

The Influence of Work Motivation and Work Environment on Employee Performance at Community Empowerment Service and Mamuju Regency Village

Siti Nurfadila, Herman, Nur Fajariani✉

Universitas Muhammadiyah Mamuju

Abstrak

Penelitian ini mengeksplorasi pengaruh motivasi kerja dan lingkungan kerja terhadap kinerja karyawan di Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Mamuju. Menganalisis efek individu dan gabungan, temuan menunjukkan adanya pengaruh positif yang signifikan. Secara individu, motivasi kerja yang lebih tinggi dan lingkungan kerja yang mendukung berkorelasi dengan peningkatan kinerja. Secara bersamaan, dampak gabungan keduanya terbukti lebih kuat, menekankan perlunya pendekatan holistik. Hasil penelitian ini menggarisbawahi pentingnya menyelaraskan strategi motivasi dengan kondisi kerja yang kondusif. Hal ini memiliki implikasi penting bagi organisasi, khususnya lembaga pemerintah, yang menekankan pentingnya menciptakan lingkungan yang memupuk pertumbuhan dan kepuasan karyawan di samping meningkatkan motivasi.

Kata Kunci: *Motivasi Kerja, Lingkungan Kerja, Kinerja Karyawan, Dinas Pemberdayaan Masyarakat dan Desa Kabupaten Mamuju*

Abstract

This study explores the interplay of work motivation and the work environment on employee performance within The Community And Village Empowerment Office Mamuju District. Analyzing both individual and combined effects, findings reveal significant positive influences. Individually, higher work motivation and a supportive work environment correlate with improved performance. Simultaneously, their joint impact proves even more potent, emphasizing the need for a holistic approach. The outcomes underscore the significance of aligning motivational strategies with conducive work conditions. This holds crucial implications for organizations, particularly government agencies, stressing the importance of crafting an environment that nurtures employee growth and satisfaction alongside enhancing motivation.

Keywords: *Work Motivation and, Work Environment, Employee Performance, The Community And Village Empowerment Office Mamuju District*

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✉ Corresponding author :

Email Address : fajariani.tkci@gmail.com

INTRODUCTION

The organization is a container and means of a group of people who work together or in teams in a measurable manner and have a structured system, can be controlled rationally to achieve goals that have been set together. To achieve the maximum possible goal, of course, requires careful planning, good coordination and implementation of activities in the organization requires competent and adequate human resources. Human resources in the organization are a very important part and must be the subject of attention, because they function as planners, thinkers, organizers and movers, meaning that the success or failure of an organization is greatly influenced by the people who exist and carry out their activities in the organization. Therefore, every organization must have competent human resources so that it is easier to achieve the planned goals optimally and purposefully. Competent human resources are certainly in line with good performance, this good performance is certainly not created by itself, of course it must be accompanied by positive encouragement from the organization, when expectations match what is expected, it creates satisfaction at work which has an effect on improving the performance of the organization. The focus of human resource management, especially in government agencies, is currently on achieving employee work targets or based on performance evaluation. Performance measurement is carried out to see the success or failure of the implementation of programs or policies in accordance with work targets aimed at creating the agency's vision and mission. According to Fahmi (2017: 188), "performance is the result of a process that refers to and is measured over a certain period of time based on predetermined provisions and agreements".

To achieve maximum performance in the organization, of course, there are many factors that encourage the creation or birth of good performance in the organization, including motivational factors and the work environment. According to Sedarmayanti (2017: 154) "motivation is the force that encourages someone to take an action or not which in essence exists internally and externally positive or negative to direct it depends heavily on the toughness of the leader". Motivation is the interaction of a person with a certain situation or environment that the individual or employee is facing, therefore there are differences in the strength of motivation that employees show or provide in certain situations and conditions when compared to other individuals or employees who also face the same situations and conditions. Employees' self-adjustment to everything that is determined or given to them, will cultivate a society that is neat, orderly and free from chaos, both small and large. Obedience from members or employees is a necessity and necessity for organizations or agencies, in other words, employee discipline is certainly needed, because with company discipline it can be easy to achieve organizational goals.

In addition, the organization also needs a representative work environment to be able to provide encouragement for each employee to work as much as possible with the existing environmental conditions. According to Widyaningrum (2019: 56), the work environment is "everything that is in the work area of employees when they carry out their work activities, both in physical form and in non-physical form which can have an influence on these employees and the work they do". The existence of an ideal work environment has an impact on the psychological well-being of employees so that it affects their performance in fulfilling every responsibility assigned to them. For this reason, every organization needs to conduct a concrete and measurable study

to make the work environment a driver of the comfort of each employee so that the results of the work carried out are as expected. Seeing how important the role of an employee is in the survival of an agency, human resource management should improve the quality and attention to its employees. So that employees can make a maximum contribution and as expected by the agency. The role of Human Resources in an agency has a very important and strategic role and position. This can be seen from the efforts made by management to improve the performance of the agency itself in addition to increasing the efficiency and effectiveness of employees in achieving agency goals.

The Community and Village Empowerment Office has the task of providing services to the community, formulating and implementing policies in the field of community empowerment and village development, and can be assigned to carry out the implementation of authority delegated by the Government to the Governor as the Government Representative in the context of deconcentration. The number of civil servants who work is 37 people who are work tools that greatly determine their success in achieving the main tasks and functions (tupoksi) of the organization. After the researchers made observations, there were also problems that arose, the first thing that became a problem related to work motivation, including the local government not realizing that sometimes challenges come from unexpected places, even from areas that are not controlled.

One prevalent example of a challenge in organizational dynamics is the diminishing work motivation, a scenario that can lead to a notable decline in performance, with consequential effects reverberating throughout government operations. The observable behavior of employees who display reduced enthusiasm is often reflected in their tendency to procrastinate tasks, seemingly due to a perceived lack of attention from leadership. Additionally, the work environment itself can contribute to such issues. Instances of discomfort are observed, including faded wall colors, cluttered office spaces cluttered with files, inadequate air ventilation, and shared workspace limitations. These aspects collectively hinder the creation of a conducive and productive atmosphere. Addressing these issues is of paramount importance to prevent disruptions to the goals and missions of the Mamuju Regency Community and Village Empowerment Service. Particularly, this holds true for tasks related to managing files for schools and other sectors, which demand effective and efficient execution. Bolstering employee performance within an organization carries profound significance as it subsequently influences overall organizational success, leading to heightened effectiveness and efficiency. This context underscores the importance of urgent intervention to optimize performance levels. Notably, the Mamuju Regency Village Community Empowerment Agency faces challenges in achieving its optimal potential. By creating a motivating and supportive environment, where employee concerns are addressed, and physical spaces are optimized, the agency can harness enhanced performance, ultimately translating into a positive impact on the organization's efficiency and effectiveness. This endeavor aligns with the larger objective of fostering a thriving workplace that champions the organization's vision and mission.

METHODOLOGY

The methodology for this research involves both quantitative and qualitative data collection and analysis methods. Data collection techniques include observation,

interviews, and questionnaires, while data analysis involves validity and reliability tests, as well as multiple linear regression analysis. The study population is divided into two categories: civil servant employees and non-permanent employees, both working at the Department of Community Empowerment and Village Development (BPMD) in Mamuju District, with a total of 48 employees. Quantitative data, characterized by numerical values or scored qualitative data, are employed in this research. These types of data include the population count, sample size determination, questionnaire calculations, and research outcomes. Qualitative data, on the other hand, which encompasses textual descriptions, narratives, organizational structures, and respondent characteristics, is gathered to provide a general overview of the research location, organizational structure, and respondent profiles. Primary data is collected through researcher-led methods such as interviews and questionnaire surveys, while secondary data is acquired from sources already processed for specific purposes by other entities. Examples of secondary data include organizational structure, employee counts, educational levels of employees, job descriptions, and functions of employees, as well as literature from various media sources that support the research. The population of interest is defined as all human resources working at the BPMD in Mamuju District, divided into civil servant employees (37 individuals) and non-permanent employees (11 individuals), making a total population of 48 employees. The sampling technique employed is Nonprobability Sampling using the Purposive Sampling method to ensure the sample is representative and suitable for the research objectives. In this case, only civil servant employees (37 individuals) are selected as the representative sample. Data collection involves observation, interviews, and questionnaires, with Likert scale-based questionnaires used to quantify variables. Data analysis is performed using both Microsoft Excel for data tabulation and IBM SPSS for data processing. The validity and reliability of instruments are assessed through statistical tests, such as Pearson correlation for validity and Cronbach's alpha for reliability. The analysis of data involves multiple linear regression due to having two independent variables and one dependent variable. The research approach is quantitative with a descriptive and associative method. Hypothesis testing is conducted through partial (t-test) and simultaneous (F-test) tests. The criteria for decision-making in these tests include comparing calculated values with table values to determine statistical significance. The research follows a systematic methodology aimed at extracting meaningful information from collected data to answer research questions effectively.

RESULTS AND DISCUSSION

In this study, multiple regression analysis was employed to predict the value of the dependent variable by considering the independent variables. The details of this analysis can be observed in Table 1.

Table 1. Hypothesis Testing Result

| Variable | Beta | T Value | Significant |
|------------------|--------|---------|-------------|
| Constant | 10.934 | 3.729 | 0.001 |
| Work Motivation | 0.335 | 2.731 | 0.010 |
| Work Environment | 0.259 | 3.952 | 0.000 |

F Square

19.926

.000^b

The data analysis presented in this study focuses on the relationship between employee motivation and their performance within the context of the The Community And Village Empowerment Office Mamuju District. The obtained results are significant and offer valuable insights. Firstly, the comparison between the calculated t-value (2.731) and the critical t-table value (2.030) at a 5% significance level indicates a statistically significant relationship between work motivation and employee performance. This suggests that there is a substantial effect of motivation on performance. Furthermore, the regression coefficient (0.335) signifies that for every unit increase in work motivation, there is an average increase of 0.335 units in employee performance. The positive direction of this coefficient implies that higher levels of motivation are associated with improved employee performance. Importantly, the coefficient's significance level ($0.010 < 0.05$) confirms that the observed relationship is not a result of random chance but has genuine statistical importance. These findings hold practical implications for the management of the The Community And Village Empowerment Office Mamuju District and similar organizations. Recognizing the substantial influence of work motivation on employee performance can guide management strategies aimed at enhancing overall productivity and effectiveness. Creating an environment that fosters and sustains high levels of employee motivation through various means such as recognition, skill development opportunities, and a supportive work culture can lead to better performance outcomes. However, it's important to note that while the statistical analysis highlights a significant relationship, causation cannot be definitively established solely based on these results. Other factors not accounted for in this study could also contribute to employee performance. Therefore, the results should be considered as part of a broader understanding and decision-making process. Additionally, the study's limitations should be acknowledged. The scope of the research might not have encompassed all potential variables influencing performance, and the specific context of The Community And Village Empowerment Office Mamuju District might not be directly generalizable to other settings. Future research could delve deeper into exploring the mechanisms through which motivation translates into improved performance and consider potential moderating variables. The analysis demonstrates a clear link between work motivation and employee performance in the studied organization. This not only contributes to the existing body of knowledge but also provides actionable insights for organizational improvement. Building upon these findings, organizations can adopt tailored strategies to effectively harness and enhance employee motivation, ultimately leading to higher levels of performance and overall success.

The analysis starts by comparing the calculated t-value (3.952) with the critical t-table value (2.030) at a 5% significance level. Since the calculated value is higher than the critical value, it indicates a significant partial influence of the work environment on employee performance. This suggests that the work environment has a substantial impact on employee performance. The regression coefficient of 0.259 signifies that for every unit of improvement in the work environment, there is an average increase of 0.259 units in employee performance. Since the coefficient is positive, it suggests that when the work environment becomes more favorable, there is a tendency for employee performance to improve as well. The significance level of the coefficient is

given as 0.000, which is smaller than the predefined significance level of 0.05. This indicates that the positive relationship between the work environment and employee performance is statistically significant. In other words, the observed effect is highly likely not due to chance. the findings reveal a positive and statistically significant partial influence of the work environment on employee performance within the The Community And Village Empowerment Office Mamuju District. This suggests that an improved work environment is associated with better employee performance. Consequently, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_a) is accepted. Additionally, it's evident that in any organization, achieving its goals efficiently requires the active contribution of its employees. To ensure that employees align with the organization's objectives, a comfortable work environment is crucial. A conducive work environment creates a sense of security and comfort, enabling employees to maximize their performance in executing their responsibilities. This aligns with the broader understanding that organizational success is closely tied to the conditions under which employees operate. It's important to consider that while the analysis emphasizes a strong relationship, other external and internal factors might also play roles in shaping employee performance. Therefore, while the results provide valuable insights, they should be used in conjunction with a comprehensive understanding of the organization's dynamics and the broader context to drive meaningful actions and improvements.

The analysis begins by comparing the calculated F-value (19.926) with the critical F-table value (3.267) at a 5% significance level. Since the calculated value is significantly greater than the critical value, it indicates a significant simultaneous influence of both work motivation and the work environment on employee performance. This implies that when considered together, these variables collectively have a substantial impact on employee performance. The significance level of 0.000, which is less than the predefined significance level of 0.05, reinforces the idea that the joint effect of work motivation and the work environment on employee performance is statistically significant. This suggests that the observed impact is not due to random chance but is indeed meaningful. the analysis reveals that both work motivation and the work environment have a significant and simultaneous impact on employee performance within the context of the The Community And Village Empowerment Office Mamuju District. Consequently, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_a) is accepted. Furthermore, the conclusion emphasizes the crucial alignment between work motivation and the work environment. This alignment is essential for sustaining effective work practices within an organization or institution. A conducive work environment is necessary to foster consistent and positive work motivation. When work motivation is harmoniously paired with a supportive work environment, it becomes feasible to achieve sustained high levels of performance. Importantly, this observation holds significance for government agencies or any organization. It highlights the interdependence between work motivation and the work environment and underscores how these factors collectively contribute to job satisfaction and, subsequently, individual and organizational performance. This reinforces the notion that a holistic approach to cultivating a conducive work environment and nurturing employee motivation is vital for optimizing overall organizational outcomes. the findings emphasize the critical relationship between work motivation, the work environment, and employee performance. This interplay underscores the need for organizations to invest in

creating an environment that aligns with and amplifies employees' motivation, ultimately fostering improved individual and organizational performance.

CONCLUSION

In conclusion, the comprehensive analysis conducted in this study sheds light on the intricate dynamics between work motivation, the work environment, and employee performance within the The Community And Village Empowerment Office Mamuju District. The findings collectively underscore the significant and meaningful roles that work motivation and the work environment play in shaping employee performance. Individually, both work motivation and the work environment exhibit substantial influence on employee performance. Work motivation, when elevated, contributes positively to employee performance, while a conducive work environment fosters a platform for employees to excel in their roles. These individual impacts resonate with established theories linking motivated employees and supportive work conditions to enhanced job performance. Furthermore, the study unravels an even more impactful narrative when considering these factors simultaneously. The joint effect of work motivation and the work environment emerges as a potent driver of employee performance. This mutual influence signifies that an organization's pursuit of performance excellence should encompass not only motivational strategies but also a deliberate effort to cultivate an environment that nurtures employee growth and satisfaction. The outcomes of this study carry important implications for organizational practice. They underline the need for a strategic approach to human resource management, where efforts are dedicated to fostering motivation and crafting a conducive work environment in tandem. For institutions like government agencies, recognizing this interdependence becomes imperative, as it can lead to heightened job satisfaction, increased individual performance, and ultimately contribute to the broader success of the organization. In essence, this study illuminates the interconnectedness of work motivation, the work environment, and employee performance, demonstrating that their synergy produces outcomes greater than the sum of their individual impacts. Moving forward, organizations aspiring for elevated performance should heed these findings, forging a balanced and dynamic environment that empowers employees and, in turn, propels the organization toward its goals. In conclusion, the findings unequivocally establish that employee motivation has a positive and statistically significant impact on their performance in the The Community And Village Empowerment Office Mamuju District. This implies that as employees' motivation levels rise, their performance tends to proportionally improve. Consequently, the null hypothesis is rejected, and the alternative hypothesis is accepted, aligning with the initial research proposition. It's important to acknowledge that these results rest on the dataset and methodology employed, which should be rigorously considered alongside the theoretical framework and contextual understanding to derive meaningful implications for the organization and potential future research directions.

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