

THE INFLUENCE OF WORK MOTIVATION, WORK DISCIPLINE AND WORK ENVIRONMENT ON THE PERFORMANCE OF SURABAYA CITY HEALTH OFFICE EMPLOYEES

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Abstract: Human resource management is one area of specialization within organizational management. The purpose of this study is to determine the relative influence of work environment, work motivation, and work discipline on the performance of Surabaya City Health Office employees, as well as the simultaneous effects of these variables on performance. The probability sampling method was employed in this study to select the sample, giving each member of the population an equal chance of being selected. The results of the study show that the least worthwhile or subpar work. Under these unfavorable work-related discipline conditions, the leadership's natural supervision (waskat) system needs to be reinforced once more in order to promote employee discipline. Through their assessment, the research respondent essentially evaluates each observed variable positively, according to descriptive analysis.

Keywords: *Work Motivation, Work Discipline, Work Environment and Employee Performance*

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1. Introduction

In the era of globalization, the world is experiencing development and change. One of the important elements in global competition is the interconnectedness and dependence between nations, namely the development of quality human resources with high skills and abilities (Istanti Enny & Aisyah, 2022). As one of the developing nations, Indonesia will continue to be a part of the global economic system. (Achmad Daengs et al., 2020). As such, the country of Indonesia needs to begin cultivating and raising the calibre of its human resources. Organizational management includes human resource management as a subset that addresses human resource-related issues. To have a workforce that is happy with their work, human resources management must effectively manage the human element. In essence, human resources are a type of capital and are crucial to an organization's success.

Performance is the outcome of an employee's work in terms of quantity and quality completed in compliance with the duties assigned to him. (A. A. A. P. Mangkunegara, 2017). Performance is the fulfilment of specific job requirements, which are ultimately evident in the results generated. (Suarga et al., 2022). Each employee at an agency typically receives work of varying quality. These disparities are caused by a variety of factors, such as the work environment, motivation, and discipline.

The issue of work motivation is how to motivate staff to put in their utmost effort in order to meet organizational objectives. (Jintar, 2023). Motivation is generally related to efforts to achieve a goal. If motivation is given and implemented well, it will create enthusiasm to continue moving forward together and be loyal to the company (Maharani & Pramusinta, 2023). Employees with high work motivation are very important for companies because they help increase productivity (Jintar, 2023). This is supported by research by (Purnamasari et al., 2019), (Armansyah, 2020) and (Hendri, 2023) which asserts that motivation has a major influence on worker performance. If an employee's supervisor encourages him, he can perform well.

Work discipline is an action carried out by an employee which is in accordance with written or unwritten regulations in an organization (Alhusaini et al., 2020). A person who exhibits disciplined behaviour is willing and eager to follow the rules and regulations that are in place around him. Strong employee discipline will expedite the accomplishment of company goals, whereas deteriorating discipline will become a barrier. (Sutrisno, 2017). Research by Ariesni & Lise (2021) states that work discipline influences employee performance. If employees have discipline and compliance in obeying regulations and decisions that have become a mutual agreement with the company, then these employees will feel happy with their work because employees are able to complete their work well and correctly so it is hoped that a sense of loyalty will arise from employees to the company (Sari & Masruroh, 2018)

The work environment is all components both inside and outside the agency, both which have a direct and indirect impact on employee activities to achieve the work goals of an agency (Silalahi, 2013: 118; Ahmad et al., 2022). Employee completion will be facilitated by a supportive work environment. Workplaces that are secure, comfortable, and have enough amenities for staff members can motivate them to perform better, which will increase employee satisfaction. (Sedarmayanti, 2017). According to Triana & Yofi (2021), Employee performance is positively and significantly impacted by the work environment. Research by Kusumadewi et al., (2020) shows that the work environment influences employee performance.

The people of Surabaya City can receive health services from the Surabaya City Health Service, a government organization. Since access to health care is a fundamental human right, the Surabaya City Health Service must enhance its offerings. This makes the Surabaya City Health Service focus on elements like work environment, work motivation, and work discipline that affect performance. However, the findings of field observations indicate that a number of issues arise, including: 1) declining staff morale as a result of excessive workloads, 2) Some employees continue to be absent during business hours, and 3) The work environment is less comfortable because there are lots of archive files in the work room that have piled up.

The study's goal is to ascertain how work environment factors, work motivation, and work discipline affect Surabaya City Health Service employees' performance concurrently and in part. Problems in the Surabaya City Health Office include:

1. Employee morale is weakened due to heavy workload.
2. There are still employees who are not in place during working hours.
3. The work environment is less comfortable because many archive files in the workspace are piled up.

It is evident from this issue that the Surabaya City Health Office's work environment, work motivation, and work discipline all need to be improved once more in order to raise employee performance levels overall and eventually enable the agency to carry out its responsibilities in a way that meets its goals.

The principal objectives of this study are to: 1. Determine the simultaneous effects of work environment, work motivation, and work discipline on the output of Surabaya City Health Office employees, 2. to determine the extent to which the work environment, work motivation, and work discipline variables affect the performance of the Surabaya City Health Office employees.

According to the above description, the author is considering carrying out research under the **"The Effect of Work Motivation, Work Discipline and Work Environment on the Performance of Surabaya City Health Office Employees"**.

2. Literature Reviews

2.1. Human Resource Management

Human resource management is an aspect of organizational management that focuses on human resource components. Getting a happy workforce in return for labour requires effective human resource management (HRM). In summary, the agency's human resources are one of its most important capitals. Reaching agency goals requires effective HR management.

According to Simamora, (2021), The use, growth, evaluation, compensation, and management of individual employees within companies or labour groups is known as human resource management. Meanwhile, according to (Sutrisno, 2017), A person in charge of the "people" or human resources division of a management position needs to follow certain policies and procedures, which include hiring, screening, training, rewarding, and evaluating employees. This is known as human resource management.

2.2. Work Motivation

According to the Modern Indonesian dictionary, written by Muhammad Ali (in Sudarwanto, 2006: 10), motives are defined as causes that encourage one's actions, the basis of thoughts and opinions of something that is the subject. From the understanding of motives can be derived the understanding of motivation as something essential, which becomes an encouragement for someone to work.

Hasibuan, (2017) claimed that motivation is the study of how to inspire employees' passion and make them willing to put in a lot of work by giving them all the tools they need to achieve organizational objectives. Motivation is frequently confused with inspiration. The motive is the force that propels people to act, and the action serves a particular goal. The drive, or energy, is a mental and physical movement to do. Attempting to accomplish a goal is typically linked to motivation. We'll focus only on organizational objectives associated with work conduct. (Enny Istantia, Achmad Daengs GSb, Fadjar Budiantoc, Indah Noviandarid, 2020)

2.3. Understanding Work Discipline

Hasibuan, (2017) Knowing and being ready to abide by all company policies and pertinent social norms is what it means to be disciplined. In this context, awareness describes the state of mind of a person who freely obeys all laws and is aware of his responsibilities. So long as there is no force involved, someone will comply or fulfil their obligations. On the other hand, willingness describes a person's behaviour, attitude, and actions in accordance with both written and unwritten company policies.

Sutrisno, (2017), Discipline is the attitude of a person's readiness to follow the rules and regulations that are in place around him. A company's goals will be achieved more quickly with strong employee discipline than more slowly with degenerate discipline. From the aforementioned viewpoint, it can be inferred that work discipline is an orderly state in which

an individual or group within the organization wishes to adhere to and carry out written and unwritten regulations already in place.

2.4. Understanding Work Environment

The social, psychological, and physical aspects of the workplace that have an impact on employees' ability to perform their jobs are called the work environment. The conditions of the surrounding environment are inextricably linked to human existence, and there is a close relationship between the two. In this situation, people will constantly attempt to adjust to the changing conditions of their surroundings. Similar to this, workers are human and are therefore dependent on the environment in which they work, or the various circumstances surrounding it. Every worker will come into contact with a variety of workplace circumstances while at work.

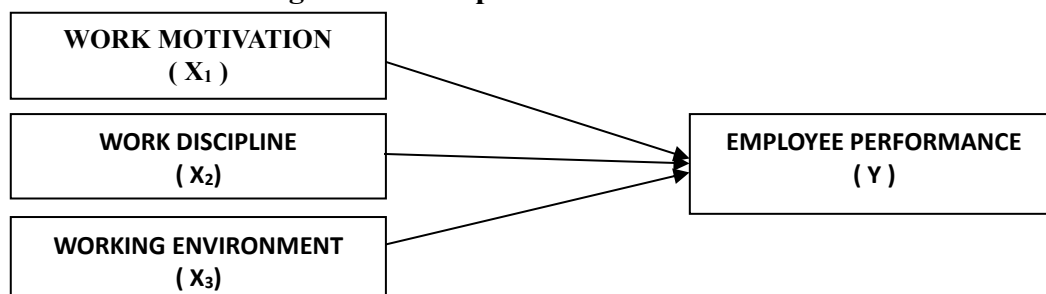
Mangkunegara, (2017), If workers have a strong achievement motive, they will be able to perform at their best. Employees must develop their achievement motive both internally and externally from their workplace. This is because an internalized drive for achievement will become a strength, and performance will be easier to achieve if the environment at work fosters it as well.

Sedarmayanti, (2013), The work environment is made up of the entire set of equipment and supplies used, the location in which a person works, his methods of operation, and the arrangements established for both solo and group projects. Drawing from various perspectives previously mentioned, it can be deduced that the work environment is everything that encircles employees during their work hours, be it tangible or intangible, influencing them or not, and with the capacity to affect them and their job performance.

2.5. Understanding Employee Performance

An organization, whether it is a public or private enterprise, is always driven by a group of people who actively participate in achieving the goals of the organization. Objectives of the organization will surely not be fulfilled if workers or other members are not giving their best effort. Performance is the result of an employee's ability to fulfill their assigned responsibilities while completing tasks in a quantity and quality manner. (A. P. Mangkunegara, 2017)

Figure 1. Conceptual Framework for Research



3. Research Method

Work Motivation (X₁)

That is something that raises enthusiasm or encouragement for employees at the Surabaya City Health Office.

The indicators of work motivation (X₁) in this study are:

- 1) Motivational (intrinsic) factors

2) *Hygienic* or maintenance factors (extrinsic)

Work Discipline (X₂)

That is the mindset of someone who is prepared to follow the rules and guidelines that are in effect at the Surabaya City Health Office.

The following are work discipline indicators (X₂):

Objectives and capacities.

- 1) Models of leadership
- 2) Payment
- 3) Fairness
- 4) Waskat
- 5) Sanctions Under Law
- 6) Boldness.
- 7) Relations based on humanity.

Work Environment (X₃)

That is everything around the employees of the Surabaya City Health Office that can influence him in carrying out the duties charged.

The indicators of the work environment (X₃) in this study are:

- 1) Lighting or light
- 2) Temperatures
- 3) Noise
- 4) Decoration
- 5) Employee Relations

Employee Performance (Y)

That is the end result of the Surabaya City Health Office staff members' efforts, both in terms of quantity and quality, in performing their duties in line with their assigned responsibilities.

The following are the study's employee performance indicators (Y):

- 1) The caliber of work produced by employees is what determines whether it is good or not.
- 2) The quantity of work assigned to employees is the total amount that needs to be finished.
- 3) On time arrival coincides with the scheduled time.

Population

According to Sugiyono, (2019) A population is a broad category made up of items or people with specific attributes chosen by researchers to be investigated and conclusions made from. Therefore, the population consists of both people and other artificial and natural objects. Population encompasses all of the attributes or qualities that the object or subject under study possesses, not just the quantity that it contains. Maintaining a population is necessary to limit the validity of generalization areas and to be able to calculate the size of sample members drawn from sample members. The 310 employees of the Surabaya City Health Office make up the study's population.

Sample

According to Sugiyono, (2019) Samples comprise the quantity and qualities that the population possesses. The author employs a sampling strategy based on the Slovin formula because there are a lot of samples.

The number of samples is quite large, so the author uses a sampling technique using the Slovin formula (Umar, 2005: 141), which is as follows:

$$n = \frac{N}{1 + Ne^2}$$

Where:

- n = sample size
 N = population size
 e = allowance of inaccuracy due to tolerable sample error (0.10).

Based on the formula above, the sample size in this study is as follows:

$$n = \frac{310}{1 + 310 \times 0,1^2} = 75,6 = 76$$

4. Results and Discussion

4.1. Results

Descriptive Test

The following are some of the results of descriptive tests carried out on respondents, namely:

Tabel 1. Descriptive Test

Characteristics	Classification	Number of Respondent	Percentage (%)
Gender	Man	23	30,3%
	Women	53	69,7%
	Total	76	100%
Employment status	PNS	49	64,5%
	Non-PNS	27	35,5%
	Total	76	100%
Age	< 30 Year	15	19,7%
	30 – 45 Year	29	38,2%
	36 – 40 Year	6	7,9%
	> 40 Year	26	34,2%
	Total	76	100%
Last Education	Middle School/Equivalent	0	0 %
	High School/Vocational School/Equivalent	21	27,6%
	Diploma	20	26,3%
	Bachelor	35	46,1%
	Total	76	100%
Years of service	< 5 Year	11	14,5%
	5 – 10 Year	30	39,5%
	11 – 15 Year	9	11,8%
	> 15 Year	26	34,2%
	Total	76	100%

Source: SPSS Attachment

The aforementioned data indicates that the proportion of women is higher than that of men, at 69.7% versus 23%. The employment status of civil servants makes up a larger percentage (64.5%) than that of non-civil servants (35.5%). According to the age distribution of the respondents, 38.2% of them were between the ages of 30 and 35, and 7.9% were between the ages of 36 and 40. Then, 35 respondents, or 46.1% of the total, held a bachelor's degree. According to the work period criteria, 39.5% of respondents had a work period of five to ten years, while 11.8% of respondents had a work period of eleven to fifteen years.

Validity and Reliability Test

From the results of calculating the product moment correlation technique using SPSS, the results showed that all of the question items asked to respondents had a high correlation (> 0.50) with the variable in question.

Tabel 2. Validity and Reliability Test

No	Variable	Reliability Coefficient	Item	Coefficient Validity	Sig
1	Work Motivation (X1)	0.950	X1-1	0.727	0.000
			X1-2	0.684	0.000
			X1-3	0.877	0.000
			X1-4	0.517	0.000
			X1-5	0.792	0.000
			X1-6	0.743	0.000
			X1-7	0.788	0.000
			X1-8	0.883	0.000
			X1-9	0.807	0.000
			X1-10	0.839	0.000
			X1-11	0.772	0.000
			X1-12	0.787	0.000
			X1-13	0.872	0.000
			X1-14	0.611	0.000
			X1-15	0.817	0.000
2	Discipline Work (X2)	0.927	X2-1	0.862	0.000
			X2-2	0.830	0.000
			X2-3	0.747	0.000
			X2-4	0.832	0.000
			X2-5	0.830	0.000
			X2-6	0.663	0.000
			X2-7	0.868	0.000
			X2-8	0.804	0.000
			X2-9	0.720	0.000
3	Work Environment (X3)	0.763	X3-1	0.672	0.000
			X3-2	0.691	0.000
			X3-3	0.634	0.000
			X3-4	0.749	0.000
			X3-5	0.695	0.000
			X3-6	0.638	0.000
5	Employee Performance (Y)	0.725	Y1	0.686	0.000
			Y2	0.423	0.000
			Y3	0.775	0.000
			Y4	0.487	0.000
			Y5	0.483	0.000
			Y6	0.691	0.000
			Y7	0.529	0.000
			Y8	0.628	0.000

Source: SPSS Attachment

Based on the results of the reliability validity test, it can be concluded that all of the variable indicators are valid and reliable because their correlation values are high—that is, greater than 0.5.

Test Assumption Classic

1) Normality test

Using the Kolmogorov-Smirnov test and noting the significance discovered is one method of determining whether the data is normal. The assumption of normalcy is deemed fulfilled when the significance level of Kolmogorov-Smirnov exceeds 0.05. _ Use one-sample Kolmogorov-Smirnov testing to determine if hypotheses are normal. The exam looks like this: Data are considered non-normally distributed (H_0) when the significance level (Sig) is less than 0.05.

H 1: When the number significant (Sig) exceeds 0.05, the data is normally distributed.

The One-Sample Kolmogorov-Smirnov Test, which gauges normalcy using SPSS software, yields the results shown in the following table.

Table 3 Test Normality

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		76
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.34182043
Most Extreme Differences	Absolute	.148
	Positive	.148
	Negative	-.082
Kolmogorov-Smirnov Z		1.288
Asymp. Sig. (2-tailed)		.072
a. Test distribution is Normal.		
b. Calculated from data.		

Source: Appendix 6, Researcher's preparation, (2023)

The value of Asymp can be observed in the above table. Sig is 0.072 when two-tailed. The Asymp value is meant by this. Sig (2-tailed) is 0.072, which is above the 0.05 significance level. Thus, it can be said that the data passes the normality test and is normally distributed.

2) Multicollinearity Test

The multicollinearity test can be performed using the VIF value. If the VIF value is greater than 10, there may be issues with the variable's multicollinearity with other independent variables. Based on the results of the double collinearity test or Variance Influence Factor (VIF) test, the VIF value for each independent variable is as follows

Table 4 Multicollinearity Test Results

Variable	VIF
Work Motivation (X1)	2.236
Discipline Work (X2)	3.372
Work Environment (X3)	3.060

Source: Appendix 6, Researcher's preparation, (2023)

It can be concluded that there is no multicollinearity in the model since these three variables have VIF values smaller than 10 when tested under classical assumptions.

3) Heteroscedasticity Test

Heteroscedasticity is the property that shows a variable's variance changes with each observation. It is possible to identify the symptoms of heteroscedasticity by using the graphic method. If the points are distributed above and below the zero value of the Y axis and there is no discernible pattern (wavy, widening then narrowing), heteroscedasticity does not occur.

Following the identification of heteroscedasticity between residuals and fits using scatter plot graphs:

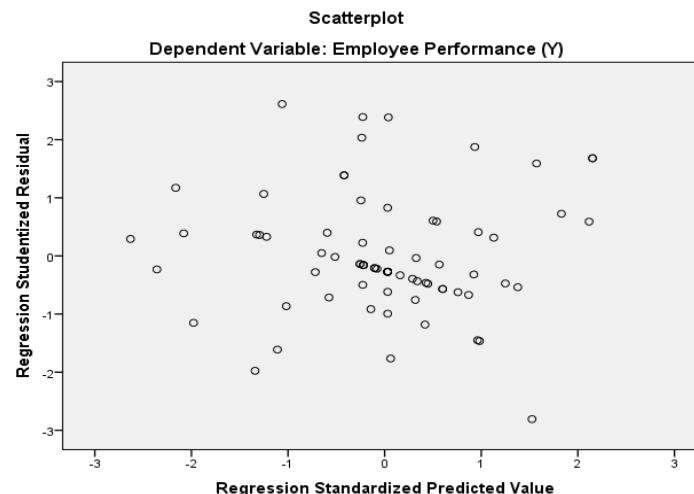


Figure 1 Heteroscedasticity Test Results

Figure 1 makes it clear that the points on the Y axis randomly distribute above and below zero. Accepting H_0 , which denotes the absence of heteroscedasticity, means that the points are distributed above and below the Y axis's zero point and that no pattern can be identified.

Multiple Linear Regression Analysis

The first hypothesis—which states that "There is an influence between variables of work motivation, work discipline, and work environment simultaneously on employee performance"—is accepted based on a multiple regression analysis because the research variables have a significant impact on employee performance (Y) simultaneously (collectively), with a calculated F value of 58,199 and a significance number of 0.000.

Tabel 5. Calculation of Multiple Regression Results

R	R Square	F hitung	Sig. F
.841	.708	58.199	.000

Source: SPSS Attachment

The calculation table above indicates that the R value of the test results simultaneously (together) between the employee performance variables is 0.841, indicating a reasonable correlation (or, put another way, a correlation between all the variables). The R^2 coefficient of determination, which is 0.708, is influenced by the R value. The data suggests that independent variables, namely work environment, work motivation, and work discipline, account for 70.8% of the variation in employee performance. The remaining 29.2% of the variation in employee performance is attributed to variables that were not included in the study.

Multiple Regression testing for partial testing

Table 6. Multiple regression test results for partial testing

Variable	Multiple Regression Coefficients	t count	Sig t	Partial (r^2)
Constanta	0.943	4.283		
Motivation	0.253	3.541	.001	.225
Work Discipline	0.206	2.309	.024	.147
Work Environment	0.331	2.519	.014	.160

Source : SPSS Attachment

The summary of the regression test above indicates that:

1. **The Effect of Drive on Results** The value of t is 3,541 with a t-sequence of 0.001 when the motivation variable is used to calculate the value of t. Nonetheless, the strong influence of the variable Motivation is evident from the coefficient of determination, which shows a value of 0.225 and indicates that the variable Motivation contributes 22.5% to the variable Performance.
2. **How Work Discipline Affects Performance**
Using the Work Discipline variable to calculate the value of t yields a value of 2,309 and a t-sequence of 0.024. Nonetheless, the coefficient of determination, which shows a value of 0.147, shows that, at 14.7% of the variation, the variable Work Discipline has a significant impact on the variable Performance.
3. **The Effect of Work Environment on Performance**
The value of t is 2,519 with a t-sequence of 0.0114 when the Work Environment variable is used to calculate the value of t. The strong influence of the variable Work Environment is indicated by the coefficient of determination, which shows a value of 0.160 and indicates that the variable Work Environment has a 16% influence on the variable Performance.

With reference to the correlation coefficient values in the previous table, the regression equation can be written as follows:

$$Y = 0.943 + 0.253 X1 + 0.206 X2 + 0.331 X3 + 0.292$$

4.2. Discussion

The Effect Motivation on Performance

The test results indicate that Motivation and Performance have a significant relationship because their sig value is less than 0.05, or 0.001, indicating statistical significance. The existence of a positive regression value of 0.253 suggests that motivation and performance have a positive correlation. More work motivation will lead to improved employee performance. This is in line with research by Purnamasari et al., (2019), Armansyah (2020) and Hendri (2023) which states that motivation has a significant effect on employee performance.

The Effect Work Discipline on Performance

Given that the t test results show that the relationship between work discipline and performance has a sig value of 0.024, which is less than 0.05, it is reasonable to draw the conclusion that there is a significant relationship between the two. There appears to be a positive correlation between work discipline and performance, as indicated by the positive regression value of 0.206. Better work discipline will boost employee performance. This aligns with research findings. by Ariesni & Lise (2021) which states that work discipline influences employee performance.

The Effect Work Environment on Performance

It is clear from the t test results that there is a substantial correlation between performance and work environment. The relationship between performance and work environment has a sig value of 0.014, which is less than 0.05. It appears that there is a positive correlation between performance and the work environment because the regression value is positive (0.331). An enhanced work environment will boost employee performance. This is consistent with studies. by Triana & Yofi (2021) and Kusumadewi et al., (2020), the state of the work environment has a positive and significant effect on employee performance.

The Effect Motivation, Work Discipline and Work Environment on Performance

Based on the findings of the F test, which indicate that the sig f value of the relationship between motivation, work discipline, and work environment and performance is 0.000, which

is smaller than 0.05, it can be concluded that there is a significant simultaneous relationship between these factors and performance. This is in line with research by Ningrum (2022) which states that there is a significant influence between motivation, work discipline, and work environment simultaneously on employee performance.

The first hypothesis—which states that "There is an influence between variables of work motivation, work discipline, and work environment simultaneously on employee performance"—is accepted based on a multiple regression analysis because the research variables have a significant impact on employee performance (Y) simultaneously (collectively), with a calculated F value of 58,199 and a significance number of 0.000.

Table 7. Calculation of Multiple Regression Results

R	R Square	F count	Sig. F
.841	.708	58.199	.000

The calculation table above indicates that the R value of the test results simultaneously (together) between the employee performance variables is 0.841, indicating a reasonable correlation (or, put another way, a correlation between all the variables). The R² coefficient of determination, which is 0.708, is influenced by the R value. The data suggests that independent variables, namely work environment, work motivation, and work discipline, account for 70.8% of the variation in employee performance. The remaining 29.2% of the variation in employee performance is attributed to variables that were not included in the study.

Multiple regression testing for partial testing

Table 8. Multiple regression test results for partial testing

Variabel	Regression Coefficient Multiple	t Hitung	Sig.t	Parsial (r ²)
Konstanta	0.943	4.283		
X1	0.253	3.541	.001	.225
X2	0.206	2.309	.024	.147
X3	0.331	2.519	.014	.160

Source : Primary Data Processed

Based on the recapitulation of the regression test above shows that:

1. The relationship between variable X1 and variable Y. Variable X1 has a 22.5% contribution to the variable's influence, according to the coefficient of determination, which shows a value of 0.225 and indicates that it has a strong influence on variable Y.
2. The labor discipline variable (X2) in the t-value computation indicates that the computed t has a value of 2.309 with a t-significance of 0.024. On the other hand, the coefficient of determination, which shows a value of 0.147, shows that variable X2 has a significant influence and contributes 14.7% to the influencing variable Y.
3. When the work environment variable (X3) is used in the computation of t, the resultant t value of 2.519 with a t-significance of 0.014 is displayed. Variable X3 has a 16% influence on variable Y, according to the coefficient of determination, which shows a value of 0.160 and suggests that variable X3 has a strong influence on variable Y.

Referring to the values of the correlation coefficient in the table above, the regression equation can be given as follows:

$$Y = 0.943 + 0.253 X1 + 0.206 X2 + 0.331 X3 + 0.292$$

5. Conclusion

Based on the research objective, which was to examine the effects of work environment, work discipline, and motivation on the performance of Surabaya City Health Service Employees, multiple test results were obtained. The research variables simultaneously have a significant impact on employee performance (Y), as indicated by the calculated F value of 58,199 and the significance number of 0.000. This means that the variables' combined (joint) impact on employee performance is 58,199%. Work motivation, work discipline, and work environment all play a significant role in this. These results provide credence to the first hypothesis, which holds that work environment, work motivation, and work discipline all have an impact on employee performance at the same time. A 29.2% effect was caused by other factors not related to the variables that were observed.

The second hypothesis—that is, "There is an influence between work motivation, work discipline, and work environment partially on employee performance"—was tested, and the results of multiple linear regression analysis supported the validity of the earlier-described theory. This is supported by the following variables: the work discipline variable (X2), the work environment variable (X3), the work motivation variable (B) of 0.253 and significant t of 0.014, and the regression coefficient (B) of 0.206 and significant t of 0.024.

It is projected that the Surabaya City Health Service will increase employee motivation by awarding bonuses to employees based on the research findings. It is also anticipated that implementing a system of rewards and penalties will improve work discipline. Then, it is suggested to provide enough infrastructure so that employees have a comfortable place to work when it comes to the work environment component.

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