

THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE IN THE ECONOMY SECTION CENTRAL LAMPUNG DISTRICT

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Abstract. *The work environment is where the employee works is no less important in improving employee performance, while motivation is the basis for most people to become employees in an organization, of course is to earn a living. Means, if on the one hand someone uses knowledge, skills, energy and part of the time working in an organization. This study aims to find the effect of the work environment and work motivation on employee performance in the district of economy in Central Lampung Regency, among others, low employee performance, this can be seen from the completion of work that is not on time and the realization of activities has not met the target. This research is quantitative in nature where the explanation is objective by explaining the existing approaches. This study used 21 research respondents. There are three variables in this study, namely: 2 (two) independent variables (X1 and X2) and 1 (one) dependent variable where Work Environment (X1) and Motivation (X2) are independent variables and Employee Performance (Y) is the dependent variable. From the results of data processing, it has been found that the answers to the hypothesis are as follows; There is an influence of Work Environment (X1) on Employee Performance (Y), with a level of influence (R-square) of 52,6 %. There is an influence of Motivation (X2) on employee performance (Y), with a level of influence of 34,9%. There is an influence between Work Environment (X1), and Motivation (X2) together on Employee Performance (Y), with an influence level of 54,3 %.*

Keywords: *Work Environment, Motivation, Employee Performance*

PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA PEGAWAI PADA BAGIAN PEREKONOMIAN KABUPATEN LAMPUNG TENGAH

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Abstrak. Lingkungan Kerja adalah tempat pegawai tersebut bekerja juga tidak kalah pentingnya di dalam meningkatkan kinerja Pegawai, Sedangkan Motivasi merupakan dasar bagi kebanyakan orang menjadi pegawai pada suatu organisasi tentu adalah untuk mencari nafkah. Berarti apabila di suatu pihak seseorang menggunakan pengetahuan, keterampilan tenaga dan Sebagian waktu untuk berkarya pada suatu organisasi. Penelitian ini bertujuan untuk mencari pengaruh lingkungan kerja dan Motivasi kerja terhadap kinerja pegawai pada bagian Perekonomian Kabupaten Lampung Tengah, kondisi yang ada di bagian perekonomian antara lain, kinerja pegawai rendah, hal ini terlihat dari penyelesaian pekerjaan yang tidak tepat waktu dan dan realisasi kegiatan belum memenuhi target. Penelitian ini bersifat kuantitatif dimana penjelasannya bersifat objektif dengan menjelaskan pendekatan-pendekatan yang ada. Penelitian ini menggunakan 21 responden penelitian. Ada tiga variabel dalam penelitian ini yaitu : 2 (dua) Variabel bebas (X1 dan X2) dan 1 (satu) variabel terikat dimana Lingkungan kerja (X1) dan Motivasi (X2) sebagai variabel bebas dan Kinerja Pegawai (Y) sebagai variabel terikat. Dari hasil pengolahan data telah berhasil ditemukan jawaban hipotesis yakni sebagai berikut; terdapat pengaruh Lingkungan kerja (X1) terhadap Kinerja Pegawai (Y), dengan tingkat pengaruh (R-square) sebesar 52,6 %. Terdapat pengaruh Motivasi (X2) terhadap Kinerja Pegawai (Y), dengan tingkat pengaruh sebesar 34,9 %. Terdapat pengaruh antara Lingkungan kerja (X1), dan Motivasi (X2) bersama-sama terhadap Kinerja Pegawai (Y), dengan tingkat pengaruh sebesar 54,3 %.

Kata kunci: Lingkungan kerja, Motivasi, Kinerja Pegawai.

INTRODUCTION

Every organization and especially the Regional Government in running the government bureaucracy certainly requires the creation of efficiency, effectiveness and productivity in the implementation of development through a good coordination system. This is in accordance with Law Number 23 of 2014 concerning Regional Government. An organization will be successful depending on how the organization empowers existing resources, especially human resources. For this reason, it requires the ability to measure the performance of its employees and use the information from the measurement results as a basis for making improvements to comply with the established performance standards.

For this reason, organizations are required to optimize resources and how to manage them so that they can achieve organizational goals. Human resource management cannot be separated from the employee factor which is expected to contribute optimally in achieving organizational goals, as the State Civil Apparatus (ASN).

One of the indicators for achieving organizational goals is the work environment. A conducive work environment will increase the productivity of employee performance, so that employees will be motivated to work. This is in accordance with the opinion of Umar, 2011;59 stating that a good work environment can support the implementation of work so that employees have a passion for work and improve employee performance. A conducive work environment in addition to increasing productivity also provides a sense of security and allows employees to work optimally. If the employee likes the work environment in which he works, then the employee will feel at home in his workplace

to carry out activities so that work time is used effectively and optimistically so that employee performance is also high. The work environment includes working relationships formed between fellow employees and working relationships between subordinates and superiors as well as the physical environment in which employees work. In addition to the work environment, the supporting factor to improve employee performance is motivation. According to Hasibuan (2018: 92) motivation is the provision of a driving force that creates one's work enthusiasm so that they are able to work together, work effectively and with integrity with all their efforts to achieve satisfaction.

Employees provide their abilities in completing work because they believe that with the success of the organization achieving its goals, the individual interests of the organization will be fulfilled, thus motivation is a driving force for someone to carry out an activity that is realized in the form of real actions. Employees provide their capabilities and the organization fulfills the needs of its employees, so the higher a person's motivation, the higher his performance and vice versa, the lower a person's motivation, the lower his performance.

Assessment of employee performance as actors in the organization by making performance measures that are in accordance with organizational goals. Performance appraisal standards of an organization must be projected into the performance standards of employees in accordance with their work units. Performance evaluation must be carried out continuously so that organizational goals can be achieved effectively and efficiently. An employee who has high and good performance can support the achievement of goals and objectives set by an agency. To be able to have high and good performance, an employee in carrying out his work must

have the expertise and skills that are in accordance with the work he is doing.

Employee performance factors are still an obstacle in Part The economy of Central Lampung Regency, this can be seen from the completion of work that is not on time and the realization of activities has not met the target, as shown in the following table:

No.	Program	Target (%)	Realisasi (%)
1	Fasilitasi Pelaksanaan Pasar Murah	100	81
2	Koordinasi Pengembangan Produk Unggulan Daerah	100	79
3	Pemantauan Kebutuhan Pokok Masyarakat	100	75
4	Fasilitasi Kegiatan Bidang Kerajinan	100	83

Another fact that has happened so far is that the work environment is not good, this is due to the inadequate number of work supporting infrastructure such as computers compared to the number of employees so that they have to take turns in completing work and the unorganized room seems cramped so that it makes employees uncomfortable at work. Meanwhile, the motivation of the employees of the Economic Section of Central Lampung Regency can be categorized as low, it can be seen from the leadership always has to be supervised in completing the work.

The problems that exist ultimately affect the level of achievement of the performance of the employees of the Economic Section of Central Lampung Regency in carrying out their duties and functions. Performance in the organization is an important aspect to determine the success or failure of the organizational goals that have been set, where performance is a combination of abilities, efforts and opportunities that are assessed from the results of their work, which are achieved by someone in carrying out the tasks assigned.

Based on the description above, the authors are interested in taking the title of the research "The Influence of Work Environment and Motivation on Employee Performance in the Economic Section of Central Lampung Regency".

THEORETICAL BASIS

Organizational goals can be achieved, one of which is how the organization provides the work environment needed by its employees. According to Mardiana (2017: 73) "The work environment is an environment where employees do their daily work". A conducive work environment provides a sense of security and allows employees to work optimally. The work environment can affect the emotions of employees. If the employee likes the work environment in which he works, then the employee will feel at home in his workplace to carry out activities so that work time is used effectively and optimistically the employee's work performance is also high. The work environment includes working relationships formed between fellow employees and working relationships between subordinates and superiors as well as the physical environment where employees work.

Many factors influence the formation of a working environment condition. The following are some of the factors described by Sedarmayanti (2017: 21) that can affect the formation of a working environment condition associated with the ability of employees, including:

- 1) Illumination / light in the workplace
- 2) Temperature/air temperature at work
- 3) Humidity at work
- 4) Air circulation at work
- 5) Noise at work
- 6) Mechanical vibration at work
- 7) Bad smell at work
- 8) Coloring at work
- 9) Decoration at work
- 10) Music at work

11) Safety at work

Based on the factors above, the indicators of the work environment according to Sedarmayanti (2017: 21) are as follows:

1. Physical work environment
2. Non-physical work environment

According to Samsudin (2015: 281) motivation is the process of influencing or encouraging from outside a person or work group so that they want to carry out something that has been determined.

In a general sense, motivation is said to be a need that drives action towards a certain goal. The definition of motivation as "The process by which behavior is energized and directed" (a process, where the behavior is nurtured and directed) psychologists provide similarities between motives and needs (urges, needs).

Work motivation is a form of effort made to provide encouragement or stimulation to individuals so that those concerned can sincerely, willingly and happily do their jobs in order to achieve an organizational goal where they work.

Understanding motivation is closely related to the emergence of a tendency to do something in order to achieve goals. There is a strong relationship between motivational needs, actions or behavior, goals and satisfaction, because every change is always thanks to a motivational drive. Motivation arises because of a need and therefore the action is directed towards the achievement of certain goals. If the goal has been achieved, satisfaction will be achieved and it tends to be repeated, so that it is stronger and more stable.

According to Rivai & Basri in Masram (2017:138) stated: "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets as well as predetermined criteria. Performance

basically contains elements related to problems of motivation, discipline, loyalty and responsibility as well as a sense of sincerity in work, including the level of productivity and achievement that can be realized in work. All instruments of an institution of whatever form it is necessary to clearly know the level of work that has been achieved, besides that performance needs to be informed to certain parties, in order to determine the level of achievement of the work of the institution which is associated with the vision and mission carried out by the institution itself.

Mangkunegara, (2013: 69), in principle, is a way of measuring the contributions of individuals in the agency to the organization. The important value of performance appraisal is related to determining the level of individual contribution or performance expressed in completing the tasks for which they are responsible.

Within the organizational framework there is a relationship between individual performance (individual performance) and organizational performance (Organization Performance). A government or private organization large or small in achieving the goals that have been set must go through activities that are driven by people or groups of people who actively act as actors, in other words achieving organizational goals is only possible because of the efforts made by people in the organization. . Organizational performance will be largely determined by the elements of its employees. Therefore, in measuring the performance of an organization, it should be measured in the appearance of the work of its employees.

The basic indicators in measuring employee performance used by the author in this study are according to Mangkunegara (2013: 293) as follows:

1. Quality
2. Quantity
3. Responsibility

RESEARCH METHODS

According to Sugiyono (2012:144) the notion of the object of research is a scientific target to obtain data with certain purposes and uses about an objective, valid, and reliable thing about a thing. This research was conducted in the Economic Section of Central Lampung Regency, which is located on Jl. Raya Padang Ratu No. 1 Gunung Sugih District, Central Lampung Regency.

The method of data collection is a factor that must be considered in a study in order to obtain results in accordance with the research objectives. The method of data collection is in the form of a statement about the nature, circumstances, certain activities and the like. Data collection is carried out to obtain information needed to achieve research objectives.

In this study the types and sources of data used are:

a. Primary data

Primary data can be obtained from informants, namely individuals or individuals such as the results of interviews conducted by researchers. The primary data in this study are the answers of the respondents, in this case the employees of the Economic Section of Central Lampung Regency, from the questionnaire given by the researcher.

b. Secondary Data

Secondary data is used to support primary data information that has been obtained in the form of documentation, notes, previous research and reference books.

Population is the totality of all possible values, the results of which are calculated or measured, quantitative or qualitative about certain characteristics of all members of the group complete and clear who want to study its properties (Sudjana, 2010: 6). The population in this study were all Civil Servants (PNS) totaling 22 people.

According to Sudjana (2010: 85), the sample is part of the population that can be reached and has the same characteristics as the population from which the sample was taken. Suharsimi Arikunto (2016: 183) states that if the population is 100 then all of them are taken as samples, but if the population is 100 then 10-15% or 20-25% can be taken. Thus the sample in the study was 21 employees, in addition to researchers.

The data collection technique used in this study is expected to be able to provide accurate and more specific data, while the technique used is Field Research.

The explanation regarding the grouping of primary data is as follows:

a. Interview (Interview)

Interviews are used as a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be investigated.

b. Questionnaire (Questionnaire)

In this case the researcher gives a set of questions or a written statement to the respondent.

c. Observation

Data collection techniques with observation are used when the research is related to human behavior, work processes, natural phenomena and when the respondents who are observed are not too large.

RESEARCH RESULTS AND DISCUSSION

The t test or partial test is a test to determine the effect of each independent variable on the dependent variable partially.

Decision making criteria:

a. If sig (0.05) then H_0 is rejected

b. If sig (0.05) then H_0 is accepted

Work Environment (X1) on Performance (Y)

Coefficients ^a					
Model	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
1 (Constant)	21.519	4.223		3.096	.000
TOTALX1	.516	.112	.725	4.588	.000

a. Dependent Variable: TOTALLY

Sumber : Data diolah Tahun 2022

- Ho: The work environment has no significant effect on performance
- Ha : The work environment has a significant effect on performance

It can be seen that tcount is 4,588 while ttable with $df = 19$ (21-2) is 1,729. So tcount (4.588) > ttable (1.729), thus Ha is accepted. Thus the work environment has a significant effect on performance.

Model Summary

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.725 ^a	.526	.501	2.223

a. Predictors: (Constant), TOTALX1

From the table above, it is known that the R Square of 0.526 means that 52.6% of the variation in changes in the dependent variable (performance) can be explained by the independent variable (work environment) while the remaining 47.4% is explained by other factors not examined in this study.

Work Motivation (X2) on Performance (Y)

Coefficients^a

Model	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
1 (Constant)	19.939	6.547		3.046	.007
TOTALX2	.556	.174	.591	3.193	.005

a. Dependent Variable: TOTALLY

- Ho: Work Motivation has no significant effect on Performance
- Ha: Work Motivation has a significant effect on Performance

It can be seen that tcount is 3,193 while ttable with $df = (21-2 = 19)$ is 1,729. So tcount (3.193) > ttable (1.729), thus it can be concluded that work motivation has an effect on performance.

Model Summary

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.591 ^a	.349	.315	2.603

a. Predictors: (Constant), TOTALX2

From the table above, it is known that the R Square of 0.349 means that 34.9% of the variation in changes in the dependent variable (performance) can be explained by the independent variable (Work Motivation) while the remaining 65.1% is explained by other factors not examined in this study.

The F test is used to determine whether there is a significant effect between the independent variables together on the dependent variable. Regression testing is done together to test the hypothesis.

- Ho : Work environment (X1) and work motivation (X2) have no effect on performance (Y)
- Ha : Work environment (X1) and work motivation (X2) affect performance (Y)

Hypothesis testing criteria:

- a. If $F_{count} < F_{table}$ ($\alpha = 0.05$) then H_0 is accepted. This means that the work environment (X1) and work motivation (X2) have no significant effect on performance (Y).
- b. If $F_{count} > F_{table}$ ($\alpha = 0.05$) then H_0 is rejected. This means that the work environment (X1) and work motivation (X2) have a significant effect on performance (Y).

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	107.377	2	53.688	8.686	.001 ^a
	Residual	90.433	18	5.024		
	Total	197.810	20			

a. Predictors: (Constant), TOTALX₂, TOTALX₁

b. Dependent Variable: TOTALY

Based on the results of the data table above, it can be seen that F_{count} 8,686 while F_{table} with $df_1 = (k-1) = (3-1 = 2)$ and $df_2 = (n-k) = 21-2 = 19$ F_{table} is 3,522 where F_{count} 8,686 $>$ F_{table} 3,522 thus H_0 is rejected and H_a is accepted. So it can be concluded that together the work environment and work motivation have a significant effect on performance.

CONCLUSION AND IMPLICATION

From the results of the research that has been carried out, the conclusions and implications of this research are presented, namely:

1. From the results of the analysis successfully support the first hypothesis, namely the work environment has an effect on employee performance in the Economic Section of Central Lampung Regency, this is evident from the contribution of the work environment to performance of 52.6%.
2. Subsequent testing shows that work motivation has an effect on employee performance in the Economic Section of Central Lampung Regency, this is

evident from the contribution of work motivation to performance of 34.9%.

3. The results of simultaneous hypothesis testing between work environment and work motivation on employee performance in the economy section of Central Lampung Regency are proven from the contribution of work environment and work motivation together to performance by 54.3%, while the remaining 45.7% is influenced by other factors. outside of research.

Based on the results of the research above, the implications and suggestions are formulated as follows:

1. Work environment variable, which needs attention for improving the work environment is the statement item regarding "Arrangement of a good workspace so that it looks wider" because the score obtained is low. will ultimately affect employees in completing work so that the performance of employees in the Economic Section of Central Lampung Regency improves.
2. Work Motivation Variables, which need attention to increase motivation are statement items regarding "Always able to communicate everything related to achievement at work" because the score obtained is low. To increase work motivation, leaders must be able to create conducive working relationships both leaders and subordinates as well as between colleagues so as to create a comfortable working atmosphere and good working relationships are established which will accelerate the completion of tasks in the Economic Section of Central Lampung Regency.
3. Employee Performance Variables, which need attention for improving employee performance are being able to complete the given job well because this indicator gets a low score. To improve performance, the leader in

assigning tasks to subordinates in this case the employee must be in accordance with the competencies possessed by the employee, if the employee lacks competence, the leader can submit a budget for training and technical guidance related to work so that employee competence can increase and the work given can be completed. well., because this can improve employee performance in the Economic Section of Central Lampung Regency.

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