

THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES OF TRADE AND INDUSTRIAL DEPARTMENT OF GOWA DISTRICT

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Abstract

This study aims to determine the effect of motivation and work environment on employee performance at the Department of Trade and Industry of Gowa Regency. The population in this study were all employees at the Department of Trade and Industry of Gowa Regency, totaling 40 people. The number of samples used is the entire population because there are less than 100 people, namely the type of saturated cover, with this type of quantitative research. The data used are primary data and secondary data obtained using a questionnaire distribution technique. The results of the research after being processed with SPSS. 21 Based on the results of the research it shows that motivation (X1) has a positive and significant effect on employee performance. work environment (X2) has an effect on employee performance, and in terms of positive influence it also has a significant impact. And together motivation and work environment affect employee performance.

Keywords: Motivation, Work Environment, Performance

1. INTRODUCTION

Human resources (HR) is one of the important things in an organization such as a company where in the company without human resources who have quality potential, it will be difficult to develop within the company. because of that the company is required to be able to analyze the factors that can affect employee performance. HR is defined as the policy and practice of determining the "human" or human resource aspects in management positions, including the "people" or HR aspects of a management position, including recruitment, screening, training, compensation, and appraisal (Dessler, 2015:3). Competition between companies is also increasing year by year, therefore the need for more attention to the workforce.

Performance is the result of work achieved by a person or group of people in an organization or company, according to their respective authorities and responsibilities in an effort to achieve organizational goals, legally and not breaking the law and in accordance with morals and ethics according to Mathis and Jackson in (Jufrizen, 2018: 405).

In order to realize this, encouragement and enthusiasm are needed for human resources, so that they can provide satisfactory results for the company. One of the things

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that can motivate employees to do their work is motivation. The importance of motivation because motivation is something that causes, distributes, and supports human behavior, so that they want to work actively and enthusiastically to achieve optimal results (Fernanda & Sagoro, 2016: 82).

Work motivation cannot be separated from job satisfaction, where this is what is expected of employees, where it shows an accurate picture of the relationship that job satisfaction can be caused by motivation in which if desires and needs are met then what is needed can be fulfilled in accordance with what is wanted.

The performance evaluation of employees at the Gowa Regency trade and industry office uses the method of assessing work behavior and assessing work planning or what is commonly referred to as Employee Work Targets (SKP), in connection with the issuance of Government Regulation of the Republic of Indonesia Number 46 of 2011 concerning Assessment of Achievement for Civil Servants (PNS). The regulation asks all employees to make a work plan that will be carried out within a period of one year which is used for promotion. This performance planning is carried out by each employee within one year whose performance results will later be used as a quantity assessment.

Employee work quality can be measured by evaluating employee behavior. Work behavior is every behavior, attitude, or action taken by civil servants in accordance with the provisions of laws and regulations. From the results of the assessment, scores are grouped based on certain predicates, namely: very good (≥ 91), good (76-90), sufficient (61-75), poor (51-60) and bad (≤ 50). The office of the Gowa Regency trade and industry office expects the work of its employees to have work quality with a very good predicate (≥ 91). It can be seen that the percentage of the results of the assessment of the quality of work of the employees of the Office of Trade and Industry of Gowa Regency has not been in accordance with what was expected, namely getting the title of very good, because the results of the assessment have not reached 91 to 100.

Not only motivation can affect employee performance but also the work environment. One way to increase employee productivity is to also pay attention to the work environment which involves the implementation of management, organizational structure and job descriptions, a safe and comfortable physical work environment and other aspects. The work environment in this case needs to be paid close attention so that the goals to be achieved can be implemented or realized in accordance with what is desired.

Good working environment conditions can support increased employee work productivity. A conducive work environment can provide security and allow employees to work optimally. When employees like the environment in which they work, a feeling of comfort or comfort arises in carrying out activities so that the working time used can be more effective so that it is also optimal in increasing employee performance, on the other hand an unpleasant work environment will make employees have decreased performance and time the achievement of the tasks that have been given can run not in accordance with the targets given so that the results of the work system that is implemented become ineffective and inefficient.

Based on the observations made by the author, the work environment of the Gowa District Trade and Industry Office is not optimal. This is proven by the fact that there are still indicators of a work environment that have not been achieved, such as facilities in the office that are still not supportive, such as internet access that is still not optimal, air

conditioning is still minimal and the work environment in this case is cleanliness, and spatial planning is also still not optimal.

2. RESEARCH METHOD

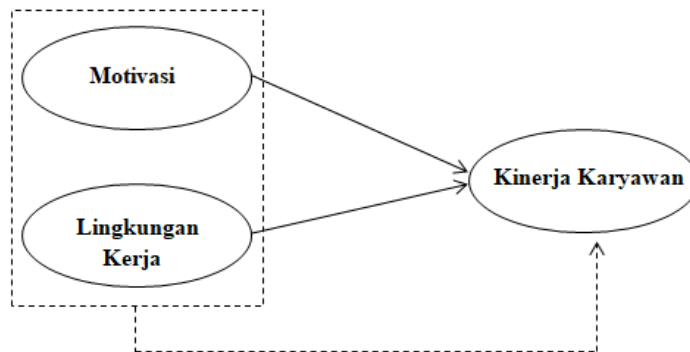


Figure 1. Thinking Framework

Based on the formulation of the problem, the theoretical study and the description of the framework above, there are several hypotheses in this study as follows:

- H1 : Motivation has a positive and significant effect partially on the performance of employees of the Gowa Regency Trade and Industry Office.
- H2 : The work environment has a positive and significant effect partially on the performance of employees of the Gowa Regency Trade and Industry Office.
- H3 : Motivation and work environment have a positive and significant effect simultaneously on employee performance at the Gowa Regency Trade and Industry Office employees.

In this study, the authors used quantitative descriptive research, in which this research described systematically, actually and accurately about certain social phenomena, with the intention of describing in detail the existing facts and data. This research is a field research in which the data is questionnaire data in accordance with this study.

2.1 Independent Variables (Independent)

Independent variables are variables that affect other variables or stimulus variables. In this study the independent variables are work motivation (X1) and work environment (X2).

2.2 Dependent variable (Dependent)

The dependent or dependent variable is a variable that gives a response or reaction when it is reconnected with the independent variable. In this study the dependent variable is performance (Y)

The analysis is used to determine how much influence the independent variables have, namely: motivation (Xi), and work environment (X2), to the dependent variable, namely performance (Y). The multiple linear regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Where:

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- Y = Dependent variable (performance)
 a = Constant
 b_1 = regression coefficient of motivation
 b_2 = work environment regression coefficient
 X_1 = motivation variable
 X_2 = working environment variable
 e = Errors

3. RESULTS AND DISCUSSION**3.1 Validity test**

Validity test is a test conducted to determine the feasibility of question items in defining variables. The validity test in this research was carried out by calculating the correlation between each question and the total score using the product moment correlation technique formula.

Table 1. Results of the Validity Test of the Motivational Variable (X_1)

Indikator	r_{hitung}	r_{tabel}	Nilai Sig.	Keterangan
x1.1	0,647	0,312	0,000	Valid
x1.2	0,567	0,312	0,000	Valid
x1.3	0,554	0,312	0,000	Valid
x1.4	0,505	0,312	0,001	Valid
x1.5	0,352	0,312	0,025	Valid
x1.6	0,568	0,312	0,000	Valid
x1.7	0,583	0,312	0,000	Valid
x1.8	0,569	0,312	0,000	Valid
x1.9	0,507	0,312	0,001	Valid
x1.10	0,709	0,312	0,000	Valid
x1.11	0,677	0,312	0,000	Valid
x1.12	0,547	0,312	0,000	Valid
x1.13	0,658	0,312	0,000	Valid
x1.14	0,690	0,312	0,000	Valid
x1.15	0,551	0,312	0,000	Valid

Table 2. Work Environment Variable Validity Test Results

Indikator	r_{hitung}	r_{tabel}	Nilai Sig.	Keterangan
X2.1	0,693	0,312	0,000	Valid
X2.2	0,618	0,312	0,000	Valid
X2.3	00,680	0,312	0,000	Valid
X2.4	0,466	0,312	0,002	Valid
X2.5	0,490	0,312	0,001	Valid
X2.6	0,510	0,312	0,001	Valid
X2.7	0,676	0,312	0,000	Valid
X2.8	0,490	0,312	0,001	Valid
X2.9	0,593	0,312	0,000	Valid
X2.10	0,580	0,312	0,000	Valid
X2.11	0,597	0,312	0,000	Valid
X2.12	0,622	0,312	0,000	Valid
X2.13	0,658	0,312	0,000	Valid
X2.14	0,730	0,312	0,000	Valid
X2.15	0,554	0,312	0,000	Valid
X2.16	0,627	0,312	0,000	Valid

Table 3. Results of Validity Test of Performance Variables

Indikator	r_{hitung}	r_{tabel}	Nilai Sig.	Keterangan
Y1	0,657	0,312	0,000	Valid
Y2	0,648	0,312	0,000	Valid
Y3	0,816	0,312	0,000	Valid
Y4	0,809	0,312	0,000	Valid
Y5	0,816	0,312	0,000	Valid
Y6	0,657	0,312	0,000	Valid
Y7	0,816	0,312	0,000	Valid
Y8	0,648	0,312	0,000	Valid
Y9	0,809	0,312	0,000	Valid
Y10	0,629	0,312	0,000	Valid
Y11	0,816	0,312	0,000	Valid
Y12	0,748	0,312	0,000	Valid
Y13	0,748	0,312	0,000	Valid
Y14	0,816	0,312	0,000	Valid
Y15	0,748	0,312	0,000	Valid
Y16	0,809	0,312	0,000	Valid
Y17	0,754	0,312	0,000	Valid
Y18	0,657	0,312	0,000	Valid
Y19	0,648	0,312	0,000	Valid
Y20	0,816	0,312	0,000	Valid
Y21	0.809	0,312	0,000	Valid

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the results of validity testing indicate that all question items from the variables studied are valid, Sig. all items all question items are above 0.312 and the significance value is less than 0.05 so that all question items in the instrument are said to be valid. r_{hitung}

3.2 Reliability Test

The reliability test is used to measure the stability and consistency of the respondents in answering the questions in the questionnaire. The reliability test in this study used Cronbach's alpha with an alpha value of 0.6 . If the output value is greater than the value of 0.6 then it is said to be reliable. The results of data reliability testing can be seen in the following table:

Table 4 Reliability Test Results

No	Variabel	cronbach's alpha	Realibilitas
1	Motivasi	0,860	Reliabel
2	Lingkungan Kerja	0,878	Reliabel
3	Kinerja	0,959	Reliabel

Based on the reliability test results in table 4, it shows that the Cronbach's alpha value in all variables is greater than 0.6 so it can be concluded that from the questionnaire used to describe that the variables Motivation, Work Environment and Employee Performance can be said to be reliable and can be relied upon as a variable measuring tool .

3.3 Multiple Linear Analysis

Regression analysis is a useful statistical technique for examining and modeling the relationships between variables. Multiple regression is often used to solve regression analysis problems which result in the relationship of two or more independent variables. The results of multiple linear regression analysis in this study are as follows:

Table 5 Multiple Linear Regression Test Results

Coefficientsa					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	std. Error	Betas	
1	(Constant)	50,029	20,711		,416
	Motivation	.841	.248	.483	,385
	Work environment	.207	.230	.129	01
					021
					02
					373

a. Dependent Variable: Performance

Based on table 5, the multiple regression equation in this study is as follows:

$$Y = 50.029 + 0.841 X_1 + 0.207 X_2 + e$$

Based on the multiple linear regression equation, it can be concluded that:

- Based on the results of the multiple linear regression test in table 4.17 it can be seen that the value of the constant coefficient α is 50,029, the constant coefficient is positive. With this in mind, it can be interpreted that if all the independent variables in this study, including the variables of motivation and work environment, are constant or have a value of zero, then the magnitude of the employee's workload is 50,029.
- The regression coefficient of the motivational variable is 0.841 which indicates that for every one unit increase in motivation, performance will increase by 0.841 assuming that the other variables are constant.

- c. The regression coefficient of the work environment variable is 0.207 which shows that for every increase in the work environment by one unit, employee performance will decrease by 0.207 assuming that the other variables are constant.

3.4 Discussions

- a. Effect of motivation on performance

Based on the results of the study, it shows that motivation (X1) has a coefficient value of 0.841 and $> (3.385 > 2.026)$ and Sig. of $0.002 < 0.05$ or in other words H1 is accepted, which means that motivation influences employee performance. $t_{hitung} > t_{tabel}$.

This positive influence also has a significant impact on improving employee performance which has been shown from the results of the respondents' answers that have been processed to produce the above amounts. This indicates that employees of the Gowa Regency Trade and Industry Service Office feel they are part of the group where they work which makes them work seriously so as to improve their performance. This motivation makes a person enthusiastic about doing his job, the encouragement given can spur the desired achievements, in accordance with Latief's theory (2012; 63) which suggests that with the formation of a strong motivation it will produce good results or performance as well as quality of the work done. have been done.

- b. The influence of the work environment on employee performance

Based on the results of the study, it shows that the work environment (X2) has a coefficient value of 0.207 and $> (2.901 > 2.026)$ and Sig. $0.012 < 0.05$ or in other words H2 is accepted, which means that the work environment influences employee performance, and in terms of positive influence it also has a significant impact. The employee work environment is one of the factors that can affect work productivity, of course it needs to be managed as well as possible so that it can help smooth activities. $t_{hitung} > t_{tabel}$

Work environment factors are things that must get more attention by company leaders, because this work environment is a big influence for workers to carry out the tasks given, the work environment is everything that is around the workers who will interact as discussed earlier that This environment is divided into two, namely physical and non-physical.

- c. Effect of motivation and work environment on performance

Based on the results of the study, it shows that motivation (X1) and work environment (X2) simultaneously influence employee performance (Y). the results of the F test show that the value is 6,068. This value is greater than $(6.068 > 3.16)$. The significant value in the F test is 0.005 which indicates that the value is less than 0.05 ($0.005 < 0.05$). If the value is greater than and the significance value is less than 0.05, it can be concluded that motivation and the work environment simultaneously affect employee performance. This means that motivation and work environment greatly determine the performance of employees at the Office of the Department of Trade and Industry of Gowa Regency with a significant level of influence.

Performance is the result of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given. Performance employee will increase if the company is able to motivate employees to work

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better accompanied by a decent work environment. Based on the description above, it can be concluded that the existence of motivation and a proper work environment can affect performance employee at the Office of Trade and Industry of Gowa Regency.

4. CONCLUSION

1. The work motivation variable indicates that there is a positive and significant influence on employee performance. It can be said that the higher the encouragement in the form of motivation given, the higher the employee's performance will increase.
2. The work environment variable shows that there is a positive and significant influence on performance employee. It can be said that a comfortable work environment causes the level of concentration of employees at work to increase, and these conditions cause the level of employee productivity to increase.
3. The variables of motivation and work environment show that simultaneously there is a positive and significant influence on employee performance. It can be said that these two variables are interconnected which can have an impact or influence on employee performance, where a pleasant work environment can motivate employees to work better so as to improve employee performance.

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