



The role of work motivation and work environment on employee performance in Ciomas District, Serang Regency

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ABSTRACT

Human resource management is an instrument that can provide directed task allocation. In reality, the achievement of a job done by every employee in a government organization includes meeting the needs in the form of adequate work facilities and appreciation for every work achievement they do. This study aims to determine the variables that affect employee performance and develop a theoretical basis and research model. This study uses an associative descriptive quantitative method with a population of 30 respondents drawn into a sample using non-probability sampling, using the saturated sampling method / total selection. The data analysis technique uses linear regression with the help of SPSS software version 26. The results of this study indicate that the first hypothesis states that employee performance is influenced by work motivation. Then, the second hypothesis states that the work environment has no significant effect on employee performance. The third hypothesis, employee performance, is influenced by work motivation and work environment, which can simultaneously improve employee performance. This research is expected to make a theoretical contribution to the literature in this context, of course, in the context of human resource management.

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1. INTRODUCTION

Human Resources is one of the critical aspects for the organization in achieving the goals, vision, and mission that have been set; the function of Human resources in the organization is a living work calm that is involved in an organization. In achieving its goals, each organization is influenced by the behavior and attitudes of the people in the organization. Therefore operating work units in the agency (Amin et al., 2023; Chaidir et al., 2023). Human resources have an essential role in organizations to achieve competitive advantage. Technological developments and environmental changes make human resources a critical factor in determining the ability of an organization or company in global competition. Human resources are people who design and produce goods and services, monitor quality, market products, allocate financial resources, and formulate all organizational strategies and goals (Karsikah et al., 2023). Human resources or employees are assets, one of the reasons for significant strength in the industry, and are often said to be the spearhead for achieving industrial goals; therefore, the sector needs human resources or individuals who are high-performing so that they can achieve the industrial goals that have been set (Haryadi et al., 2022; Tania et al., 2021). The quality of employees is an essential part of the organization's competitive advantage. Agencies

have qualified workers so that the organization can develop, fulfill its ability to activities on productivity, is for its customers, and significantly ensure customer satisfaction (Amin et al., 2023; Riyanto et al., 2022; Setyowati et al., 2023).

An aspect that can be a benchmark for a company in managing its human resources is employee performance. Employees can perform specific skills. The extent to which employees can carry out their assigned tasks will be known through their performance (Sinambela, 2019; Yusuf et al., 2021). Performance is a reflection of the income level of the application of an activity program or policy in creating targets, vision goals, and objectives as outlined through necessary programming in a company (Isabel et al., 2021; Purnamasari et al., 2023; Yumhi et al., 2023). That way, each employee needs to know precisely the responsibilities and capabilities to achieve and correctly measure their success markers (Haryadi, 2022; Haryadi & Wahyudi, 2020). Performance is the overall achievement or level of success of an employee during a specific period or by comparing the tasks carried out or with various parameters measuring success, namely assessment of standard work results, goals or targets notifications or that have been determined in advance and have been approved Together (Haryadi, Setiawati, & Juhandi, 2022; Widodo, 2020).

Every humanist is a person who, every day, those ordinary positions are also those who are lazy. This has fundamentals that encourage someone to be willing to do work. This is because of motivation (Agusra et al., 2021). Motivation to do so inspires creative performance and shows workers how much the organization cares (Putri & Frianto, 2019). The most popular motivation results or performance. Therefore, if employee motivation can be increased, efficiency will occur, and there will be no decrease in alignment (Putri & Frianto, 2019). The argument above firmly states that employee motivation is essential for an organization's growth, development, and success, regardless of size. The most significant interest of any institution should be to exploit its profits, and this can be primarily achieved by depending on various resources such as human resources (Connelly & Torrence, 2018; Rahmatullah, Ramdansyah, Kambara, & Haryadi, 2022).

One factor that can improve employee performance is a healthy, safe, and harmonious work environment. The work environment is all things or elements that can directly influence an organization, positively affecting employee performance and satisfaction (Sihaloho & Siregar, 2019). The work environment is the atmosphere or working conditions around the work location. The work environment can include space, layout, facilities, structure and working relationships with colleagues (Ghalib & Sary, 2020). The work environment is a place where employees carry out activities every day. The work environment can affect employee emotions. Employees who like their work environment will feel at home and carry out their activities to use their working time effectively (Chaidir & Haerofiatna, 2023; Hutabarat et al., 2019).

Ciomas Sub-district is a separate SKPD which is always required to be able to make changes in carrying out the duties and functions of the entity by doing strategic planning that contains the vision, mission, programs, and activities that are in line with the RPJM Serang Regency 2016-2021 Sub-districts or other designations following Government Regulation Number 19 of 2008 is the Work Area of the Sub-district Head as a Regency Regional Apparatus. The Camat has a role as head of the region (working area, but does not have a place in the sense of an area of authority) because it carries out general government duties in the sub-district area, especially attributive tasks in the field of government coordination of all government agencies in the sub-district area, organizing peace and order, enforcing laws and regulations, fostering the administration of village and kelurahan governments, and carrying out other government duties that have not been carried out by the village/kelurahan government and other government agencies in the sub-district area. The discipline of employee attendance in Ciomas Subdistrict is very low, and this is evident from the number of employees who are absent either sick, permission, or TK (Without Information) every month, which has increased from January to June 2023, especially in April the number of employees who were absent TK (Without Information) as many as five people this is because in that month coincided with the Eid holiday.

This research aims to develop a model that the author has designed so that he knows the factors that can improve employee performance. This research is expected to provide a theoretical contribution to the literature in this context, including in the context of human resource management.

2. RESEARCH METHOD

In this research, the method used by the author is descriptive quantitative research with a causal approach. The causal process is an analysis that will seek an overview of the relationship, influence, impact, and causal effects of various concepts or factors or, in some cases, designed in management science (Ferdinand. A., 2014). The population in this study were employees of Ciomas District, totaling 30 respondent employees. The sample in this study were 30 employees of Ciomas Subdistrict, with the sampling technique used was saturated sampling, meaning that the entire population was drawn as a sample. The data collection technique used in this study used a questionnaire with a Likert scale of 1-5 using the scale method strongly disagree, disagree, hesitate, agree, and strongly agree. Based on the research sample, 30 questionnaires were obtained from respondents. The data analysis technique in this research is a descriptive analysis using the SPSS version 26 assistance program, then to determine the influence between variables using inferential analysis with the SPSS version 26 assistance program through multiple linear regression analysis with validity tests, reliability calculations, then classical assumption tests including data normality and multipolarity. The t-test and f-test are used to determine the influence of variables by looking at the statistical t-value and significance. In this study, the author formulates research hypotheses, including Hypothesis 1: There is a positive and significant effect of work motivation on employee performance, Hypothesis 2: There is a positive and significant effect of work environment on employee performance, Hypothesis 3: There is a positive and significant effect of work motivation and work environment simultaneously on employee performance.

3. RESULTS AND DISCUSSIONS

Before carrying out an assumption test, it is necessary to carry out a validity test to show how positive an instrument method or way of measuring something is designed. Employee performance is measured using 8 states, work motivation using 10 statements, and the work environment using 10 accounts. This research tries to test the validity by looking at the validity figures of the cocorrected total correlation value and their value in a coin comparison with the r_t . Further from that, even parity calculation value is also by looking at Cronbach's α value. Furthermore, the validity test, and reliability calculation results for each variable can be seen in the table below

Table 1. Validity and Reliability Test

Item Statement	r-hitung	r _{tabel} (n=58)	Decision	Reliability Convergent
Employee Performance				
EP_1	0,521	0,361	Valid	0.869
EP_2	0,708	0,361	Valid	
EP_3	0,676	0,361	Valid	
EP_4	0,846	0,361	Valid	
EP_5	0,674	0,361	Valid	
EP_6	0,730	0,361	Valid	
EP_7	0,911	0,361	Valid	
EP_8	0,801	0,361	Valid	
Work Motivations				
WM_1	0,539	0,361	Valid	0.903
WM_2	0,540	0,361	Valid	
WM_3	0,503	0,361	Valid	
WM_4	0,679	0,361	Valid	
WM_5	0,679	0,361	Valid	
WM_6	0,763	0,361	Valid	
WM_7	0,679	0,361	Valid	
WM_8	0,691	0,361	Valid	
WM_9	0,679	0,361	Valid	
WM_10	0,693	0,361	Valid	
Work Environment				
WE_1	0,717	0,361	Valid	0.845
WE_2	0,577	0,361	Valid	

WE_3	0,711	0,361	Valid
WE_4	0,711	0,361	Valid
WE_5	0,637	0,361	Valid
WE_6	0,729	0,361	Valid
WE_7	0,719	0,361	Valid
WE_8	0,645	0,361	Valid
WE_9	0,520	0,361	Valid
WE_10	0,716	0,361	Valid

Table 1 shows that all statement indicator variables for each variable have an r-value > 0.254, which automatically meets data validity standards. Indicators are considered accurate if each pinneedle validity value of r is > 0.361. Not only looking at the external load but divergent validity can also be seen in the rereliability figures, which must be greater than 0.60. In this average a, the average acceleration lies above 0.60. Are entered. The results of the classical assumption test of data normality were proven.

Table 2. One-Sample Kolmogorov-Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}		
	Mean	.0000000
	Std. Deviation	2.65361328
Most	Extreme	Absolute
Differences		Positive
		Negative
Test Statistic		.139
Asymp. Sig. (2-tailed)		.144 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Table 2 shows the magnitude of the Kolmogorov-Smirnov normality; the, si significance level (Asymp Sig. 2-taleThe 2-tale significance normality test is 0.144) is residual data that has a significance value greater than 0.05. The following multicollinearity test results can be seen in Table 1.3 below.

Table 3. Multiklonieritas Test
Tableicients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1	Work Motivation	.786 1,272
	Work Environment	.786 1,272

a. Dependent Variable: Employee Performance (Y)

The multicollinearity test obtained a Variance Inflation Factor (VIF) value of 1.272 and a Tolerance value of 0.999. The decision result for the multicollinearity test is that if the tolerance value (0.786) > 0.10 and VIF (1.272) < 10, then it can be interpreted that there is no multicollinearity, so it can be concluded that the model used does not contain symptoms of multicollinearity. The—following recipe linear regression analysis can result from suitable Tabin le 4 below.

Table 4. RegresRegressionr Test
Coefficients a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	- 5.060	5.984	-.846	,405

Work Motivation	,489	,087	,763	5,651	,000
Work Environment	,147	,156	,123	,945	,353

a. Dependent Variable: Employee Performance (Y)

The constant value is -5.060, which states that if the work motivation and work environment variables are 0, employee performance remains -5.060. The regression coefficient value of work motivation has a positive value of 0.489, which means that every time there is an increase in work motivation variables by 1%, employee performance increases by 0.489 or vice versa; every time there is a decrease in motivation variables by 1%, performance decreases by 0.489. The work environment regression coefficient value is 0.147, which means that every 1% increase in the work environment variable increases employee performance by 0.147 or vice versa; every 1% decrease in the work environment variable decreases employee performance by 0.147. The following analysis results in hypothesis testing are presented in Table 5 below.

Table 5. Hipotesis Test

Variable	T-value	P-values	Result
WM → EP	5,651	0.000	Accepted
WE → EP	0.945	0.353	Rejected
WM & WE → EP	24.015	0.000	Accepted

Source: Results of research data processing 2023

Table 5 shows statistically the first hypothesis, the results of the t-test on the assumption that work motivation affects employee performance, obtained a t-count value of 5.651 and t table at degrees of freedom (dk) = n-2 (30-2 = 28) obtained at 2.048 so that t count > t table (5.651 > 2.048) with a significance level of (0.000 < 0.05) so that there is an effect of work motivation on employee performance. An essential aspect of improving employee ability is encouraging work motivation activities. Reason has three crucial parts: effort, goals, and desire is a dimension of seriousness. Suppose a person is motivated to the point that he will try achievement a significant toll and great ability (Pasaribu, 2021). An institution's goals determine the quality of the effort. Desire is an internal situation that gives rise to urges, where desires that are not fulfilled will give rise to pressure that triggers motivation from within the person. This urge leads to a seasearchingtitusearchffor (Setyowati et al., 2023; Siswatiningsih et al., 2019).

The second finding in this study is the result of the t-test on the hypothesis that the work environment does not affect employee performance. The t-test result is 0.945, and the t-table is at df degree of freedom. T-table, df = n-2 (30-2 = 28) is obtained at 2.048 so that t-count < t-table (0.945 < 2.058) with a significance level (0.000 > 0.05) so that this finding states that there is no significant effect of the work environment on employee performance. One factor that can improve employee performance is a healthy, safe, and harmonious work environment. The work environment is all things or elements that can influence directly or indirectly the organization or company, which will have a good or bad impact on employee performance and job satisfaction (Sihaloho & Siregar, 2019). The work environment is the atmosphere or working conditions around the work location. The work environment can include room, layout, facilities, and standing relationships with stakeholders (Ghalib & Sary, 2020). The work environment is a place where employees carry out activities every day. The work environment can affect employee emotions. If employees like their work environment, they will feel comfortable with their actions to use their working time (Hutabaratime., 2019).

The third finding in this study is the result of the F test on the hypothesis stating that work motivation and work environment have a positive and significant effect on employee performance, the F-count value is 24.015 and the F-table at the Degree of Freedom (dk) = n-k-1 or 30-2-1 = 27 is 3.356 so that F-count > Ftablel (24.015 > 3.356) with a significance level (0.000 < 0.05) so that this finding is statistically there is a positive and significant effect of work motivation and work environment on employee performance. Studi (Suwarno, 2014) menulis pada hasil penelitiannya kalau motivation interinsik mempunyai dampak efek yang positif serta penting kepada kemampuan performance pegawai. Untuk mendapatkan hasil kinerja yang bagus, perlu terdapatnya prestasi yang baik pula dari para pegawai. Sikap seorang lebih banyak timbul dari penyebab-penyebab dari dalam hati individu, pegawai antusias dalam melakukan menuntaskan proformansinya. According (Dharmayati,

2019) wrote in the results of his research that internal motivation has a positive and important effect on employee performance abilities. The greater the internal motivation, the higher the employee performance will be, because this will result in an increase in the employee's performance ability, which in turn will increase the institution's ability. Internal motivation is an impulse that originates from within the employee, which means that an employee carries out an action that does not originate from impulses or other factors that originate from outside the individual (Nasir et al., 2019). Meanwhile, the work environment is the condition surrounding the workplace, both physical and non-physical, which can give the impression of being pleasant, safe, reassuring and the impression of being at home at work, etc. (Sedarmayanti, 2019: 21). The work environment is the entire work infrastructure around employees who are carrying out work which can influence the implementation of the work itself (Hutabarat et al., 2019). The work environment is all things or elements that can influence directly or indirectly the organization or company which will have a good or bad impact on employee performance and job satisfaction, this is stated (Sihaloho & Siregar, 2019).

4. CONCLUSION

From the results of research and discussion, the first hypothesis statistically states that employee performance is influenced by work motivation, meaning that the higher the work motivation of employees, the higher the employee's performance. Then, the second hypothesis states that the work environment does not significantly affect employee performance; of course, the work environment in the Ciomas sub-district office, serang district, is good but must be improved again. The third hypothesis is that employee performance is influenced by work motivation and work environment. Human resource management is an instrument that can provide directed task allocation. In reality, the achievement of a job carried out by every employee who works in a government organization includes fulfilling needs in the form of adequate work facilities and appreciation for every work achievement they do; in principle, work motivation in government organizations does not always discuss good conditions but about how much effort and willingness each employee has to comply with the provisions of the assigned tasks. This research is expected to make a theoretical contribution to the literature in this context, of course, in the context of human resource management. It is hoped that future research needs to add research variables, such as organizational commitment, job satisfaction and training, and others in order to know what can improve employee performance at related agencies.

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