

The Effect of Work Environment and Work Motivation on Employees Performance Cileungsi Office

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ABSTRACT

This study used a questionnaire as the research instrument and the sampling technique in this study used a saturated sampling technique with 32 respondents. Data was collected using multiple linear regression analysis with hypothesis testing. From the results of the study, it is known that the Work Environment and Work Motivation contribute 44.3% to the increase in Employee Performance while the remaining 55.7% is contributed by variables other than Work Environment and Work Motivation. The test results show that partially the work environment has a positive and significant effect on employee performance, partially Work Motivation has a positive and significant effect on employee performance, and simultaneously work environment and Work Motivation have a positive and significant effect on employee performance.

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INTRODUCTION

Government agencies are organizations that have a duty to provide quality public services to the community, and of course need to be supported by existing resources. One of the important resources for an organization to achieve success is Human Resources. Human Resources is knowledge about how to manage Human Resources in terms of planning, organizing, implementing, controlling, and employee performance to achieve organizational goals. Therefore, human resources are an important factor that must be managed and developed to improve the performance of quality employees.

Performance is the work process of an employee whose results can be used to determine whether the work that has been done by an employee is in accordance with what is desired by an organization or not in accordance with the tasks assigned by an organization. Performance appraisal is a process of measuring the work done by employees and comparing it with the desired work operational standards to find out to what extent the skills have been achieved by employees. a restless work environment can affect the performance of a cold guard if the work environment causes a headache to become ineffective dalpalt annoys a failure to work so that the performance of a failure can decrease.

Performance is an important part for agencies such as an employee who has the ability, knowledge and expertise in their performance because performance is very considered to achieve the vision and mission that has been set. The existence of employees cannot be underestimated against the running of the agency, because its very important role for the success of an agency cannot be separated from support through the quality of work provided.

According to Law No. 5 of 2014 concerning the State Civil Apparatus, it is a profession as a Civil Servant who works in government agencies. Civil Servants are Indonesian citizens who meet certain requirements, are appointed as ASN employees on a permanent basis by staffing officers to occupy government positions. Each agency also has civil servants (PNS) and other supporting employees who are members of state institutions, as civil servants are obliged to provide fair services to the community based on adherence to Pancasila and the 1945 Constitution.

It can be seen in the following graph, which is a graph of the attendance percentage of Cileungsi sub-district employees using finger print.

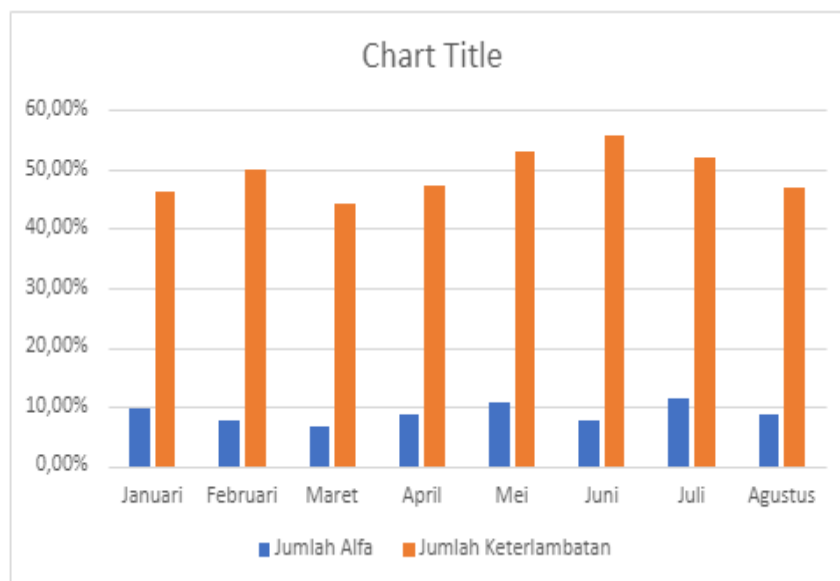


Figure 1. Percentage of Employee Attendance in Cileungsi Village, 2022

Based on the tables and graphs above, it can be seen that there are still some employees who lack a sense of responsibility in their work and lack of employee awareness about the importance of discipline towards time. In addition, there are other violations, such as employees leaving the office during working hours, and leaving early before working hours are over, so that the work provided is not optimal.

Cileungsi Village must be able to find out the factors that can reduce employee performance at work, because employees are a very important part in improving a government agency. To optimize performance, agencies must provide opportunities for human resources to play an active role in generating enthusiasm to improve employee performance. Therefore, Kelurahan Cileungsi needs to understand the factors that can reduce performance because it is important for the progress of government agencies, one of which is the work environment.

Based on the results of observations that have been made by researchers in the work environment in Cileungsi Village, it still requires improvement, namely the neatness in the room is still not optimal because there are still piles of untidy documents on the desk even though they have a cupboard to put documents in the room. The impact of environmental problems Working in the Cileungsi Village can cause employee discomfort while working, and make the room look messy. Therefore, Cileungsi Village must provide an order folder so that the documents on the table look neat.

The work environment is everything that is around employees both physically and non-physically that affects the tasks given and a conducive work environment will encourage employee morale, because a work environment that has good and comfortable facilities for employees can increase the enthusiasm to carry out work. tasks that have been given, on the contrary if a bad work environment can reduce the morale of employee performance. A good leader pays attention to the conditions of the work environment and creates a working environment that is in accordance with the needs of his employees.

Employees must be able to carry out their work in accordance with the accepted position, and be able to adapt to the environment and colleagues. Therefore, to improve performance, it does not only require skills and the ability to adapt to provide smooth completion of work. Another factor that influences performance is Work Motivation. Work Motivation is the awareness of each individual to comply with the rules that have been made by the organization, if an employee violates the rules then the employee will get a sanction. In Indonesia, Work Motivation is still a problem because of the lack of awareness within employees to apply discipline. Without organizational discipline it is difficult to achieve maximum targets. Good discipline reflects the employee's responsibility for the work that has been given. Therefore, discipline is important for an employee because discipline is the key to the success of an organization to achieve the goals that have been set.

Although Work Motivation has been regulated in accordance with government regulations, there are some employees who have not fully complied with and implemented the regulations that have been set. To improve the discipline of employees, there needs to be coaching, as well as increasing discipline starting from the employees themselves and the leaders in the organization. Without the realization of good Work Motivation, the results of the employee's work are not in accordance with the goals that have been set.

Therefore, Cileungsi Village needs to apply strict sanctions for employees who are not disciplined in carrying out the duties and responsibilities that have been given. Actions from discipline must be taken in order to improve behavior to be more obedient to the rules that have been set. The author sees that the work environment and Work Motivation in Cileungsi Village are not fully in accordance with what is expected. Based on this phenomenon, the author wants to conduct a study with the title *The Influence of Work Environment and Work Motivation on Employee Performance in Cileungsi Village*.

METHOD

The objects of research in this research are the Work Environment (X1), Work Motivation (X2), and Pegawai Performance (Y) and the Cileungsi Village Area. The researcher chose the research location in the Cileungsi Village, which is almal on Jl. Gongseng Raya No.88, RT.1/RW10, Cileungsi, Kecamatan Pasar Rebo, East Jakarta. The population in this research was 32 guardians in the Cileungsi Village which consisted of 18 ASN guardians, 9 permanent guardians in 5 cleaning staff. This research sample is only 32 samples.

Regression analysis is an analysis of the total relationship between independent variables and bound variables. Valrialbel in this research is lit with X1, in X2, which is alkalized, affects the magnitude of the valrialbel, which is ignited with Y.

RESULTS AND DISCUSSION

Partial Hypothesis Testing Work Environment on Employee Performance

The partial linear hypothesis test (t test) was used to determine the effect of the independent secular variable on the dependent variable, but the significant effect was not. The following is the analysis of the valid t-test analysis of the Work Environment (X1) against Employee Performance (Y).

Table 1.
T Test Results X1 Against Y

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.059	6.278		3.355	.002
	work environment	.779	.204	.571	3.811	.001

a. Dependent Variable: Performance

Source: Data processed, 2022

In order to test the general internal influence of the internal variables on the work environment on the performance of the supervisor, it is necessary to carry out the following hypothesis tests:

The decision making is as follows:

1. Ho is accepted in Hal rejected if Tcount < Ttalbel for al = 5%, t > 0.05
2. Ho is rejected in It is accepted if Tcount > Ttalbel for al = 5%, t < 0.05
3. Ttalbel viewed with deraljalt bebal = n-k

Dating:

n = number of samples used

k = number of independent variables

With a sig level of 5% in df = n-k (32-2) malkal dalpalt value df = 30

Then it can be seen that the value of T table is 2.042. Based on the above table, it shows that the calculated T is 3.811 greater than the T-table is 2.042 with a significant value of 0.001 smaller than the alpha by 0.05 and it can be concluded that T count > 2,001 < all phal11 > 2,001 > 0.811 ,05). So Ho is rejected in terms of acceptance, which means that the general work environment has a positive and significant influence on the performance of the guardian.

Partial Hypothesis Testing Work Motivation on Employee Performance

The partial linear hypothesis test (t test) was used to determine the effect of the independent secular variable on the dependent variable, but the significant effect was not. The following is the analysis of the t-test analysis of the Work Motivation (X2) variable regarding Employee Performance (Y).

Table 2.
X2 T Test Results Against Y

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.527	4.936		4.361	.000
	Work Motivation	.548	.115	.656	4.764	.000

a. Dependent Variable: Performance

Sumber : Data diolah

Based on the assumption that the table of dialtals shows that the value of Tcount is 4.764 greater than the Ttabel of 2,042 with a significant value of 0.000 less than alpha of 0.05, it is concluded that $t_{count} > t_{table}$ (4.04.02) . So H_0 is rejected in terms of acceptance, meaning that the overall Work Motivation has a positive and significant impact on the performance of the employee.

F Test

The F test was carried out to test the influence of the X1 variables, X2 on the Y malcals. Hypothesis testing was carried out by comparing the Fcount values with the Ftablels and even by looking at the significant signals. The following is the result of the F test.

Table 3.
F Test Results X1 and X2 Against Y

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	357.288	2	178.644	11.523	.000 ^b
	Residual	449.587	29	15.503		
	Total	806.875	31			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja

Based on the dialtals table, the result of the F test in the calculated F value is 11,523. The calculated F value is then compared with the Ftable of 3.33 so that the calculated $F > F_{table}$ (11.523 > 3.33). The paldal significance of the F test is $0.000 < 0.05$. So H_0 is rejected in terms of acceptance, meaning that the work environment and Work Motivation have a positive and significant simultaneous influence on the performance of the guardian.

The Influence of the Work Environment on Employee Performance

The results of this research show that there is a mutual influence on the quality of the work environment, which has a significant influence on the performance of employees in the Cileungsi District. This hall is proven by the calculated T value of 3.811 while the T table value of 2.042 so that it can be concluded that $T_{count} > T_{table}$ ($3.811 > 2.042$). In a significant value of $0.001 < 0.05$ which means a significant value of 0.001 is smaller than 0.05. So H_0 is rejected in terms of acceptance, which means the work environment has a positive and significant impact on the performance of the guardian in the Cileungsi District.

The Effect of Work Motivation on Employee Performance

The results of this research show that there is a mutual influence between the quality of Work Motivation and the performance of employees in the Cileungsi area. This is evidenced by the calculated T value of 4.764 while the T-table value of 2.042 so that it can be concluded that $T_{count} > T_{table}$ ($4.764 > 2.042$). In a significant value of $0.000 < 0.05$ which means a significant value of 0.000 is less than 0.05. So H_0 is rejected in terms of acceptance, which means the work environment has a positive and significant impact on the performance of the guardian in the Cileungsi District.

The Influence of Work Environment and Work Motivation on Employee Performance

The results of this research show that there is a mutual influence on the quality of the work environment in Work Motivation and employee performance in the Cileungsi area. This hall is proven by the calculated F value of 11,523. The value of Fcount is then compared with Ftable of 3.33 so that $F_{count} > F_{table}$ ($11,523 > 3.33$). The significance of the F test is 0.000 less than 0.05, which means that H_0 is rejected in terms of acceptance. This hall shows that the work environment and Work Motivation have a positive and significant influence on the performance of the Cileungsi Village Chief of Staff.

CONCLUSION

Based on the research analysis on the influence of the work environment in Work Motivation regarding the performance of Pegalwali paldal in Cijalnung, the conclusion is that the highest score from the last respondent's date for the Pegalwali performance variable is the highest score of 149 133 overall. of 132, for the Work Motivation variable, the score was 145 in the lowest score of 120.

Generally, the working environment has a positive and significant influence on performance. The result is evidenced by a significant value of ($0.001 < 0.05$). The Tcount value is 3.811, which means it is greater than Ttable, which is 2.042 ($3.811 > 2.042$). While the coefficient of determination is 32.6%. Overall, Work Motivation has a positive and significant influence on performance, the result is evidenced by a significant value of $0.000 < 0.05$. The value of Tcount is 4.764, which means it is greater than Ttable, which is 2.042 ($4.764 > 2.042$). While the coefficient of determination is 43.1%.

If viewed simultaneously, the results from this study show that the work environment in Work Motivation has a significant influence on the performance of the guardian. The result is evidenced by a significant value in the ANOVA table of ($0.000 > 0.05$). And the value of $F_{count} > F_{table}$ ($11,523 > 3,33$). It is known that R square is 44.3%, while the remaining 55.7% is explained by traffic variables that were not included in this study.

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