ANALYSIS OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE POPULATION CONTROL OFFICE OF FAMILY PLANNING OF TEBING TINGGI CITY

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Abstract

This research aims to analyze how much influence the work environment and work motivation have on employee performance with a total research sample of 30 people using a total sampling technique. The analysis technique used in this research is multiple linear regression assisted by the SPSS ver. 22.00. The results of this research show that the work environment has a significant and partial effect on employee performance with a t value of 3,211. Furthermore, work motivation has a significant and partial influence on employee performance with a t value of 4,472. Based on the results of research conducted by researchers, it shows that the work environment and work motivation simultaneously have a positive and significant influence on employee performance, where Fcount > Ftable, 10,736 > 3,354. The dominant factor in this research is work motivation as the main factor that influences employee performance.

Keywords : *Work Environment; Work Motivation; Employee Performance.*

Abstrack

Penelitian ini bertujuan untuk menganalisis seberapa besar pengaruh lingkungan kerjadan motivasi kerja terhadap kinerja karyawan dengan jumlah sampel penelitian sebanyak 30 orang dengan teknik pengambilan sampel total sampling. Teknik analisis yang digunakan dalam penelitian ini adalah regresi linier berganda yang dibantu dengan aplikasi SPSS ver. 22.00. Hasil penelitian ini menunjukkan bahwa lingkungan kerja berpengaruh secara signifikan dan parsial terhadap kinerja karyawan dengan nilai t_{hitung} sebesar 3.211. Selanjutnya motivasi kerja memiliki pengaruh yang signifikan dan parsial terhadap kinerja karyawan dengan nilai t_{hitung} sebesar 4.472. Berdasarkan hasil penelitian yang telah dilakukan oleh peneliti menunjukkan bahwa lingkungan kerja dan motivasi kerja secara simultan memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan, dimana $F_{hitung} > F_{tabel,}$ 10.736> 3.354. Adapun faktor yang dominan dalam penelitian ini adalah motivasi kerja sebagai faktor utama yang mempengaruhi kinerja karyawan.

Kata Kunci: *Lingkungan Kerja; Motivasi Kerja; Kinerja Pegawai.*

A. INTRODUCTION

Human resources are the main driver of the activities of an organization, the progress and retreat of an organization is determined by the existence of its human resources. So that human resources or employees in an organization are an important concern in the context of efforts to achieve organizational success. In essence, human resources are one of the capital and play an important role in the success of a company or agency. Humans are the driving force and determinant of the course of an organization or agency. Because of the importance of the human element in carrying out a job, it is necessary to get attention from the leadership. Employees or employees are an important factor in every organization either in achieving the goals of the organization or company effectively and efficiently. An organization not only expects capable, capable, and skilled employees, but most importantly they are willing to work hard and want to achieve maximum work results.

Performance is the result of a certain work process in a planned manner at the time and place of the employee and the organization concerned (Mangkunegara, 2017). There are several factors that affect the performance of human resources, namely personal factors which have elements of knowledge, skills, abilities, confidence, motivation, and commitment possessed by each individual employee. Leadership factors, including the quality aspects of managers and *team leaders* in providing encouragement, enthusiasm, direction and work support to employees. Team factors, including the quality of support and enthusiasm given by colleagues in a team, trust in fellow team members, cohesion, and closeness of team members. System factors, including the work system, work facilities or infrastructure provided by the organization, organizational processes, performance culture in the organization, and discipline. Contextual (situational) factors, including pressure and changes in the external and internal work environment.

Employee performance is the level of achievement or work results of a person from the goals that must be achieved or the tasks that must be achieved or the tasks that must be carried out in accordance with their respective responsibilities within a certain period of time. Of the several factors that can affect employee performance, the researcher only limits two factors, namely the work environment and work motivation. A comfortable work environment is able to make employees feel calm in carrying out their work. With the comfort created, employees can produce performance with good quality in accordance with the direction of the leadership. The organization or company as the parent company must provide a comfortable and conducive work environment that is able to provoke employees to work productively.

In addition, the work environment is the atmosphere of the workplace that is felt or experienced by employees when working together in a group or organization (Polakitang, et al., 2019). Sedarmayanti (2017) also explained that the physical work environment is all physical conditions that exist around the workplace that can affect employees either directly or indirectly. A good work environment can help employees in completing work that aims to improve the quality of performance in a company.

The next factor that affects performance is the work motivation of employees. Motivation is a stimulus of desire and a driving force for a person's willingness to work because each motive has a goal to be achieved (Hasibuan, 2017). If the motivation is high supported by high ability, the performance of the employee will also be of good quality and vice versa if the motivation is supported with low, the performance produced is also of low quality. The purpose of holding this study is to assist researchers in analyzing factors that affect employee performance. In this study, it will be specified again that the factors that affect employee performance are the work environment and work motivation.

B. THEORETICAL STUDIES

Employee Performance

Performance is the result of work with quality and quantity values that will be achieved by an employee in carrying out his duties in accordance with the responsibilities that have been given to him by the leadership (Mangkunegara, 2017). Performance can also be interpreted as the result of work that can be achieved or produced by individuals or groups in an organization, in accordance with their respective responsibilities and obligations, as an effort to achieve the goals of the organization in question legally, without violating the laws, ethics and norms that have been set (Muis, Jufrizen, & Fahmi, 2018). In line with the previous statement, Arianty (2014) also explained that employee performance is the result achieved by a person in carrying out the tasks given to him in accordance with the criteria that have been previously set. Performance can make employees achieve work performance over a certain period of time compared to the possibility, for example, standards, targets or performance is an outcome achieved by a person according to the measure applicable to the job at hand.

According to Afandi (2018), it explains several factors that affect performance, namely; (1) Ability, individuality, and interest in work; (2) Clarity and acceptance or clarity of the role of a worker which is the level of understanding and acceptance of a person or the task given to him; (3) The level of motivation of workers whose energy power encourages, directs and maintains behavior; (4)

Competence is the skills possessed by an employee in accordance with his or her field of work; (5) Work facilities are a set of tools that can support the smooth operation of work completion in a company (6) Work culture is the work behavior of an employee in a company who is creative and innovative; (7) Leadership is a leadership style in a company that can provide direction to employees at work; and (8) Work discipline, which is rules and regulations that have been designed in accordance with mutual agreement so that all employees must comply with them in order to achieve the vision in a company.

Work Environment

According to Noah & Steve (2017) explained that the work environment is the entire relationship that occurs with employees at work. Furthermore, Siagian (2015) also explained that the work environment is an environment where employees do their daily work. The work environment is a place where an employee performs the work that has been given by his or her leader. The expected work environment is certainly one that can provide comfort for employees when carrying out work activities (Farisi & Fani, 2019). Based on the explanations from some of the experts above, it can be concluded that the work environment is a place where a person or a group of individuals do their work using the facilities used during the completion of work.

According to Suharyanto & Nugroho (2014) explain the factors that can affect the work environment, namely: (1) Air Temperature; (2) Humidity; (3) Air Circulation; (4) Lighting; (5) Noise. According to Sedarmayanti (2017) explained that there are several indicators in the work environment, namely as follows: (1) Work Safety; (2) Employment Relations; (3) Illumination; (4) Air temperature; (5) Noise; and (6) Required space for movement.

Work Motivation

According to Ivanko (in Hamali, 2018) explained that motivation is a person's desire and energy that is directed to achieve a goal. Meanwhile, according to Hamali (2018), motivation is defined as one of the talented caused by needs, desires, and willingness that encourages an individual to use his physical and mental energy to achieve the goals desired by the individual. In contrast to the previous opinion, Mangkunegara (2017) explained that work motivation is a condition that moves employees who are directed to achieve organizational goals, in this case there is a positive relationship between achievement motivation and performance achievement. In line with the above, Hasibuan (2017) interprets work motivation as providing a driving force that creates a person's enthusiasm for work, so that they want to work together, work effectively, and be integrated with their efforts to achieve work productivity.

According to Afandi (2018), several factors that affect work motivation are as follows: (1) Life needs; (2) Future needs; (3) Self-esteem needs; and (4) The need for recognition of work achievements. Furthermore, according to Robbins & Judge (2017), there are 3 functions of work motivation, namely as follows: (1) To encourage employees or employees to be more responsible at work; (2) To encourage employees to improve work morale; and (3) To encourage employees to increase job satisfaction. According to Wibowo (2016), the motivation indicators are as follows; (1) *Engagement*, which is the employee's promise to show a level of enthusiasm, initiative, and effort to continue; (2) *Commitment,* which is a level at which the employee is bound to the organization and shows the act of *organizational citizenship; (3) Satisfaction,* which is the satisfaction of reflecting on the fulfillment of the psychological contract and meeting expectations in the workplace: and (4) *Turnover*, which is the loss of a valued worker.

C. RESEARCH METHODS

This research is a research with a quantitative approach using a descriptive method. Descriptive research is research that describes systematically, actually, and accurately the facts and characteristics of a certain population, or tries to describe the phenomenon to be studied in detail (Yusuf, 2014). Furthermore, Azwar (2014) explained that the correlation approach is an approach designed to find out the relationship that occurs between two or more variables. The sample of this study was conducted on employees with a total of 30 people. The data collection technique used in this study is the use of instruments using *a Likert scale*. With the use of the data analysis technique used in this study, it is a multiple linear regression with before conducting data analysis, the researcher will conduct a test of the analysis requirements.

D. RESULTS AND DISCUSSION

Research Results

Multiple linear regression aims to calculate how much the independent variable contributes to a dependent variable consisting of two or more independent variables. The formula for multiple regression analysis is as follows:

$$Y: \alpha + b1X1 + b2X2 + e$$

Table 1. Multiple Linear Regression Test

Coefficientsa								
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	36.999	10.605		5.660	.005		
	Work Environment	.678	.211	.441	3.211	.004	.910	1.098
	Work Motivation	.503	.113	.601	4.472	.000	.952	1.050
a. Dependent Variable: Kinerja_Karyawan								

Based on table 1, multiple linear regressions are obtained as follows:

$$Y = 36.999 + 0.678X1 + 0.503X3 + e$$

The interpretation of the multiple linear regression equation is:

a. If everything in the independent variables is considered zero, then the performance of the employee (Y) is 36,999.
b. If there is an increase in the work environment by 1 (One) unit, then employee performance will increase by 0.678 or 67.8%.
c. If there is an increase in work motivation by 1 (One) unit, then employee performance will increase by 0.503 or 50.3%.

A partial test was carried out to determine the magnitude of the influence of the independent variable on the dependent variable.

1) The work environment variable has a coefficient value of tcal value = 3.211 at significant = 0.004
2) The work motivation variable has a value of the coefficient of tcal value = 4.472 at significant = 0.000

In this study, the number of samples was n = 30 respondents so that the value of ttable coefficient = 2.042 could be obtained at a significant 0.05.

Thus, it can be concluded that the environment and motivation to work together (simultaneously) have a positive effect on employee performance (value of the Fcal coefficient > Ftable, 10,736> 3,354 at a significant 0.00 < 0.05). The determination test was carried out to determine the ability of independent variables (work environment, and work motivation) to explain the dependent variable (employee performance). *R square* 0.553 which can be called a determination coefficient which in this case means that 55.3% of employee performance can be obtained and explained by independent variables. While the remaining 100% - 55.3% = 44.7% is explained by other factors or variables outside the model.

DISCUSSION

The results of this study show that the work environment has a significant influence on employee performance partially. The work environment variable showed that the influence contributed to employee performance was the value of the$_{\text{t-coefficient calculated}}$ > ttable, 3,211 > 2,042 at a significant 0.004 < 0.005.

Noah & Steve (2017) explained that the work environment is the entire relationship that occurs in employees with their workplace. In contrast to the previous opinion, Mangkunegara (2017) explained that the work environment is a tool and material at the work site that is used for the work process. This can give an opinion that by getting a good work environment and in accordance with the needs to achieve performance in accordance with the targets that have been set.

The results of this study show that work motivation has a significant influence on employee performance partially. The work motivation variable showed that the influence contributed to employee performance was the value of the t-coefficient > ttable, 4,472 > 2,042 at a significant 0.000 < 0.005.

Hamali (2018) defines motivation as one of the talented caused by needs, desires, and willingness that encourage an individual to use his physical and mental energy to achieve the goals desired by the individual. Furthermore, Widyaputra & Dewi (2018) explained motivation as a state in a person to encourage the individual's desire to do certain activities to achieve goals. Different from the previous opinion.

Performance is the result of work with quality and quantity values that will be achieved by an employee in carrying out his duties in accordance with the responsibilities that have been given to him by the leadership (Mangkunegara, 2017). Performance can also be interpreted as the result of work that can be achieved or produced by individuals or groups in an organization, in accordance with their respective responsibilities and obligations, as an effort to achieve the goals of the organization in question legally, without violating the laws, ethics and norms that have been set (Muis, Jufrizen, & Fahmi, 2018).

E. CONCLUSION

The results of this study show that the work environment has a significant influence on employee performance partially. The work environment variable showed that the influence contributed to employee performance was the value of the $_{\text{t-coefficient calculated}}$ > ttable, 3,211 > 2,042 at a significant 0.004 < 0.005. The results of this study show that work motivation has a significant influence on employee performance partially. The work motivation variable showed that the influence

contributed to employee performance was the value of the$_{\text{t-coefficient calculated}}$ > ttable, 4,472 > 2,042 at a significant 0.000 < 0.005.
And it is hoped that this research can help agencies to improve the factors that affect employee performance so that they do not make performance results worse. And able to achieve the vision and mission of the company.

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