

The Effect of Health, Spatial Planning and Work Discipline on Employee Work Effectiveness

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Abstract

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

Methodology/approach: The research method used is associative quantitative. The population of this study were all State Civil Apparatus (ASN) totaling 50 employees at the Ogan Komering Ilir Regency Education Office. The sampling technique used non-probability sampling, namely Purposive sampling. The sources and techniques for collecting data in this study are primary data by distributing questionnaires to respondents and secondary data by collecting documentation and literature studies relevant to the research.

Results/findings: Seeing from the results of the t test, the health variable partially affects the work effectiveness variable, the spatial variable partially affects the work effectiveness variable, and also the work discipline variable partially affects work effectiveness, along with the results of the F test, the health, spatial and work discipline variables have a positive effect together on employee work effectiveness.

Limitations: This study has a scope that only aims to examine the State Civil Apparatus (ASN) only and is not comprehensive for all populations in the agency.

Contribution: The results of this study are expected to be a benchmark for learning, especially in the field of human resources and also as an additional understanding for further research. This research is also expected to make a significant contribution in the form of articles, reports and presentations, become visibility to agencies in academic and practical circles on the same topic, become a consideration or evaluation material for the leadership of the Education Office in improving health, spatial and work discipline and employee work effectiveness.

Keywords: *Health, Layout, Work discipline, Work effectiveness*

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1. Introduction

Human resources are the most potential and important resource in all aspects, one of its functions is also 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. In order for this goal to be achieved and produce results, the agency must be able to make the effectiveness of work increase. That way this must be further optimized the effectiveness of employee work in an institution, especially at the Ogan Komering Ilir Regency Education Office. The Ogan Komering Ilir Regency Education Office which 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. Healthy employees tend to have higher productivity and lower absenteeism. Conversely, unhealthy employees tend to be absent more often,

experience reduced productivity, and have poor performance. 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 & Herdiyanto, 2017) occupational health is a state of health, both physically, mind, and also socially, which allows every human being to live better socially and even economically. According to previous research by Karambut (2018) occupational health has a significant effect on employee work effectiveness. The spatial layout is also an influence on the effectiveness of work for employees in an institution or agency. Good health can improve employees' physical and mental fitness, so they can 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.

Spatial layout can also affect work effectiveness. A well-organized and comfortable workspace can increase concentration, reduce stress, and improve employee health. Management needs to pay attention to factors such as temperature, light, noise, and air quality in the work environment. In addition, a well-designed workspace can improve collaboration and communication between employees. According to the results of his research Kuncara (2022) the results obtained that spatial layout has a significant influence on effectiveness at work. So that increasing the effectiveness of employee work has very optimal progress for very satisfying results for employees and the agency itself. This is different from the results of research by Anggraini, Rismansyah, and Kurniawan (2022) , the results showed that there was no effect of spatial layout with an insignificant value on the effectiveness of employee work. In addition, another factor that influences work effectiveness is work discipline. Work discipline is the willingness to follow directions for applicable regulations without violating 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. Based on the phenomenon of observations made by researchers ranging from effectiveness, health, spatial layout and work discipline, there is something that is certainly interesting, namely where 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 work spaces 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.

2. Literature review and hypothesis/es development

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 physically, mentally, spiritually and socially 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 in a physical state, but also mentally healthy and socially healthy. Not only includes freedom from disease, but also healthy includes the psychological state of a person. Health generally affects human behavior, and vice versa, a person's behavior will also be able to affect that person's health. 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. According to Heidjrachman and Husnan (2002) says that the purpose of health, preventing employees from possible diseases and also avoiding and protecting 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) Fiksasi udara

Air fixation is the process of regulating 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 is 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. According to Serdamayanti (2013), spatial planning is the arrangement and arrangement of all equipment machinery and furniture in a strategic place, so that employees feel comfortable and free to move, so that work efficiency can be achieved. Continued according to Asnar (2017) states that office layout is the arrangement and arrangement of all office machines, office equipment, and office furniture in the right place, so that employees can work properly, comfortably, freely and freely to move, so that work efficiency is achieved. Based on the description above, it can be concluded that spatial planning is the arrangement or arrangement of facilities in a company or agency room, starting from the preparation of tools and equipment for the agency. According to Gie (2000), suggests starting from the 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.

In the opinion of Serdamayanti (2013), there are several indicators that affect workspace layout, namely:

1) *Lighting.*

Lighting is 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 in carrying out their work.

3) Room temperature level.

Room temperature level 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 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 different 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 bottom to communicate with employees to be willing to behavior and increase one's 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 applicable social norms. Therefore, it can be concluded that work discipline is a matter or activity that obeys and obeys existing regulations without breaking the rules. Factors that affect work discipline according to Simamora (2014) the most important are compliance with regulations, work effectiveness, corrective action and also 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 the 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 with efficiency and good quality.

3) Corrective action.

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

4) Attendance on time.

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

5) Work was completed on time.

Work completed on time means completing a task or project according to a predetermined 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. Added according to Nurhardjo (2011), 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 in an efficient and effective manner. According to Siagian (1985) there are several indicators that measure employee work effectiveness, namely:

1) Determination of scheduled time.

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

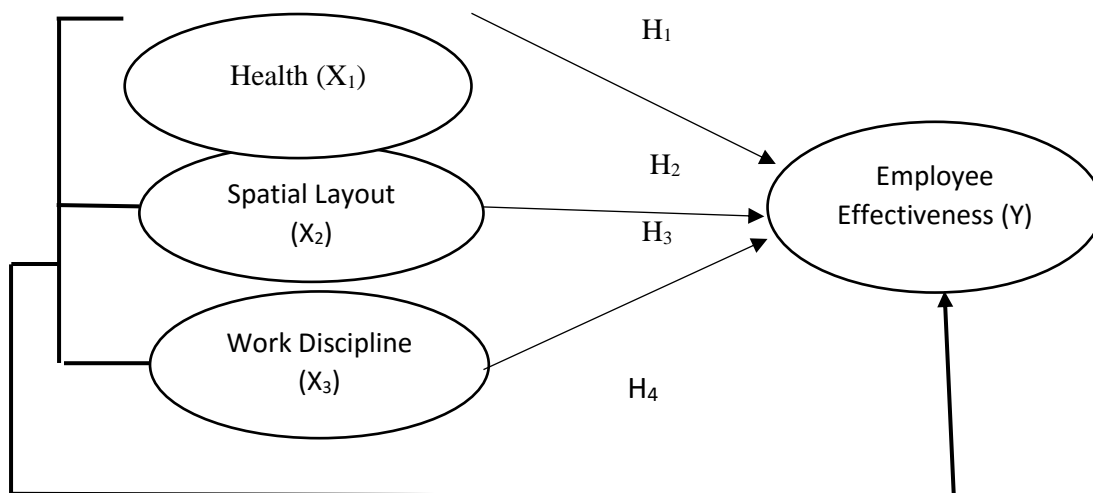
2) A revenue or result achieved.

A revenue or result achieved is an accomplishment or result that has been 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 that have been made previously.

FRAME OF MIND



The related variable in this study is the effectiveness of employee work, 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 : There is a partial influence of health variables on employee work effectiveness.

H2 : There is a partial influence of spatial variables on employee work effectiveness.

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

H4 : There is a simultaneous influence of health, spatial planning, and work discipline variables on employee work effectiveness.

3. 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. According to Sugiyono (2013) research methods are scientific methods for obtaining data with specific purposes. data observation used is the use of software or using Statistical Package for the Social Sciences (SPSS) software aimed at measuring predetermined hypotheses. According to Sugiyono (2013) research variables are completeness or equipment to examine a study of humans, objects, 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 variables (Y) employee work effectiveness. The population used as the research objective is all employees at the Ogan Komering Ilir Regency Education Office, totaling 118 people. This sample method uses purposive sampling, leading to only ASN being used as a sample, which is 50 employees. This research data will then be analyzed using multiple regression with Statistical Program for Social Science (SPSS) software. The research that the authors conducted used primary and secondary data types. In this study using observation, documentation and questionnaire methods. The measurement scale uses 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 B | Std. Error | Standardized Coefficients 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 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, it can be concluded as follows:

- 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 the variables X1, X2, and X3 have no value or zero.
- The regression coefficient for the Health variable is 0.180, meaning that if Health is increased by 1 unit while the other variables are constant, it will cause job satisfaction to increase by 0.180 and vice versa. Assuming the variables X2 and X3 have no value or zero.

- c. The regression coefficient for the Spatial variable is 0.262, which means that if Spatial is increased by 1 unit while other variables remain constant, it will cause job satisfaction to increase by 0.262 units and vice versa. Assuming the variables X1 and X3 have no value or zero.
- d. The regression coefficient for the Work Discipline variable is 0.119, meaning that if Work Discipline is increased by 1 unit while other variables remain constant, it will cause job satisfaction to increase by 0.119 units and vice versa. Assuming the variables X1 and X2 have no value or zero.

4.1.2 Coefficient of Determination Analysis (R²)

Basically, 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 means that this 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

Partial regression coefficient test is used to see the effect independently between 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 that the Sig. value on the Health variable (X1) is 0.040, the Spatial variable (X2) is 0.00 and the Work Discipline variable (X3) is 0.043 so that the sig. value of the three variables is smaller than 0.05, it is partially concluded that it can 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, the sig. value on the Work Effectiveness variable (Y) is 0.000, which means 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 will affect work effectiveness by 0.180. 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. This shows that health is strong enough to affect work effectiveness. Good physical health allows employees to have sufficient energy levels to carry out work tasks. Healthy employees tend to be more productive and able to cope with challenges better. Good mental health helps maintain focus and concentration. Employees who are not distracted by mental health issues tend to be more effective in completing work tasks. Good psychological well-being can stimulate creativity and innovation. Individuals who feel happy and calm tend to be more creative in facing challenges and finding new solutions. Employees who maintain good physical and mental health are less likely to be absent due to illness or health problems. This has a positive impact on the smooth operation of the company. Attention to the health and welfare of employees 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, will affect the effectiveness of work at the Ogan Komering Ilir Regency Education Office, and vice versa. These results are the same as the results of previous research by Karambut (2018) 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. Spatial layout in this study has a positive and significant influence on work effectiveness, this shows that spatial layout is strong enough to influence work effectiveness. A well-organized layout can help individuals access the necessary equipment and resources quickly and easily. This reduces distractions and time wasted in 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 work effectiveness, layouts designed to encourage interaction and collaboration between individuals can facilitate the exchange of ideas and creativity. Open spaces or discussion areas can stimulate team collaboration. This means that the better the spatial layout will provide comfort at work, good air circulation and also provide 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), the results showed that there was no effect of spatial layout with an insignificant value 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. Work discipline in this study has a positive and significant effect on work effectiveness, this shows 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 in 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 in improving work effectiveness. Good physical health provides the energy and stamina needed to carry out 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 maintain their productivity. A good layout can support health and work effectiveness. An organized and ergonomic work environment can reduce physical stress and avoid potential injuries from poor seating positions or improper arrangement. A well-designed workspace can also stimulate collaboration and interaction between 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. Work discipline helps maintain focus on the tasks to be completed, prevents procrastination, and increases efficiency.

These three variables are interrelated and influence each other. 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. On the other hand, 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 in an effort 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. In this result, the effectiveness of the main thing in doing work in order to get good results and also this means that the better the health, spatial layout and work discipline, the better the effectiveness of employee work 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) occupational health has a significant effect on employee work effectiveness. Followed by Mawarni (2020), the results obtained that spatial layout has a significant influence on effectiveness at work. Riyanti and Yansahrita (2019) said that the hypothesis proposed, work discipline has a positive effect on employee work effectiveness. This is different from the results of research by Anggraini et al. (2022), the results showed that there was no effect of spatial layout with an insignificant value on the effectiveness of employee work.

5. Conclusion

5.1 Conclusion

Based on the results of 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, by obtaining and 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, by obtaining and significance value of $0.043 < 0.05$.
- 4) Simultaneously Health, Layout and Work Discipline have an effect on 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 research, discussion, and conclusions. Then the researcher can put forward some suggestions from the research results as follows:

- 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 fitness (physical) mental, and also spiritual, 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 also an item in the room or work environment in order 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, the layout of an item in the room or work environment in order 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 and high work discipline obedient and obedient to applicable regulations. By paying attention to the health of employees, upgrading the spatial layout and also improving good work discipline in an agency, the better the quality of work and can improve their skills and effectiveness at work so that employees will feel satisfied with the work they do, the conditions of the work environment will be more conducive and productive.

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