

The Study Of The Influence Of Physical Environment And Work Culture On The Psychological Well-Being Of Employees In Minimarkets In Bandung

Mochammad Zulvikri * 1

¹ Politeknik Negeri Bandung

* Corresponding Author : mochammad.zulvikri.abs422@polban.ac.id

Abstract: This study examines the influence of the physical environment and work culture on the psychological well-being of minimarket employees in Bandung. Psychological well-being refers to a healthy and balanced mental state that enables individuals to work productively and cope with daily pressures. The physical environment, including cleanliness, comfort, and the availability of facilities, as well as a positive work culture, significantly impact employees' psychological well-being. This research employs a quantitative method with a cross-sectional study design, involving 310 randomly selected respondents. Regression analysis results indicate that the physical environment and work culture significantly influence employees' psychological well-being, with a statistically significant regression model. This study is expected to provide practical recommendations for minimarket managers to improve working conditions and employee well-being and contribute to the academic literature in this field.

Keywords: Psychological well-being, Influence of physical environment, Work culture

Introduction

Human Resource Management (HRM) is a crucial component in an organization that influences strategic planning and company philosophy. Human resources hold a highly strategic position within the organization, meaning that the human element plays a vital role in executing operations to achieve organizational goals. Having a strong human resource base is essential for achieving these objectives. To produce quality, loyal, and high-performing human resources, effective human resource management is required.

In the era of globalization and rapid economic development, minimarkets have become a popular form of retail business in Indonesia, including in the city of Bandung. Minimarkets offer convenience and ease for consumers to meet their daily needs. However, behind this efficiency and convenience lie challenges faced by minimarket employees in performing their duties. These challenges are not only related to the high workload but also to the working conditions and work culture within the minimarket. The physical work environment, such as cleanliness, comfort, and availability of facilities, plays a significant role in influencing employees' psychological well-being. An unsupportive work environment can cause stress, fatigue, and lower work morale, ultimately impacting employee productivity and well-being.

Moreover, work culture, which includes values, norms, and behaviors practiced within the organization, also significantly affects employees' psychological well-being. A positive work culture can create a supportive and harmonious work environment, while a negative work culture can lead to conflict, dissatisfaction, and work stress.

This study aims to examine the influence of the physical environment and work culture on the psychological well-being of minimarket employees in Bandung. Employees' psychological well-being is an essential aspect that minimarket management needs to consider, as good well-being enhances employee performance and loyalty. Conversely, poor well-being can lead to high absenteeism, turnover, and decreased productivity. By understanding the factors that influence employees' psychological well-being, it is hoped that the results of this study can provide practical recommendations for minimarket managers in creating a better work environment and a more positive work culture. Additionally, this research is expected to contribute to the academic literature on the impact of work environment and organizational culture on employee well-being in the retail sector.

Methods

The research method for this article involves a quantitative approach and uses a cross-sectional study design to collect data at a specific point in time. The research population includes all minimarket employees in Bandung, with a sample randomly selected from the list of minimarket employees. The expected total number of respondents is 310 employees. The main instrument used is a specially designed questionnaire to measure the variables of the physical environment, work culture, and the psychological well-being of minimarket employees.

The data collection procedure involves direct visits to minimarkets to distribute the questionnaires to employees willing to participate, with a brief explanation of the research objectives and how to fill out the questionnaire. The collected data will be analyzed using descriptive and inferential statistical techniques, such as linear regression analysis to evaluate the influence of independent variables on the dependent variable, and Pearson correlation analysis to assess the relationships between variables using Microsoft Excel 2016.

Research ethics, including respondent privacy and confidentiality, as well as voluntary participation consent, will be observed throughout the research process. The results of the data analysis will be interpreted and presented in the research article, which will include a description of the main findings, practical implications, and recommendations for further research and managerial practices in the minimarket industry.

Validity Test

Table 1. Validity test results

Method	Physical Experience			Cultural Experience				Psychological wellbeing		
	R count	0,843	0,847	0,834	0,813	0,647	0,846	0,869	0,738	0,798
R Table	0,111	0,111	0,111	0,111	0,111	0,111	0,111	0,111	0,111	0,111
Conclusion	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid

This validity test was carried out using Microsoft Excel 2016 software with the following criteria:

1. If $R \text{ count} > R \text{ table}$ then the data above can be declared valid.
2. If $R \text{ count} < R \text{ table}$ then the data above can be declared invalid.

Reliability Test

Table 2. Reliability Test Results

Method	Physical Experience	Cultural Experience	Psychological wellbeing
Reference	0,6	0,6	0,6
Cronbach's Alpha	0,793	0,807	0,681
Conclusion	Reliable	Reliable	Reliable

This reliability test was carried out using Microsoft Excel 2016 software with the following criteria:

1. If the Cronbach's Alpha value $>$ reference value (0.6) then the data can be said to be reliable.
2. If the Cronbach's Alpha value $<$ the reference value (0.6) then the data can be said to be unreliable.

Theoretical Review

Psychological well-being

Psychological well-being refers to a healthy and balanced mental state, which enables individuals to cope with daily stresses, work productively, and contribute to their communities. In line with the above opinion, psychological well-being, according to Tanujaya (2014), is defined as when a person feels prosperous by living a meaningful and purposeful life, so that they can function optimally and have a positive outlook on their life, furthermore, this study found that higher levels of employee job satisfaction were related to their level of psychological well-being. Conversely, lower levels of job satisfaction are related to lower levels of psychological well-being. According to Mujiasih (2020), individuals who have good psychological well-being are often characterized by empathetic and friendly traits. Therefore, when opportunities to help others arise in the work environment, employees who feel these values are in line with their personal values are likely to be actively involved in their work. Good psychological well-being is essential in creating a productive and fulfilling work environment. Employees who feel psychologically well-being tend to be more satisfied with their jobs, which in turn can improve their performance and contribution to the organization. Therefore, companies should pay attention to and strengthen aspects that contribute to employees' psychological well-being, such as creating a supportive work environment, providing opportunities for personal growth and development, and encouraging positive social interactions in the workplace. In addition, it is important for companies to provide the necessary support and resources for employees to manage daily stress and pressure. It is also important for companies to pay attention to organizational values and culture that encourage empathy, friendliness, and collaboration among employees. By creating an inclusive and supportive work environment, companies can help employees feel more engaged and contribute positively to their work.

The Effect of Physical Environment on Psychological Wellbeing

The physical environment of the workplace plays an important role in determining employees' psychological well-being. Various elements of the physical environment, such as workspace layout, cleanliness, comfort, lighting, temperature, noise, and availability of facilities, can affect employees' mental and emotional state. A good work environment can increase job satisfaction, productivity, and mental health, while a poor environment can cause stress, fatigue, and a decrease in psychological well-being, one of the important factors in efforts to improve psychological well-being is by providing good facilities and training. Nitisemito (2010) states that all things related to workers and that can affect how they perform their assigned tasks are included in training. In line with this opinion, according to Nursyahputri and Saragih (2019), training has become a habit in various organizations and companies because every organization wants to improve employee skills through proper training so that they can perform their duties effectively and efficiently.

One important factor in efforts to improve employees' psychological well-being is to provide good facilities and training. Relevant and effective training can help employees to develop the skills and knowledge needed to perform their tasks well, while also increasing their sense of competence and confidence. Meanwhile, adequate and conducive facilities in the work environment can create a comfortable and supportive atmosphere for employees, which in turn can improve their psychological well-being.

The influence of the influence of work culture on psychological well-being

According to research by Muhammad Lukman (2020), it explains that there is a positive and meaningful relationship between organizational culture and employee performance, as well as between organizational commitment and employee performance, has been proven

significantly. Likewise, there is a positive and meaningful correlation between organizational culture and work discipline, as well as between organizational commitment and work discipline. In addition, there is a positive and significant influence between the level of work discipline and employee performance. However, role models in the department or manager are needed by employees. Therefore, to improve employee performance, companies must create a positive and supportive organizational culture and ensure that leaders and managers at all levels have good leadership skills and can be good role models for their employees. As a result, employees will feel more motivated, engaged and productive when doing their jobs, which in turn will have a positive impact on overall company performance. A positive and supportive work culture can play an important role in improving employees' psychological well-being. Therefore, companies need to pay attention to and promote a healthy and positive work culture to create a work environment that allows employees to thrive, contribute and feel happy in their jobs.

Relevant Previous Research

Previous research conducted by Adha (2019: 56) shows that a safe and good work environment can help employees improve their performance. Previous research conducted by Adha (2019:56) confirms that a safe and conducive work environment has a positive impact on employee performance. When employees feel that their work environment is safe, comfortable, and supportive, they tend to feel more motivated and confident to complete their tasks well. A good working environment can also reduce the level of stress and tension felt by employees, allowing them to focus and concentrate better on their work. Therefore, it is important for companies to pay sufficient attention to safety and welfare aspects in the work environment in order to improve employee performance and productivity.

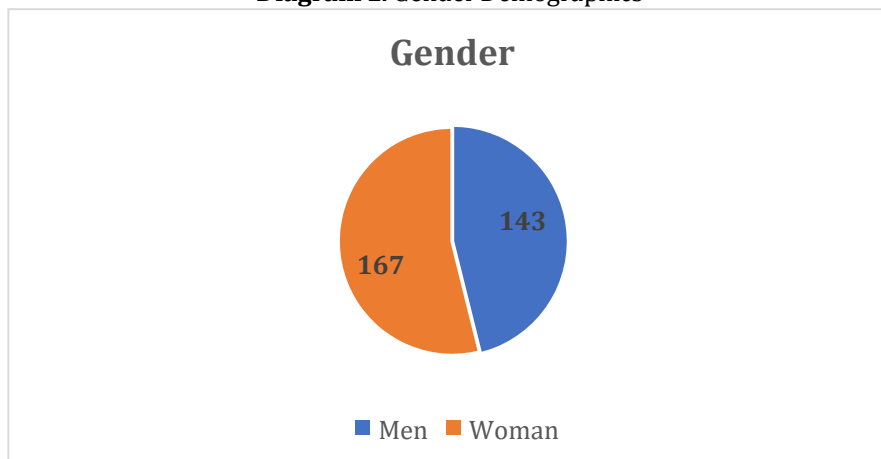
Research from Melchi Rosanta et al. (2023) found that there is a significant positive relationship between psychological well-being and work engagement of millennial employees; with a correlation coefficient of 0.684 and a coefficient of determination of 0.468, it can be concluded that psychological well-being accounts for 46.8% of the variation in work engagement of millennial employees. This information is useful for companies as it shows that improving the mental well-being of millennial employees can be a great way to improve employee work engagement.

Results and Discussion

Descriptive Character of Respondents

Gender

Diagram 1. Gender Demographics

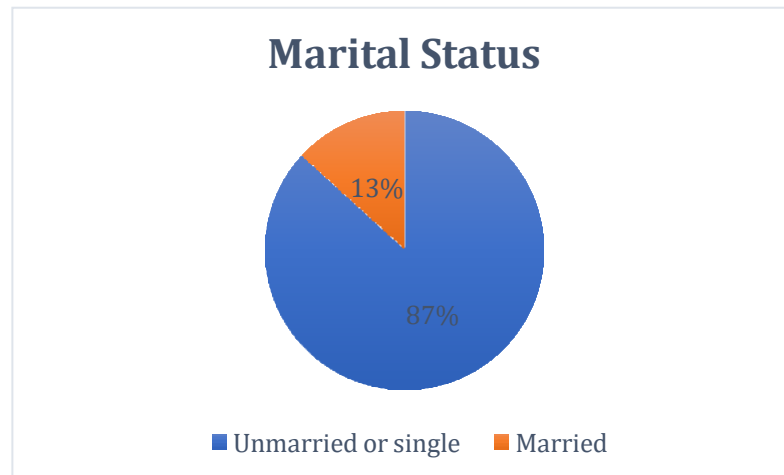


The majority of respondents who participated in this study were women, with a total of 167 people, while the number of male respondents reached 143 people. This phenomenon reflects the

gender dynamics in the minimarket workforce in Bandung, which shows a tendency to dominate the female workforce in this sector. This may reflect certain preferences or trends in employee recruitment by the minimarket industry, or it may also reflect the existence of social or economic factors that influence labor participation in this sector.

Marital Status

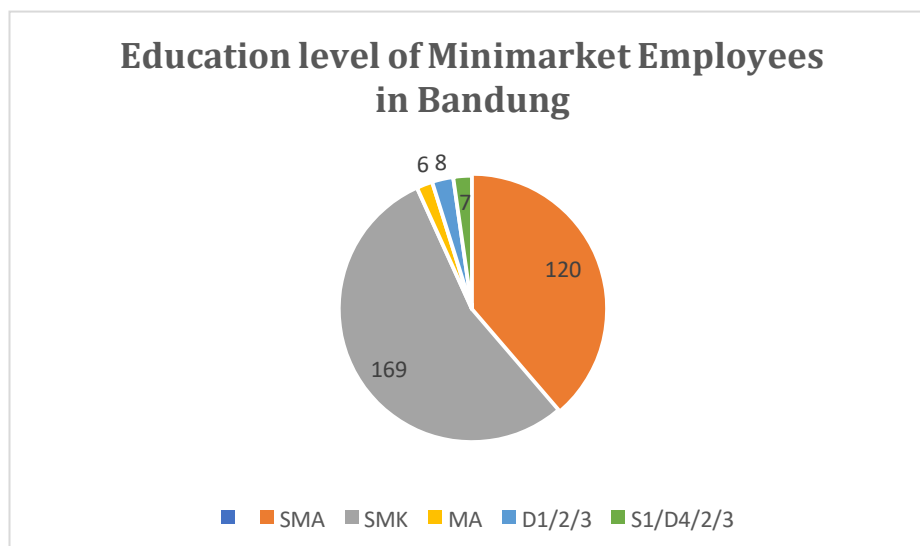
Diagram 2. Marital Status of Minimarket Employees in Bandung



Significantly, the majority of respondents in this study are unmarried or single individuals, with a total of 269 people. Meanwhile, the number of married respondents only reached 41 people. This phenomenon shows that the majority of minimarket employees in Bandung have different social and family attachments, with the majority of them not yet undergoing formal marital ties. From this, it can be assumed that marital status may play an important role in the dynamics of work and personal life of minimarket employees in Bandung.

Education Level

Diagram 3. Education level of Minimarket Employees in Bandung

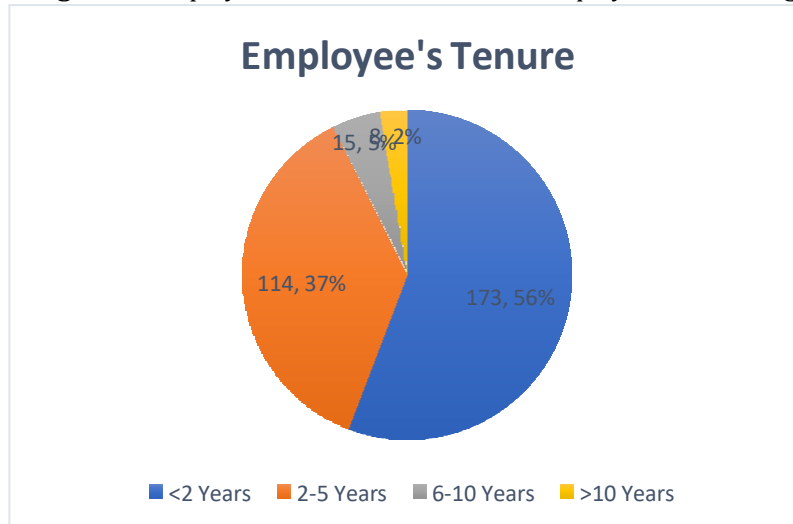


The data shows that the majority of respondents have a vocational high school educational background, with 169 people, followed by 120 high school graduates and 6 MA graduates. The number of respondents with higher education levels, D1/2/3, and S1/2/3, is relatively lower. The

high proportion of SMK graduates in the sample may reflect the usual recruitment pattern of the minimarket industry, where secondary education qualifications are more than sufficient to fulfill job requirements. However, further analysis can be conducted to understand the relationship between education level and other factors such as career opportunities and development within the minimarket work environment.

Employess’s Tenure

Diagram 4. Employee’s Tenure of Minimarket Employees in Bandung



The majority of respondents in this study have a tenure of less than 2 years, with a total of 173 people, while 114 people have a tenure between 2-5 years. This phenomenon indicates a fairly high pattern of employee rotation or turnover in the minimarket industry in Bandung. This could be due to various factors, including better job opportunities, high job mobility, or even the characteristics of the industry itself that may pose certain challenges in terms of employee retention. From this, it can be assumed that tenure could be an important factor in understanding the dynamics of work environment and psychological well-being of employees in minimarkets in Bandung.

Results

Table 3. Regression analysis results

<i>Regression Statistics</i>	
Multiple R	0,781574425
R Square	0,610858582
Adjusted R Square	0,608323459
Standard Error	1,92204347
Observations	310

The results of regression statistics show several important indicators related to the strength and fit of the model used to assess the influence of the physical environment and work culture on the psychological well-being of minimarket employees in Bandung. The Multiple R value of 0.7816 indicates a strong correlation between the independent variables (physical environment and work culture) and the dependent variable (psychological well-being), indicating that changes in the independent variables tend to be followed by changes in the dependent variable in the same direction. The R Square of 0.6109 indicates that 61.09% of the variation in employees’ psychological well-being can be explained by this regression model, indicating a fairly good ability of the model to predict psychological well-being based on these two variables. The Adjusted R Square value of 0.6083, although slightly lower than the R Square, still indicates that the model is stable and does not suffer from overfitting, so the results of the analysis can be

applied more generally. The Standard Error of 1.922 indicates a relatively low level of deviation, which means that the model has good accuracy in predicting employee psychological well-being. With 310 observations, the results of this analysis have a strong data base, increasing the reliability and validity of the findings, and allowing generalization of the results of this study to a wider population. These overall statistical indicators indicate that the regression model used in this study has significant strength and fit in explaining the relationship between physical environment, work culture, and employees' psychological well-being.

Table 4. Annova analysis results

<i>ANNOVA</i>	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	2	1780,319751	890,1599	240,958	1,20641E-63
Residual	307	1134,135087	3,694251		
Total	309	2914,454839			

The ANOVA (Analysis of Variance) results provide an in-depth insight into the significance of the regression model used in this study. The Degree of Freedom (df) for the regression is 2, reflecting the two independent variables tested, i.e. physical environment and work culture, while the df for residuals is 307, and the total df is 309. The Sum of Squares (SS) for the regression of 178.0319 indicates the amount of variation in psychological well-being that can be explained by the regression model, while the residual SS of 113.4135 reflects the variation that cannot be explained by the model, and the total SS of 291.4455 indicates the overall amount of variation in the data. The Mean Square (MS) for the regression was 89.01599, which was obtained by dividing the regression SS by the regression df, and the residual MS of 3.694251 was obtained by dividing the residual SS by the residual df. The F value of 24.09581 indicates the ratio between the regression MS and the residual MS, which is used to test the significance of the model. The Significance F value of 1.20641E-63, which is very close to zero, indicates that the overall regression model is highly significant. This means that the probability that the observed relationship between the independent and dependent variables occurs by chance is very low. Thus, the ANOVA results confirm that the physical environment and work culture variables together contribute significantly in influencing the psychological well-being of minimarket employees in Bandung. The results show that both the physical environment and work culture have a significant influence on the psychological well-being of employees.

Table 5. Correlation result

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95,0%</i>	<i>Upper 95,0%</i>
Intercept	1,221076367	0,637435109	1,915609	0,056344	0,033218267	2,475371001	0,033218267	2,475371001
Psychical Experience	0,626500457	0,068112971	9,197961	5,75E-18	0,492473114	0,760527799	0,492473114	0,760527799
Cultural Experience	0,413499014	0,052290427	7,907738	4,77E-14	0,310606027	0,516392027	0,310606027	0,516392027

Effect of Physical Environment: The regression coefficient of 0.6265 indicates that an increase in employees' physical experience by one unit will increase psychological well-being by 0.6265 units, with a very high level of significance (P-value: 5.75E-18). This indicates that the physical conditions of the workplace, such as cleanliness, comfort, and safety, strongly positively influence employees' psychological well-being.

Effect of Work Culture: The regression coefficient of 0.4135 indicates that an increase in work culture experience by one unit will increase psychological well-being by 0.4135 units, also with a very high significance level (P-value: 4.77E-14). This suggests that a work culture that is supportive, inclusive, and appreciates employees' contributions is highly influential on their psychological well-being.

Overall Model: The R Square value of 0.6109 indicates that this regression model can explain 61.09% of the variation in employees' psychological well-being based on the two independent variables. This is quite a high value, indicating that these two factors are very important in determining employees' psychological well-being.

Conclusion

This study shows that the physical environment and work culture have a significant influence on the psychological well-being of minimarket employees in Bandung. A supportive work environment and positive work culture can improve psychological well-being, which in turn improves employee performance and loyalty. The findings indicate that minimarket management needs to pay attention to these factors to create a better work environment. In addition, this study contributes to the academic literature on the influence of work environment and organizational culture on employee well-being in the retail sector. The significant influence of physical environment and work culture on psychological well-being underscores the importance of effective management of these aspects to improve productivity and overall employee well-being.

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