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THE INFLUENCE OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE IN PAMONG PRAJA POLICE UNIT AND PROTECTION OF THE COMMUNITY INDRAGIRI HULU DISTRICT

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Abstract

This study aims to determine how much influence the variables influence the work environment and motivation on the performance of Civil Service Police Unit employees and District Community Protection. Indragiri Hulu. In this study the population and sample were 59 people. In this study, the independent variable is the influence of the work environment (X_1) and motivation (X_2), while the dependent variable is performance (Y). The analytical method used in this study is the SPSS program (statistical program for service solution). From the research results, it was found that the coefficient X_1 (b_1) was 0.219 and the coefficient X_2 (b_2) was 0.119 with the constant (a) being 11.081 with the results of the multiple regression equation $Y = 11.081 + 0.219 X_1 + 0.119 X_2$. with the value of the multiple correlation coefficient (R) obtained is 0.187 and the coefficient of determination (adjusted R^2) obtained is 0.035, which means the percentage of the Work Environment variable and the Motivation variable to the Performance variable. by 3.5%. Or the variation of the independent variables used in the Work Environment variable and the motivational variable can explain 3.5% of the variation in the Performance variable. While the remaining 96.5% is influenced or explained by other variables not included in this research model. The results of the t test can be seen that $-t \text{ count} < -t \text{ table}$ ($1.317 < 2.00247$) then H_0 is accepted, meaning that partially there is no significant influence between the work environment and employee performance in the Civil Service Police Unit and Community Protection, Indragiri Hulu Regency. The results of the t test can be seen that $-t \text{ count} < -t \text{ table}$ ($0.783 < 2.00247$) then H_0 is accepted, meaning that partially there is no significant influence between motivation and employee performance in the Civil Service Police Unit and Community Protection in Indragiri Hulu Regency. Furthermore, the results of the F test can be seen that $F \text{ count} > F \text{ table}$ ($1.020 < 3.16$), then H_0 is accepted, meaning that there is no significant effect between the work environment variable and the motivation variable together on the employee performance variable at the Pamong Police Unit Office Praja and Community Protection of Indragiri Hulu Regency.

INTRODUCTION

Human resource management is basically the steps of planning, attracting, selecting, developing, maintaining, and using human resources to achieve both individual and organizational goals. For this reason, good management is needed to manage these people effectively and efficiently, so that organizational goals can be realized. An organization can progress or be destroyed due to the quality and human behavior that is in the organization.

Employees are the most important asset as well as having a strategic role in the organization, namely as a thinker, planning and controlling organizational activities. Seeing the importance of employees in the organization, more serious attention is needed to the tasks carried out so that organizational goals can be achieved properly.

Performance is influenced by various factors including employee satisfaction, employee abilities, motivation, work environment, and leadership. All of these factors must have an effect, it's just that some are dominant and some are not dominant. This study will examine the influence of motivation and work environment.

Work motivation is an important element in the staffing of an institution, meaning that motivation must be possessed by every employee. Employees with good work motivation will carry out every job given as well as possible and direct all their abilities to complete a job. Low or poor work motivation will harm the institution, because with low work motivation the achievement of institutional goals will be delayed. Therefore work motivation is something important that must be owned by employees.

In addition to motivational factors, the work environment where employees work is equally important in improving employee performance. Where the work environment is the material and psychological conditions that exist within the organization, therefore the organization must provide an adequate work environment such as a physical environment (comfortable office layout, clean environment, good air exchange, color, sufficient lighting, and melodious music), as well as the non-physical environment (employee work atmosphere, employee welfare, relationships among employees, relations between employees and leaders, and places of worship). A good work environment can support the implementation of work so that employees have the enthusiasm to work.

Performance refers to employee performance measured based on standards or criteria set by the organization. Management to achieve very high employee performance, especially to improve overall organizational performance. To create high performance, it is necessary to increase work and be able to utilize the potential of human resources owned by employees to make a positive contribution to the development of the organization. In addition, to encourage the creation of professional attitudes and actions in completing work in their respective fields.

As for the work environment of the Civil Service Police Unit and Community Protection of Indragiri Hulu Regency, researchers know from initial observations, in the enforcement of regional regulations and besides that it also functions and has the task of compiling programs related to public order or the interests of the community at large.

Based on the description of this background, the authors are interested in conducting further research with the title "EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE IN PAMONG PRAJA POLICE UNIT AND COMMUNITY PROTECTION IN INDRAGIRI HULU DISTRICT".

LITERATURE REVIEW

DEFINITION OF WORK

Environment The work environment is a factor that indirectly affects employee performance. A conducive work environment provides a sense of security and allows employees to work optimally. The work environment has a direct influence on employees in completing responsibilities to the organization. If the employee likes the work environment where he works, then the employee will feel at home in his workplace to carry out activities and complete his

tasks. The work environment includes working relationships that are formed between fellow employees and working relationships between subordinates and superiors as well as the physical environment in which employees work. The work environment consists of a physical and non-physical work environment that is attached to employees and so cannot be separated to get good employee performance.

Factors that affect the Work Environment

The following are several factors that affect the work environment, namely (Sedarmayanti, 2012:28):

- a. Lighting or light in the workplace.
- b. Temperature or air temperature in the workplace.
- c. Humidity at work.
- d. Air circulation in the workplace.
- e. Noise at work.
- f. Mechanical vibration at work.
- g. Bad smell at work.
- h. Workplace color scheme.
- i. Workplace decoration.
- j. Music at work.
- k. Workplace safety.

WORK ENVIRONMENT INDICATORS

There are work environment indicators that can affect the formation of a working environment condition associated with the ability of employees, including (Sedarmayanti, 2011: 26).

- a. Lighting. b. Air temperature, c. Humidity. d. Air Circulation. e. Noise, f. Mechanical vibration, g. Odors. h. Color Management, i. Decoration. j. Music, k. Security

MOTIVATION

Motivation comes from the Latin word *movere* which means encouragement, desire, cause or reason for someone to do something. Motivation is the urge to do as much as possible in carrying out their duties in order to achieve organizational success and goals, so that the personal interests of employees will also be maintained (Siagian, 2008: 287).

Motivation arises because of a need and therefore these actions can be directed at certain achievements. If the goal has been achieved, satisfaction will be achieved and tends to repeat it again, so that it is stronger and more stable. There are various motivational theories put forward by experts. These theories are grouped into six categories, namely (Hariandja, 2007:324).

Factors that influence Motivation

Motivation will be determined by the driving force, the driving force in question is the driving force of workforce motivation, giving rise to the individual behavior of the workforce concerned. The three main aspects that affect employee motivation, namely (Mangkunegara, 2010:74):

- a. Differences in individual characteristics include needs, interests, attitudes and values.
- b. Differences in job characteristics. This relates to the job requirements for each job, which demands job placement according to the area of expertise.
- c. Differences in organizational characteristics (work environment) which include agreed work regulations and work culture.

MOTIVATIONAL INDICATORS

In this study, researchers used motivational indicators from Maslow's theory. The theory of the hierarchy of needs consists of (Maslow according to Sofyandi and Garniwa, 2007:102)

- a. Physiological needs (Physiological-needs), is a hierarchy of the most basic human needs which are the needs for life such as eating, drinking, housing, oxygen, sleep, and so on.
- b. The need for safety (Safety-need), if the physiological needs are relatively satisfied then the need for security arises. This need includes security for protection from the dangers of accidents, guarantees for continuity of work, and guarantees for old age when they are no longer working.
- c. Social needs (Social-need), if physiological needs and a sense of security have been minimally satisfied, then social needs will emerge, namely the need for friendship, affiliation and closer interaction with others. In the organization it will be related to the need for a compact work group, good supervision, joint recreation, and so on.
- d. The need for appreciation (Esteem-need), this need includes the desire to be respected, appreciated for one's achievements, recognition of one's ability or expertise and one's work effectiveness.
- e. The need for self-actualization (Self-actualization need), related to the process of developing the true potential of a person. A person who is dominated by the need for self-actualization is happy with tasks that challenge his abilities and expertise.

PERFORMANCE

Understanding Performance is a result of work produced by an employee interpreted to achieve the expected goals. As for the opinions of experts regarding the definition of performance, as follows: Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2009:67).

The purpose of performance in general is to improve or improve organizational performance through improving the performance of organizational human resources (Mangkunegara, 2010:10);

The performance indicators, namely (Mangkunegara, 2009: 75):

1. Quality, Quality of work is how well an employee does what he should do.
2. Quantity, Work quantity is how long an employee works in one day. The quantity of this work can be seen from the work speed of each employee respectively.
3. Implementation of tasks, execution of tasks is how far employees are able to do their job accurately or without errors
4. Responsibility. Responsibility for work is awareness of the employee's obligation to carry out the work given by the company.

Factors that affect performance can come from within the individual employee or from outside the individual. It's just how organizational policies are able to harmonize between these factors.

RESEARCH RESULTS AND DISCUSSION

MULTIPLE LINEAR REGRESSION

In order to determine whether there is an influence between the influence of the work environment and motivation which has a significant effect on employee performance at the Civil

Service Police and Community Protection Units of Indragiri Hulu Regency, the SPSS statistical program (statistical program for service solution) is a statistical method. The solution is as follows.

Table. Results of Multiple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	11.081	4.279		2.590	.012
Work Environment	.219	.166	.176	1.317	.193
	.119	.152	.105	.783	.437

Dependent Variable: work

then, from the SPSS description as mentioned above, the multiple regression equation can be obtained as follows:

$$Y = 11.081 + 0.219 X_1 + 0.119 X_2$$

The multiple regression equation as obtained above has an explanation as follows:

- a = 11,081 If there is no work environment and no motivation, then the performance value of employees at the Office of the Civil Service Police Unit and Community Environment in Indragiri Hulu Regency is 11.081.
- b₁ = 0,219 If there is an increase in the value of the Work Environment by one unit while the Motivation variable remains constant, then the performance value of employees at the Civil Service Police Unit Office and Community Environment in Indragiri Hulu Regency will increase by 0.219 units.
- b₂ = 0,119 if there is an increase in the motivation value by one unit while the work environment variable remains constant, then the performance value of employees at the Civil Service Police Unit Office, Indragggiri Hulu Regency, will increase by 0.119 units.

MULTIPLE CORRELATION ANALYSIS (R)

This analysis is used to determine the relationship between two or more independent variables on the dependent variable (Y) simultaneously. This coefficient shows how much the relationship that occurs between the independent variables simultaneously on the dependent variable (Y). R values range from 0 to 1, the closer the value is to 1, the stronger the relationship is, the closer the value is to 0, the weaker the relationship.

The following is a Correlation Coefficient Scale Table:

Koefisien Korelasi (R)	Connection
0,00 - 0,199	Very weak
0,20 - 0,399	Weak
0,40 - 0,599	Currently
0,60 - 0,799	Strong
0,80 - 1,0	Very strong

From the results of the regression analysis, look at the model summary output and are presented as follows:

Table: Results of multiple correlation analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.187a	.035	.001	1.65505

a. Predictors: (Constant), MOTIVATION, Work Environment

From the table above, the results of the multiple correlation coefficient (R) are 0.187. From this value it can be concluded that there is a very weak relationship between the Work Environment variable and the Motivation variable on the Performance variable.

DETERMINATION ANALYSIS (R²)

Determination analysis in multiple linear regression is used to determine the percentage contribution of the independent variable simultaneously to the dependent variable (Y). This coefficient shows how much the percentage of variation of the independent variables used in the model is able to explain the variation of the dependent variable. R² is equal to 0, so there is not even the slightest percentage of the influence contribution that the independent variable has on the dependent variable, or the variation of the independent variables used in the model does not explain the slightest variation in the dependent variable. On the other hand, R² is equal to 1, so the percentage of influence contribution given by the independent variable to the dependent variable is perfect, or the variation of the independent variables used in the model explains 100% of the variation in the dependent variable.

From the results of the regression analysis, look at the model summary output and are presented as follows:

Table: Results of determination analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.187a	.035	.001	1.65505

a. Predictors: (Constant), MOTIVATION, WORK ENVIRONMENT

Based on the table above, the R² (R Square) figure is 0.035 or (3.5%). This shows that the percentage of the Work Environment variable and the Motivation variable can explain changes in the Performance variable of 3.5%. Or the variation of the independent variables used by the Work Environment variable and the Motivation variable can explain 3.5% of the variation in the Performance variable. While the remaining 96.5% is influenced or explained by other variables not included in this research model.

4. Test the Regression Coefficient Together (Test F)

This test is used to determine whether the independent variables jointly have a significant effect on the dependent variable (Y). Or to find out whether the regression model can be used to predict the dependent variable or not. Significant means that the relationship that occurs can apply to the population (can be generalized).

From the output of the regression analysis, it can be seen that the F value is as shown in table 2 below.

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	5.589	2	2.794	1.020	.367b
	Residual	153.394	56	2.739		
	Total	158.983	58			

a. Dependent Variable: WORK

b. Predictors: (Constant), MOTIVATION, WORK ENVIRONMENT

The steps for carrying out the F test are as follows:

1. Formulate a Hypothesis

Ho, $b_1, b_2 = 0$: There is no significant effect between work environment and motivation together on performance.

Ho, $b_1, b_2 \neq 0$: There is a significant influence between work environment and motivation together on performance.

2. Determine the level of significance

The significance level uses $\alpha = 5\%$ (5% significance or 0.05 is a standard measure that is often used in research)

3. Determining F count, Based on the table obtained F count of 1.020

4. Determine the F table

F table : $\alpha ; m ; n - 2 - 1, 0.05 ; 2 ; 56 = 3.16$

n = Number of respondents

m = number of independent variables

1 = Constant.

5. Test criteria

- Ho is accepted if Fcount < Ftable

- Ho is rejected if F count > F table

6. Comparing F count with F table. Value of F count < F table ($1.020 < 3.16$), then H_0 is accepted H_a is rejected.
7. Conclusion, because F count < F table ($1.020 < 3.16$), then H_0 is accepted, meaning that there is no significant effect between the Work Environment variable and the Motivation variable together on the Performance variable.

PARTIAL REGRESSION COEFFICIENT TEST (T TEST)

This test is used to determine whether the independent variables in the regression model partially have a significant effect on the dependent variable (Y).

From the results of the output regression analysis can be presented as follows:

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.081	4.279		2.590	.012
	work environment	.219	.166	.176	1.317	.193
	MOTIVATION	.119	.152	.105	.783	.437

a. Dependent Variable: work

Test steps as follows:

Testing the regression coefficient of the Work Environment variable

1. Determine the Hypothesis

$H_0, b_1 = 0$: Partially there is no significant effect between work environment and performance.

$H_a, b_1 = 0$: Partially there is a significant influence between work environment and performance

2. Determine the level of significance, the level of significance using $\alpha = 5\%$

3. Determine t count, Based on the table obtained t count of 1.317

4. Define t table, t table : $\alpha/2 ; n - 2, 0.05/2 : 59 - 2, 0.025 : 57 = 2.00247$

H_0 is accepted if t count is between -2.00247 and 2.00247 and H_0 is rejected if t count < -2.00247 or t count > 2.00247

5. Testing Criteria, H_0 is accepted if $-t \text{ table} < t \text{ count} < t \text{ table}$

H_0 is rejected if $-t \text{ count} < -t \text{ table}$ or $t \text{ count} > t \text{ table}$

6. Comparing t arithmetic with t table

Value $-t \text{ count} < -t \text{ table}$ ($1.317 < 2.00247$) then H_0 is accepted.

7. Conclusion, because the value of $-t \text{ count} < -t \text{ table}$ ($1.317 < 2.00247$) then H_0 is accepted, meaning that partially there is no significant influence between the work environment and employee performance.

Testing the regression coefficient of the Motivation variable

1. Determine the Hypothesis

$H_0, b_2 = 0$: Partially there is no significant effect between motivation and performance.

$H_a, b_2 \neq 0$: Partially there is a significant influence between motivation and performance.

2. Determine the significance level. The significance level uses $\alpha = 5\%$.

3. Determine t count, Based on the table obtained t count of 0.783

4. Determine the t table,

t table : $\alpha/2 ; n-2, 0.05/2 ; 59 - 2, 0.025 ; 57 = 2.00247$

H_0 is accepted if t count is between -2.00247 and 2.00247 and H_0 is rejected if t count < -2.00247 or t count > 2.00247 .

5. Testing Criteria

H_0 is accepted if $-t_{table} < t_{count} < t_{table}$

H_0 is rejected if $-t_{count} < -t_{table}$ or $t_{count} > t_{table}$

6. Comparing t arithmetic with t table

Value $-t_{count} < -t_{table}$ ($0.783 < 2.00247$) then H_0 is accepted.

7. Conclusion, because the value of $-t_{count} < -t_{table}$ ($0.783 < 2.00247$) then H_0 is accepted, meaning that partially there is no significant effect between motivation and performance

CONCLUSION

Based on the results of data analysis and discussion in the previous chapter, this study resulted in the following conclusions:

1. The research results from the multiple linear regression equation show that the constant (a) is 11.081 and the coefficient X_1 (b_1) is 0.219 and the coefficient X_2 (b_2) is 0.119 with the results of the multiple regression equation $Y = 11.081 + 0.219 X_1 + 0.119 X_2$
2. The results of the calculation of the R test have shown that the multiple correlation coefficient (R) obtained is 0.187 and the coefficient of determination (adjusted R^2) obtained is 0.035. This shows that the percentage of the Work Environment variable and the Motivation variable can explain changes in the Performance variable of 3.5%. Or the variation of the independent variables used in the Work Environment variable and the Motivation variable can explain 3.5% of the variation in the Performance variable. While the remaining 96.5% is influenced or explained by other variables not included in this research model.
3. Based on the simultaneous test, it is known that if $F_{count} < F_{table}$ ($1.020 < 3.16$), then H_0 is accepted, meaning that there is no significant effect between the Work Environment variable and the Motivation variable together on employee performance variables.
4. Based on the partial test it is known that if the t count for the Work Environment variable is 1.317 in the T table with 57 db and a significant level of 0.025 is obtained 2.00247, because $-t_{count} < -t_{table}$ ($1.317 < 2.00247$) then H_0 is accepted, meaning that partially it is not there is a significant influence between the work environment and employee performance. And t count for the variable Motivation is 0.783 in table T with db 57 and a significant level of 0.025 is obtained 2.00247, because $-t_{count} < -t_{table}$ ($0.783 < 2.00247$) then H_0 is accepted, meaning that partially there is no significant effect between motivation and performance

employees at the Civil Service Police Unit and Community Environment in Indragiri Hulu Regency.

SUGGESTION

Based on the conclusions in this study the authors can submit the following suggestions:

1. For the Civil Service Police Unit Office and the Community Environment of Indragiri Hulu Regency.
 - a. Based on the conclusions of the research results which show that the Work Environment variable in this case has been proven to have an influence on the performance of civil servants at the Civil Service Police Unit office, Indragiri Hulu Regency,
 - b. Based on the conclusions of the research results which show that the motivation variable is proven to have an influence on the performance of civil servants at the Civil Service Police Unit office, Indragiri Hulu Regency.
2. For future research:
 - a. It is hoped that this model can be further developed by adding other variables that are still closely related to employee performance, such as: personal motivation, organizational commitment, communication, policy making, and so on.
 - b. It is advisable to develop this research further by conducting in-depth interview techniques with each respondent, and making each question on the questionnaire in simpler, clearer language, and the question sentences do not have double meanings.
 - c. It is expected to consider other research objects that have more varied behavioral characteristics, and performance that does not tend to be constant.

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