

Perceptions of the State Civil Apparatus About the Work Environment in Supporting the Performance to the National Unity and Political Body of Kota Kupang in Indonesia

Jefritson Richset Riwakore¹, Luis Marnisah², and Fellyanus Habaora³

^{1,2}Lecturer at Management Program Study, Economic Faculty, Indo Global Mandiri University, Street of Jenderal Sudirman, Palembang City, 30129, South Sumatra, Indonesia

³Students at Management Program Study, Economic Faculty, Indo Global Mandiri University, Street of Jenderal Sudirman, Palembang City, 30129, South Sumatra, Indonesia

E-mail: jefritson@uigm.ac.id

ARTICLE INFO

ABSTRACT

Article history:

Received: Jul 25, 2022

Revised: Jul 30, 2022

Accepted: Aug 10, 2022

Keywords:

Work Environment,
Lighting,
Air Circulation,
Noise,
Color

The purpose of this study was to determine the appearance of the work environment of the state civil apparatus in the National Unity and Political Body of Kota Kupang, Nusa Tenggara Timur in Indonesia. The study was conducted for 4 (four) months, namely January-April 2022. The number of population and research samples was 31 people which were determined by census or saturated samples because all populations were the research samples. The types of data used are data of primary and secondary obtained by means of questionnaires, observation, and documentation. Data analysis was carried out on work environment indicators using descriptive analysis based on the average ordinal percentage value for the Likert scale classification. The results showed that in general, the work environment of ASN was suitable or very good as indicated by the average performance score of 90.58 or including high / very good. This result is because the work environment indicator shows the results of the high and very good value categories which include lighting (89.68), air circulation (90.32), noise (87.74), and the use of color (94.84). It is very important that these work environments are maintained.

Copyright © 2022 Jurnal Mantik.
All rights reserved.

1. Introduction

The report of the National Civil Service Agency of the Republic of Indonesia (2019) reports that only 20% of State Civil Apparatus (in Indonesia: ASN) have performance and achievements in the very good value category [1]. This means that there are still approximately 80% of ASN who are considered to have poor performance and achievement. This condition is not much different from the results of research from PERC (Political and Economic Risk Consultancy) in 1999 which reported that Indonesia was one of the worst countries in the field of bureaucracy in the world with a score of 8.0 from a score of 10 for the worst [2]. In addition, the IFC: Doing Business Report 2013 report [3] stated that the performance of the bureaucracy in Indonesia was ranked 128 in 2013 or getting worse compared to 2007 which ranked 123 in the world, which means that the performance of the Indonesian bureaucracy in public services oriented to the ease of doing business is still far from expectations. This indicates that there are procedures and work mechanisms that are convoluted, not transparent, less informative, less responsive, less consistent so that it does not guarantee certainty of service. Furthermore, the Institute for Management of Development, Switzerland, World Competitiveness Book 2007 reported the results of a survey related to work productivity in relation to the performance of ASN in 2005 which resulted in the work productivity ranking of Indonesian ASN in the 59th position out of 60 countries surveyed or is getting lower than in 2001 it reached number 46, far from other Asian countries such as Singapore (1), Thailand (27), Malaysia (28), Korea (29), China (31), India (39), and the Philippines (49). Low commitment also affects performance so that Indonesia is only in the last rank, namely 60 based on economic performance in 2005, Business Efficiency (59), and Government

Efficiency (55) [4]. This is due to the quality of Indonesia's human resources that are not able to compete, weak organizational commitment, and weak and uneven work culture [5].

Another survey, an international human resource survey institute, namely Towers Watson, in 2014 conducted a survey on important issues of employees in the company. The survey results found that 70% of companies in Indonesia have difficulty recruiting and maintaining a competent workforce, and in the survey, it was also found that 66% of employees in Indonesia tend to leave the company where they work within 2 years and only 34% express the intention to stay in the company where he works today [6]. Based on the survey results, it is known that retaining employees with high abilities is difficult because employees tend to move to other companies that are considered better.

Based on the results of various survey results above, there are many speculations and studies that state that the effect of employee dissatisfaction and discomfort in being productive is because it is very much influenced by the work environment that is formed in an organization or company where works. The work environment is all things, people, and things that affect the way people work. The work environment is a collection of physical and non-physical factors, both of which affect the way employees work. The situation in the workplace is a non-physical work environment, while people or equipment is a physical work environment [7]. According to [8], the work environment is the overall relationship that occurs with employees at work. Everything that is in the workplace is a work environment. Employees are in a work environment when employees perform work activities, and all forms of relationships that involve the employee include those from the work environment. The work environment measurement indicators are based on the sub-components of the work environment and can be explained as follows, the measurement of the work environment from the technological environment, human environment, and organizational environment. Sedarmayanti [9] states that there are several factors in the work environment that must be considered, including lighting, air circulation, noise, and the use of colors. These factors greatly affect the motivation to achieve productive employee performance.

The National Unity and Political Body of Kota Kupang is a Regional Apparatus Organization (in Indonesia: Organisasi Perangkat Daerah/OPD) that carries out some of the mayor's duties and powers in the field of national unity and politics. The exercise of this authority is to answer the challenges in maintaining the integrity of the Indonesian nation and fostering political education for all Indonesian people. Based on the results of the analysis or analysis carried out on the Performance Accountability Report of Government Agencies, the National Unity and Political Body of Kota Kupang within 5 years (2013-2017) have never achieved the realization of the achievement of the ideal performance target (100%) but between 75-89% as measured by the realization of the implementation of programs and activities by the absorption of available funds. Although from the aspect of education (competency) individuals have employees with S2 education (3 people), S1 (14 people), bachelors / D3 (4 people), SMA / SMK (10 people) with training backgrounds and work experience varies. Based on the background description, the problem in this study is how to describe the work environment of the National Unity and Political Office of Kota Kupang, so that the purpose of this study is to determine the condition of the work environment of the State Civil Apparatus of the National Unity and Politics Office of Kota Kupang. The results of this study are expected to be useful academically and researchers, the community, stakeholders, and policymakers in the Kota Kupang Government.

2. Methods

This research was conducted at the National Unity and Political Body of Kota Kupang for 4 months, namely January-April 2022. The population in this study were all State Civil Apparatus at the National Unity and Political Body (in Indonesia: Kesbangpol Office) of Kota Kupang as many as 31 people. Because the population is limited, the technique of determining the sample in this study uses census techniques or saturated samples where the entire population becomes the research sample. This research is a type of explanative research because it explains the mutual relationship or contribution of one variable to other variables or a cause and effect relationship [10]. The operational limitation of this research is employee performance which includes lighting, air circulation, noise, and the use of colors. The type of research data consists of primary data and secondary data. Primary data were obtained by means of observation and interviews using a prepared questionnaire. Secondary data obtained by documentation techniques. Data analysis used a Likert scale measurement, then it was described from all data measured with an ordinal scale from the highest scale (positive) to the lowest scale (negative), namely: strongly agree (5), agree (4), quite

agree (3), disagree (2), and strongly disagree (1). The criteria for the percentage of maximum score achievement are $\geq 20-36\%$ (very bad), $(2) > 36-52\%$ (not good), $(3) > 52-68$ (good enough), $(4) > 68-84$ % (good), and $(5) > 84-100\%$ (very good). Determination of scores to calculate respondents' perceptions using Sugiyono (2017) instructions with the following formula:

$$PS_p = \left(\frac{\bar{X}_{PS-p}}{5} \right) \times 100\%$$

No.	Category	Percentage of Maximum Score Achievement
1.	Very bad	$\geq 20-36$
2.	No good	$> 36-52$
3.	Pretty good	$> 52-68$
4.	Good	$> 68-84$
5.	Very Good	$> 84-100$

Information:

PS_p = Respondent's perception category

$\bar{X}_{PS-p}$ = Mean score for respondents' perceptions

5 = The highest score on the Likert scale

3. Results and Discussion

3.1 History

The formation of the National Unity and Political (Kesbangpol) Office is regulated in the Kota Kupang Regional Regulation (Perda) Number 7 of 2008 concerning the Organization and Work Procedure of the Regional Development Planning Body, Inspectorate, and Regional Technical Institutions of Kota Kupang. The National Unity and Political Office of Kota Kupang has experienced several changes in nomenclature, namely: (1) initially, it was called the Political Social Office of Kota Kupang which was formed and was present at the same time as the formation of the Kupang Municipality which was regulated in Law Number 5 of 1996; (2) based on Perda No. 16 of 2000 concerning the Establishment of the Organization and Work Procedures of the Regional Office / Service / Regional Technical Institution the scope of the Kota Kupang Government is changed to the National Unity Body of Kota Kupang; (3) based on Regional Regulation Number 44 of 2002 concerning the Establishment and Work Procedure of the National Unity and Community Protection Agency for Kota Kupang being changed to the National Unity and Community Protection Office for Kota Kupang; and (4) based on Regional Regulation Number 7 of 2008 concerning the Organization and Work Procedure of the Regional Development Planning Agency, the Inspectorate and Regional Technical Institutions of Kupang City was changed to the National Unity, Political and Community Protection Office of Kota Kupang.

a. Geographical Location

The National Unity and Political Office of Kota Kupang is one of the Regional Apparatus Organizations (OPD) under the Kota Kupang Government and is located at Samuel Kristian Lerik Street, Number 1, Kelapa Lima Subvillage, Kelapa Lima Village, Kota Kupang, and occupies the 3rd floor (three) Kupang Mayor's Office.

b. Vision

The vision of the National Unity and Political Office of Kota Kupang, namely: "The realization of order and security that is conducive to creating an atmosphere of harmonious political life through the support of broad community participation". The formulation of the vision is based on the aspirations and the will to realize ideal conditions in the implementation of the regional government, especially in matters of spatial planning and public housing which is directed at increasing the prosperity of the community.

c. Mission

The mission of the National Unity and Political Office of Kota Kupang is formulated and elaborated in 5 (five), namely: (1) increasing community participation, coordination, and partnerships with political institutions and community organizations; (2) increase the sense of national unity and integrity; (3) improve the coordination of vulnerability prevention in the field of IPOLEKSOSBUD; (4) improving coordination in controlling the impact of riots and natural disasters through related sectors and stakeholders; and (5) increasing the professionalism of the apparatus.

d. Main Tasks and Organization Functions

The National Unity and Political Office have the main task of assisting the Mayor of Kupang in the administration of government in the fields of national unity, politics, and protection of the community. The National Unity and Political Office of Kota Kupang carry out several functions, namely: (1) formulating technical policies in the field of national unity and politics; (2) providing support for the implementation of regional government in the field of national unity and political; (3) fostering and implementing tasks in the field of national unity and political; (4) fostering the Agency's Technical Implementing Unit; (5) administrative administration which includes general affairs, equipment, finance, personnel, and reporting; and (6) the implementation of other tasks given by the Mayor of Kupang in the field of national and political unity.

e. Organization Structure

The organizational structure of the National Unity and Political Office of Kota Kupang consists of (1) Head; (2) Secretariat, oversees (a) Subdivision of Planning, Evaluation, and Reporting, (b) Subdivision of General Affairs and Civil Service, (c) Finance and Equipment Subdivision; (3) Division of Inter-Institutional Relations in charge (a) Executive and Legislative Institution Relations Subdivision, (b) Sub-Division of Relations between Political Parties, Organizations and NGOs; (4) National Unity Division, in charge (a) Subdivision for National Reform and Resilience, (b) Subdivision on National Insights; (5) The Strategic Problem Assessment Division, in charge of (a) the Ideology and Politics Subdivision, (b) the Social, Economic, Cultural and Vulnerability Assessment Subdivision; (6) Agency Technical Implementing Unit; and (7) Group of Functional Positions.

3.2 Characteristics of Respondents

The characteristics of the respondent are a description of the state of the sample which is an analysis material related to the identity of the respondent which aims to provide information and various information needed about the research sample. This is intended to show the respondent's identity data that proves the existence of the object under study. Respondent characteristics can be assessed based on gender (Table), age group (Table 2), an education level (Table 3), and years of service (Table 4).

Table 2.
Distribution of respondents based on gender

No.	Gender	Σ (People)	Percentage (%)
1.	Man	22	70.97
2.	Woman	9	29.03
Total		31	100.00

Source: Results of data processing, May 2020

Table 2 shows the number of man respondents as many as 22 people or 70.97%, more than 9 people or 29.03% of woman respondents. This shows that the work at the Kesbangpol Office of Kota Kupang is dominated by the man gender. Gender differences do not affect performance productivity because employees at the Kesbangpol Office are more oriented towards personnel administration tasks and do not really need physical abilities. In addition, assignments in office activities have determined the achievement of the tasks assigned to each individual.

Table 3.
Distribution of respondents by age group

No.	Age Group (Year)	Σ (People)	Percentage (%)
1.	20-30	7	22.58
2.	31-40	4	12.90
3.	41-50	13	41.94
4.	>50	7	22.58
Total		31	100.00

Source: Results of data processing, May 2020

Table 3 shows that the group of State Civil Apparatus at the Kesbangpol Office Kota Kupang respondents in this study were dominated by the 41-50 year age group. State Civil Apparatus in this age group can be seen as having maturity in carrying out their duties as employees and having the responsibility to complete their duties properly.

Table 4.
Distribution of respondents based on education level

No.	Education Level	Σ (People)	Percentage (%)
1.	Masters	3	9.68
2.	Bachelor	14	45.16
3.	Diploma	4	12.90
4.	Senior High School / Vocational High School	10	32.26
Total		31	100.00

Source: Results of data processing, May 2020

Based on Table 4, it can be said that most of them have a bachelor education level (45.16), thus indicating that most of the staff have a fairly good level of education and can support their daily work. There are only 3 employees with a Masters degree (9.68%) and 10 people with Senior High / Vocational School education (32.26%), which shows that there is still a lack of awareness of the State Civil Apparatus to improve their knowledge to a more advanced level of high education.

Table 5.
Distribution of respondents based on years of service

No.	Years of Service (Year)	Σ (People)	Percentage (%)
1.	1-10	16	51.61
2.	11-20	7	22.58
3.	21-30	2	6.45
4.	>31	6	19.36
Total		31	100.00

Source: Results of data processing, May 2020

Table 5 shows that ASN at the Kesbangpol Office for Kota Kupang is dominated by ASN with a work period of 1-10 years with a total of 16 people or 51.61%. This shows that the work experience and capability of the state civil apparatus are still lacking so that it is necessary to be given the opportunity to increase their capacity with guidance and direction from officers who have worked for longer periods of time.

3.3 Results of the ASN Work Environment Perception Analysis

An environmental condition is said to be good or appropriate if humans can carry out their activities in an optimal, healthy, safe, and comfortable manner. The consequences of a work environment mismatch can be seen over a long period of time. Furthermore, unfavorable environmental conditions can demand more labor and time and do not support the attainment of an efficient work system design. Many factors influence the formation of a working environment. Sedarmayanti[9] argues that a work environment condition is related to the ability of employees, including (1) lighting at work, (2) circulation air in the workplace, (3) noise at work, and (4) color in the workplace. Information about the results of the analysis of the perceptions of the work environment from ASN at the National Unity and Political Body of Kota Kupang is presented in Table 6.

Table 6.
Description of the work environment variables of the State Civil Apparatus

Respondent	Statements Number					Total
	1	2	3	4	5	
1	4	5	5	4	5	23
2	4	4	4	4	5	21
3	4	4	5	5	5	23
4	4	3	4	4	3	18
5	4	5	5	5	5	24
6	4	4	5	4	5	22
7	5	4	4	4	5	22
8	3	5	4	5	5	22
9	5	5	5	5	5	25
10	5	4	5	4	5	23
11	5	5	4	5	5	24
12	4	4	5	5	5	23
13	5	5	4	4	4	22
14	4	4	5	5	4	22
15	5	4	5	5	4	23
16	5	5	5	5	5	25
17	3	4	5	5	5	22
18	4	4	5	4	5	22

19	4	4	4	4	5	21
20	5	5	5	5	4	24
21	4	5	5	5	4	23
22	5	4	5	4	5	23
23	5	5	4	4	5	23
24	4	5	5	3	5	22
25	5	5	4	5	4	23
26	5	5	4	5	5	24
27	5	5	4	3	5	22
28	5	5	4	4	5	23
29	5	4	4	3	5	21
30	5	4	5	5	5	24
31	5	4	5	4	5	23
Σ	139	138	142	136	147	702
$\bar{X}Ps_p$	4.4839	4.4516	4.5806	4.3871	4.7419	4.5290
$\frac{\bar{X}Ps_p}{5}$	0.8968	0.8903	0.9161	0.8774	0.9484	0.9058
Ps_p	89.68	89.03	91.61	87.74	94.84	90.58
	89.68	90.32		87.74	94.84	
	Lighting	Circulation Air		Noise	Color	
	Very Good	Very Good		Very Good	Very Good	

3.4 ASN Perception of Lighting

The results of the analysis of ASN perceptions regarding lighting on the work environment resulted in a percentage score of 89.68% or classified as very good in supporting the ASN work environment in the scope of the National Unity and Political Body in Kota Kupang. ASN's perception of lighting which is classified as very good is an indicator that a good working environment from the lighting aspect will help ASN be productive so that it produces good performance. Handayani, et al., [11] stated that the intensity of lighting according to the type of work will increase work productivity, and conversely, lighting that is not designed properly will cause visual disturbances or fatigue during work. Sanders & McCormick [12] reported that the use of light intensity according to the type of work will result in an increase in work yield of between 4-35%. Widarobi, et al.[13] reported that there is a difference between the mental workload of operators in two different lighting conditions, which means that there is an effect of lighting on the workload of individuals.

Lighting that is not designed properly will cause visual disturbances or fatigue during work/activities. Riwukore, et al.[14] reported that lighting that does not meet the requirements will have an impact, including: (1) eye fatigue resulting in reduced work power and efficiency, (2) mental fatigue, (3) complaints of stiffness in the eye area and headaches around the eyes, and (4) damage to the eye senses and others. Furthermore, it is stated that the effect of eye fatigue will lead to a decrease in work performance, such as (1) loss of productivity, (2) low quality of work, (3) many mistakes occur, and (4) increased work accidents. Widarobi, Yadi, & Mariawati (2013) state that the lighting factor is one of the work environment factors that are included in the risk factor group, if the lighting intensity is inadequate it can cause labor productivity. Lighting also affects eye health and indirectly affects the level of concentration at work. Dim lighting conditions generally cause workers to try to see their work as well as possible by looking at them continuously, so that eye strain can occur, muscle and nerve tension occurs, causing eye fatigue, nervous muscles, and mental fatigue, headache, concentration, and speed of thinking decreased, as well as decreased intellectual abilities[15].

Ganendra & Sito Meiyanto[16] reported that changes in lighting according to worker comfort can increase employee productivity by 22% and reduce stress levels from employees by 11%. This means that there is a positive and significant effect of a work environment with certain lighting on work productivity and employee stress levels. The perception of ASN in the National Unity and Political Body of Kota Kupang that the lighting in the workspace is currently adequate shows that one of the indicators of the work environment has supported the increase in the performance of ASN. Martian & Suri[17] report that work stress on employees has decreased after there is an improvement in lighting workspace to be adequate, which means that there is an effect of workspace lighting on work stress. Lack of lighting will be the main cause of poor work quality and efficiency[18].

3.5 ASN Perception of Air Circulation

ASN perception of air circulation from the work environment at the National Unity and Political Body of Kota Kupang consists of 2 (two) statements, namely: (1) a workplace that has a fairly good air circulation, and (2) a fairly cool workplace. Based on these two statements, as many as 89.03% of ASNs stated that their workplaces had good air circulation, and 91.63% of ASNs stated that their workspaces had cool air. In general, the air circulation in the workroom of ASN in the National Unity and Political Body is classified as very good because it is in the score range between $> 84-100$ or 90.32%. A sufficiently good and cool air circulation indicator can be a supporting factor for improving the performance of ASN. Air circulation and coolness of the workspace are strongly influenced by the office space which is equipped with air conditioning and windows that are easy to close and open and is greatly influenced by the location of the National Unity and Political Body of Kota Kupang which is on the 3rd floor of the Kupang Mayor's Office, and the area around the office, which is lush with trees. This condition is sufficient to support the work environment from the aspect of air circulation to be good and cool enough to support the performance of ASN to be more productive. These factors allow employees (ASN) to regulate air circulation in the office space where they work in accordance with the desired ideal temperature. According to Naharuddin & Sadegi (2013), the ideal temperature used in an office space is $23-24^{\circ}\text{C}$ from the temperature outdoors. Then Lestary & Chaniago (2017) reported that the comfortable air temperature for most workers was 25.6°C with a humidity value of 45%.

Poor air circulation with high temperatures greatly interferes with individual performance activities in an organization. Several researchers reported that there is a positive and significant relationship between the effect of air temperature (air circulation) on the performance of ASN. Lukas, et al.[19] report that 72.3-80.7 workers experience work stress at a work environment temperature above the threshold value, which means that there is a relationship between work environment temperature and work stress. Andayani[20] states that good air circulation is needed in a workspace, especially a room full of employees. Air circulation is the circulation of air that occurs in a room. The surrounding air is said to be dirty when the oxygen level in the air has decreased and has been mixed with gases and odors that are harmful to the body. By circulating the air, creating a cool and fresh feeling at work will help speed up the recovery of the body due to fatigue after work. The perception of ASN in the National Unity and Political Body of Kota Kupang that air circulation in the workspace is appropriate and very good shows that the ventilation space and air exchange channels have met the requirements. Good ventilation according to the Decree of the Minister of Health of the Republic of Indonesia No. 1405 / Menkes / SK / XI / 2002 concerning the health requirements for office and industrial work environments, where the room must have conditions including the area of the ventilation holes to remain at least 15% of the floor area of the room[21].

3.6 ASN Perception of Noise

Work environment noise is a stressor that affects the body's physiological processes by increasing the secretion of stress hormones, for example, adrenaline and cortisol[22]. Noise in the work environment can reduce work motivation which has an effect on decreasing productivity/performance because noise can cause health problems in exposed humans and can be grouped in stages, namely psychological disorders, communication disorders, mute disorders, and deafness[23]. The results of research on noise according to Table 6 show that ASN at the National Unity and Political Body of Kota Kupang states that it is not disturbed or that the noise that occurs in the workplace is still within reasonable limits.

Darlani & Sugiharto[24] report that the noise of the work environment in industrialized countries like Indonesia is an important problem in the field of worker health, where generally around 14% of workers in each company are exposed to noise above 90dB which is a risk factor for work stress, where one of the impacts is work psychology disorders in the form of emotions. Kunto[25] states that noise factors in the workplace environment can cause other potential risks such as stress disorders, pulse acceleration, increased blood pressure, emotional stability, communication problems, and decreased work motivation. The result decreased productivity performance.

As many as 87.74% of ASNs who work in the National Unity and Political Body feel that the noise is not disturbed by the existing noise which is still within tolerable limits. This noise can be in the form of communication between employees, music playing from a computer/laptop, the sound of footsteps, doors opening or closing, the sound of vehicles parked in the parking lot. The strategic location of the Office of the National Unity and Politics Body (3rd floor) keeps noise from being heard in the room. The division of work that has been determined by the leadership of the job makes employees work seriously to complete the job.

Performance-based working hours arrangements in the Kupang City Government make it regular for employees to complete work. The music played by the working ASN generally uses a headset so that it does not interfere with other ASN individuals. The limited number of workers (31 people) is a factor in the calmness of the office because it is easily monitored by the leadership, which limits wasted communication time between employees. Irwanto & Riandadari[26] report that lighting and noise simultaneously affect employee performance where lighting and noise contribute 40.7% in explaining employee performance and partially noise has a positive and significant impact on employee performance.

Noise is unwanted noise that comes from production process tools or work tools that can interfere with the work of employees. A worker who works in a supportive work environment or a low noise level will make the employee work optimally so as to produce a good performance, conversely, if an employee works in a noisy work environment it will make the employee unable to work optimally to become lazy, get tired quickly so that the employee's performance will be low. Riwukore, et al.[27] state that workers who are exposed to excessive noise have a negative impact on the workforce which causes employee performance to decrease, such as the noise generated by livestock from livestock businesses around offices.

3.7 ASN Perceptions of Color Use

In workspace design, the element of color, as a basic characteristic of all forms, plays an important role in relation to activities in the workspace. Research has proven the human body's reaction to color both psychologically and physiologically[28]. This research has shown that color affects a person's mood and feelings in relation to color. Therefore, the color of a certain space can be chosen according to the activities carried out in that space. Color affects the eye's perception of weight and size. Color affects a person's perception of temperature. Studies indicate that body temperature literally fluctuates in response to different colors.

According to the data in Table 6 in this study, it is evident that color affects the performance of the work environment in the Office of the National Unity and Politics Body of Kota Kupang. The score about the use of color is 94.84 or classified as very good for employees. This means that the existing interior colors in the office have provided a sense of comfort. Habaora, et al. [29] reported that colors that are less stimulating to the body will cause feelings of boredom or calmness, or stimulation and agility. Color causes the nervous system to become aroused, and the body reacts negatively to stimuli. Color can even affect how the body reacts to sound perception, taste, body odor, and time. For example, red, orange, and yellow can raise a person's temperature by 5-7 degrees, cold colors have the opposite reaction.

According to Verschaffel[30] color effects are not limited to decorative, color also plays an important role in the way we feel and respond to our surroundings, color can also stimulate us both visually and emotionally. Costa, et al.[31] argue that in addition to providing aesthetic value, colors in the interior can have a significant effect in terms of satisfaction, psychology, and social function. Colors that are in accordance with the ASN's perception in the Office of National Unity and Politics that ASN feel comfortable with colors for work indicates that the work environment supports increased productivity performance of ASN. Alkathiri & Sari[32] reported that the results of multiple linear regression analysis in general, the level of association of the influence of color on the productivity of office employees is quite high, namely 83%, and the remaining 17% is influenced by other variables. The color hue of office spaces in the Kupang City Government (including the Kupang City Political and National Unity Agency) which tends to be white/bright is considered by ASN to provide a sense of comfort. This is in accordance with what was reported by Prasetya[33] that when it is associated with the appearance of work stress compared to the color composition with white dominance, it can reduce work stress. This means that the use of disharmonious color compositions in the workspace has the potential to increase work stress.

3.8 ASN Perception of the Work Environment

Workspace in an office building has special specifications on its function, which is for work activities. In this context, the workspace is part of a physical work environment. The physical work environment has more to do with engineering psychology, where the physical conditions of the workspace are expected to create working comfort for employees. This is very different from the non-physical work environment which is more oriented towards social interaction and the psychological dynamics of workers. In other words, physical conditions should be made in such a way that physical conditions in the work environment can increase employee productivity.

The results of this study indicate that the aspects of the work environment in the Office of the National Unity and Political Body of Kota Kupang have supported ASN in that office to carry out productive work.

This is evidenced by the achievement score of the work environment which is in the range $> 84-100$ or 90.58 or classified as very good. The comfort and flexibility of ASN to work to achieve product performance is very much determined by the aspects of lighting, air circulation, noise, and the use of colors which are all categorized as very good.

Rahmawanti, et al.[34] report that the work environment (physical and non-physical) simultaneously has a significant effect on employee performance by 62.5% . The results of other studies such as Syafrina & Manik[35] report that the work environment contributes to the influence of employee performance by 56.3% . Then, Manik & Syafrina state that the work environment greatly influences the performance provided by employees, so that every organization must strive for a work environment in such a way as to have a positive influence on the work done by employees. A good work environment system is able to guarantee employee performance which in turn allows the organization to obtain positive attitudes and behaviors that will work productively for the benefit of the organization so that it will also have a good impact and provide benefits to the organization. Several researchers such as Roelofsen[36], Musriha[37], and Leblebici[38] state that the work environment has a positive impact on employee performance. A comfortable work environment causes the level of employee concentration at work to increase, and this condition causes the level of employee work productivity to increase. A good work environment (physical and non-physical environment) provides support for improving employee work performance. A significant and positive relationship between work environment and employee performance. This reinforces the view that the work environment affects employee performance. Josephine & Harjanti[39] report that the work environment affects work motivation and employee performance. Setting a conducive work environment will motivate employees to achieve their best performance.

4. Conclusion

The results showed that the work environment of ASN in the Office of the National Unity and Political Body of Kota Kupang has provided a sense of comfort and conformity to individual ASNs. This result is evidenced by the vulnerability score of the existing work environment in the range $> 84-100$ or 90.58 which is classified as very good/appropriate. These indicators are an accumulation of aspects of lighting, air circulation, noise, and the use of color in the office that provide a sense of comfort and conformity to the performance activities of ASN. This is because the variables from the work environment are in the score range between $87.74 - 94.84$ or are above the very good category, namely > 84 . Recommendations that can be given are the need for office leaders to maintain the existing work environment. Further research related to the correlation between work environment variables and the improvement of ASN performance is needed as a science development.

5. Reference

- [1] J. R. Riwukore and F. Habaora, "The Influence of Competence and Work Motivation to Teacher Performance in Smp Negeri At Kota Kupang," *İlköğretim Online*, vol. 20, no. 1, pp. 1010–1017, 2021, doi: 10.17051/ilkonline.2021.01.73.
- [2] J. R. Riwukore, T. Yustini, and A. Likur, "Employee Performance Based on Discipline , Workload , and Emotional Intelligence at the Dinas Sosial Kota Kupang," *Enrich. J. Manag.*, vol. 12, no. 2, pp. 1857–1870, 2022, [Online]. Available: <https://enrichment.iocspublisher.org/index.php/enrichment/article/view/497>.
- [3] J. R. Riwukore, *Effect of transformational leadership, competency motivation and commitment to work organization and performance of employees in Goverment Secretariat City Kupang, East Nusa Tenggara [Dissertation]*. Surabaya: Programs Study of Economic Science, Postgraduate in Universitas 17 Agustus 1945, 2010.
- [4] J. R. Riwukore, Y. Susanto, Walyusman, A. Riance, R. A. Zubaidah, and F. Habaora, "Analysis of Employee Performance Based on Competence and Work Climate in Lubuklinggau Barat I District at Indonesia," *J. Soc. Sci. Res.*, vol. 7, no. 71, pp. 7–14, 2021, doi: 10.32861/jssr.71.7.14.
- [5] J. R. Riwukore, M. Alie, and F. Habaora, "Kepemimpinan transformasional dalam manajemen sumber daya manusia (Studi kasus Aparatur Sipil Negara Pemerintah Kota Kupang Nusa Tenggara Timur)," *J. Ecoment Glob. Kaji. Bisnis dan Manaj.*, vol. 6, no. 1, pp. 87–96, 2021, doi:



- <http://dx.doi.org/10.35908/jeg.v6i1.1327>.
- [6] J. R. Riwakore, T. Yustini, F. Zamzam, and F. Habaora, "Influence of Covid-19 pandemic climate, discipline, motivation to performance in BAERT Kupang City," *Manag. Econ. J.*, vol. 6, no. 1, pp. 1–18, Apr. 2022, doi: 10.18860/mec-j.v6i1.12967.
 - [7] R. Y. Luhur, "Pengaruh kepemimpinan, motivasi kerja dan lingkungan kerja terhadap kinerja karyawan pada Biro Pengawasan dan Pemeriksaan PT. Bank Panin Tbk," *J. Oper. Excell. J. Appl. Ind. Eng.*, vol. VI, no. 3, pp. 327–344, 2014.
 - [8] K. Ingsih, N. Riskawati, A. Prayitno, and S. Ali, "The role of mediation on work satisfaction to work environment, training, and competency on employee performance," *J. Apl. Manaj.*, vol. 19, no. 3, pp. 469–482, Sep. 2021, doi: 10.21776/ub.jam.2021.019.03.02.
 - [9] Sedarmayanti, *Perencanaan dan pengembangan SDM untuk meningkatkan kompetensi, kinerja, dan produktivitas kerja*. Bandung: PT. Refika Aditama, 2017.
 - [10] Sugiyono, *Methods of quantitative, qualitative and combination writing (mixed methods)*. Bandung: Alfa Beta Press, 2017.
 - [11] D. Handayani, L. D. Fathimahhayati, S. Pinangki, and I. G. B. B. Dharma, "Analisis pencahayaan ruang kerja: Studi kasus pada Usaha Kecil Mikro dan Menengah (UMKM) Batik Tulis di Yogyakarta," *J. Ilm. Din. Rekayasa*, vol. 9, no. 2, pp. 6–9, 2013, doi: <https://dx.doi.org/10.20884/1.dr.2013.9.2.69>.
 - [12] M. S. Sanders and E. J. McCormick, *Human factor in engineering and design*. New York: McGraw Hill Book Company, 1994.
 - [13] R. Widarobi, Y. H. Yadi, and A. S. Mariawati, "Pengaruh pencahayaan terhadap beban kerja mental di area kerja Scroll Cut," *J. Tek. Ind.*, vol. 1, no. 3, pp. 193–199, 2013, [Online]. Available: <https://jurnal.untirta.ac.id/index.php/jti/article/view/85>.
 - [14] J. R. Riwakore, Y. Susanto, F. Habaora, and H. Manafe, "Perception Analysis About Public Street Lighting In The Kota Kupang Nusa Tenggara Timur Province Indonesia," *Perspektif*, vol. 10, no. 1, pp. 57–64, 2021, doi: 10.31289/perspektif.v10i1.4018.
 - [15] F. Y. Yee, D. M. H. Kee, L. M. Jye, L. Jingyi, L. J. Wen, and S. Almutairi, "Save environment by replace plastic, the case of Pepsi Cola," *Int. J. Appl. Bus. Int. Manag.*, vol. 5, no. 1, pp. 51–59, Apr. 2020, doi: 10.32535/ijabim.v5i1.767.
 - [16] S. Ganendra and I. J. K. S. Meiyanto, "Pengaruh penerangan terhadap stres dan produktivitas karyawan PT. X Purworejo," *Gadjah Mada J. Prof. Psychol.*, vol. 4, no. 1, pp. 73–86, 2018, doi: 10.22146/gamajpp.45673.
 - [17] E. Martian and F. Suri, "Pengaruh pencahayaan ruang kerja terhadap stres kerja karyawan Biro Perencanaan dan Kerjasama Universitas Sumatera Utara," *J. Divers.*, vol. 3, no. 2, pp. 9–14, Dec. 2017, doi: 10.31289/diversita.v3i2.1255.
 - [18] L. Lestary and H. Chaniago, "Pengaruh lingkungan kerja terhadap kinerja karyawan," *J. Ris. Bisnis dan Investasi*, vol. 3, no. 2, pp. 94–103, Jan. 2018, doi: 10.35313/jrbi.v3i2.937.
 - [19] L. Lukas, L. F. Suoth, and R. Wowor, "Hubungan antara suhu lingkungan kerja dan jam kerja dengan stres kerja di PT. Adhi Karya (Persero) Tbk Unit Manado Proyek Universitas Sam Ratulangi," *J. KESMAS*, vol. 7, no. 4, pp. 1–9, 2018, [Online]. Available: <https://ejournal.unsrat.ac.id/index.php/kesmas/article/view/23125>.
 - [20] L. Andayani, "Pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan Biro Pemeliharaan Bangunan dan Instalasi Sekretariat Jenderal DPR-RI," *Mix J. Ilm. Manaj.*, vol. III, no. 3, pp. 284–295, 2013, doi: https://dx.doi.org/10.22441/jurnal_mix.
 - [21] A. Padhil, A. Pawennari, M. Dahlan, and N. R. Awaliah, "Usulan perbaikan lingkungan kerja pada bagian mesin puffing gun di IKM Bipang Putri Sehati Kabupaten Gowa," *J. Ind. Eng. Manag.*, vol. 3, no. 1, pp. 1–9, Jul. 2018, doi: 10.33536/jiem.v3i1.197.
 - [22] Sumardiyono, R. Wijayanti, H. Hartono, and A. H. Sutomo, "Noise industrial pollution: Health vulnerabilities on textile industry workers," *J. Kesehat. Lingkung.*, vol. 11, no. 4, pp. 267–275, Oct. 2019, doi: 10.20473/jkl.v11i4.2019.267-275.
 - [23] D. Rimantho and B. Cahyadi, "Analisis kebisingan terhadap karyawan di lingkungan kerja pada beberapa jenis perusahaan," *J. Teknol.*, vol. 7, no. 1, pp. 21–27, 2015, doi: <https://doi.org/10.24853/jurtek.7.1.21-27>.
 - [24] Darlani and Sugiharto, "Kebisingan dan gangguan psikologis pekerja Weaving Loom dan Inspection PT. Primatexco Indonesia," *JHE (Journal Heal. Educ.)*, vol. 2, no. 2, pp. 130–137, 2017, doi:

<https://doi.org/10.15294/jhe.v2i2.22618>.

- [25] I. Kunto, *Mengatasi kebisingan di lingkungan kerja*. Semarang: Badan Penerbit Universitas Diponegoro Semarang, 2008.
- [26] E. D. Irwanto and D. Riandadari, "Pengaruh pencahayaan dan kebisingan tempat kerja terhadap kinerja karyawan di PT. Perkebunan Nusantara X (Persero) Pabrik Gula Gempolkrep Mojokerto," *J. Tek. Mesin*, vol. 1, no. 2, pp. 162–170, 2013, [Online]. Available: <https://jurnalmahasiswa.unesa.ac.id/index.php/jtm-unesa/article/view/823>.
- [27] J. R. Riwukore, F. Habaora, S. K. Hildayanti, and Y. Susanto, "The local community perception towards pig farming in Kupang City, East Nusa Tenggara, Indonesia," *Asian J. Sci. Technol.*, vol. 10, no. 5, pp. 9660–9664, 2019, [Online]. Available: <https://www.journalajst.com/local-community-perception-towards-pig-farming-kupang-city-east-nusa-tenggara-indonesia>.
- [28] P. S. Allen and M. E. Stimpson, *Beginnings of interior environment*. New Jersey: MacMillan College Publishing Company, Inc, 1994.
- [29] F. Habaora, J. Bale-Therik, and J. Lalel, "Efektivitas rebusan daun graviola (*Annona muricata*) sebagai bahan pengawet telur," in *Prosiding Seminar Nasional Fakultas Kedokteran Hewan Universitas Nusa Cendana*, 2014, pp. 41–54.
- [30] B. Verschaffel, "The interior as architectural principle," *Palgrave Commun.*, vol. 3, no. 17038, pp. 1–8, Oct. 2017, doi: 10.1057/palcomms.2017.38.
- [31] M. Costa, S. Frumento, M. Nese, and I. Predieri, "Interior color and psychological functioning in a University Residence Hall," *Front. Psychol.*, vol. 9, no. 1580, pp. 1–13, Aug. 2018, doi: 10.3389/fpsyg.2018.01580.
- [32] A. T. B. Alkathiri and Y. Sari, "Pengaruh warna terhadap produktivitas karyawan kantor," *J. Arsit. PURWARUPA*, vol. 3, no. 3, pp. 187–192, 2019, [Online]. Available: <https://jurnal.umj.ac.id/index.php/purwarupa/article/view/4384>.
- [33] R. D. Prasetya, "Pengaruh komposisi warna pada ruang kerja terhadap stres kerja," *LINTAS RUANG J. Pengetah. Peranc. Desain Inter.*, vol. 1, no. 1, pp. 7–16, Dec. 2012, doi: 10.24821/lintas.v1i1.13.
- [34] N. P. Rahmawanti, B. Swasto, and A. Prasetya, "Pengaruh lingkungan kerja terhadap kinerja karyawan (Studi pada karyawan Kantor Pelayanan Pajak Pratama Malang Utara)," *J. Adm. Bisnis*, vol. 8, no. 2, pp. 1–9, 2014, [Online]. Available: <http://administrasibisnis.studentjournal.ub.ac.id/index.php/jab/article/view/366>.
- [35] N. Syafrina and S. Manik, "Pengaruh lingkungan kerja terhadap kinerja karyawan pada PT. Bank Syariah Mandiri," *Al-Masraf (Jurnal Lemb. Keuang. dan Perbankan)*, vol. 3, no. 2, pp. 182–191, 2018.
- [36] P. Roelofsen, "The impact of office environments on employee performance: The design of the workplace as a strategy for productivity enhancement," *J. Facil. Manag.*, vol. 1, no. 3, pp. 247–264, Jul. 2002, doi: 10.1108/14725960310807944.
- [37] G. Musriha, "Influences of work behavior, work environment, and motivation in clove cigarette factories in Kudus, Indonesia," *J. Bus. Manag.*, vol. 1, no. 3, pp. 303–314, 2011, [Online]. Available: [http://www.savap.org.pk/journals/ARInt./Vol.1\(3\)/2011\(1.3-31\).pdf](http://www.savap.org.pk/journals/ARInt./Vol.1(3)/2011(1.3-31).pdf).
- [38] D. Leblebici, "Impact of workplace quality on employee's productivity: Case study of a Bank in Turkey," *J. Bus. Econ. Financ.*, vol. 1, no. 1, pp. 38–49, 2012, [Online]. Available: <https://dergipark.org.tr/tr/download/article-file/374627>.
- [39] A. Josephine and D. Harjanti, "Pengaruh lingkungan kerja terhadap kinerja karyawan pada bagian produksi melalui motivasi kerja sebagai variabel intervening pada PT. Trio Corporate Plastic (Tricopla)," *J. AGORA*, vol. 5, no. 3, pp. 1–8, 2017, [Online]. Available: <https://publication.petra.ac.id/index.php/manajemen-bisnis/article/view/6073>.

