

## THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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### ABSTRACT

This research aims to investigate the impact of motivation and work environment on employee performance at the Depok City Public Works and Spatial Planning Department, both partially and jointly. The research method is quantitative with an associative approach, with questionnaires collecting data. The population studied was 106 people, and the sample was selected using a saturated sampling technique of 106 people. Data analysis includes validity tests, reliability tests, classical assumption tests, multiple linear regression, correlation coefficient tests, and determination. The research results show that motivation partially significantly affects employee performance. Likewise, the work environment also partially significantly affects employee performance. Simultaneously, motivation and work environment also significantly affect employee performance. The results of the determination test show that motivation and work environment contribute 61.5% to employee performance, while other factors influence the remaining 38.5%.

**Keywords:** Motivation, Work Environment, Employee Performance

### 1. INTRODUCTION

The economic situation in the current era of globalization makes business competition increasingly fierce in all sectors, and every institution must have a competitive advantage to be included. One strategy to achieve competitive advantage is to improve employee performance. Human resource management is critical in managing an organization's workforce and resources. Human resources are the main asset in an organization, and management needs to pay attention to various important aspects such as motivation, work environment, performance, implementation, etc. Focusing on these aspects will help organizations use human resources as a critical indicator in achieving goals effectively and efficiently and improving employee performance.

The public works department is a regional institution responsible for implementing public works activities by regional autonomy. Effective human resource management is necessary to achieve quality government goals. Every organization strives to create a comfortable and satisfying work environment for employees to provide optimal results. Motivation and work environment are essential factors needed by employees to increase enthusiasm in completing their tasks well and achieving set targets.

Kasmir (2016:182) said that performance results from work and work behavior achieved in completing the tasks and responsibilities given in a certain period. Increasing individual performance will also improve company performance because the two have a close relationship. Based on the results of the initial survey regarding performance, researchers found that there were problems related to performance indicators, including quantities that were still considered insufficient to support the completion of work tasks by the predetermined time; it was found that the period for completing tasks exceeded the predetermined limits.

Field data from the Department of Public Works and Spatial Planning of Depok City shows that the task completion time is good. However, parts or work units still exceed the stipulated time, such as the irrigation supervisor section. The adequate time is 4744 hours, but it reaches 5000 hours. The adequate time in the monitoring and evaluation management section is 3132 hours, but in reality, it reaches 3722 hours. In managing office facilities and infrastructure, the adequate completion time is 1632 hours, but in reality, it reaches 1700 hours. On the part of water resources operations and maintenance officers, the adequate time has exceeded from 1800 to 2000 hours. Meanwhile, in the river basin administration section, the adequate completion time is 3352 hours, but in reality, it reaches 4252 hours, which means it exceeds the effective period.

The pre-survey results also show that employee performance is good, but things still need attention, especially quantity and time. It can be seen in the employee statement column that the level of work volume achieved is in line with the company's expectations, showing that 52.9% of respondents answered no to the statement regarding quantity indicators. The answer regarding time indicators shows that 62.3% of employees have yet to carry out their tasks on time due to an unbalanced workload, so some work exceeds the time limit.

According to Afandi (2018:23), motivation is a desire that arises within a person or individual because he is inspired, encouraged, and encouraged to carry out activities sincerely, happily, and seriously so that the results of the activities carried out get good results and quality. The Public Works and Spatial Planning Service assists the Mayor in carrying out government affairs and assistance tasks in the field of public works and spatial planning. The public works and spatial planning department referred to here is the Depok City Public Works and Spatial Planning Service. In order to achieve optimal results and for employees to achieve work achievements and improve their performance, companies must provide good motivation to all employees. If something that is the motive and motivation is not fulfilled, then an employee will not be able to fulfill his duties according to standards or even exceed the standards set. To see the motivation of the Depok City Public Works and Spatial Planning Department, researchers conducted a pre-survey questionnaire according to indicators and salary data as indicators for physiological needs.

Furthermore, the pre-survey results also concluded that employees still need more motivation, especially regarding physiological needs and security. Apart from that, there is an interesting pattern in respondents' responses regarding physiological needs, the need for security, and the need for self-actualization. First, most respondents (73.6%) do not feel their physiological needs are met. This shows that essential aspects such as salary, facilities, or welfare need further attention to increase job satisfaction and motivation. Second, most respondents (56.7%) did not feel their security needs were met. This shows that the work environment may need to provide employees with sufficient security and stability. Third, most respondents (73.5%) felt their self-actualization needs met. This indicates that employees feel sufficiently supported by the organization in terms of personal development and career opportunities.

Apart from the pre-survey results that explain the lack of motivation among employees, salary data is also an important factor in employee motivation to do work. The pre-survey results show that employee work motivation could be more optimal. This can be seen in the salaries that are still below the Depok City UMK, as can be seen in the Gap that the salaries in the Ic group are IDR 2,577,599, IIa IDR 3,373,600, IIc IDR 3,665,000, IId IDR 3,820,000, and IIIa IDR 4,236,400 which means it is still below the UMK. Based on data and pre-surveys, several employees feel that what they are given is different from the minimum wage and workload, making them less motivated.

The work environment is also a factor that is no less important in improving performance through physical and non-physical environments. According to Afandi (2018:66), the work environment is everything around workers that can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and availability of work equipment. The work environment can be interpreted as all the tools and equipment encountered and the surrounding conditions in which a worker carries out their duties, both individually and in groups.

The results of direct observations made at the Depok City Public Works and Spatial Planning Department show that the environment still does not meet expectations. For example, most respondents (92.5%) were not satisfied with the room's color, which looked like it was starting to fade. There is also dissatisfaction with air quality, with only 26.4% of respondents stating that the air in the work environment meets standards, while another 73.6% feel the opposite. This observation is in accordance with the pre-survey motivation questionnaire findings, which show that work environment problems such as unsatisfactory room colors can affect employee motivation and performance. Thus, employee performance is not only influenced by internal factors such as motivation but also by the working environmental conditions experienced by employees.

## 2. RESEARCH METHODS

Research Method uses quantitative methods with a causal associative approach. A quantitative approach was chosen because the data required for this research is presented as numbers. In contrast, a causal associative approach investigates the cause-and-effect relationship between motivation and work environment on employee performance in the Department of Public Works and Spatial Planning of Depok City. The population studied were employees of the Depok City Public Works and Spatial Planning Department, totaling 106 people. This research used the entire population as a sample using saturated sampling techniques. In collecting data, this research used two main techniques. First, the questionnaire is designed with questions addressed to employees to collect written data about their motivation, work environment, and performance. Second, direct observations were carried out in the work environment of the Depok City Public Works and Spatial Planning Department to obtain information about physical and non-physical environmental conditions that might influence employee performance. The collected data was processed using multiple linear regression analysis with SPSS 26.00.

### 3. RESULTS AND DISCUSSION

#### 3.1 Respondent Characteristics

The characteristics of the respondents in this study were that out of 106 respondents, 80 individuals (75.5%) were men, while the remainder, 26 people (24.5%), were women. Regarding education level, the results of the analysis showed significant variations, where there were representatives from various levels of education, including two respondents (1.9%) had a junior high school education background, 37 respondents (34.9%) had a high school education background, 11 respondents (10.4%) had a Diploma educational background, 48 respondents (45.3%) had a Bachelor's educational background, and eight respondents (7.5%) had a Master's educational background. Then, in terms of age, the distribution of respondents can be seen in terms of age range. A total of 2 respondents (1.9%) were between 20-25 years old, nine respondents (8.5%) were between 26-30 years old, 24 respondents (22.6%) were between 31-40 years old, and the majority, namely 71 respondents (67.0%), were over 40 years old. Finally, regarding work experience, respondents also showed variations, where 11 respondents (10.4%) had work periods between 1 and 5 years, 56 respondents (52.8%) had work periods between 6 and 15 years, and 39 respondents (36.8%) had worked more than 15 years.

#### 3.2 Validity and Reliability

**Table 1. Validity Test of Motivation Variable**

No. items	r <sub>count</sub>	r <sub>table</sub>	Decision
X1.1	0.463	0.190	Valid
X1.2	0.542	0.190	Valid
X1.3	0.313	0.190	Valid
X1.4	0.493	0.190	Valid
X1.5	0.510	0.190	Valid
X1.6	0.498	0.190	Valid
X1.7	0.598	0.190	Valid
X1.8	0.624	0.190	Valid
X1.9	0.609	0.190	Valid
X1.10	0.472	0.190	Valid

Source: Data processed with SPSS 26 (2023)

**Table 2. Validity Test of Work Environment Variables**

No. items	r <sub>count</sub>	r <sub>table</sub>	Decision
X2.1	0.640	0.190	Valid
X2.2	0.584	0.190	Valid
X2.3	0.363	0.190	Valid
X2.4	0.299	0.190	Valid
X2.5	0.504	0.190	Valid
X2.6	0.401	0.190	Valid
X2.7	0.609	0.190	Valid
X2.8	0.596	0.190	Valid
X2.9	0.609	0.190	Valid
X2.10	0.449	0.190	Valid

Source: Data processed with SPSS 26 (2023)

**Table 3. Validity Test of Employee Performance Variables**

No. items	r <sub>count</sub>	r <sub>table</sub>	Decision
Y.1	0.674	0.190	Valid
Y.2	0.499	0.190	Valid

No. items	rcount	rtable	Decision
Y.3	0.245	0.190	Valid
Y.4	0.263	0.190	Valid
Y.5	0.507	0.190	Valid
Y.6	0.428	0.190	Valid
Y.7	0.667	0.190	Valid
Y.8	0.619	0.190	Valid
Y.9	0.511	0.190	Valid
Y.10	0.495	0.190	Valid

Source: Data processed with SPSS 26 (2023)

Based on the table data above, all variables obtained a calculated r value  $>$  r table (0.190), so all questionnaire items are said to be valid. For this reason, the data obtained is suitable for use as research data.

**Table 4. Reliability Test**

Variable	Cronbach Alpha	Sstandard Cronbach Alpha	Decision
Motivation	0.692	0.600	Reliable
Work Environment	0.681	0.600	Reliable
Performance Employee	0.650	0.600	Reliable

Source: Data processed with SPSS 26 (2023)

Based on the test results in the table above, it shows that the variables Motivation (X1), Work Environment (X2), and Employee Performance (Y) are declared reliable, this is proven by each variable having a Cronbach Alpha value greater than 0.60.

### 3.3 Classic Assumption Test

#### 3.3.1 Data Normality Test

**Table 5. Normality Test**

One-SExample Kolmogorov-Smirnov Test		Unstandardized Residual
N		106
Norml Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	2.01201803
Most Extreme Differences	Absolute	,077
	Positive	,077
	Negativeve	-,065
Test Statistics		,077
USymp. Sig. (2-tailed)		132 <sup>c</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Based on the test results in the table above, a significant value of  $0.132 > 0.050$  was obtained. Thus, the assumed distribution of equations in this test is normal.

#### 3.3.2 Multicollinearity Test

**Table 6. Multicollinearity Test**

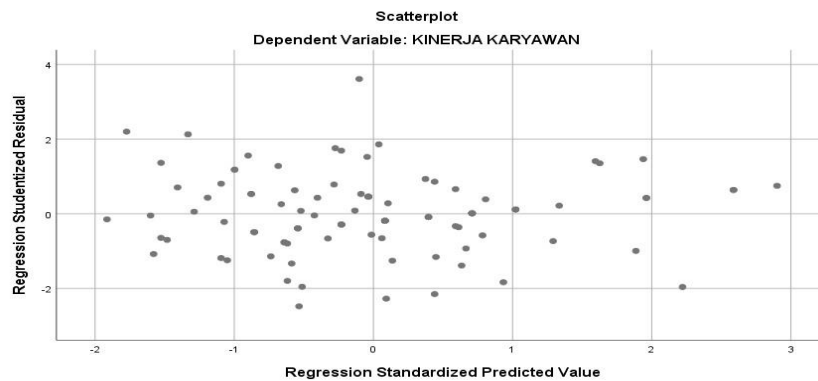
Variable	Collinearity Statistics	
	Tolerance	VIF
Motivation	,837	1,194

<b>Work Environment</b>	,837	1,194
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Source: SPSS 26 Data Processing Results (2023)

Based on the results of the multicollinearity test in the table above, the tolerance value for the Motivation variable is 0.837 and Work Environment is 0.837, where both values are greater than 0.1. and the Variance Inflation Factor (VIF) value for the Motivation variable is 1.194 and the Work Environment variable is 1.194, where this value is less than 10. Thus, this regression test model is declared to have no multicollinearity interference.

### 3.3.3 Heteroscedasticity Test



Source: Primary data processed, 2023

**Figure 1. Heteroscedasticity Test**

Figure 1 shows that the resulting points are spread randomly and do not form a particular pattern or trend line. This means that the data is spread above and below the number 0 so that this model is free from heteroscedasticity problems.

### 3.3.4 Autocorrelation Test

**Table 7. Autocorrelation Test Results**

Model Summary b					
MoDel	R	R Square	Aadjusted R Square	Std. Error of the Estimatee	Durbin-Watson
1	,784a	,615	,608	2.03146	1,628
a. Predictors: (Constant), Work Environment, Motivation					
b. Dependent Variable: Employee Performance					

Source: Primary data processed, 2023

Based on the test results in the table above, this regression model has no autocorrelation. This is proven by the Durbin-Watson value of 1.628 which is in the interval 1.550 – 2.460.

### 3.4 Multiple Linear Regression

**Table 9. Multiple Linear Regression**

Coefficientsa						
MoDel		Unstanddized Coefficients		Standarddized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,109	2,396		3,384	,001
	Motivation	,550	,060	,617	9,236	,000
	Work environment	,247	,056	,296	4,429	,000

a. Dependent Variable: Employee Performance

Based on the results of the analysis of regression calculations in the table above, the regression equation  $Y = 8.109 + 0.550X_1 + 0.247X_2$  can be obtained; from the equation above, it can be concluded as follows:

1. A constant value of 8.109 means that if the variables Motivation (X1) and work environment (X2) are not taken into consideration, then employee performance (Y) will only be worth 8.109 points.
2. A Motivation value (X1) of 0.550 means that if the constant remains and there is no change in the Motivation variable (X1), then every 1 unit change in the Motivation variable (X1) will result in a change in employee performance (Y) of 0.550 points. The calculated t value > t table or (9.236 > 1.983) is obtained based on the test results. This is also reinforced by the p-value < Sig 0.05 or (0.000 < 0.05). Thus, motivation and employee performance are significantly influenced.
3. The Work Environment (X2) value of 0.247 means that if the constant remains and there is no change in the Work Environment variable (X2), then every 1 unit change in the Work Environment variable (X2) will result in a change in employee performance (Y) of 0.247 points. Based on the test results, the calculated t value > t table or (4.429 > 1.983) is also confirmed by the p-value < Sig 0.05 or (0.000 < 0.05). Thus, it is concluded that the work environment significantly influences employee performance.

**Table 10. Simultaneous Test**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regretssion	679,881	2	339,940	82,373	.000 <sup>b</sup>
	Residual	425,063	103	4,127		
	Totall	1104,943	105			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Environment, Motivation						

Based on the test results in the table above, the calculated F value > F table or (82.373 > 3.08) is obtained. This is also confirmed by the p-value < Sig 0.05 or (0.000 < 0.05). Thus, H0 is rejected and H3 is accepted, this shows that there is a significant simultaneous influence between motivation and work environment on employee performance.

**Table 11. Coefficient of Determination**

Model Summary b					
MoDel	R	R Square	Aadjusted R Square	Std. Error of the Estimatee	Durbin-Watson
1	.784a	.615	.608	2.03146	1,628
a. Predictors: (Constant), Work Environment, Motivation					
b. Dependent Variable: Employee Performance					

Based on the test results in the table above, a correlation coefficient value of 0.784 is obtained, where this value is in the interval 0.600 – 0.799. This means that motivation and work environment variables have a strong relationship to employee performance.

#### 4. DISCUSSION

The results of the analysis show that motivation and employee performance significantly influence the Depok City Public Works and Spatial Planning Department. Motivation has a significant role in determining employee performance. This internal drive encourages individuals to achieve goals; research findings show several factors that influence the significance of the relationship between employee motivation and performance in the Depok City Public Works and Spatial Planning Department, including the level of job satisfaction, higher levels of job satisfaction tend to occur in employees who motivated, leading to increased employee performance. Furthermore, a solid organizational commitment encourages employees to work better and contribute positively to organizational goals. Furthermore, employees are motivated because they are recognized for their achievements and given fair

rewards so that employees work better.

The existence of a significant influence between employee motivation and performance indicates that efforts to increase employee motivation can positively impact the institution's productivity and overall performance. The findings also show that to achieve effective human resource management, employee motivation factors must be one of the aspects that must be implemented. Improved. Strategies to increase employee motivation include recognizing achievements, career development, improving the work environment, and more.

The results of the analysis show a significant influence between the work environment and employee performance in the Depok City Public Works and Spatial Planning Department. In its physical and non-physical dimensions, the work environment plays a crucial role in shaping employee well-being and performance. Physical factors such as facilities, layout, noise levels, and non-physical factors such as organizational culture, policies, and team dynamics create a work context that can influence employee psychological conditions and behavior. Employees who work in a supportive and enjoyable work environment tend to experience higher motivation levels. The sense of comfort and inspiration gained from this work environment encourages employees to work well, ultimately contributing to increased productivity and overall performance.

The availability of development opportunities is also essential in determining the relationship between the work environment and employee performance. A work environment that promotes employee training, learning, and skill development, motivating them to achieve higher performance levels. Open communication and team collaboration also play a crucial role in improving employee performance. Through effective communication, employees can strengthen working relationships, increase understanding of shared goals, and create space for new ideas and solutions, all contributing to improved performance. On the other hand, an unhealthy work environment, which may be characterized by high-stress levels or a lack of support for employee well-being, can hurt performance. Employees who feel overwhelmed or unappreciated by their work environment tend to perform poorly. Therefore, the finding of a significant influence between the work environment and employee performance highlights the importance of creating a supportive work environment, considering aspects such as employee motivation, development, communication, and well-being. This provides a basis for management to improve or strengthen the work environment to increase the overall performance and productivity of the organization.

## 5. CONCLUSION

The results of the analysis show that motivation and work environment significantly influence employee performance in the Department of Public Works and Spatial Planning of Depok City. Research findings show that a high internal drive to achieve goals positively affects employee performance. Meanwhile, the work environment is crucial in shaping employee well-being and performance. Physical and non-physical factors in the work environment, such as facilities, organizational culture, and communication between teams, significantly impact employee performance. Thus, creating a supportive work environment where employee motivation can be increased through various strategies is an essential factor in efforts to improve. This provides a basis for management to improve or strengthen the work environment to increase the overall performance and productivity of the organization.

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