

The Influence of Work Motivation and Work Environment on the Performance of Employees at the Barru Regent's Office in 2020-2024

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Abstract

The purpose of this study was to determine the Influence of Work Motivation and Work Environment on the Performance of Employees at the Barru Regency Regent's Office

The analysis method used in this study is multiple linear regression analysis, T test, F test, correlation analysis and determination. The results of the study indicate that the hypothesis of work motivation on Employee Performance is accepted on the basis of a calculated T value of 6.329 which is greater than the T table value of 1.6643, in addition, the hypothesis of the work environment on Employee Performance is accepted on the basis of a calculated T value of 4.687 which is greater than the T table value of 1.6643. the results of the calculation on the F test show that Work Motivation and Work Environment have a simultaneous effect on Employee Performance on the basis of a calculated F value of 67.280 which is greater than the F table 3.11. then the results of the correlation coefficient test show that Work Motivation and Work Environment have a strong relationship with employee performance, then based on the results of the determination test, it shows that the contribution of Work Motivation and Work Environment is 62.1% to the Employee Performance variable.

INTRODUCTION

The optimality of an agency is not always measured by how much positive response it gets, but rather by the Human Resources (HR) within the agency. Of course, in the current era of globalization, quality Human Resources are needed and have good qualities because the progress of an agency depends on the quality of Human Resources. It is worth knowing that the better the quality of people in an agency, the higher the competitiveness among fellow employees, this is based on employees who are valuable assets that need to be paid attention to properly so that agencies must certainly pay attention to every program related to improving human resources in order to form optimal and highly competitive employees to achieve organizational goals. Human Resources (HR) or Human Resources are the basic needs of every institution, the progress or decline of an institution is determined by how good the quality of Human Resources they have to provide invaluable contributions to the strategy of achieving the institution.

The importance of agencies paying attention to the basic needs of employees in order to improve employee performance, one of the drivers to improve employee performance is by having encouragement from both the individual himself and from the agency, the encouragement in question is the existence of motivation within the individual in carrying out his activities because motivation is the driving force within the individual in carrying out each activity with the hope of improving employee work results, this is in order to achieve the success of the institution, because without motivation within an officer it is impossible for the institution to achieve success as stated

by Robbins (2007) motivation is a process of willingness to expend a high level of effort towards organizational goals, which is conditioned by the ability of that effort to meet an individual need. Thus, the author can draw a conclusion that motivation is an urgent matter in improving officer performance, because without encouragement within each employee it is impossible to achieve performance.

The influence of motivation on performance has been done previously by Jayanti and Sri (2019) where this study shows that motivation influences employee performance, because the higher the motivation given to employees, the higher the employee performance will be, but vice versa if the motivation given to employees is low, the performance will also be low so that with motivation it will improve employee performance. In addition to motivation which is a variable in improving employee performance, there are other variables where the work environment is one of the many variables in improving performance, but the author focuses on the work environment in addition to the work motivation variable.

As one aspect that can provide a sense of security, comfort and certainly cause work with full responsibility because the work environment has a direct influence on individual employees in completing responsibilities to the agency. Notabeh agencies expect success in achieving goals, therefore agencies must pay attention to the employee work environment as a benchmark for the agency's success in improving employee performance because this is based on the direct touch of employees in the agency as a place to carry out daily activities to achieve agency goals. The work environment is an area where employees carry out activities to achieve success, where the place in the agency area certainly consists of several types including tools and materials faced, this is based on the work environment cannot be separated from the development of the whole person (Sedarmayanti, 2017). Because humans also consider the ultimate goal of all development efforts, both as individuals and as members of society. Humans must be a concern and prepared to be able to carry out various kinds of tasks and responsibilities that will be carried out, so that each agency is required to have Human Resources (HR) who have good performance in order to achieve goals.

Research on the influence of the work environment on employee performance has been conducted previously by Tandika Aulianadewi, et al (2024) where the work environment has a positive influence on employee performance where in this study it is stated that a clean and quiet work environment will make employees feel comfortable in doing their work and in line with (Maswar et al., 2020) But if the work environment is not clean and not quiet it will make employees feel stressed and have difficulty concentrating. Thus it can be concluded that the benchmark for increasing performance is a good, clean and quiet work environment. Referring to the review of previous theories and research and looking at the facts on the object of research where employee work motivation is already very good but tends to stagnate and of course this must be improved in order to achieve much better agency goals and a good work environment too but according to the author's initial view, this should be further improved but this is only the author's initial view so the author is interested in conducting research with the title The Influence of Work Motivation and Work Environment on the performance of Barru Regent's office employees in 2022 - 2024.

Theoretical Study

Work motivation

Motivation is a form of way to satisfy by fulfilling the needs of an employee which can be interpreted that when a person's needs can be met by certain factors, that person will try to exert the best effort in achieving organizational goals. Luthans in Dahlan (2018) motivation is a process

that arouses, encourages, directs, supports behavior and performance, meaning it is the process of stimulating people to action and to carry out a desired task. Meanwhile, according to Rivai and Sagala (2011) motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals. Motivation is an internal drive from employees to fulfill their needs to individual goals to achieve satisfaction and is implemented to others to do good work (Fathurohman, 2022).

Referring to the definition above, it can be concluded that motivation is a drive within individuals or groups to carry out activities to achieve goals. The indicators of work motivation according to Hasibuan in Hamdi (2023).

1. Physiological or physical needs, shown by providing decent salaries to employees, bonuses, meal allowances, transportation allowances, housing facilities and so on.
2. Security, indicated by occupational safety and security facilities, including social security for workers, pension funds, health benefits, health insurance, and occupational safety equipment.
3. Social, shown by interacting with other people, including establishing harmonious working relationships, the need to be accepted in a group and the need to love and be loved.
4. Appreciation, shown by recognition and appreciation based on ability, namely the need to be respected and appreciated by other employees and leaders for their work achievements.
5. Self-actualization, demonstrated by the engaging and challenging nature of work, allows employees to utilize their skills, abilities, abilities, and potential. Companies can fulfill this need by providing education and training.

Work environment

The work environment is a tool or object that is around workers which is in direct contact with workers who are in the company area or company environment, according to Sunyoto (2012) states that the work environment is everything that is around workers and that can influence them in carrying out the tasks assigned to them, for example cleanliness, music, lighting and so on, apart from that Afandi (2016), the work environment is everything that is around employees and can influence them in carrying out the tasks assigned to them, for example the presence of air conditioning (AC), adequate lighting and so on.

Sedarmayanti (2017), The work environment is the totality of the tools and materials encountered, the surrounding environment in which a person works, his or her work methods, and the work arrangements, both as individuals and as a group. Thus, the work environment is everything that surrounds an employee while working, both physically and non-physically, directly or indirectly, that can affect the employee and his or her work.

Work Environment Indicators according to Sedarmayanti (2016).

1. Lighting in the work space
Sufficient but not dazzling lighting will help improve employee performance.
2. Air circulation in the work space
Good air circulation promotes good health. Adequate air circulation in a workspace is essential if the space is full of employees.
3. Noise
Noise disturbs concentration, no one likes to hear noise, because noise is a disturbance to someone.
4. Use of color

Color can influence the human soul, in fact it is not only color that is considered but the composition of the color must also be considered.

5. Air humidity

Humidity is the amount of water contained in the air, usually expressed as a percentage. This humidity is related to or influenced by air temperature.

6. Facility

Facilities are a support for employees in carrying out work activities.

7. Work relationship

Working relationships are conditions that occur and are related to working relationships, either with superiors or with fellow coworkers or relationships with subordinates.

Employee Performance

The performance achieved by an employee in carrying out a job can be evaluated by the level of performance carried out. Performance is the utilization of abilities possessed by a person in achieving the desired goals. Employee performance is an employee's ability to carry out a certain skill. Employee performance is very necessary, because with this performance it will be known how far the employee's ability to carry out the tasks assigned to him. For this reason, it is necessary to determine clear and measurable criteria and determine them together which are used as a reference (Sinambela et al., 2012). Wibowo in Yulihardi and Dedi Iskamto (2018) said that Performance is about doing work and the results achieved from that work, performance is the result of work that has a strong relationship with the organization's strategic goals, consumer satisfaction and provides economic contributions.

Dahlan (2018) Employee Performance is a combination of abilities, efforts, and opportunities that can be measured from the results produced, so that performance does not only concern the personal characteristics of an employee, but also the results of work that has been and will be done by an employee. Kartono in Yulihardi and Dedi Iskamto (2018) Employee Performance is the ability of employees to carry out work according to the time, quality, and objectives that have been determined. The performance indicators according to Bernardi in Hamdi (2023) are.

1. Quality

Quality related to a process or result that is close to perfect or ideal in fulfilling an aim or purpose.

2. Quantity

Quantity related to the unit of amount or quantity produced.

3. Timelines

Timelines related to the time required to complete an activity or complete a product.

4. Cost effectiveness

Cost effectiveness related to the level of use of organizational resources.

5. Need for supervision

Need for supervision related to an individual's ability to complete work or job functions without assistance.

6. Interpersonal Impact

Interpersonal Impact related to the individual's ability to increase feelings of self-esteem, goodwill, and cooperation among fellow workers and subordinates.

METHODS

This research was conducted in 2025 starting from January to June. The location of this research took the object of research at the Barru Regency Regent's Office. The type of data used in this research is primary data. The method used is a quantitative method based on the philosophy of positivism, used to research the population of a particular sample. The population in this study was 104 employees with the sampling technique using the Slovin formula with a sample size of 82 employees. Data collection uses research instruments, data analysis is quantitative or statistical with the aim of testing the hypothesis that has been set. The data in this study will be tested through several stages of testing starting from regression tests, correlation coefficient tests and determination. , (Sugiyono 2017)

RESULTS AND DISCUSSION

Classical Assumption Test

Normality Test

Test the normality of residuals using the Kolmogorov-Smirnov method, by looking at the significance value. If the significance value is less than 0.05, the data is not normally distributed. If the significance value is more than 0.05, the data is normally distributed.

Table 1. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		82
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	1.07371822
Most Extreme Differences	Absolute	.078
	Positive	.078
	Negative	-.041
Test Statistics		.078
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Results of SPSS 25 data processing

Based on the table above, it can be seen that the significant value of all variables used in this study is 0.200, which is greater than 0.05 ($0.200 > 0.05$), so it can be said to be normally distributed using the Kolmogorov Smirnov test.

Research Analysis Techniques

Multiple Linear Regression

The analysis technique used in this study is multiple regression analysis. Multiple regression analysis is used as a statistical analysis tool because this study is designed to examine the variables that influence the independent variable on the dependent variable, where more than one variable is used in this study.

Table 2. Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,292	1,862		1,768	.081
	WORK MOTIVATION	.586	.093	.517	6,329	.000
	WORK ENVIRONMENT	.335	.071	.383	4,687	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Results of SPSS 25 data processing

The results of the multiple linear regression analysis in table 2 above are then entered into the multiple regression equation model as follows:

$$Y = 3.292 + 0.586 X1 + 0.335 X2 + e$$

The multiple linear regression equation above shows that both independent variables (work motivation and work environment) have a positive effect on the dependent variable (employee performance). The results of the calculation above can be explained as follows:

- 1) The constant value of 3,292 is positive, meaning that if the work motivation (X1) and work environment (X2) variables have a value of 0, then employee performance (Y) at the Barru Regency Regent's office is constantly 3,292.
- 2) The regression coefficient of the work motivation variable (X1) is 0.586. This indicates that if the work motivation variable (X1) has a fixed or constant value and the work motivation variable (X1) increases by one unit, then the dependent variable (employee performance) will increase by 0.586.
- 3) The regression coefficient of the work environment variable (X2) is 0.335. This indicates that if the work environment variable (X2) has a fixed or constant value and the work environment variable (X2) increases by one unit, then the dependent variable (employee performance) will increase by 0.335.

Correlation Coefficient and Determination

The correlation test is the overall relationship between independent variables and the dependent variable in a single step. The goal is to evaluate all the relationships between independent variables and the dependent variable without considering the individual contributions of each independent variable. The determination test aims to determine the ability of the independent variables to collectively influence the dependent variable. The relationship between the independent variables and the dependent variable is stronger if the R² obtained approaches one.

Table 3. Results of Correlation and Determination Tests

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.794a	.630	.621	1,087

a. Predictors: (Constant), WORK ENVIRONMENT, WORK MOTIVATION

Source: Results of SPSS 25 data processing

Based on the table above, the correlation value obtained between work motivation and the work environment is 0.794. Based on the interpretation of the correlation coefficient, the value of 0.794 is included in the strong relationship category, falling within the interval class between 0.60 and 0.799. This indicates that work motivation and the work environment can provide a strong relationship to employee performance. The determination test shows a value of *Adjusted R*

Square which is a coefficient of determination value of 0.621, meaning that the ability of the independent variable to explain the dependent variable is 62.1% and the remaining 37.9% is explained by other variables not examined in this study.

Discussion

Work Motivation on Employee Performance

Motivated employees tend to be more enthusiastic in carrying out their duties and strive to achieve good results because work motivation is a factor that can affect employee performance. Based on the results of statistical data processing in this study using multiple regression analysis, work motivation plays a very important role in improving performance. This is based on the results of data processing where every increase in one unit of work motivation will improve employee performance, with good motivation in each employee or from outside, it will improve employee performance as stated by Wijaya, et al (2023) Employee performance will be achieved if there is a will from oneself and can be encouraged by other parties. Then this study by research that has been done previously by Tandika Aualianadewi, et al (2024) where work motivation has a positive influence on employee performance, where motivation is a factor that makes employee performance better.

Work Environment on Employee Performance

The work environment is Tools and equipment around employees to support employee work needs, where each employee activity will produce work depending on the conditions around the employee's environment. Based on the results of statistical data processing in this study using multiple regression analysis. The work environment has an influence on increasing one unit where when one unit of the work environment experiences an increase, it will increase employee performance, this is also in line with what was stated by Afandi (2016), the work environment is everything that is around employees and can influence them in carrying out the tasks assigned to them, for example the presence of Air Conditioner (AC), adequate lighting and so on. In addition, this research is relevant to the research conducted by Indana and Hepiana (2024) where the work environment has an influence on employee performance at the Bandar Lampung City DPRD Secretariat.

CONCLUSION

This study shows the influence of work motivation variables on employee performance based on the results of data processing, where each increase in work motivation will have an influence on the performance of employees at the Barru Regency Regent's office, in addition to the work environment is a variable that has an influence on employee performance where in this study it was found that each increase in the work environment will also increase employee performance. This is clearly seen in the results of data processing in this study, with the conclusion that work motivation and work environment have an influence on the performance of employees at the Barru Regency Regent's office.

Based on the research findings, several suggestions can be submitted to the Barru Regency Regent's Office, firstly, the work factors of each employee must be considered so that there is no excessive burden, where when this is considered it can increase employee motivation, secondly, the importance of paying attention to the condition of the employee's room when doing work in order to improve performance.

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