.869	1.140

a. Predictors: (Constant), LINGKUNGAN_KERJA, HUMAN_RELATION

b. Dependent Variable: ETOS_KERJA

Source: Data Processed (2023)

Based on the test results in Table 10 above, it can be seen that the correlation coefficient (R) value is 0.935, if from Table 3.3 the guidelines for interpreting the correlation coefficient of 0.959 are included in the very strong category. So there is a very strong relationship between the independent variable and the dependent variable. So, it can be concluded that there is a very strong relationship between the independent variable and the dependent variable.

4. Determination Coefficient Test

The results of testing the coefficient of determination can be seen in Table 11 below:

Table 11: Correlation Coefficient Test Results
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.935[a]	.874	.869	1.140

a. Predictors: (Constant) , WORK ENVIRONMENT, HUMAN_RELATIONSHIP

b. Dependent Variable: ETHICS_WORK

Source: Data Processed (2023)

Based on the test results in Table 11 above, it can be seen that the R Square value is 0.874, meaning that the Independent variables, namely Human Relations (X1), and Work Environment (X2), affect the Dependent variable Work ethic (Y) by 87.4% and the remaining 12.6% is influenced by other factors not examined in this study.

Classical Assumptions

1. Normality Test

The purpose of the normality test is to determine whether the residual value is normally distributed or not. In this study using Kolmogrov-Smirnov at the 0.05 (5%) level. It is said that the variable is normally distributed if Asymp.Sig (2-tailed) is greater than 0.05. The following normality test results using SPSS version 16 can be seen in table 12 below.

Table 12. Normality Test ResultsOne-Sample **Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		62
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	1.12135579
Most Extreme Differences	Absolute	.159
	Positive	.159
	Negative	-.063
Kolmogorov-Smirnov Z		1.255
Asymp. Sig. (2-tailed)		.086
a. Test distribution is Normal.		

Source: Data Processed (2023)

Based on table 12 above, the Asymp.Sig (2-tailed) value> 0.05, the results show that the residual value is normally distributed with a p value or Asymp.Sig (2-tailed) = 0.086.

2. Multicollinearity Test

The multicollinearity test is used to detect whether the independent variables in a regression model are strongly correlated and correlated with each other. Testing in the multicollinearity test can be said not to occur multicollinearity if the tolerance value> 0.10 or VIF (Variance Inflation Factor) < 10. Vice versa, multicollinearity arises if the tolerance value < 0.10 or VIF> 0.10. Below are the results of the multicollinearity test:

Table 13. Multicollinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.349	2.139		.163	.871		
	Human_relation	1.443	.109	.839	13.175	.000	.528	1.894
	Lingkungan_kerja	.126	.060	.132	2.080	.042	.528	1.894

a. Dependent Variable: Work ethic

Source: Data Processed (2023)

Table 13 above explains that there are no symptoms of multicollinearity between each independent variable, namely by looking at the VIF value. The tolerance value of human relations = 0.528> 0.10 with a VIF value of 1.894 < 10, it can be said that the human relations variable shows no signs of multicollinearity. And for the work environment tolerance value = 0.528> 0.10 with a VIF value of 1.894 < 10, it can be said that the work environment variable shows no signs of multicollinearity. So that the two independent variables in this study allow it to be used as variables.

3. Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model there is an inequality of differences from the residuals of one observation to another.

TTable 14. Heteroscedasticity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.110	1.422		.077	.939		
	Human Relation	-.009	.073	-.021	-.117	.907	.528	1.894
	Lingkungan Kerja	.022	.040	.098	.548	.586	.528	1.894

a. Dependent Variable: Res2

Source: Data Processed (2023)

Based on the results of the Glejser test in Table 14 above, the sig value of the human relations variable is 0.907> alpha 0.05, which means that it is not affected by symptoms of heteroscedasticity, then the sig value of the work environment is 0.586> alpha 0.05, which means that it is not affected by symptoms of heteroscedasticity.

RESULTS AND DISCUSSION

Based on the research results, the discussion in this study can be explained as follows**:**

The influence of human relations on employee work ethic at PT Malea Energy Tana Toraja Regency.

In the partial test results, it was found that there was an influence of human relations on work ethic. This result is obtained based on the t test where the tcount obtained is 13.175, the t table is 2.00100 with a significance of 5% or in a fractional value of 0.05. Based on these calculations the value> (13.175> 2.00100) it can be stated that Human Relations affects the Work ethic of Employees at PT Malea Energy Tana Toraja Regency. This can be interpreted that the higher the human relation, the better the employee's work ethic will be. The results of this study support the results of previous research (Octaviani Anggi, 2020) which states that human relations variables have a significant effect on the work ethic of employees of PT Angkasa Pura II Sultan Syarif Kasim II Airport Pekanbaru. From the specific research data, it is found that the indicator of the relationship with service users has the highest influence on human relations at PT Malea Energi Tana Toraja Regency. This means that if a good relationship is formed between employees and service users who are faced or served, it will increase employee work ethic.

The Effect of Work Environment on Employee Work ethic at PT. Malea Energy Tana Toraja Regency

In the partial test results, it was found that there was an influence of the work environment on work ethic. This result is obtained based on the t test where the tcount obtained is 2.080, the t table is 2.00100 with a significance of 5% or in a fractional value of 0.05. Based on these calculations, the value> (2.080> 2.00100), it can be stated that the work environment affects the work ethic of employees at PT Malea Energy Tana Toraja Regency. This can be interpreted that the better the work environment, the better the work ethic of employees will be. The results of this study support the results of previous research (Octaviani Anggi, 2020) which states that work environment variables affect the work ethic of employees of PT Angkasa Pura II Sultan Syarif Kasim II Airport Pekanbaru. From the specific research data, it is found that the reasonable treatment indicator has the highest influence on the work environment at PT Malea Energi Tana Toraja Regency. This means that with good treatment, humane, fair, and not equated with robots or machines will improve employee work ethic.Pengaruh *Human Relation* dan Lingkungan Kerja terhadap Work ethic Karyawan pada PT. Malea Energy Kabupaten Tana Toraja Based on the simultaneous test results, it was found that there was an influence of Human Relations and Work Environment on Work ethic. This result is

obtained based on the F test where the Fcount obtained is 204.087 and Ftable 3.15 with a significant value of 0.00 <0.05 with a significant level of 5% or in a fractional value of 0.05. Based on these calculations, the Fcount value is 204.087> Ftable 3.15, it can be stated that Human Relations and Work Environment affect the Work ethic of Employees at PT Malea Energy Tana Toraja Regency. This means that in improving Work ethic at PT Malea Energy Tana Toraja Regency, it is not only looking at one variable alone in improving Work ethic. The results of this study support the results of previous research (Octaviani Anggi, 2020) which states that Human Relations and the Work Environment have a positive effect on Work ethic.

CONCLUSIONS AND SUGGESTIONS
Conclusion
1. Human Relations affects the Work ethic of Employees at PT Malea Energy Tana Toraja Regency. This is evidenced by the value of the partial test results (t test) with a value> 13.175> 2.00100 with a significant value <0.05, namely 0.000 <0.05.
2. Work environment variables have an influence on employee work ethic at PT Malea Energy Tana Toraja Regency. This is evidenced by the value of the partial test results (t test) with a value> ie 2.080> 2.00100 with a significant value < 0.05 ie 0.042 < 0.05
3. Human Relations and Work Environment variables affect the Work ethic of employees at PT Malea Energy Tana Toraja Regency. With a value > that is 204.087> 3.15, with a significant value of 0.00 < 0.05

Suggestion
1. It is expected that employees of PT Malea Energy Tana Toraja Regency to maintain relationships between coworkers by interacting well with fellow employees both in work situations and outside the work environment.
2. It is expected to PT. Malea Energy Tana Toraja Regency to maintain a good working environment so that employees still feel comfortable and safe while working.

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