

Perceived of Physical Work Environment and Chef Happiness in Yogyakarta

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ABSTRACT

This study aims to determine the relationship between perceptions of the physical work environment and the happiness of chefs in Yogyakarta. The hypothesis in this study is that there is a positive relationship between perceptions of the physical work environment and the happiness of chefs in Yogyakarta. The research subjects were 60 chefs in Yogyakarta. Subjects were taken using random sampling with data collected using the Happiness Scale and the Perception Scale of the Physical Work Environment. Data were analyzed using product moment correlation with SPSS v.20.0 program. Based on the results of the study, a correlation coefficient of $r_{xy} = 0.538$ ($p < 0.000$) was obtained, which means that there is a positive relationship between the perception of the physical work environment and the chefs' happiness in Yogyakarta.

Keywords: happiness, physical work environment, perception, chef

Introduction

Happiness is the hope of every human being who is the goal of human life. Basically, happiness is the nature of humans. Humans must do something to achieve the happiness they want to achieve. According to Ariza-Montes et al (2018), happiness is a combination of acceptance, affection and achievement. Achievement is the result that has been achieved from undergoing the tasks given (Wulandari & Widyastuti 2014). Humans strive to achieve happiness because happiness is important in carrying out daily life, especially in work. Work itself has many types. Humans work according to their respective fields of expertise, but one of the jobs that requires happiness is chef.

Chef is someone who cooks professionally, in charge of cooking to process a dish with expertise and creativity in cooking and serving dishes with high quality cuisine flavors. This profession uses and applies the concept of psychological empowerment in its work activities as chefs or cooks (cook) and head chefs (chef). This profession may not be initially considered by the general public. Cooks are sometimes not even considered important. However, over time and seeing the growth of restaurants and

hotels that serve a variety of cuisines from various countries as well as the results of their own concoctions, this profession plays an important role in the success of a culinary or hospitality business (Ariza-Montes et al, 2018). Since 2011, there has been a growing interest in the chef profession. Many events on television and outside involve chefs in them. This shows that the chef profession is increasingly seen in society (Maguire & Howard, 2001).

Quoted from CNN Indonesia.com the level of happiness in the workplace revealed that 33.4% of respondents who are generation y with a vulnerable age of 22-26 years, and work experience of 1-4 years stated that they were unhappy at work. The study was conducted in June-July 2016 to 27,000 respondents. As many as 6,000 respondents felt that the work they did could not enrich their work experience (in Agniya, 2016).

This is reinforced by the results of the interview on 12 January 2020. It was found that the chef was dissatisfied with the results of his work because the target was not achieved, besides that the long working hours made the chef tired and not concentrated in cooking. Tiredness makes chefs not work well, small accidents such as being hit by kitchen utensils, cutting their fingers when cooking, and decreased accuracy in cooking. This situation makes the results of the chef's work less than optimal, and productivity decreases.

Then MR.X, MS.A, and MR.B stated that the high air temperature, dirty kitchen, noise, and incomplete kitchen equipment made the subjects feel uncomfortable at work. The work environment is something that exists in the environment of workers that can affect them in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and whether or not the work equipment is adequate (Maguire & Howard, 2001).

There are five factors that make a person happy at work, namely positive relationships with others, achievement, physical work environment, compensation, and health. Positive relationships with others are defined as a relationship between one person and another that is not just a passive relationship but an activity that develops more productive, constructive and satisfying results (Lambert et al, 2013).

The physical work environment is one of the factors that make a person happy at work. The environment is created from perceptions and stimuli to provide psychological mental nuances that affect behavior and mood (Maguire & Howard, 2001). Each individual has a different perception of something even though they are in the same situation. If employees have a positive perception of the work environment, then employees will accept this as pleasant. Conversely, if employees

have a negative perception of the work environment, employees will accept it as unpleasant (Maguire & Howard, 2001).

Perception in a narrow sense according to Coren and Enns (2004) is vision, how someone sees something, while in a broad sense perception is defined as a view or understanding, namely how someone views or interprets something. The physical work environment is all physical conditions that exist around the workplace that can affect employees either directly or indirectly (Wulandari & Widyastuti, 2014). Sedarmayanti (2001) defines perception of the work environment as the way employees perceive the environment around where they work related to their work tools, materials, work methods, and work arrangements both individually and as a group. An unsupportive physical work environment will result in ineffective work. Research conducted by Wulandari & Widyastuti (2014) with the research title 'factors of happiness at work' showed the results that the physical work environment can affect happiness at work.

According to Syafmarini (2016), the perception of the physical work environment is a person's view of his work environment in the form of the layout of work equipment, temperature, and so on that can provide comfort for him. Employees who perceive a positive physical work environment will perceive that work equipment partitions are easily accessible, adequate work equipment, good air circulation makes employees not want to leave their workplace and can reduce burnout levels (Gibbons & Gibbons, 2007).

According to Norianggono (2014), a poor physical work environment such as light that is too bright or dark, air circulation that is not cool, temperature that is too extreme, absence of noise cancellation, inappropriate wall coloring, arrangement of office equipment that does not fit the partition and so on have an impact on employee perceptions. As a result, employees will have a negative perception of the physical work environment which can reduce the performance and productivity of the agency (Maguire & Howard, 2001).

Methods

Participants

The subjects in this study were chefs in Yogyakarta with a total of 60 chefs. The sampling technique used was convenience sampling (Sugiyono, 2016).

Procedures

The distribution of the research scale was conducted between the 1st and 10th of December 2020. Researchers visited a number of restaurants and requested the

assistance of chefs in completing the research scale. Data collection was subsequently carried out online, with research participants provided with Google Form links.

Instruments

The data collection method is a scale. A scale is a measuring instrument to determine or reveal psychological aspects, in the form of questions that indirectly reveal behavioral indicators of the attributes concerned, the subject's response or answer is not classified as a right or wrong answer (Azwar, 2015).

The Likert scale model of the subject is asked to answer the questions in the hope that the subject provides conformity or disagreement with the existing statements (Azwar, 2017). This scale has 4 alternative answers, namely: SS (Very Appropriate), S (Appropriate), TS (Not Appropriate), and STS (Very Inappropriate). The items in this research scale are divided into favorable and unfavorable. The scores range from 4 (four) to 1 (one). All scores obtained will be summed up to determine the high and low happiness of chefs in Yogyakarta. The Happiness Scale has 36 items with an alpha coefficient (α) =0.903, Perception Scale of Physical Work Environment has 39 items with alpha coefficient (α) =0.952

Data Analysis Technique

The data analysis method used in this study is the Product Moment correlation technique. This product moment correlation analysis serves to test the relationship between the dependent variable and the independent variable. The product moment analysis method is the most effective technique to determine the relationship between two variables because the calculation is based on rough numbers. In this study, product moment analysis was used to see the relationship between the happiness variable and the physical work environment variable. Statistical calculations in the analysis of this research data were carried out using the SPSS (Statistical Package for Social Science) 22.0 program.

Results

Table 1. Categorization Happiness

Formula	Score	Category	Frequency	Percentage
$X < (\mu - 1\sigma)$	$X < 75,34$	Low	0	0%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$75,34 \leq X < 109,66$	Medium	21	35%
$X \geq (\mu + 1\sigma)$	$X \geq 109,66$	High	39	65%
	Total		60	100%

The results of the categorization of happiness show that most subjects have a high level of happiness (39 subjects, 65%), and 21 subjects are in the medium category (35%).

Table 2. Categorization Perception of Physical Work Environment

Formula	Score	Category	Frequency	Percentage
$X < (\mu - 1\sigma)$	$X < 73$	Low	0	0%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$73 \leq X < 117$	Medium	21	35%
$X \geq (\mu + 1\sigma)$	$X \geq 117$	High	39	65%
Total			60	100%

Based on the results of the categorization of the perception of physical work environment scale score, 39 subjects in the high category (65%), and 21 subjects in the medium category (35%).

Prior to conducting hypothesis testing, preliminary analyses were performed to assess assumptions of normality and linearity. The normality assumption, which examines whether the data for each variable approximates a normal distribution, was evaluated using the Shapiro-Wilk test. A significance value greater than 0.050 in this test suggests that the data follows a normal distribution. Conversely, a significance value less than or equal to 0.050 indicates a non-normal distribution. The Shapiro-Wilk test results showed that both religiosity ($p = 0.981$) and work commitment ($p = 0.883$) variables were normally distributed, as indicated by significance values greater than 0.050.

Table 3. Normality Test Result

Kolmogorov-Smirnov ^a			Shapiro-Wilk		
Statistic	df	Sig.	Statistic	df	Sig.
,088	60	,200*	,975	60	,262
,172	60	,00	,958	60	,037

The results of the normality test of the data distribution of the happiness variable indicate that the KS-Z statistic is 0.88 and the p-value is 0.200. The results of the normality test of the data distribution of the physical work environment variable indicate a KS-Z value of 0.172 and a p-value of 0.000. The results of the normality tests indicate that the distribution of happiness data among chefs is normally distributed, whereas the distribution of the physical work environment is abnormally distributed.

As Hadi (2015) notes, the normality of the data in a research study is not a determining factor in the final result. Moreover, when the number of subjects is large, typically $N \geq 30$, it can be stated with a reasonable degree of certainty that the

data is normally distributed. The number of subjects in this study was 60, which fulfills the criterion of $N \geq 30$. Gani and Amalia (2015) also made a similar had distributed. This is because the normality of the data does not affect the final result. As Hadi (2015) notes, this is because the normality test merely offers an overview of the Gaussian distribution, which does not contradict the plot lines and diagrams presented in the normality test. It should be noted that this is not related to the linearity and correlation tests, as these have different functions. The objective of the linearity test is to ascertain whether there is a linear relationship between the two variables in question. The correlation test, meanwhile, is employed to ascertain whether the two variables are in some way connected. Accordingly, the physical work environment variable may be employed in the subsequent step, namely the linearity test and hypothesis testing.

Table 4. Linearity Test Result

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		4219,917	30	140,664	3,025	,002
Happiness* Perception of the physical work environment	Between Groups	Linearity 1610,900	1	1610,900	34,639	,000
		Deviation from Linearity 2609,017	29	89,966	1,935	,040
	Within Groups	1348,667	29	46,506		
Total		5568,583	59			

The objective of the linearity test was to ascertain whether the relationship between the two variables was linear. The guideline employed is that if $p < 0.050$, then a relationship may be inferred between the independent variable and the dependent variable. A p-value of ≥ 0.050 indicates that the relationship between the independent and dependent variables is not linear. The linearity test of the two variables yielded a linear coefficient value of $F = 34.639$ and $p = 0.000$, indicating that the relationship between the physical work environment and happiness among chefs in Yogyakarta is indeed linear.

Table 5. Hypothesis Test Result

		Happiness	Perception of Physical Work Environment
Happiness	Pearson Correlation	1	,538**
	Sig. (1-tailed)		,000
	N	60	60
Perception of Physical Work Environment	Pearson Correlation	,538**	1
	Sig. (1-tailed)	,000	
	N	60	60

** . Correlation is significant at the 0.01 level (1-tailed).

The objective of the hypothesis testing was to ascertain the correlation between social support and resilience in adolescents residing in orphanages in Yogyakarta. The hypothesis was tested using the product moment correlation technique developed by Karl Pearson. The results of the product moment correlation analysis indicate that there is a positive correlation between the perception of the physical work environment and the happiness of chefs in Yogyakarta ($r_{xy} = 0.538$ with $p < 0$). A correlation coefficient of 0.00 indicates a positive relationship between the perception of the physical work environment and the happiness of chefs in Yogyakarta. Consequently, the hypothesis proposed in this study is accepted. Furthermore, the results of the data analysis indicate that the coefficient of determination (R^2) is 0.289, indicating that the variable of happiness contributes 28.9% to the physical work environment, with the remaining 71.1% influenced by other factors.

Discussions

The results of the hypothesis test indicate a correlation between the perception of the physical work environment and the happiness of chefs in Yogyakarta, with a r_{xy} value of 0.538 and a p-value of less than 0.000. Therefore, the hypothesis can be accepted. The findings of this study can be elucidated with reference to the theory put forth by Sedarmayanti (2001). Human performance is optimally achieved when the requisite conditions for work are met. An appropriate work environment is one in which employees are able to perform their duties to the best of their abilities, in a healthy, safe, and comfortable manner. An optimal work environment will elicit a positive perception. As'ad (2004) posits that a positive assessment of one's work environment fosters a positive attitude towards one's overall work experience. Consequently, the chef will demonstrate commitment to the company, enthusiasm for their duties, reduced absenteeism, continued innovation and the presentation of

innovative ideas to achieve organizational goals (Tongchaiprasit & Ariyabuddhiphongs, 2016)

A favorable work environment is characterized by comprehensive facilities that facilitate efficient work processes, enabling the attainment of standard outcomes within the designated timeframe. The provision of comprehensive facilities at the workplace has been demonstrated to enhance productivity, engender a sense of comfort and well-being, and elicit positive emotional states, including feelings of pleasure and the attainment of work-related objectives. In alignment with Chandrasekar (2011), employees place significant emphasis on the work environment, encompassing personal comfort and the ease with which they can perform their duties. Consequently, an environment that offers the necessary facilities, a pleasant atmosphere, and is conducive to productivity will foster positive emotions, satisfaction, and a sense of fulfillment, ultimately leading to a happier workforce.

The results of the categorisation of happiness demonstrated that 65% of the 60 subjects were chefs with high levels of happiness, while 35% were chefs with medium levels of happiness. This indicates that there are still subjects in the high and medium categories, and that no chef exhibits low levels of happiness. The subjects of this study exhibited a high level of happiness overall. The correlation analysis yielded an R^2 value of 0.289, indicating that the variable of happiness contributed 28.9% to the physical work environment. Consequently, 71.1% of the variance in the physical work environment was attributed to other factors that were not investigated by the researcher.

Conclusion

The results of the hypothesis showed a correlation between the perception of the physical work environment and the happiness of chefs in Yogyakarta ($r_{xy} = 0.538$, $p\text{-value} < 0.000$). Therefore, the hypothesis can be accepted, which means that there is a positive relationship between the perception of the physical work environment and the chefs' happiness in Yogyakarta. The results of the categorization of happiness demonstrated that 65% of the 60 subjects were chefs with high levels of happiness, while 35% were chefs with medium levels of happiness. This indicates that there are still subjects in the high and medium categories, and that no chef exhibits low levels of happiness. The subjects of this study exhibited a high level of happiness overall. The correlation analysis yielded an R^2 value of 0.289, indicating that the variable of happiness contributed 28.9% to the physical work environment. Consequently, 71.1% of the variance in the physical work environment was attributed to other factors that were not investigated by the researcher.

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