THE INFLUENCE OF ENVIRONMENTAL SANITATION ON EMPLOYEE WORK PRODUCTIVITY AT PRATAMA MEDIKA ANTAPANI CLINIC

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Abstract

This research endeavors to elucidate the impact of environmental sanitation on the work productivity of employees at the Pratama Medika Antapani Clinic. The research employs a quantitative methodology coupled with a descriptive approach. Data is gathered through the distribution of questionnaires, meticulous observation, and a comprehensive literature review. The sampling technique adopted is saturated sampling, encompassing a respondent base of 40 employees. The study's findings yield a conclusive insight: environmental sanitation exerts a substantial impact on work productivity, as indicated by the Spearman rank correlation test yielding a significant 77.5% correlation, underscoring a close and positive association. The determination test outcomes underscore a robust connection, attributing 67.1% of employee work productivity variance to the sanitation environment. It's worth noting that the remaining 32.9% appears to be influenced by unexamined external factors. Noteworthy challenges identified include: 1) prevalent inadequacies in overall building cleanliness across various workspaces, 2) instances of uncomfortably high room temperatures, 3) the presence of mosquitoes within workspaces, and 4) potential disruptions stemming from training activities conducted during working hours. Regarding recommendations to address these issues: 1) Establishing regular dialogues with pertinent departments to collaboratively devise solutions, 2) Implementing consistent room temperature monitoring and bolstering support facilities accordingly, 3) Undertaking fogging measures and ensuring proper coverage of water tanks to mitigate pest-related concerns, 4) Arranging for substitute staff during training sessions to avert disruptions in workflow.

Keywords: environmental sanitation, work productivity.

Introduction

Enhanced employee work productivity yields heightened outcomes, yielding optimal results in their roles. Conversely, reduced employee work productivity exerts a cascading impact on their performance, ultimately influencing the attainment of healthcare service objectives. Diminished productivity can lead to disengagement within the work environment, subpar performance outputs, tardiness, and early departures. It becomes imperative for healthcare services to diligently foster and sustain optimal employee work productivity. High productivity among employees fosters a greater sense of duty, enabling adept resolution of challenges and efficient task execution. In a less conducive environment, employees might encounter obstacles that dampen their enthusiasm and hinder task completion.

When a company opts for online training to enhance employee knowledge and skills, the challenge arises in balancing participation with ongoing operations, potentially diverting employees' attention from the training material. To truly bolster employee work productivity, a company must be attuned to employees' necessities. It's imperative to establish a conducive environment that aids employees in effectively carrying out their tasks. Neglecting environmental factors, such as cleanliness, comfort, and proper ventilation, not only contravenes room standards but also adversely affects employees' well-being. The presence of insects and pests in the vicinity could potentially pose health risks to employees. Moreover, the use of slippery floor carpets in prayer rooms, especially when wet, elevates the risk of accidents for those using the facility. The spectrum of influence stemming from environmental sanitation extends beyond the immediate workspaces and includes overall work facilities, room ventilation, hygiene levels of both premises and surroundings, as well as the management of pests. An optimal work environment signifies safety and comfort, which are essential for effective task execution. Rooted in this backdrop, the authors arrive at the conclusion to embark on further research. This journey is delineated and documented in the research under the title "The Influence of Environmental Sanitation on Employee Work Productivity at Pratama Medika Antapani Clinic". Based on the background described by the author in this Final Project, the main issues are:

1. Overall cleanliness of the building, there are still several rooms with dirty and slippery floors,
2. There are several rooms with hot temperatures,
3. There are are mosquitoes in operational space that can disturb employees while working,
4. If there is online training to increase employee knowledge and skills, they still attend accompanied by clinical operations.

Based on the background, the purpose of this research are:

1. To find out how the sanitary condition of Pratama Medika Antapani Clinic
2. To find out how the labor productivity of the employees at Pratama Medika Antapani Clinic
3. To find out how environmental hygiene affects the labor productivity of Pratama Medika Antapani Clinic staff. i.e. In order
4. To find out what problems related to the impact of environmental hygiene on the labor productivity of Pratama Medika Antapani Clinic
5. Identifying the solutions to overcome four problems related to the impact of environmental hygiene on the labor productivity of Pratama Medika Antapani clinic employees.

Basic Theory

A. Definition of Hygiene

According to Kusrini Wulandari and Dindin Wahyudin (2018:3), hygiene is an effort undertaken to prevent exposure to an infectious disease by breaking the chain from the source.

B. Definition of environment

According to Larrson 2009 (Fahrul Islam 2021:38), the environment includes all ecosystems and their components, all natural and physical resources within them, and the social, economic, and cultural conditions affected by environmental change.

C. Definition of Hygiene

According to Sang G. Purnama (2017:10), hygiene is a component of environmental health, d behavior can maintain and improve health status.

D. Definition of Productivity

According to Faroman Syarief (2022: 162) productivity is the comparison of activities between input and output.

E. Definition of Work Productivity

According to Faroman Syarief (2022: 162), namely the results issued which can be seen in terms of the quality and quantity of goods or services, which can be seen from the time used and the achievement and implementation of the standards set by the company.

F. Definition of Effectiveness

According to Faroman Syarief, et al (2022: 165) effectiveness is a parameter in measuring the achievement of a company in achieving the desired goals.

G. Definition of Efficiency

According to Faroman Syarief, et al (2022: 165) efficiency is the comparison between several inputs with several outputs produced.

Methods

A. RESEARCH METHOD

According to Syafrida (2021: 1) the research method is a series of activities in seeking the truth of a research study, which begins with a thought that forms the formulation of the problem giving rise to the initial hypothesis, with the assistance and perceptions of previous research, so that research can be processed and analyzed which ultimately forms conclusions.

1. Population

According to Djarwanto in Syafrida (2022:34) the population is the subject being studied. In this study, there were 40 operational employees of the Pratama Medika Antapani Clinic.

2. Sample

According to Sugiyono 2001 in I Made Sudarma Adiputra, et al (2021: 127) saturated sampling is a sampling technique when all members of the population are used as samples. Researchers took a sample of the operational employees of the Pratama Medika Antapani Clinic as many as 40 employees as respondents.

B. Collecting Data Technique

In compiling this research the author collects data, as follows:

1. Questionnaire

According to Syafrida (2021: 29-30) a questionnaire is a series of question instruments that are arranged based on variable measuring instruments research, data collection by using a questionnaire very efficient, responders only choose the answer already provided by the researcher.

2. Observation

Observation is a data collection technique with direct researchers in the field to observe the symptoms being studied.

3. Library Studies

As a source and support for this research, literature studies were carried out, namely reading, studying, listening, and understanding and citing various opinions from experts contained in various books, journals, and the internet as well as various other sources.

C. Data Analysis

According to Sugiyono (2013: 93) the Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. As a tool used by researchers to collect data are:

Table 1. Questionnaire Value Weight

No	Paramater	Value
1	Strongly Agree	5
2	Agree	4
3	Doubtful	3
4	Don't agree	2
5	Strongly Disagree	1

Source: Sugiyono (2013:134)

1. Validity Test

According to Surahman, Rahmat.M., Supardi, S., (2016: 106) validity test shows the extent to which a research instrument can measure what it wants to measure. This validity test can be done using the validity test formula:

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x2)(\sum y2)}}$$

rxy = $the\ coefficient\ of\ the\ relationship\ between\ x\ and\ y$
$\sum xy$ = $the\ number\ of\ x\ and\ y\ multiplications$

$\sum x2$ = $the\ sum\ of\ the\ squares\ of\ the\ x\ values$

$\sum y2$ = $the\ sum\ of\ the\ squares\ of\ the\ y\ values$

2. Reliability Test

Reliability test is a term used to indicate the extent to which measurement results are relatively consistent (obtaining old results) when measurements are carried out repeatedly. . According to Imam Gozhali (2016) it is said to be reliable if the Cronbach alpha value is >0.70. This reliability test can be done using the reliability test formula:

$$r_{11} = \left[\frac{k}{k-1}\right]\left[1\frac{\sum_{si}2}{{s_t}^2}\right]$$

$r11$ = $reliability\ coefficient$
k = $number\ of\ questions$
$\sum si2$ = $number\ of\ variant\ items$
$st2$ = $the\ total\ number\ of\ variants$

D. Spearman Rank Correlation Test

According to I Made Sudarma Adiputra (2021: 229) the correlation test is statistical data processing whose function is to find out and describe the strength and direction of the relationship between two or more variables.

Table 2 Coefficient Interpretation Guidelines Correlation

Intervals Coefficient	Parameter
0,00-0,199	Very Close Relationship
0,20-0,399	Low Relationship
0,40-0,599	Moderate Relationship
0,60-0,799	Tight relationship
0,80-1000	Not close relationship

Source: Sugiyono (2017:2104)

With the following formula:

$$r_s = 1 - \frac{6 - \sum_{dt}2}{n(n^{2-1})}$$

rs = $corelation\ coefficient\ rank\ spearmen$
dt = $the\ difference\ between\ the\ x\ and\ y\ ratings$
n = $number\ of\ samples$

E. Determination Test

According to Syafrida (2021:54) the coefficient of determination which is often symbolized by $R2$ in principle sees the large influence of the independent variable on the dependent variable.

Table 3 Test Interpretation Guidelines Determination

R Square	Category
0-0,18	No Influence
0,19-0,33	Weak
0,34-0,67	Moderate
0,67-1	Strong

Source: Hair et al., 2011

This determination test can be done by using the formula:

$$KP = r^2 x100\%$$

KP = the value of the coefficient of determination r2 = correlation coefficient value
100% = to denote variable units

Results and Discussion

A. Validity Test Results of Variables X and Y variable

Table 4 Validity Test Results of Variable X

Pernyataan	Rhitung	Rtabel	Keterangan
Item 1	0,448	0,312	*Valid*
Item 2	0,320	0,312	*Valid*
Item 3	0,354	0,312	*Valid*
Item 4	0,608	0,312	*Valid*
Item 5	0,651	0,312	*Valid*
Item 6	0,551	0,312	*Valid*
Item 7	0,541	0,312	*Valid*
Item 8	0,449	0,312	*Valid*
Item 9	0,483	0,312	*Valid*
Item 10	0,621	0,312	*Valid*
Item 11	0,567	0,312	*Valid*
Item 12	0,340	0,312	*Valid*
Item 13	0,439	0,312	*Valid*
Item 14	0,434	0,312	*Valid*

Based on the results of the validity test, it is known that the calculated r value is the Pearson Correlation. This value is then compared with the r table value obtained from the Product Moment r value at a significant level of 0.05 with a two-way test, the r table is 0.312, which means that the value of r count is greater than the value of r table, so all statements on Environmental Sanitation Variables (X) is declared valid which is then used for further research.

Table 5. Results of the Y Variable Validity Test

Pernyataan	Rhitung	Rtabel	Keterangan
Item 1	0,420	0,312	*Valid*
Item 2	0,488	0,312	*Valid*
Item 3	0,616	0,312	*Valid*
Item 4	0,449	0,312	*Valid*
Item 5	0,575	0,312	*Valid*
Item 6	0,458	0,312	*Valid*
Item 7	0,463	0,312	*Valid*
Item 8	0,505	0,312	*Valid*
Item 9	0,494	0,312	*Valid*
Item 10	0,690	0,312	*Valid*
Item 11	0,336	0,312	*Valid*
Item 12	0,348	0,312	*Valid*
Item 13	0,465	0,312	*Valid*
Item 14	0,432	0,312	*Valid*

Based on the results of the validity test, it is known that the calculated r value is the Pearson Correlation. This value is then compared with the r table value obtained from the Product Moment r value at a significant level of 0.05 with a two-way test, the r table is 0.312, which means that the value of r count is greater than the value of r table, so all statements on the Work Productivity Variable (X) is declared valid which is then used for further research.

B. The results of the Reliability Test of Variables X and Y

Table 6 Reliability Test Results for Variable X

Reliability Statistics

Cronbach's Alpha	N of Items
,750	14

The reliability test carried out in this study used the Cronbatch Alpha coefficient which showed 0.750 > 0.70, so it can be said that the questionnaire instrument used was reliable.

Table 7 Reliability Test Results for Variable Y

Reliability Statistics

Cronbach's Alpha	N of Items
,746	14

The reliability test carried out in this study used the Cronbatch Alpha coefficient which showed 0.746 > 0.70, so it can be said that the questionnaire instrument used was reliable.

C. Spearman Rank Correlation Test

Table 8 Rank Correlation Test Results Spearman

Correlations

			Sanitasi Lingkungan	Produktivitas kerja
Spearman's rho	Sanitasi Lingkungan	Correlation Coefficient	1,000	,775**
		Sig. (2-tailed)		,000
		N	40	40
	Produktivitas kerja	Correlation Coefficient	,775**	1,000
		Sig. (2-tailed)	,000	
		N	40	40

**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation of the Rank Spearman Correlation Test, namely, a correlation coefficient of 0.775 or 77.5% is obtained, which means that the level of strength between work environment variables on work productivity is at intervals of 0.76-0.99 or a close relationship towards and positive. This means that there is a close relationship between the effect of environmental sanitation on employee work productivity.

D. Determination Test

Table 9 Determination Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,819[a]	,671	,662	1,997

The interpretation of the Determination Test $r2$ above shows an R Square value of 0.671 which indicates a strong relationship level that the effect of environmental sanitation on work productivity is 67.1%, while the remaining 32.9% is influenced by other variables outside the study. This means that environmental sanitation has a strong relationship to affect employee productivity by 67.1% and 32.9% is influenced by unknown factors.

E. Problems Faced Related to the Effect of Environmental Sanitation on Work Productivity of Pratama Medika Antapani Clinic Employees

1. Overall cleanliness of the building, there are still several rooms with dirty and slippery floors,
2. There are several rooms with hot temperatures,
3. There are mosquitoes in the operational space that can disturb employees while working,
4. If there is online training to improve the knowledge and skills of employees, they will still attend accompanied by clinical operations.

F. Solutions Done Related to the Effect of Environmental Sanitation on the Pratama Medika Antapani Clinic on the Work Productivity of the Pratama Medika Antapani Clinic

1. Conduct internal discussions periodically to improve the cleanliness of each room with related sections,
2. Make efforts to repair and monitor supporting facilities in several rooms to deal with hot temperatures,
3. Fogging or fumigation and closing the water tank lid tightly,
4. There is an operational backup with other employees if someone is currently attending training to increase knowledge or skills so they can listen to material with focus

Conclusion

Based on the results of the research and discussion that has been carried out by researchers regarding the effect of environmental sanitation on employee work productivity as follows:

1. Overall environmental sanitation is quite good, there are only a few rooms that need to be reviewed.
2. Employee work productivity is good but management needs to pay attention to employee workload and training hours.
3. Based on the results of the Rank Spearman Correlation Test using SPSS version 26 on 40 respondents there was an effect of 77.5% or there was a close relationship and the influence was positive. This means that there is a close relationship between the effect of environmental sanitation on employee work productivity. Based on the determination test using SPSS version 26 on 40 respondents, it showed that the effect of environmental sanitation on work productivity was 67.1%, while the remaining 32.9% was influenced by other variables outside the study. This means that environmental sanitation has a strong relationship to affect employee productivity by 67.1%.
4. Problems that arise related to the effect of sanitation on the work productivity of the Pratama Medika Antapani Clinic employees include: the cleanliness of the building as a whole there are still several rooms with dirty and slippery floors, there are several rooms with hot temperatures, there are mosquitoes in the operational space which can disturb employees while working, if there is online training to improve the knowledge and skills of employees, they will still attend accompanied by clinical operations.
5. Solutions that can be made regarding the effect of sanitation on the work productivity of the Pratama Medika Antapani Clinic employees include: holding regular internal discussions to improve the cleanliness of each room with related departments, making efforts to repair and monitoring supporting facilities in several rooms to deal with hot temperatures , fogging or fumigation and closing the water tank lid tightly, there are operational backups with other employees if someone is attending training to increase knowledge or skills so they can listen to material with focus.

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