ANALYSIS OF THE EFFECT OF WORK CLIMATE AND WORK SPIRIT ON EMPLOYEE EFFECTIVENESS AT THE MANPOWER AND TRANSMIGRATION DEPARTMENT OF EAST OKU

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Abstract: *This review expects to dissect to some extent or together the impact of work environment, work energy on worker work viability and investigate the most predominant factors in affecting representative work adequacy at the East OKU Labor and Immigration Office, the aftereffects of relapse examination and the relationship between's work environment and worker work adequacy shows the relapse model = 16,385 + 0.666X1 + e with a connection coefficient of 0.479. The aftereffects of the relapse examination and the relationship between's work enthusiasm and worker work adequacy showed the relapse model = 21.077 + 0.578X2 + e with a connection coefficient of 0.673. The aftereffects of numerous relapse investigation and the relationship between's work environment and work energy together on work adequacy show the relapse model = 3.026 + 0.553X1 + 0.533X2 + e with a connection coefficient of 0.780. From the various straight relapse condition above, it shows that the work environment variable (X1) has a more predominant impact on representative work adequacy than work energy. This examination was led on 28 respondents with the logical technique utilized is way investigation utilizing SPSS programming.*

Keywords: *Work climate, work passion, work effectiveness*

1. Introduction

Government employees as components of the state apparatus and public servants play an important role in creating a law-abiding, modern civilized, prosperous, just democratic, and high moral society that provides services fairly and equitably, maintains the unity and integrity of the nation with full loyalty to Pancasila. and the 1945 Constitution (Suradji: 2003: 4). This is all to achieve the goals desired by the Indonesian people. In order to be able to complete these tasks, it is important for government employees who are equipped to perform their duties skillfully and competently in carrying out the tasks of government and advancement, and to be clean and free from corruption, intrigue and nepotism.

In order to carry out the mandate of the 1945 Constitution, a government organization or bureaucracy is formed as a means for the State/government to carry out public services. Therefore, efforts to improve the effectiveness of the bureaucracy in the implementation of public services continue to be carried out. Regional autonomy policies are expected to have a broad real impact on improving public services. The appointment of power from the Central Government to the Regions allows for the implementation of public services with a more concise

bureaucratic path and opens up opportunities for LGs to carry out innovations in the delivery and improvement of service effectiveness.

It should be realized that employees are human resources who are directly involved in carrying out organizational activities. Therefore, organizations must understand the potential and quality of human resources in achieving organizational goals and in the competitive era of globalization and technology (Basir, 2007).

Based on observations made by researchers at the East OKU Manpower and Transmigration Office, various problems were found, including non-optimal work passion, non-conducive work climate and less than ideal work effectiveness. Under conditions of poor morale or enthusiasm for work will result in a decrease in overall work effectiveness. Organizational effectiveness cannot be separated from the effectiveness of human resource management, and growing organizations require human resource management that can be developed as well (Robbins, 2006).

Along with the current era of globalization, employee development methods must be appropriate and on target, so that employees can develop according to their needs. The work environment in an organization has an important meaning for individuals who work in it, because this environment will affect directly or indirectly the individuals in it. One aspect of this work environment is the organizational climate. This organizational climate affects individuals in invisible ways. The climate that arises in the organization is the main factor that determines the behavior of its workers.

Human resource management is influenced by many things, regardless of the nature of HR, the current framework in the association, work techniques, inclusion or investment is one of the elements that influence the success of the association, the success of local governments in providing the type of public assistance that meets the assumptions of the region in general determined by the adequacy of all government organizations as instruments in offering types of public assistance in accordance with their respective obligations. Meanwhile, the effectiveness of providing direct services to the community is largely determined by the closeness between service delivery organizations and the community as service recipients (Yousa, 2002).

Work climate is a set of characteristics that distinguish an organization from other organizations and influence the behavior of different people within the organization (John, 2006). A conducive work climate is one of the maximum influences on employee morale. This is because basically humans have different behavioral characteristics according to their needs (Reichers and Schneider, 2010). From the observations made, it is shown that the dimensions of the important work climate as mentioned above have not received much attention and have not been realized properly or have not been maximized in government organizations. To test or prove this assumption, it is necessary to conduct research on the effect of work climate and work passion on the effectiveness of employees' work, especially at the East OKU Manpower and Transmigration Office.

2. Research Method
2.1 Population and Sample
Population

According to Sugiyono (2006: 72) . Population is a speculative area consisting of articles or subjects that have certain characteristics and qualities determined by the analyst to concentrate on studying and then drawing conclusions. The populations in this study were

all employees, namely 28 employees who will be respondents and 28 employees who become respondents.

Sample

The sample is part of the characteristics and numbers possessed by the population. The sampling procedure used the census method, meaning that the entire population was used as the research sample. Sampling according to Suharsimi Arikunto (1991:107) if the research subjects are less than 100 it is better to take all of them so that the research is a population study, the number of subjects is large or above 100 then it can be taken between 10% to 15% or 20% to 25%.

2.2 Operasional Variable

1) Work climate is a view, atmosphere and perception that is felt as a result of each other's relationships and interactions at work. In achieving goals, they will generally cooperate with others, due to limited abilities, thoughts and knowledge. For this reason, they must seek assistance and alternatives to create relationships and dependencies with others so that they can carry out activities towards the intended goals. Indicators of the climate of cooperation include:
   a. Autonomy and flexibility
   b. trust and openness,
   c. warmth and support,
   d. honesty
   e. appreciation for the quality of the results
   f. Personal growth
2) Passion for work is a deep pleasure in work. The indicators of work passion are:
   a. Cooperation
   b. Discipline
   c. Satisfaction
   d. Security
3) Work Effectiveness is the achievement of a goal in accordance with a predetermined plan or in other words if the target or goal has been achieved in accordance with a predetermined plan. Indicators of work effectiveness are:
   a. Quality of work
   b. Working quantity
   c. Quality of work
   d. Time utilization

The indicators and dimensions of each of the above variables are used as the basis for compiling a list of questions/statements distributed to respondents. The data collected through the questionnaire is qualitative data which is then converted into quantitative data by giving a suspension for each alternative answer.

Furthermore, before the measuring instrument is given to the respondent, the questionnaire needs to be tested outside the sample to determine the validity and reliability for the questionnaire test.

2.3 Data collection

Research instrument is a tool used to make measurements, in this case a tool to collect data in a study. Therefore, there must be a measuring instrument used. The measuring instrument is often referred to as a research instrument (Siswoyo, 2004: 191)

For data collection this research was carried out with a qualitative assessment approach. The instrument used to measure the variables was developed with a Likert scale. This scale with five levels of alternative answers, namely categories:

1) Strongly Agree (S.S) : Score 5
2) Agree (S) : Score 4
3) Disagree (K.S) : Score 3
4) Disagree (T.S) : Score 2
5) Strongly Disagree (S.T.S) : Score 1

The instrument in question is used to assess the attitudes, opinions and perceptions of a person or group about social phenomena.
With Average Score Criteria:

1) 4,00 – 5,00 = Very good
2) 3,00 – 3,99 = Good
3) 2,00 – 2,99 = Medium
4) 1,00 – 1,99 = Bad
5) 0,00 – 0,99 = Very Bad

The data used is primary data in the form of filling out questionnaires distributed to employees at the East OKU Manpower and Transmigration Office. There are two variables studied, namely the first variable is the independent variable (independent variable) which consists of the work climate variable and work passion, while the second variable is the dependent variable, namely the work effectiveness variable by carrying out data analysis techniques as follows :

2.4 Data Analysis Technique

Presenting data for each variable, data analysis is a part that must be done after all respondents have been collected. Its activities are grouping based on variables and types of respondents, tabulating data, presenting data for each variable studied, performing calculations to test the proposed hypothesis. To facilitate the implementation of the analysis can be used computer tools through the SPSS program.

In this study, data analysis techniques were carried out using:

1) Descriptive Statistical Analysis

   Descriptive statistical measures to clarify or describe the different qualities of information other than the introduction of tables and diagrams. To know the depiction of this information, a more precise measure is needed. Two important measures that are often used in decision making are:

a. Finding Central Tendencies such as Mean, Median and Mode
b. Finding dispersal measures such as range, standard deviation and variance
In addition to the two measures above, other commonly used measures are skewness and kurtosis to determine the slope of the data.

2) Item Analysis Instrument
After tabulating each statement/question item on each of the variables studied, an analysis of the statement/question items was carried out. This analysis is carried out by calculating the average value of each question/statement item. By doing the item analysis of the questions / statements, it can be seen which dimensions and indicators are still weak from each instrument variable studied.

3) Inferential Statistical Analysis
Before the data is analyzed, the data must first meet the following test requirements:
a. Normality Test
To test the normality of the data distribution, the authors used the Kolmogorof Smirnov test through the SPSS computer program. The normality of the data distribution is calculated by comparing the Asymptotic Significance value obtained with the value = 0.05 if Asymp Sig $> = 0.05$ then the data can be declared normal.

b. Homogeneity Test
It is one of the requirements to perform data analysis using regression analysis, the data needs to be tested for homogeneity. Homogeneity test needs to ensure whether the data comes from a homogeneous population. The homogeneity test in this study was carried out using the Chi-Square test by setting a significance of 5% ($\alpha = 0.05$). The interpretation of the homogeneity of the data is calculated based on the Asymptotic Significance obtained if Asymp Sig $> = 0.05$ then the data is declared homogeneous.

c. Linearity Test
The linearity test is to prove whether the regression model that is set really fits the situation or not. This test is carried out using the Anova table approach or analysis in the SPSS computer program, then H0 is accepted if Sig. > 0.05 and vice versa H0 is rejected, if it has other values.

4) Multiple Linear Regression
In explaining the effect of the independent variable on the dependent, the model used is a multiple regression model which can be stated as follows. Statistical analysis technique used to see the effect of the variables studied, namely work climate and work passion on the effectiveness of employees' work is to use multiple linear regression test which is processed by using SPSS computer statistical application program.

Multiple regression inferential analysis formulation, namely:
The influence of work climate and work passion on work effectiveness
The equation is: $\hat{Y} = a + b_1X_1 + b_2X_2 + e$
Where :
$\hat{Y}$ = Variable Efektivitas Kerja Pegawai
a = Constant
X1 = Work Climate Variable
X2 = Work Passion Variable

e = Residue

5) Simple Linear Regression
Effect of work climate on work effectiveness
The equation is: $\hat{Y} = a + b_1 X_1 + e$
Influence of work passion on work effectiveness
The equation is: $\hat{Y} = a + b_2 X_2 + e$

6) Correlation Coefficient

To measure the effect of the relationship between work climate and work passion on the effectiveness of employees' work by using a quantity which will then be analyzed is correlation (r). Correlation is a statistical technique used to find the effect between two or more variables. In this case, it is not determined which variable affects other variables and the coefficient value ranges between -1 and 1, the closer to one absolute value of the correlation coefficient, the stronger the influence between these variables, while the smaller (closer to zero) the absolute value of the correlation coefficient, the influence between variables. it is getting weaker. Positive or negative signs indicate the direction of influence.

7) Coefficient of Determination

To find out how far the independent variable can explain the dependent variable, it is necessary to know the value of the coefficient of determination or determination of R2. This R2 value ranges from 0 - 1, the closer to 1 the R2 value means the greater the independent variable (X) is able to explain the dependent variable (Y). Analysis of the value of R-Square (R2) is used to determine the extent to which the independent variables (X1 and X2) can explain the effect of changes in the dependent variable (Y). The properties of R-square are strongly influenced by many independent variables where the more independent variables, the greater the value of R-square.

3. Result and Discussion
3.1. Result
1. Likert scale

R. S Likert developed a scaling procedure in which the scale represents a bipolar continuum, at the left end with a low number representing a negative answer, while the right end with a large / high number describing a positive answer. The Likert format is designed to allow respondents to answer at various levels on each item that describes the variables under study. Check List format that provides answers (Yes) or (No) with a scale range from 1 to 5.

2. Validity Analysis

Validity indicates the level used as evidence to support conclusions drawn from values derived from the level at which the scale measures something that is to be measured. A data is said to be valid if the corrected item value is greater than the r table value with df = n – 2 or the instrument validity of the three variables is assessed by calculating the data with the Pearson Product Moment formula in the SPSS computer program. The statement/question item is declared valid if the Pearson Product Moment value > r Table marked with (*) and (**). The critical number of table correlation (Table r) is 0.361. This figure is obtained from the r-product moment table at a significance level of 5% (α = 0.05) and N = 28 (according to the number of respondents). Thus, if there is a correlation coefficient of the question/statement item below 0.361, it is declared invalid.

Table 1. Work Climate Variable Instrument Validity Test Results (X_1)

Questions	Pearson Correlation (r_{hitung})	r_{table}	Work Climate Variables (X_1)	Description
Item 1	.304	0.361	$r_{count} < r_{table}$	Invalid
Item 2	.186	0.361	$r_{count} < r_{table}$	Invalid
Item 3	.419*	0.361	$r_{count} > r_{table}$	Valid
Item 4	.514**	0.361	$r_{count} > r_{table}$	Valid
Item 5	.137	0.361	$r_{count} < r_{table}$	Invalid
Item 6	.350	0.361	$r_{count} < r_{table}$	Invalid
Item 7	.419*	0.361	$r_{count} > r_{table}$	Valid
Item 8	.497**	0.361	$r_{count} > r_{table}$	Valid
Item 9	-.070	0.361	$r_{count} < r_{table}$	Invalid
Item 10	.289	0.361	$r_{count} < r_{table}$	Invalid
Item 11	.190	0.361	$r_{count} < r_{table}$	Invalid
Item 12	.486**	0.361	$r_{count} > r_{table}$	Valid

Source: Processed by researchers using the SPSS program

The results of the validity test of the instrument variable work climate using the SPSS program resulted in Pearson Correlation < r table 7 invalid questions and must be discarded from 12 questions.

Table 2. The results of the Validity Test of the Work Passion Variable Instrument (X_2)

Questions	Pearson Correlation (r_{hitung})	r_{table}	Work Passion Variable (X_2)	Description
Item 1	.418*	0.361	$r_{count} > r_{table}$	Valid
Item 2	.740**	0.361	$r_{count} > r_{table}$	Valid
Item 3	.326	0.361	$r_{count} < r_{table}$	Invalid
Item 4	.363	0.361	$r_{count} < r_{table}$	Invalid
Item 5	.762**	0.361	$r_{count} > r_{table}$	Valid
Item 6	.081	0.361	$r_{count} < r_{table}$	Invalid
Item 7	.207	0.361	$r_{count} < r_{table}$	Invalid
Item 8	.418*	0.361	$r_{count} > r_{table}$	Valid
Item 9	.762**	0.361	$r_{count} > r_{table}$	Valid
Item 10	-.220	0.361	$r_{count} < r_{table}$	Invalid
Item 11	.315	0.361	$r_{count} < r_{table}$	Invalid
Item 12	.606**	0.361	$r_{count} > r_{table}$	Valid

Source: processed with SPSS program

The results of the validity test of the employee passion variable instrument using the SPSS program resulted in Pearson Correlation < r table 6 invalid questions and must be discarded from 12 questions.

Table 3. Result of Validity Test of Employee Work Effectiveness Variable Instrument (Y)

Questions	Pearson Correlation (r_{count})	r_{table}	Work Effectiveness Variable (Y)	Description
Item 1	.027	0.361	$r_{count} < r_{table}$	Invalid
Item 2	.496**	0.361	$r_{count} > r_{table}$	Valid
Item 3	.115	0.361	$r_{count} < r_{table}$	Invalid
Item 4	.480**	0.361	$r_{count} > r_{table}$	Valid
Item 5	.417*	0.361	$r_{count} > r_{table}$	Valid
Item 6	.587**	0.361	$r_{count} > r_{table}$	Valid
Item 7	.596**	0.361	$r_{count} > r_{table}$	Valid
Item 8	.459*	0.361	$r_{count} < r_{table}$	Valid
Item 9	.323	0.361	$r_{count} < r_{table}$	Invalid
Item 10	.548**	0.361	$r_{count} > r_{table}$	Valid
Item 11	.582**	0.361	$r_{count} > r_{table}$	Valid
Item 12	.742**	0.361	$r_{count} > r_{table}$	Valid

Source: processed by researchers using the SPSS program

The results of testing the validity of the employee work effectiveness instrument variable using the SPSS program resulted in Pearson Correlation < r table 3 invalid questions and must be discarded from 12 questions.

4. Reliability Analysis

An instrument variable is said to be reliable if the Cronbach's Alpha value > 0.6. Reliability is used as how far the measurement is free from error variance in estimating the reliability of the variables studied, the researcher uses the Cronbach Alpha method using the SPSS computer program. Reliability is a value that shows the consistency of a measuring instrument in measuring the same symptoms.

a. Work Climate Reliability Test

In the trials conducted on the work climate variable instrument (X_1) with 12 questions that were tested for reliability, the Cronbach Alpha value was obtained at 0.699 and it can be concluded that the work climate variable instrument (X_1) can be said to be reliable, this alpha value is good because it is at the 0.6 on the value of Cronbach Alpha,.

Reliability Statistics

Cronbach's Alpha	N of Items
.699	6

b. Work Passion Reliability Test

Based on trials conducted for the work passion instrument (X2) with 12 questions, the reliability test obtained the Cronbach Alpha value of 0.746 and it can be concluded that the work passion variable instrument (X2) can be said to be reliable, this alpha value is very good because it is above the value of 0.6 on the Cronbach Alpha value.

Reliability Statistics

Cronbach's Alpha	N of Items
.746	7

c. Employee Work Effectiveness

In the trials conducted for the work effectiveness instrument (Y) of the 12 questions that were carried out the reliability test obtained a Cronbach Alpha value of 0.713 and it can be concluded that the employee work effectiveness variable instrument (Y) can be said to be reliable, this alpha value is very good because it is above the value of 0.6 on the Cronbach Alpha value.

Reliability Statistics

Cronbach's Alpha	N of Items
.713	10

d. Correlation and Regression Analysis

To measure the effect of the relationship between variables, the quantity to be analyzed is correlation (r). The coefficient value ranges between -1 and 1, the closer to the absolute value of the correlation coefficient, the stronger the influence between these variables, while the smaller (closer to zero) the absolute value of the correlation coefficient, the weaker the influence between these variables. While regression testing is used to see the effect of the variables studied using multiple linear regression and simple linear regression.

Analisis Regresi Linier

a. Uji Linearitas Pengaruh Iklim Kerja (X$_1$) terhadap Efektivitas kerja pegawai (Y)

Based on the results of the linearity test calculation with the SPSS computer program on the work climate variable (X$_1$) on work effectiveness (Y), the sig deviation from linearity value is $0.274 > 0.05$, so it can be concluded that the influence of work climate (X1) on employee work effectiveness (Y) Linear.

Table 4. ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Effectiveness * Working Climate	Between Groups	(Combined)	193.283	10	19.328	2.111	.084
		Linearity	80.222	1	80.222	8.760	.009
		Deviation from Linearity	113.061	9	12.562	1.372	.274
	Within Groups		155.681	17	9.158		
	Total		348.964	27			

b. **Linearity Test of the Effect of Work Passion (X_2) and Work Effectiveness (Y)**
   Based on the results of the linearity test calculation for the work passion (X2) variable on work effectiveness (Y), the sig deviation from linearity value is $0.881 > 0.05$, so it can be concluded that the influence of work passion (X2) on employee work effectiveness (Y) is linear.

Table 5. ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Efektivitas kerja * Gairah Kerja	Between Groups	(Combined)	215.498	13	16.577	1.739	.158
		Linearity	158.144	1	158.144	16.589	.001
		Deviation from Linearity	57.353	12	4.779	.501	.881
	Within Groups		133.467	14	9.533		
	Total		348.964	27			

Inferential Analysis
a. **Multiple Regression Analysis**
Regression coefficient and significance test
Table 6. The Influence of Work Climate and Work Passion on Work Effectiveness
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.026	9.148		-.331	.744
Working Climate	.553	.175	.398	3.151	.004
Passion for Work	.533	.108	.621	4.918	.000

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.026	9.148		-.331	.744
Working Climate	.553	.175	.398	3.151	.004
Passion for Work	.533	.108	.621	4.918	.000

a. Dependent Variable: Efektivitas kerja

Source: Processed with SPSS program

Based on the results of the multiple regression coefficient analysis in the table, the double linear regression equation of the influence between work climate (X_1), work passion (X2) and employee work effectiveness (Y) is:

$$\hat{Y} = 3.026 + 0.553X_1 + 0.533X_2 + e$$

From the above equation it can be explained that the regression constant is 3,026 meaning that if you ignore the work climate and work passion variables, the employee's work effectiveness score is 3,026. The regression coefficient of work climate (X_1) is 0.553, meaning that each addition of one unit of work climate score (X_1) will increase the employee's work effectiveness score by 0.553 while maintaining the work passion score (X_2) is 0.533, meaning that each addition of one unit of work passion score will increase the effectiveness score. Employee work is 0.533 by keeping the work passion score (X_2) constant / constant.

From the multiple linear regression equation above, it shows that the work climate variable (X_1) has a more dominant influence on work effectiveness than work passion. So as to increase the effectiveness of the work of the East OKU Manpower and Transmigration Office employees to the maximum, the first thing that must be considered to be improved and improved is the issue of work passion within the organization.

b. **Determination Correlation Analysis**

The results of the analysis of the correlation coefficient (R) of work climate variables (X_1) and work passion (X_2) together on employee work effectiveness (Y) is 0.780, meaning that the influence between work climate and work passion together on employee work effectiveness shows there is a very strong and positive (unidirectional) correlation. While the value of the coefficient of determination (Adjusted Rsquare) work climate (X_1) and work passion (X_2) together on employee work effectiveness (Y) is 0.577 meaning that the variation in the score of the employee effectiveness variable can be explained or has an effect on the work climate variable (X_1) and work passion (X_2) together amounted to 57.7% in the resulting multiple regression model, while the rest showed that the employee's work effectiveness score had an influence on other variables not examined, the following results of the full analysis are shown in the following table:

Table 7. Correlation and Determination Coefficient
The Influence of Work Climate and Work Passion on Work Effectiveness
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780ª	.609	.577	2.337

a. Predictors: (Constant), Gairah Kerja, Iklim Kerja
Source: Processed with SPSS program

3.2. Discussion

The effect of work climate and work passion simultaneously on the work effectiveness of the employees of the East OKU Department of Manpower and Transmigration is 3,026. The results of multiple regression analysis and the correlation between work climate and work passion together on work effectiveness show the regression model $\hat{Y}$= 3.026 + 0.553X1 + 0.533X2 + e with a correlation coefficient of 0.780 at the 95% confidence level, it is understood that the work climate and passion Simultaneous work can predict employee work effectiveness. work climate and work passion simultaneously have a positive influence which is closely related to work effectiveness of 57.7% and has a significant effect.

The descriptive results on the work effectiveness variable indicate that the work effectiveness of employees at the East OKU Manpower and Transmigration Service has an average score of 3.68 and is in the good category because it is at (Interval 3 – 4), meaning that the work effectiveness of the OKU Manpower and Transmigration Service employees East has shown quite optimal results.

Based on the descriptive results of the item analysis of the work climate variable, it can be seen that the work climate at the East OKU Manpower and Transmigration Service has an average score of 3.96 and is in the good category (interval 3-4), meaning that the work climate is good and quite optimal.

The results of the regression analysis and the correlation between the work climate and the effectiveness of employees show that the regression model = 16,385 + 0.666X1 + e with a correlation coefficient of 0.479 at the 95% confidence level, it is understood that the work climate can predict the effectiveness of employees' work. Work climate has a positive influence with work effectiveness of 20.0% and has a significant effect. The effect of work climate on the work effectiveness of the employees of the East OKU Department of Manpower and Transmigration shows that if there is an increase of 1% in the work climate, it will significantly increase the work effectiveness of 20.0%.

Based on the descriptive results of the item analysis of the work passion variable, it can be seen that the work passion at the East OKU Manpower and Transmigration Service has an average score of 3.71 and is in the good category (interval 3-4), meaning that work passion is good and quite optimal.

The results of the regression analysis and the correlation between work passion and employee effectiveness show that the regression model $\hat{Y}$= 21.077 + 0.578X2 + e with a correlation coefficient of 0.673 at the 95% confidence level, it is understood that work passion

can predict employee work effectiveness. Passion for work has a positive effect with work effectiveness of 43.2% and has a significant effect. The effect of work passion on the work effectiveness of employees of the East OKU Department of Manpower and Transmigration shows that if there is an increase of 1% in work passion, it will significantly increase the work effectiveness of employees by 43.2%.

The results of simple linear regression analysis on each independent variable show that these two independent variables individually have a positive and significant influence on the work effectiveness of the employees of the East OKU Department of Manpower and Transmigration.

The results of the study prove that the work climate and work passion are factors that have a significant influence both individually and collectively on work effectiveness. The better the work climate and work passion, the higher the employee's work effectiveness, and vice versa.

5. Conclusion

From the results and discussion, the following conclusions can be drawn:

1) Simultaneouly, Work climate (X_1) and work passion (X_2) have a significant effect on work effectiveness (Y) the East OKU Manpower and Transmigration Office, but the work climate has a more dominant influence than work passion, namely $\hat{Y}= 3.026 + 0.553X1 + 0.533X2 + e$ with a correlation coefficient of 0.780 at a 95% confidence level, it is understood that work climate and work passion can simultaneously predict employee work effectiveness. This concludes that the work climate is one of the determining factors for the effectiveness of employees' work that the better and more conducive the work climate, the better or increased work effectiveness of the employees of the East OKU Department of Manpower and Transmigration in providing public services.
2) The test of all the variables studied were declared valid and reliable, namely the reliability test of work passion, the Cronbach Alpha value was obtained at 0.746, the work climate reliability test obtained the Cronbach Alpha value of 0.699 and the reliability test of the employee's work effectiveness obtained the Cronbach Alpha value of 0.713 with the standard Cronbach reliability value. Alpha > 0.6

From the results and discussion, it is recommended:

1) For employees of the East OKU Manpower and Transmigration Office, to be able to increase their effectiveness in working optimally, especially in carrying out tasks according to technical requirements and being able to improve their abilities and have good competitiveness.
2) For the leadership of the East OKU Manpower and Transmigration Service, it is suggested that they can pay attention to and improve again the factors that can increase the effectiveness of employees' work by paying more attention to the work climate and work passion which is expected to eventually be able to increase employee morale so that it is hoped that the agency will get results which is even better.

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