

The effect of health, spatial planning and work discipline on employee work effectiveness

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Abstract

Purpose: This study aims to examine the influence of health, spatial layout, and work discipline on employee work effectiveness.

Methodology/Approach: An associative quantitative method was employed with a population comprising 50 State Civil Apparatus (ASN) at the Ogan Komering Ilir Regency Education Office. The sampling technique used was purposive non-probability sampling. Data were collected through primary sources, namely questionnaires distributed to respondents, and secondary sources, including documentation and relevant literature studies.

Results/Findings: The results of the t-test indicate that health, spatial layout, and work discipline variables each partially influence work effectiveness. Furthermore, the F-test confirms that these three variables collectively exert a positive and significant effect on employee work effectiveness. These findings suggest that the optimization of workplace health, spatial arrangements, and discipline policies directly contributes to improved performance.

Conclusion: Employee work effectiveness is significantly shaped by health, spatial layout, and work discipline, both individually and in combination. Strategic improvements in health programs, office spatial design, and discipline reinforcement can substantially enhance overall performance at the Education Office.

Limitations: This study is limited to ASN employees within one agency, thereby restricting generalizability to broader populations.

Contribution: The study offers insights for human resource development and provides a benchmark for future academic inquiry. It contributes to academic literature, practical evaluation, and policy considerations, particularly for leadership in enhancing health standards, workplace design, and discipline measures to improve employee effectiveness.

Keywords: Health, Layout, Work discipline, Work effectiveness

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1. Introduction

Human resources are the most important resource in all aspects, and one of its functions is as a driving factor in an institution that is built and run. According to Shafa, Sutrisna, and Barlian (2022) work effectiveness is all physical activities, a person's spiritual soul to achieve a goal. To achieve this goal and produce results, the agency must increase the effectiveness of its work. Therefore, the effectiveness of employee work in an institution must be further optimized, especially at the Ogan Komering Ilir Regency Education Office (Thoiba, Naway, & Marhawati, 2023). The Ogan Komering Ilir Regency Education Office is located at Jl. Letnan Darna Jambi, Sukadana, Kayuagung District, Ogan Komering Ilir Regency, South Sumatra Province which is an institution engaged in carrying out government affairs in the field of education which has 50 ASN employees, 67 honorary employees. Health is an important factor in achieving work effectiveness and productivity. Healthy employees tend to have higher productivity and lower absenteeism rates. Conversely, unhealthy employees tend to be absent more

often, experience reduced productivity, and perform poorly. Health can also affect creativity and the ability to complete tasks well; therefore, if productivity is good, optimal effectiveness will also occur. According to Triyono and Herdiyanto (2017), occupational health is a state of health, both physical and mental, that allows every human being to live better socially and economically. According to previous research by Karambut (2018), occupational health significantly affects employee work effectiveness. The spatial layout also influences the effectiveness of employees in an institution or agency. Good health can improve employees' physical and mental fitness, allowing them to work better and more productively. In this case, management needs to pay attention to employee health, including providing wellness programs, healthy and environmentally friendly office spaces, and exercise facilities (Jones, Molitor, & Reif, 2019).

The spatial layout can also affect work effectiveness. A well-organized and comfortable workspace can increase concentration, reduce stress, and improve the health of employees. Management must pay attention to factors such as temperature, light, noise, and air quality in the work environment (Marigo et al., 2023). In addition, a well-designed workspace can improve collaboration and communication among employees. According to the results of his research Kuncara (2022) the results obtained that spatial layout has a significant influence on effectiveness at work. Therefore, increasing the effectiveness of employee work has optimal progress for satisfying results for employees and the agency itself. This is different from the results of research by Anggraini, Rismansyah, and Kurniawan (2022), which showed that there was no effect of spatial layout with an insignificant value on the effectiveness of employee work. Another factor that influences work effectiveness is work discipline (Indriyati, 2015). Work discipline is the willingness to follow directions for applicable regulations without violating them and making it a priority in doing everything. So far, previous research has been researched by Riyanti and Yansahrita (2019) saying that the hypothesis proposed, work discipline has a positive effect on employee work effectiveness. With the discipline in working employees will certainly get productivity and effectiveness which greatly affects the goals to be realized (Windarko, Lastro, Iskandar, & Mala, 2023). Based on the observations made by researchers ranging from effectiveness, health, spatial layout, and work discipline, there are several spatial layouts that are key to the influence of employee health, which must certainly make employees comfortable starting from air circulation, sufficient lighting, adequate facilities, and workspaces that are not cramped; otherwise, this is a threat to the health of employees who are there because of the less considered spatial layout. Therefore, the comfort of health and good spatial layout will appear good work discipline, which will trigger effectiveness at work and can produce the goals to be achieved, with this, the effectiveness will be more optimal (Liu, Chang-Richards, Wang, & Dirks, 2022).

2. Literature review

2.1 Health

According to Mangkunegara (2011), health is a state of strong body, soul, and social that is expected for every human being to be socially and economically active. According to Triyono and Herdiyanto (2017), the definition of health according to Law number 36 of 2009 is a state of health, both physical, mental, spiritual, and social, to enable everyone to live socially and economically productive lives. According to Adliyani (2015), health is a condition that every individual wants to have. Health is not only a physical state but also a mental and social one. It includes freedom from disease and a healthy psychological state. Health generally affects human behavior, and vice versa, a person's behavior will also affect that person's health (Russell Jonsson, Taylor-Robinson, Schultz Straatmann, Melis, & Adjei, 2023). From the opinions of the experts above, it can be concluded that health is a condition in which employees can work effectively without experiencing risks or dangers to their health or safety. According to Heidjrachman and Husnan (2002), the purpose of health is to prevent employees from possible diseases and also avoid and protect employees from health problems caused by surrounding conditions, to be able to avoid the creation of low absenteeism rates, protecting employees from health problems caused by the work environment.

According to Mangkunegara (2011), there are several indicators that measure health, namely:

1) Air fixation

Air fixation is the process of regulating the air quality in a room or workplace.

2) Healthy worker

Healthy workers refer to the health conditions of employees in the workplace.

3) Lighting settings

Lighting arrangement refers to the arrangement of light in a room or workplace.

2.2 Spatial Layout

The definition of office layout according to Gie (2000), office layout describes how to use space effectively, provide employee job satisfaction, and leave memories. Spatial planning is the arrangement of all equipment, machinery, and furniture in a strategic place so that employees feel comfortable and free to move, and work efficiency can be achieved. Continued according to Asnar (2017) states that office layout is the arrangement of all office machines, office equipment, and office furniture in the right place, so that employees can work properly, comfortably, freely, and freely move, so that work efficiency is achieved. Based on the description above, it can be concluded that spatial planning is the arrangement of facilities in a company or agency room, starting from the preparation of tools and equipment for the agency (Obi-George, Ekeke, Nwokorie, Ibe, & Okoro, 2023). According to Gie (2000), starting work in an agency can be reached easily and quickly, then administrative activities can run smoothly, each space is used efficiently, especially the comfort and health of every employee in an agency is maintained, as well as good supervision.

According to Bergefurt, Appel-Meulenbroek, and Arentze (2023), several indicators affect the workspace layout, namely:

1) *Lighting.*

Lighting refers to the amount of light present in a room or workplace.

2) Wind circulation.

A lot of noise is sound or noise that disturbs or interferes with employees' work.

3) Room temperature level.

The room temperature is the temperature of the air in the room or workplace.

4) Decoration.

Room decoration refers to the activity of beautifying or decorating a room to make it look more attractive, comfortable, and in accordance with certain needs or design styles.

5) Variety of rooms.

Room variety refers to the variations that can be applied to the design and layout of a room to create a unique atmosphere.

2.3 Work Discipline

According to Sagala and Rivai (2013), work discipline is an activity intended for employees ranging from the highest rank to the lowest rank to communicate with employees to be willing to behave and increase their awareness and willingness to obey all the rules that apply in a company. Furthermore, according to Wiratama and Sintaasih (2013), work discipline is a management action to encourage the awareness and willingness of its members to obey all the rules that have been determined by the organization or company and the social norms that apply voluntarily. all of his duties well, not by force. According to Hasibuan (2008), work discipline is a person's awareness and willingness to obey all company regulations and social norms. Therefore, it can be concluded that work discipline is a matter or activity that obeys and obeys existing regulations without breaking rules. According to Simamora (2014), the most important factors that affect work discipline Simamora (2014) are compliance with regulations, work effectiveness, corrective action, and timely attendance.

According to Simamora (2014), there are several indicators that measure work discipline, namely:

1) Compliance with regulations.

Regulatory compliance is the ability to follow rules and policies set in a work environment or organization.

2) Effectiveness at work.

Effectiveness at work refers to a person's ability to achieve desired results efficiently and with good quality.

3) Corrective action.

Corrective actions are steps taken to correct or address problems, errors, or violations in the work environment.

4) Attendance on time.

Punctual attendance refers to an employee's presence at work according to a set schedule.

5) The work was completed on time.

Work completed on time means completing a task or project according to a pre-determined schedule.

2.4 Work Effectiveness

According to Riwukore (2022), work effectiveness is the overall performance of physical and mental activities carried out by people to achieve certain goals. According to Hasibuan (2008), effectiveness is a state of perfect work success in accordance with the plan that has been set. According to Darmawan, Mardikaningsih, Arifin, Sinambela, and Putra (2021), work effectiveness reflects the attitude, ability, and expertise of an employee in completing a job appropriately. Therefore, it can be concluded that work effectiveness is the ability of a person or an organization to achieve the desired goals or results efficiently and effectively. According to Siagian (1985), there are several indicators that measure employee work effectiveness, namely:

1) Determination of the scheduled time.

Scheduled timeliness refers to a predetermined time or schedule for completing a task or project.

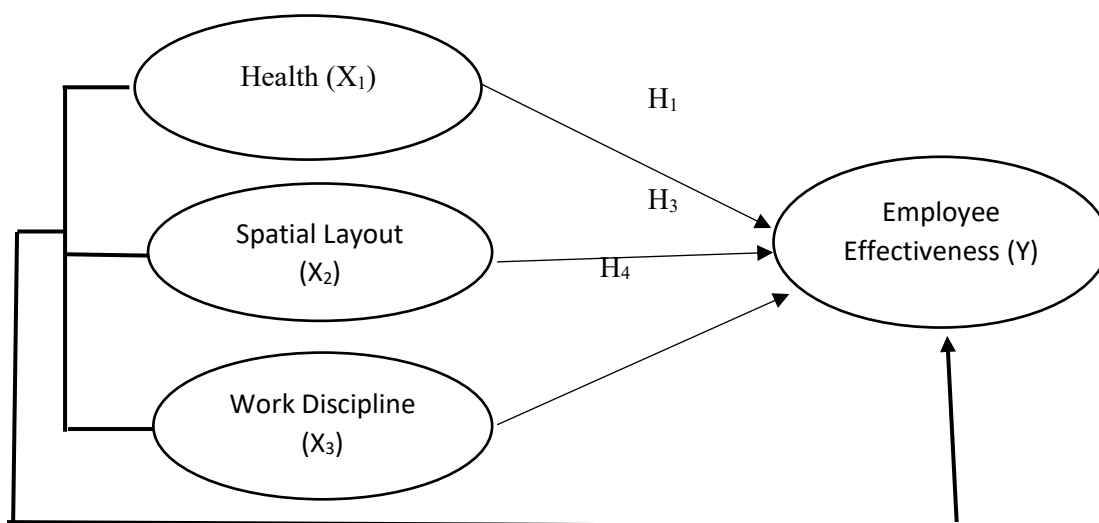
2) A revenue or result is achieved.

A revenue or result achieved is an accomplishment or result successfully achieved by an individual or organization.

3) Spending in accordance with commitments

Expenditures in accordance with commitments are expenditures made in accordance with agreements or commitments made previously.

FRAME OF MIND



The related variable in this study is the effectiveness of employee work, and the variables of health, spatial layout, and work discipline are thought to affect the effectiveness of employee work at the Ogan Komering Ilir Regency Education Office.

H1: Health variables partially influence employee work effectiveness.

H2: Spatial variables partially influence employee work effectiveness.

H3 : There is a partial influence of work discipline variables on employee work effectiveness

H4: Health, spatial planning, and work discipline variables simultaneously influence employee work effectiveness.

3. Research methodology

This research was conducted at the Ogan Komering Ilir Regency Education Office, which is located on Jl. Letnan Darna Jambi, Sukadana, Kayu Agung District. Ogan Komering Ilir Regency, South Sumatra

Province, Indonesia. According to Sugiyono (2013), research methods are scientific methods for obtaining data for specific purposes. data observation used is the use of software or using Statistical Package for the Social Sciences (SPSS) software to measure predetermined hypotheses. According to Sugiyono (2013), research variables are completeness or equipment to examine a study of humans, objects, and treatments that have certain variations set by researchers to study and then draw conclusions. The variables in this study are independent variables (X), occupational health (X1), spatial layout (X2), work discipline (X3), and dependent variable (Y) employee work effectiveness. The population used as the research objective was all employees at the Ogan Komering Ilir Regency Education Office, totaling 118 people. This sampling method used purposive sampling, leading to only ASN being used as a sample, which is 50 employees. The research data will then be analyzed using multiple regression with the Statistical Program for Social Science (SPSS) software. The authors used primary and secondary data types. This study used observation, documentation, and questionnaire methods. The measurement scale used a Likert scale.

4. Results and discussion

4.1 Results

4.1.1 Multiple linear test

In this study, multiple regression analysis was used to determine the accuracy of the relationship between health (X1), spatial layout (X2), and work discipline (X3) on the effectiveness of employee work at the Komering Organ Education Office of Ilir Regency.

Table 1. Uji Linier Berganda

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta			
1	(Constant)	3.048	1.503		2.028	.048
	Health	.180	.085	.289	2.109	.040
	Spatial Layout	.262	.068	.482	3.871	.000
	Work Discipline	.119	.057	.203	2.084	.043

Source: Spss processed data, 2023

Based on the table above, it can be seen that the constant value and regression coefficient can be formed with multiple linear equations as follows:

$$Y = 3.048 + 0,180 X1 + 0,262 X2 + 0,119 X3 + e$$

Description:

Y = Work Effectiveness

a = Constant

X1 = Health

X2 = Spatial Layout

X3 = Work Discipline

From the regression equation above, the following conclusions can be drawn:

- The constant (a) of 3,048 means that without the variables of Health, Layout, and Work Discipline, Work Effectiveness will be worth 3,048 units. Assuming that variables X1, X2, and X3 have no value or zero.
- The regression coefficient for the health variable is 0.180, meaning that if health increases by one unit while the other variables are constant, job satisfaction will increase by 0.180 and vice versa. Assuming that variables X2 and X3 have no value or zero.
- The regression coefficient for the spatial variable is 0.262, which means that if spatial is increased by one unit while other variables remain constant, it will cause job satisfaction to increase by 0.262 units and vice versa. Assuming that variables X1 and X3 have no value or are zero.

- d. The regression coefficient for the Work Discipline variable is 0.119, meaning that if Work Discipline is increased by one unit while other variables remain constant, job satisfaction will increase by 0.119 units and vice versa. Assuming that variables X1 and X2 have no value or zero.

4.1.2 Coefficient of Determination Analysis (R²)

The coefficient of determination (Adj R²) test aims to measure how well the model explains the variation in the dependent variable (bound).

Table 2. Determination Test Table (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.911 ^a	.829	.818	1.403

Source: Spss processed data, 2023

Based on the table, the value of the Coefficient of Determination Test (Adj R²) is 0.818, which indicates that the contribution of the independent variables, namely the variables of health, spatial layout, and work discipline, to the dependent variable, namely the effectiveness of employee work at the Ogan Komering Ilir Regency Education Office, is 81.8%, while the remaining 18.2% is influenced by other variables that have not been studied or are not included in the regression in this study, such as compensation, work environment, and job promotion.

4.1.3 Test t

The partial regression coefficient test was used to determine the independent effect of X1 on Y, X2 on Y, and X3 on Y.

Table 3. Test Table t

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.048	1.503		2.028	.048
	Health	.180	.085	.289	2.109	.040
	Spatial Layout	.262	.068	.482	3.871	.000
	Work	.119	.057	.203	2.084	.043
	Discipline					

Source: Spss processed data, 2023

Based on the table, the Sig. The value of the Health variable (X1) was 0.040, the Spatial variable (X2) was 0.00, and the Work Discipline variable (X3) was 0.043, so that the sig. The values of the three variables were less than 0.05, and it was partially concluded that they could have an effect.

4.1.4 Test F

Uji koefisien regresi berganda secara simultan digunakan untuk melihat pengaruh secara simultan atau secara bersama-sama X1, X2 dan X3 terhadap Y.

Table 4. Test Table F

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	439.830	3	146.610	74.446	.000 ^b
	Residual	90.590	46	1.969		
	Total	530.420	49			

Source: Data processed, 2023

Based on the table above, sig. The value of on the Work Effectiveness variable (Y) is 0.000, which means that the sig value. <0.05 , then Health, Layout, and Work Discipline have a joint or simultaneous effect on employee work effectiveness at the Ogan Komering Ilir Regency Education Office.

4.2 Discussion

4.2.1 The Effect of Health (X1) on Employee Work Effectiveness at the Education Office of Ogan Komering Ilir Regency

The regression coefficient on the health variable (X1) is 0.180, indicating that the health variable has a positive influence on job satisfaction, which means that every 1 unit increase in the health variable affects work effectiveness by 0.180 (Maartje, 2019). The results of this study indicate that health has a positive and significant effect on employee work effectiveness at the Ogan Komering Ilir Regency Education Office in South Sumatra. This shows that health is strong enough to affect work efficiency. Good physical health allows employees to have sufficient energy to carry out work tasks. Healthy employees tend to be more productive and cope with challenges better. Good mental health helps to maintain focus and concentration. Employees who are not distracted by mental health issues tend to be more effective in completing their work tasks. Good psychological well-being stimulates creativity and innovation. Individuals who feel happy and calm tend to be more creative in facing challenges and finding new solutions to them. Employees who maintain good physical and mental health are less likely to be absent because of illness or health problems. This has a positive impact on the smooth operation of the company's business. Attention to employees' health and welfare creates a more positive and supportive work environment, which, in turn, can increase morale and loyalty. This means that the higher the level of health, such as physical and spiritual health at work, the more it will affect the effectiveness of work at the Ogan Komering Ilir Regency Education Office, and vice versa. These results are the same as those of previous research by Karambut (2018), which found that health has a significant effect on employee work effectiveness.

4.2.2 The Effect of Spatial Planning (X2) on Employee Work Effectiveness at the Ogan Komering Ilir Regency Education Office

The regression coefficient on the spatial variable (X2) is 0.262, indicating that the spatial variable has a positive influence on work effectiveness, which means that every 1 unit increase in the spatial variable will affect work effectiveness by 0.262. The results of this study indicate that spatial layout has a positive and significant effect on the effectiveness of employee work at the Ogan Komering Ilir Regency Education Office, South Sumatra. The spatial layout in this study had a positive and significant influence on work effectiveness, indicating that spatial layout is strong enough to influence work effectiveness. A well-organized layout can help individuals quickly and easily access the necessary equipment and resources. This reduces distractions and time wasted searching for items or information. Layouts that help reduce external distractions, such as noise or visual distractions, can increase concentration and focus on work, which triggers employee effectiveness. Layouts designed to encourage interaction and collaboration among individuals can facilitate the exchange of ideas and creativity. Open spaces and discussion areas can stimulate team collaboration. This means that a better spatial layout will provide comfort at work, good air circulation, and a good work experience for the work effectiveness of employees at the Ogan Komering Ilir Regency Education Office, and vice versa. According to the results of his research Mawarni (2020), the results obtained that spatial layout has a significant influence on effectiveness at work. This is different from the results of Anggraini et al. (2022), who showed that spatial layout had no effect on the effectiveness of employee work.

4.2.3 The Effect of Work Discipline (X3) on Employee Work Effectiveness at the Ogan Komering Ilir Regency Education Office

The regression coefficient on the work discipline variable (X3) is 0.119, indicating that the work discipline variable has a positive influence on work effectiveness, which means that every 1 unit increase in the work discipline variable will affect work effectiveness by 0.119. The results of this study indicate that work discipline has a positive and significant effect on the effectiveness of employee work at the Ogan Komering Ilir Regency Education Office in South Sumatra Province. Work discipline in this study had a positive and significant effect on work effectiveness, indicating that work discipline is

strong enough to influence work effectiveness. Good work discipline can increase work efficiency, reduce error rates, and increase focus on important tasks. This means that the more discipline in following directions for applicable regulations without violating and making it a priority in doing everything, in this case including being on time for submitting assignments, attending on time which affects the effectiveness of employee work at the Education Office of Ogan Komering Ilir Regency, and vice versa. So far, previous research has been researched by Riyanti and Yansahrita (2019) saying that the hypothesis proposed, work discipline has a positive effect on employee work effectiveness.

4.2.4 The Effect of Health (X1), Layout (X2), and Work Discipline (X3) simultaneously on Employee Work Effectiveness at the Education Office of Ogan Komering Ilir Regency

Based on the research results of this study, the sig value. $0.000 < 0.05$, then health, spatial planning, and work discipline simultaneously affect the effectiveness of employee work at the Education Office of Ogan Komering Ilir Regency. The results of this study indicate that health, spatial layout, and work discipline simultaneously affect the effectiveness of employee work at the Education Office of Ogan Komering Ilir Regency. Employee health is an important foundation for improving work effectiveness. Good physical health provides the energy and stamina required to perform daily tasks efficiently. In addition, optimal mental health helps maintain focus, concentration, and creativity at work. Employees who feel physically and mentally healthy tend to be better equipped to face work challenges and to maintain their productivity. A good layout can support health and work efficiency. An organized and ergonomic work environment can reduce physical stress and avoid potential injuries from poor seating positions or improper arrangements. A well-designed workspace can also stimulate collaboration and interaction among employees, supporting teams in achieving common goals. High work discipline contributes to work effectiveness in various ways. Employees with good work discipline tend to follow schedules, complete tasks on time, and prioritize important work assignments. Work discipline helps maintain focus on tasks to be completed, prevents procrastination, and increases efficiency.

These three variables are interrelated and influence one another. For example, good health can affect work discipline, as employees who feel unwell may find it more difficult to maintain consistency in carrying out tasks. Conversely, a supportive layout can affect health, as a comfortable and ergonomic work environment can prevent physical problems. The practical implication of this relationship is that organizations need to pay attention to these three aspects to improve work effectiveness. They can adopt a holistic approach by providing employee wellness programs, designing workspaces that support productivity, and promoting a work culture that encourages discipline and responsibility among employees. This result shows the effectiveness of the main thing in performing work to obtain good results. This also means that the better the health, spatial layout, and work discipline, the better the effectiveness of employees at the Ogan Komering Ilir Regency Education Office, and vice versa. The results of this study are supported by the results of research conducted by Karambut (2018), which found that occupational health significantly affects employee work effectiveness. Following Mawarni (2020), the results obtained show that spatial layout has a significant influence on effectiveness at work. Riyanti and Yansahrita (2019) stated that the proposed hypothesis, work discipline, has a positive effect on employee work effectiveness. This is different from the results of Anggraini et al. (2022), who showed that spatial layout had no effect on the effectiveness of employee work.

5. Conclusion

5.1 Conclusion

Based on the results of the research on the influence of Health, Spatial Planning, and Employee Work Discipline at the Ogan Komering Ilir Regency Education Office, several conclusions can be drawn, including:

- 1) Partially, Health (X1) has a significant effect on Employee Work Effectiveness at the Education Office of Ogan Komering Ilir Regency, with a significance value of $0.040 < 0.05$.
- 2) Partially Layout (X2) has a significant effect on Employee Work Effectiveness at the Education Office of Ogan Komering Ilir Regency, by obtaining a significance value of $0.000 < 0.05$.
- 3) Partially Work Discipline (X3) has a significant effect on Employee Work Effectiveness at the Education Office of Ogan Komering Ilir Regency, with a significance value of $0.043 < 0.05$.

- 4) Simultaneously, Health, Layout, and Work Discipline affect Employee Work Effectiveness at the Education Office of Ogan Komering Ilir Regency, by obtaining a sig value. $0,000 < 0,05$.

5.2 Suggestion

Based on the results of the research, discussion, and conclusions. Based on the research results, the researcher can make the following suggestions:

- 1) Employee health at the Ogan Komering Ilir Regency Education Office is quite good, but a good effort must still be made, one of which pays attention to physical (physical), mental, and spiritual health, as well as evaluating the surrounding environment that can threaten employee health, providing education about health in order to maintain the health of employees themselves both in the work environment or in general to the maximum in increasing work effectiveness at the Ogan Komering Ilir Regency Education Office.
- 2) The employee layout at the Ogan Komering Ilir Regency Education Office is good, but employees must also ensure air circulation, room-by-room layout, and an item in the room or work environment to get comfort at the Ogan Komering Ilir Regency Education Office.
- 3) Employee work discipline at the Ogan Komering Ilir Regency Education Office is good, but employees must also ensure air circulation and the layout of an item in the room or work environment to get comfort at the Ogan Komering Ilir Regency Education Office.
- 4) Work effectiveness can be improved through good and maintained health, well-organized, not cramped, and adequate spatial layout, high work discipline, and obedience to applicable regulations. By paying attention to the health of employees, upgrading the spatial layout, and improving work discipline in an agency, the quality of work can be improved, and employees' skills and effectiveness at work can be improved so that employees will feel satisfied with the work they do, and the conditions of the work environment will be more conducive and productive.

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