



RESEARCH ARTICLE

The Influence Of Organizational Climate, Commitment And Job Satisfaction On Job Performance At Bengkulu Province Environment And Forestry Service

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Abstract

Organizational climate, commitment, and job satisfaction on job performance are a person's awareness and willingness to obey all company regulations and applicable social norms. This view explains a person's willingness to obey the rules that apply without coercion. The purpose of this study was to analyze the organizational climate, commitment, and job satisfaction on job performance at Bengkulu Province Environment and Forestry Service. The sampling method used is Simple Random Sampling with a sample size of 65 people. The analysis method in this research is qualitative analysis. Of the four research indicators, an average value of 264.75 was obtained in the interval 222-273 with the criteria agreeing, meaning that overall, the ASN (employee) at Bengkulu Province Environment and Forestry Service has enforced the organizational climate, commitment, and job satisfaction on job performance well. The organizational climate indicator obtained the highest value, namely a value of 275, which is in the interval 274-325 with the criteria strongly agree, meaning that ASN at Bengkulu Province Environment and Forestry Service has very high work discipline assessed from the organizational climate indicator. The indicator with the lowest value is work performance with a value of 257, which is in the interval 222-273 with agreed criteria.

Keyword: Organizational Climate, Commitment, Job Satisfaction, Work Performance, DLHK

Introduction

The success of an organization or institution cannot be separated from the influence of its human resources in achieving goals, because organizations and institutions must have competent human resources and have a high level of performance in carrying out the tasks assigned by the organization.

After the enactment of Law Number 23 of 2014 concerning Regional Governments, a Regional Apparatus Organization (OPD) has been formed to carry out government affairs in the Environment Sector (mandatory affairs without basic services) and the Forestry Sector (optional affairs) in Bengkulu Province, namely the Environment and Forestry Service based on Bengkulu Province Regional Regulation Number 8 of 2016 concerning the Establishment and Structure of Regional Apparatus of Bengkulu Province. The Bengkulu Province Environment and Forestry Service is a Regional Apparatus Organization merging the former Regional Work Unit (SKPD) of the Bengkulu Province Environment Agency with the SKPD of the Bengkulu Province Forestry Service.

The mission of the OPD which assists the Governor in carrying out government affairs and the Assistance Tasks in the Environment and Forestry sectors, the Bengkulu Provincial Environment and Forestry Service carries out the Governor's Vision of realizing an advanced, prosperous, dignified and highly competitive Bengkulu.

In order to achieve the vision, the Bengkulu Provincial Environment and Forestry Service realizes an equitable and

sustainable natural resource management pattern. This mission can be achieved through programs including:

1. Optimizing the sustainable use of mineral resources.
2. Improving community access to marine resources; utilizing geothermal resources to meet local and regional electricity needs.
3. Utilizing coal for power generation needs;
4. Community-based forest resources, processing the production of forest by-products to create added value.
5. Utilization of mineral resources for the greatest prosperity of the people.
6. Optimizing the production of capture and cultured fish.

The Governor's vision and mission mandates the Bengkulu Provincial Environment and Forestry Service to oversee the management of existing natural resources using the principles of environmental sustainability so that the utilization of these natural resources is equitable and sustainable.

Table 1. Natural Resources Program

No	Division/Section	Total
1.	Secretariat	42
2.	Division 1 (Structuring and Capacity Building)	37
3.	Division 2 (Waste Management, Hazardous Waste and Pollution Control)	30
4.	Pollution Control)	46
5.	Division 3 (Forest Utilization Planning and	31
Total		186

The number of employees at the Bengkulu Provincial Environment and Forestry Service is 186 employees. Consisting of 143 male employees and 43 female employees. Organizational goals can only be achieved through good cooperation from its members, who are a single unit. Likewise, the Bengkulu Provincial Environment and Forestry Service can run smoothly if each employee knows their main duties, functions and activities. The main tasks and functions of each employee will be clearly illustrated in the organizational structure which describes the position of the leadership element, the leadership auxiliary element and the implementing element, so that it can be said that the

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organizational structure is a breakdown of the work activities and shows how the levels of activity are related to each other, to a certain level that shows the level of specialization of work activities.

The preparation of the organizational structure should pay attention to the goals and strategies of the organization, its human resources, and the surrounding environment. According to Handoko (2014: 169), organizational structure (organizational design), is the formal mechanism by which organizations are managed. From this definition, it can be concluded that the organizational structure shows the framework and arrangement of the embodiment of a fixed pattern of relationships between functions, parts or positions and people that show the position, duties, authority and responsibilities of the organization.

One of the symptoms that greatly affects the stability of an organization is low job satisfaction (Grund and Sliwka, 2001).

The consequences are manifested in quite extreme forms such as strikes, work inaction, and a high rate of employee departure. This is a reflection that job satisfaction is not accommodated massively in an organization. Meanwhile, high job satisfaction will always be born from good organizational management and paying attention to the basic needs of employees. In this case, not only the achievement of organizational and company targets but also full attention to the fulfillment of the integrity of employee satisfaction.

An organizational climate that does not support productive work performance, the provision of adequate technology and working conditions, as well as unsupportive communication flows in terms of quantity and quality, decision-making practices that are not aligned with organizational levels, and the value of labor welfare has not been properly considered will lead to low job satisfaction. It can also be emphasized that the organizational climate can be an important element for strengthening the teaching-learning process for work behavior, performance and job satisfaction, so that the more appropriate and the healthier the organizational climate, the higher the level of job satisfaction and employee work productivity.

In connection with the theoretical description above, it is increasingly interesting to study in the midst of the turmoil of work conflicts and mass riots (labor) which recently have not been able to be resolved properly. Although in various media, the central issue of job dissatisfaction by employees is dominated by compensation or salary issues, there needs to be further exploration of the quality of the organizational climate as an important part of shaping perceptions of job satisfaction in the internal environment of the organization. Especially.

Especially in government institutions that sometimes deal with boredom due to routines that are weak in progressiveness and improvisation. The organization and work procedures of the Bengkulu Provincial Environment and Forestry Service are guided by Governor Regulation Number 51 of 2016 concerning Position, Organizational Structure, Duties and Functions and Work Procedures of the Bengkulu Provincial Environment and Forestry Service.

Organizational Climate is a study of individual perceptions of various aspects of their organizational environment. (Robert G. Owens) 2018 "Organizational climate is the quality of the organization's internal environment that is relatively ongoing, experienced by members of the organization, influences their behavior, and can be described in terms of a set of characteristics or properties of the organization".

According to Davis and Newstrom as cited in the book Organizational Communication (2020) by Irene Silviani, Davis and Newstrom define organizational climate as the environment in which employees in an organization are committed is a strong desire to remain as a member of the organization, the desire to strive according to the wishes of the organization, certain beliefs and acceptance of organizational values and goals.

Mayer and Allen found that organizational commitment becomes a multidimensional variable that affects the development of organizational psychology, especially the

relationship with the influence of organizational climate, commitment and job satisfaction, while commitment reflects the level of state in which individuals identify themselves with the organization and are bound to its goals.

Employee commitment is the degree to which employees identify with the organization and want to continue actively participating in it. Job Satisfaction is an effective or emotional response to various aspects of work. A set of employee feelings about whether or not their job is enjoyable. A general attitude towards one's job that shows the difference between the number of rewards workers receive and the amount they believe they should receive. Afandi (2018: 73).

Work Performance according to Dharma (2018: 1) defines "Work performance is the process of work performance or achievement of work results given by a person or group of people". To achieve organizational goals effectively and efficiently, it depends on the expertise and abilities of employees so as to improve the work performance of these employees. The success of an organization can be achieved by one of the facts, namely the quality of its employees, with the existence of good quality on the part of employees it is also expected to achieve a level of work performance that can encourage the success of an organization in achieving its goals.

Method

The analysis method in this research is qualitative analysis. According to Kriyantono (2018: 69), qualitative analysis is an analysis that makes descriptions systematically, factually and accurately about the facts or properties of certain objects. In this case, researchers try to describe and summarize various conditions or situations about the factors that influence the discipline of ASN of the Bengkulu Province Environment and Forestry Service. This analysis is carried out by describing and or explaining the research facts using multiple regression analysis

Results And Discussion

Results

1) Validity

The validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the Pearson Correlation value (r count) > r table. The r table value with a significant level of 0.005 and $n - 2$ ($65 - 2 = 63$) is 0.244. The validity test can be seen in the following table:

Table 2. Validity Test Of Research Instruments

Variable X1			
Question Item	R count	R table	Description
X1.1	0,511	0,244	Valid
X1.2	0,504	0,244	Valid
X1.3	0,281	0,244	Valid
X1.4	0,619	0,244	Valid
X1.5	0,275	0,244	Valid
X2 variable			
Question Item	R count	R table	Description
X2.1	0,512	0,244	Valid
X2.2	0,274	0,244	Valid
X2.3	0,588	0,244	Valid
X2.4	0,181	0,244	Valid
X2.5	0,201	0,244	Valid
Variable X3			
Question Item	R count	R table	Description
X3.1	0,442	0,244	Valid
X3.2	0,568	0,244	Valid
X3.3	0,483	0,244	Valid
X3.4	0,462	0,244	Valid
X3.5	0,369	0,244	Valid
Variable Y			
Question Item	R hitung	R table	Description
Y.1	0,636	0,244	Valid
Y.2	0,631	0,244	Valid
Y.3	0,730	0,244	Valid

Y.4	0,541	0,244	Valid
Y.5	0,774	0,244	Valid

Based on table 1 above, it shows that all the correlation coefficient values (r-count) of the research variable indicators are greater than the r-table of 0.244. The results

This illustrates that all statement items in the questionnaire are declared valid because the value of r count > r table and are suitable for use in the questionnaire during research.

2) Reliability

The reliability test was carried out to see the stability and consistency of the respondents in answering the statements compiled in a questionnaire or questionnaire. To test the questionnaire, a reliability analysis was carried out based on the Cronbach Alpha (α) coefficient. Cronbach Alpha (α) interprets the correlation between the scale created and all existing indicator scales. The results of the instrument reliability test in this study can be seen in the table below:

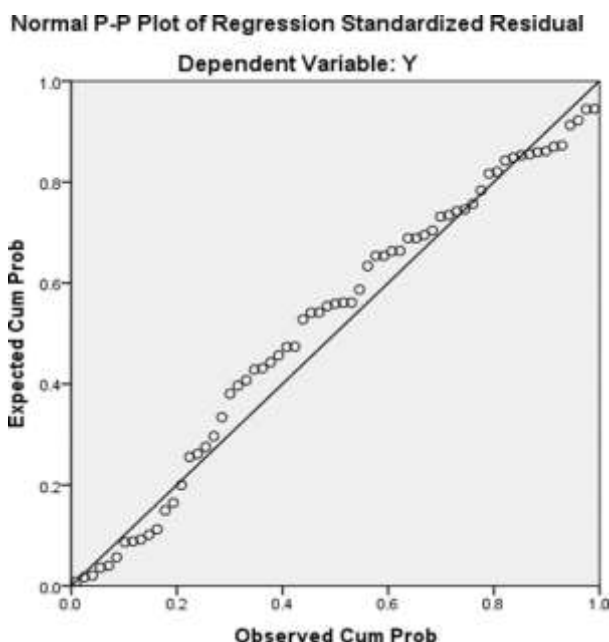
Table 3. Research Instrument Reliability Test

Variable	Alpha	Description
X1	0,173	Reliabel
X2	0,280	Reliabel
X3	0,175	Reliabel
Y	0,684	Reliabel

Based on Table 2 above, it is known that the Cronbachs alpha value. Rule of thumb variable X1 of (0.173), variable X2 of (0.280), variable X3 of (0.175) and variable Y of (0.684) greater than the alpha value (0.60), it can be interpreted that all variables of this study are declared reliable.

3) Normality

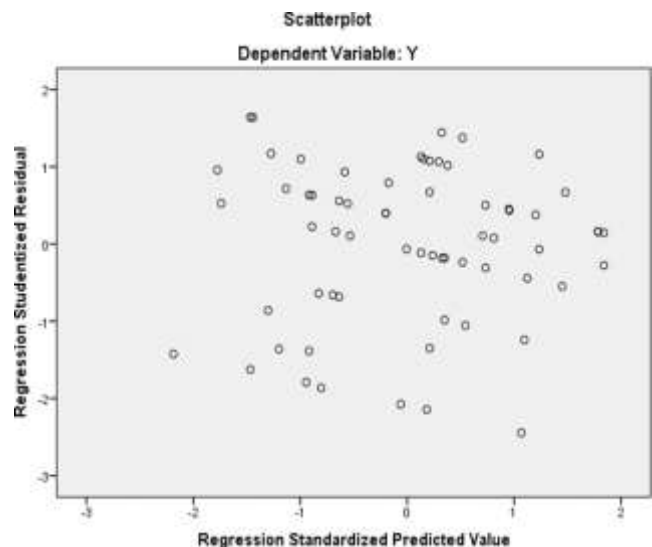
Fig 1. Normality Test



The normality test has points spreading not far from the diagonal line. Thus, the data is normally distributed. Based on Figure 1 the normality test results of the Kolmogorov-Smirnov Test of Normality (Asymp. Sig. (2-tailed)), obtained a significance value of 0.200 greater (>) than 0.05, it can be concluded that the data is normally distributed.

4) Heteroscedasticity

Fig 2. Heteroscedasticity



The Heteroscedasticity test has points that spread not far from the diagonal line. Thus, the data is normally distributed. Based on Figure 4.3 after regressing the independent variables to ABSRES, the coefficient value of the variable can be seen. Based on Figure 4.3 after regressing the independent variables to ABSRES, it can be seen that the coefficient value of the Independent Variable X1 is 0.916, X2 0.820 and X3 0.608 > from ($\alpha = 0.5$) then heteroscedasticity does not occur, it can be stated that a good regression model is a regression model that does not occur heteroscedasticity. In other words, heteroscedasticity is said not to occur if the probability value (P-value) is greater than alpha ($\alpha = 0.5$).

5) Multiple Regression

Table 4. Regression Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	13.954	7.145		1.953	.055
	X1	.445	.183	.298	2.432	.018
	X2	.022	.258	.010	.086	.932
	X3	-.135	.221	-.075	-.613	.542

Based on table 4.16, the regression analysis results obtained the following equation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

$$Y = 13,954 + 0.445 + 0.022 + 0. -0135 + e$$

The interpretation of the regression equation obtained is:

(1). Constant

Based on the results of the analysis, the multiple linear regression equation above is known to have a constant of 13.954. The magnitude of the constant shows that if the independent variables (Organizational Climate and Commitment) are assumed to be 0, then the dependent variable (Achievement) is assumed to be 0. 0, then the dependent variable (Work Achievement) is 0, 275 when other factors are constant.

(2). Organizational Climate

Based on the results of the analysis, the coefficient of the Organizational Climate variable of 0.445 indicates that if the Organizational Climate variable increases by 1 unit, then Work

Achievement will increase by 0.445, when other factors are constant.

(3). Commitment

Based on the results of the analysis, the coefficient of the Commitment variable of 0.022 indicates that if the Commitment variable increases by 1 unit, then Work Performance will increase by 0.022, when other factors are constant.

(4). Job Satisfaction

Based on the results of the analysis, the coefficient of the Job Satisfaction variable of 0.135 indicates that if the Job Satisfaction variable is getting smoother by 1 unit, then Work Performance will increase by 0.135, when other factors are constant.

Based on table 3 the results of the questionnaire test are obtained, the significance value of 0.200 is greater (>) than 0.05, so it can be concluded that the data is valid.

6) Instrument Test

(1). Test Coefficient of Determination (R Square)

Table 5. Determination Results
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.313 ^a	.098	.054	2.513

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Table 5 above is the test result obtained from the calculation of the research results of filling out the questionnaire by respondents who were processed using the SPSS program. The following is the result of the coefficient of determination (R²) test, the R² test results are used to determine how much the percentage of the contribution of the influence of the independent variables simultaneously on the dependent variable. From the table above, the coefficient of determination R²=0.54 is obtained. This value means that the independent variables, namely Organizational Climate and Commitment, together contribute 9.8% in influencing the dependent variable, while the rest is influenced by other variables not examined.

(2). F Test

Table 6. F Test Results
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	41.930	3	13.977	2.213	.096 ^b
Residual	385.209	61	6.315		
Total	427.138	64			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Table 6 above is the test result obtained from the calculation of the research results of filling out questionnaires by respondents processed using the SPSS program. The following are the results of the f test, the f test results are used to determine whether the model in the study is feasible to use. Further analysis regarding hypothesis testing or not, where the model is said to be feasible if the significance value is ≤ 0.05, and the model is not suitable for further analysis if the significance value is > 0.05. Based on the table above, it is obtained that the significance value is 0.096 < 0.05 and the Fcount > Ftable value (2.213 > 9.10), this means that the regression model in this study is said to have a joint influence between the independent variables, namely Organizational Climate and Work Performance.

(3). T test

Table 7. T Test Results
Coefficients^a

	Unstandardized	Standardized
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Model	Coefficients		Coefficients		Sig.
	B	Std. Error	Beta	T	
(Constant)	13.954	7.145		1.953	.055
X1	.445	.183	.298	2.432	.018
X2	.022	.258	.010	.086	.932
X3	-.135	.221	-.075	-.613	.542

a. Dependent Variable: Y

The T test is performed by comparing the difference between the two mean values with the standard error of the difference in the means of the two samples (Ghozali, 2011). To test the effect of each independent variable used T test with a significance level of 5% (Ghozali, 2011). If the probability value is smaller than 0.005 then H₀ is accepted and H_a is rejected, while if the probability value of T is greater than 0.005 then H₀ is rejected and H_a is accepted (Ghozali, 2011).

Table 7 above is the test result obtained from the calculation of the research results of filling out the questionnaire by respondents processed using the SPSS program. The T test is used to determine the effect of each independent variable on the dependent variable by looking at the probability value. From table 4.15 above, the significance value of Work Achievement is 0.001 where t_{sig} < t_a (0.001 < 0.05) and t_{count} > t_{table} (2.432 > 0.298), and t_{count} > t_{table} (0.86 > 0.298). From the significance value obtained that the variables Customer experience and Customer satisfaction has an effect.

- The X1 Organizational Climate variable has a t-test value of 2.432 and a p-value of .018 < 0.05 alpha, so there is a positive influence. alpha 0.55, so there is a positive influence on variable Y Work Performance.
- Variable X2 Commitment has a t-test value of .086 and a p-value of .932 < alpha 0.05, so there is a negative influence on variable Y Work Performance.
- Variable X3 Job Satisfaction has a t-test value of -.613 and a p-value of .542 < alpha 0.05, so there is a negative influence on variable Y Work Performance, alpha 0.05, so there is a negative influence on variable Y

Discussion

ASN as a servant of the state is required to be loyal to the responsibilities given by the state, and is also required as an apparatus that is effective and efficient. Improvements are needed in the State Civil Apparatus to provide services to the community. The success or failure of a job depends not only on the intelligence and skills of ASN, but the cooperation of all ASN, because it is not only strict regulations that regulate the implementation of organizational climate, commitment, and job satisfaction on job performance.

Effect Of Organizational Climate On Work Performance

Organizational climate reflects the internal conditions of an organization because the climate can only be felt by members of the organization, and the climate can be a means of finding the causes of negative behavior that arise. Organizational Climate variables affect the work performance of the Bengkulu Province Environment and Forestry Service.

From the organizational climate indicator is 275 which is in the interval 274-325 with very agree criteria. This result means that ASN at the Bengkulu Provincial, Environment and Forestry Service of Bengkulu Province from the organizational climate indicator has a very high level of organizational climate.

The Effect Of Commitment On Work Performance

Commitment is influenced by the interventions we instill in forming relationships, these interventions include energy time, emotional involvement, experience of togetherness and sacrifice of colleagues or other members. Motivation variables affect the work performance of the Bengkulu Province Environment and Forestry Service.

The commitment indicator is 265 which is in the interval 222-273 with agreed criteria. This result means that ASN at the Bengkulu Province Environment and Forestry Service from the commitment indicator has a high level of work commitment.

The Effect Of Job Satisfaction On Job Achievement

Five factors can influence the onset of job satisfaction, namely meeting needs, differences, achieving values, justice, and genetic components. Job satisfaction variables affect the work performance of the Bengkulu Province Environment and Forestry Service.

From the job satisfaction indicator is 262 which is in the interval 222-273 with agreed criteria. This result means that ASN at the Bengkulu Province Environment and Forestry Service from the job satisfaction indicator has a high level of job satisfaction

The Effect Of Organizational Climate, Commitment, And Job Satisfaction On Job Achievement

Organizational Climate, Commitment, and Job Satisfaction are used to achieve organizational goals effectively and efficiently, it depends on the expertise and ability of employees in terms of carrying out their work and supporting the satisfaction of their employees so as to improve the work performance of these employees. Organizational Climate, Commitment and Job Satisfaction Variables on Work Performance of the Bengkulu Provincial Environment and Forestry Service.

Organizational climate, commitment, and job satisfaction on work performance are not just on time to come in and go home from work, but are able to complete the work given properly and on time, understand, comply with, implement applicable regulations, take responsibility for mistakes made and are willing to accept the risk of mistakes made.

Organizational climate, commitment, and job satisfaction on job performance will reflect the amount of responsibility of an individual or an ASN for the tasks assigned to him. This will encourage an increase in work passion, which in turn will lead to the achievement of the goals of an organization or government agency. In improving the organizational climate, commitment, and job satisfaction towards work performance, a leader of a government organization will continue to make every effort to motivate his subordinates, so that gradually the discipline will be fostered by itself. With the development of organizational climate, commitment, and job satisfaction on job performance, the functions and duties of ASN as a public servant will automatically be carried out properly and correctly, and the purpose of establishing an agency, the government will be achieved by itself, such as the Bengkulu Provincial Environment and Forestry Service will be achieved by itself, such as the Bengkulu Provincial Environment and Forestry Service.

The indicator of the level of work performance is 257 which is in the interval 222-273 with agreed criteria. This result means that ASN at the Bengkulu Province Environment and Forestry Service from the job satisfaction indicator has a high level of job satisfaction.

The indicator that received the highest score was the organizational climate with a value of 275 which is in the interval 274-325 with strongly agree criteria, meaning that ASN at the Bengkulu Province Environment and Forestry Service has a very high level of organizational climate. Meanwhile, the indicator with the lowest score is working ethically with a value of 257 which is in the interval 222-273 with agreed criteria, meaning that ASN at the Bengkulu Province Environment and Forestry Service in carrying out their duties tries to prioritize ethics, namely doing every job given seriously, being able to complete work on time, increasing employees' ability to make work plans so as to achieve efficiency and effectiveness, being careful in carrying out work, coming and leaving work on time.

Conclusions

The results showed that the calculated T value was 2.432 which showed a negative value with a significance value smaller than 0.05, namely 0.001. So from these results it can be

concluded that H0 is rejected and H1 is accepted, namely a negative effect on work performance.

The results of statistical tests with SPSS (t test) the independent variable Commitment has a t-test value of .086 and a p-value of .932 < alpha 0.05, meaning that Hypothesis two (H2) in the study states that burnout has a negative and significant effect on work performance. So it can be concluded that these results accept H2, namely Commitment has a negative and significant effect on performance.

The results of statistical tests with SPSS (t test) independent variables have a t-test value of 14.147 and a p-value of 0.000 < alpha 0.05. So it can be concluded that organizational climate, commitment and job satisfaction have a positive and significant effect partially on work performance. This means that if the organizational climate, commitment and job satisfaction are getting better, then work performance will increase.

Suggestions

In connection with the organizational climate at the Bengkulu Province Environment and Forestry Service running so far, simultaneously the organizational climate affects employee work performance, so for this reason the authors suggest to the relevant Dinas, to maintain and improve the positive things that already exist.

From the research results obtained by the author, partially it is necessary to pay attention and improve in order to create an atmosphere of mutual respect between fellow ASNs both in one section or field and between sections or fields, maintain and improve an honest attitude in carrying out tasks, meaning that in making reports, especially performance reports or daily reports, they must match what is being carried out, maintain politeness towards leaders, between ASNs and especially in providing services to the community, so that excellent service which is a symbol can be realized properly.

For future researchers, it is hoped that they can refine or make it a consideration for further research, so that it will produce better and progressive results.

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