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# The Influence of Work Environment and Motivation On The Performance of Employees of the Tanjung Bintang Sub-District, South Lampung Regency

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## ABSTRACT

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*The objective of this study is to assess the impact of the work environment and motivation on employee performance within the Tanjung Bintang District of South Lampung Regency. The data underwent analysis using the utilization of multiple linear regression. The study results supported all hypotheses that the combination of work environment and motivation positively impacts the performance of employees at the Regency of South Lampung. This accounts for 75.6% of the overall effect, while other factors accounted for the remaining 24.4%.*

*The study findings suggest that additional equipment, facilities, and infrastructure are necessary to ensure that the community has access to fast, secure, and accurate information services with good working conditions. Leaders should involve all employees, including their families, in informal events to strengthen the team dynamic. This promotes a sense of being valued and a feeling of belonging, ultimately improving working relationships and creating a better atmosphere. Technical term abbreviations should be explained upon first use. Additionally, each employee should create work plans and performance objectives for monthly, quarterly, semi-annual, and annual periods while monitoring progress against the work plan using a cash budget.*

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

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## Introduction

Human resources are the sole resources that possess minds, feelings, desires, abilities, skills, knowledge, power, and labor, which significantly impact the organization's efforts to achieve its objectives (Mufti *et al.*, 2016). Regardless of how advanced technology becomes, how well information is developed, or the availability of sufficient capital, an organization will find it challenging to accomplish its goals without human resources (Barusman and Mihdar, 2014). Therefore, it is crucial for organizations to prioritize all matters related to human resources, enabling employees to enhance their work performance and effectively and efficiently achieve organizational objectives (Adenike, 2011).

Human resources are a distinct factor, both physically and psychologically, where people typically utilize only a fraction of their abilities (Badrianto and Ekhsan, 2019). However, if human resources are developed with high quality, they can bring about transformations in knowledge, attitudes, skills, individual behavior, and group behavior (Omolo, 2015).

Human resource development must be optimized by the organization and implemented continuously to improve employee quality and performance and support the development and enhancement of service processes for the community (Ruparel *et al.*, 2020).

Omolo, (2015), suggests that performance results from an individual's ability to perform their duties with quality and quantity, in accordance with the assigned responsibilities. Employees who perform well can

help the organization achieve its goals. Conversely, underperformance by employees will impede the organization's objectives.

The work environment is one of the factors that can affect the performance of employees. According to Ollukkaran and Gunaseelan (2012), the work environment is everything that is around the job that can have an impact on the performance of the assigned tasks. A conducive work environment includes the creation of good relationships among co-workers, good relationships between supervisors and subordinates, the existence of a physical work environment that includes the size of the work area, lighting, air temperature, color, noise level control, cleanliness of the work area, and the availability of work equipment. If the work environment is not conducive, it will cause stress for employees, which will ultimately lead to a decrease in employee performance (Hafee *et al.*, 2019).

Work motivation can affect employee performance in addition to the work environment. Motivation is a need or drive that drives an individual to take an action in order to achieve certain goals. Motivation is a set of attitudes and values that influence individuals to do certain things in accordance with their goals (Putri *et al.*, 2019). According Badrianto and Ekhsan, (2019) to their goals Theoretically, motivation is influenced by the fulfillment of human life needs; the more a person's life needs are fulfilled by their work, the higher their work motivation will be. Tanjung Bintang Sub-district is an organization of the Regional Government of South Lampung Regency formed based on the Regional Regulation No. 7 of 2016, which in its working procedure carries out its duties and obligations to carry out functional coordination in the best possible way. In addition to this task, the sub-district office also carries out tasks based on the policies set by the regional head.

The sub-district is a district/city regional apparatus as a regional technical implementer that has a certain working area and is headed by a sub-district chief. The sub-district chief is subordinate to and responsible to the regent/mayor through the regional secretary. The main task of the sub-district is to plan, implement, direct, supervise and control the governmental authority delegated by the regent to handle part of the regional autonomy affairs and to organize the general governmental tasks. The realization of the achievement of the goal of the strategic plan until 2021, in goal-1 has only reached 81.86%. This means that the achievement of goal-1 is not 100%. Based on the results of measuring the performance of target-1, from 5 performance indicators as benchmarks, it is illustrated that 4 indicators have not reached the target, this is due to the lack of awareness of citizens to take care of population documents and large-scale social restrictions due to the Corona Virus Disease (Covid-19) pandemic situation.

Based on the results of measuring the performance of goal-2, from 4 performance indicators as benchmarks, it is illustrated that 1 indicator has not yet reached the target, this is due to the lack of awareness of citizens to pay PBB and due to the Corona Virus Disease (Covid-19) pandemic situation many people complain about the cost. Based on the results of measuring the performance indicators of Objective 3, it is shown that generally the performance of the 3 performance indicators, all indicators have achieved the goals set.

Regarding the condition of the working environment at Tanjung Bintang District Office, South Lampung Regency, it can be said that it is good, each section has its own room. However, there are still some rooms that are not good because the air temperature conditions in some of these rooms are felt to be less cool. This is due to the air conditioner that often does not work and not all work rooms have room cooling system.

## LITERATURE REVIEW

### a. Employee Performance

According to Riyanto *et al.*, (2017), performance is commonly understood as output, efficiency, effectiveness, and other measures of productivity. In contrast, as Jayaweera (2015), explains, Employee performance, also known as work performance, pertains to the level of quality and quantity of work that employees achieve when carrying out their designated activities and obligations. Hence, it may be inferred that the efficacy of employees is contingent upon their work outcomes, encompassing

both the caliber and quantity of their achievements inside a given timeframe when executing assigned duties. suitable for the tasks and duties allocated to them. According to Gravina *et al.*, (2021), states that the indicators in performance include, among others:

- a) Quality of work
- b) Punctuality
- c) Initiative.
- d) Ability to complete tasks
- e) Cooperation

Performance is a function of the interaction between ability (A), motivation (M), and opportunity (O); namely  $\text{efficiency} = f(A \times M \times O)$ ; (Robbins, 2017). This means performance is a function of ability, motivation, and opportunity. In other words, performance is determined by the factors ability, motivation and opportunity. Performance opportunities are high levels of performance that are partly a function of the absence of obstacles controlling the employee.

According to Gomes (2017), The concept of performance, which encompasses factors such as output, efficiency, and effectiveness, is frequently linked to productivity. Meanwhile, according to Mangkunegara (2017), Employee performance, sometimes referred to as job performance, encompasses the evaluation of an employee's work in terms of both its quality and quantity. This evaluation is based on the employee's ability to fulfill their given obligations and carry out their duties effectively. Hence, it may be inferred that HR performance refers to the output or outcomes, in terms of quality and quantity, that HR accomplishes within a given timeframe while carrying out assigned activities in a suitable manner.

Mujiasih (2015) defines employee engagement as a state in which people feel they find meaning in the whole, are motivated in their work, can accept support from others, are positive and can work thanks to an efficient and effective work environment. As for the three dimensions of employee engagement, they are vitality, dedication, and passion. Employee performance indicators are divided into four namely quantity of results, quality of results, punctuality, attendance at work (Mathis & Jackson, 2018).

#### **b. Work Environment**

According to Parashakti *et al.*, (2020), The work environment includes everything around the worker that can affect work, including lighting arrangements, noise control, workplace hygiene arrangements and workplace safety regulations. According to Roelofsen (2002), The work environment can be defined as the comprehensive set of tools and materials that an individual encounters, the specific context in which they perform their work, their own work practices, and the arrangements for their work, both as an individual and as part of a group. According to Badrianto and Ekhsan (2019), states that broadly speaking, the type of work environment is divided into 2 (two), namely:

- a) Work Environment / Physical Work Environment  
The physical working environment is all the physical conditions that are present around the work place that can have an impact on the employees either directly or indirectly (Vischer, 2007).
- b) Working atmosphere / Non-physical working environment  
The non-physical work environment refers to all the conditions that arise in the context of work relationships, both relationships with superiors and relationships with colleagues or relationships with subordinates. The concept of a non-physical work environment refers to the condition of an employee's workplace characterized by a harmonious atmosphere, wherein there exists effective communication and interactions between subordinates and supervisors (vertical relationship), as well as among colleagues (horizontal relationships) (Riyanto *et al.*, 2022).

A good work environment will have a positive impact on employees by improving their performance. This is one of the ways that can be done so that employees can perform their duties without interference, because the work environment greatly affects the employee's performance. According to Nitisemito (in Djuwanto, 2017), The work environment encompasses all elements that include employees and have the potential to impact their task performance, such as the provision of air conditioning (AC), appropriate lighting, and other related factors. "

The work environment can be understood as the physical factors that exist around work that can influence employees in performing assigned tasks. Rivai (2006) believes that the working environment is the set of facilities and infrastructure around which workers perform their own work. This work environment will include the workplace, facilities and work tools, cleanliness, lighting and quiet. There are two types of work environments in Jain et al. (2014), specifically physical work environment and non-physical work environment.

Tripathi (2014) defines the work environment is commonly understood as encompassing the tangible aspects of a job, such as the physical circumstances, the organizational structure, and the prevailing work culture. The degree of employee performance and productivity is influenced by various factors within the work environment, all of which are interconnected with the employees' motivation and engagement. The term "environment" refers to the encompassing factors of a workplace, which comprise the tangible aspects such as the physical conditions, the organizational structure, and the prevailing work culture. Every facet of the work environment is related to the level of employee performance and productivity that comes from their motivation and engagement. How an organization manages its work environment will ultimately translate into organizational productivity and performance.

Chandrasekhar (2011) states that conditions in the work environment are responsible for how employees perform their jobs and ultimately the success of the organization in achieving its goals. It posits that the work environment is a combination of many workplace factors, including the actual physical environment. The work environment also includes the organization's policies and working conditions that determine employee performance, performance levels, and commitment. This affects the performance of the organization.

### **c. Motivation**

Motivation is an internal factor that drives a person's actions. Work motivation directly impacts employee performance. According to Thamrin and Riyanto (2020), motivation is the desire to fulfill individual needs and determines the ability to act on them. Motivation is an internal factor that drives a person's actions. It serves as an encouraging or initiating element for consciously taken activities (Kuswati, 2020).

Motivation that comes from within a person has two elements (Moenir, 2016). The first element is the driving force to do, the second element is the target or goal that the action will direct. These two elements of motivation make a person want to perform activities and at the same time achieve what they desire through these activities. And these two elements cannot be separated, because if one of the elements is missing, no activity will occur. Meanwhile, extrinsic motivation is an external stimulus in the form of objects or non-objects that can promote in a person the need to own, appreciate, master or achieve objects or non-objects. Motivation is a crucial skill that drives employees and organizations to achieve their desired objectives. The ultimate objective is to attain employee aspirations and organizational goals. Motivating employees entails enhancing their work enthusiasm, discipline, responsibility, morale, job performance, and participation (Sulila, 2019).

Jalagat (2016), outlines that motivation theories can be broadly categorized into content theory, which focuses on individual factors that drive, direct, support, and inhibit behavior, and process theory, which analyzes how behavior is motivated, supported, and inhibited.

Motivation when associated with the work environment will give rise to work motivation. Mangkunegara (2017) suggests that work motivation as an influential condition arouses, directs and maintains behavior related to the work environment. Work motivation here will refer to achieving organizational goals with a focus on work-related behavior and ultimately motivation as a process of satisfying needs.

The success of a job is determined by the employees in the organization. Work motivation is the provision of stimulation or work enthusiasm to employees to work with all their efforts. Therefore, it is an obligation for a leader to provide enthusiasm and work enthusiasm to them so that the leader tries to know the motives desired by employees. This is because people have different motives depending on many factors such as personality, ambition, education and age. An important motivating factor that causes people to work is There are needs that must be met, both material and non-material, physical and mental needs.

According to Hasibuan (2019) that people want to work because:

1. The desire to live, which is the main desire of everyone, humans work to be able to eat and drink to be able to continue their lives.
2. The desire for possession, namely the desire to have something is the second human desire and this is one of the reasons why humans want to work.
3. The desire for power, which is a desire for power is a desire one step above the desire to have, encouraging people to want to work.
4. The desire for recognition, which is the desire for recognition is the last type of need and encourages work.

Thus, each employee has a certain motive or need to expect satisfaction from the results of his work.

**d. Framework**

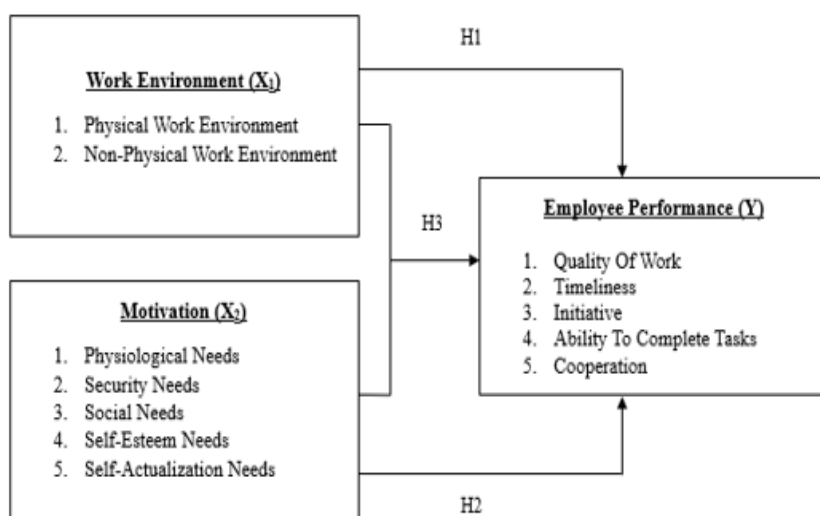


Figure 1. Framework for the Effect of Work Environment and Motivation on Employee Performance

**METHODOLOGY**

The conducted research is explanatory in nature, meaning it intends to clarify the connection between variables using both descriptive and inferential research methods (Kothari, 2004).

The study included a combination of primary and secondary data sources. Primary data refers to the information that researchers directly gather and analyze from individuals who are the subjects of the study. The basic data for this study was collected by the administration of a questionnaire to participants, specifically the employees of Tanjung Bintang District in South Lampung Regency. The researchers directly obtained primary data from respondents, specifically employees of Tanjung Bintang Sub-district in South Lampung Regency, by administering a questionnaire. Secondary data refers to information that is derived from sources other than the original data collectors. This includes data that has been processed or released by external parties, such as monthly, quarterly, and semester activity reports, as well as employee performance reports, specifically pertaining to the Tanjung Bintang District in the South Lampung Regency. The researchers acquired secondary data from external sources that had previously processed or published primary data. This included reports on monthly, quarterly, and semester activities, as well as staff performance reports from the Tanjung Bintang Sub-district in South Lampung Regency.

Data collecting techniques refer to the various methodologies employed by researchers to gather data. By employing suitable methodologies for data collecting, one can ensure the acquisition of objective, valid, and accurate data. The data collection methodologies employed are as follows:

- a) The research conducted in libraries involves gathering data from various sources such as literature and scientific papers that are relevant to the subject being studied..
- b) Field research, which involves direct engagement with the subject of study, yields several sorts of data that can be uncovered through the utilization of different research tools.:
  - Observation, namely making direct observations on the object of research;
  - Interview, which is to obtain data that is considered to complement the main data with a series of questions;
  - Documentation, which is a secondary data collection technique obtained from administrative reports and employee work activities.

The population in this study were all human resources of 31 employees of Tanjung Bintang sub-district and the analysis techniques used are multiple linear regression analysis techniques, the coefficient of determination, correlation coefficients and hypothesis testing.

Sampling was previously classified in order to obtain a homogeneous sub-population, so that the smallest unit of the sample can be said to be representative. Sampling was carried out according to the advice of Sugiyono (2019) The non-probability sampling approach is a method of sampling that does not ensure an equal opportunity for every element or member of the population to be selected as a sample. The sample technique employed in this study is saturation sampling, also referred to as census sampling. On the basis of the above, the research took the entire population for research so that the number of respondents in this study were 31 employees.

Data analysis techniques used in this study, namely :

- a) Descriptive Data Analysis Technique

In this study, the variables used are one dependent variable, namely the work environment (X1) and motivation (X2) while the dependent variable is employee performance (Y).

Inferential Data Analysis Techniques:

- b) Multiple Linear Regression

The multiple linear regression formula is as follows :

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

Description:

Ŷ = Dependent variable  
 a = Intercept (Constant price)  
 b = Regression coefficient  
 X = Independent variable  
 e = Standard error

- c) Correlation Coefficient

This methodology is employed to ascertain correlations and substantiate the hypothesis regarding the association between two variables, given that the data pertaining to these variables are in the form of intervals or ratios, and the data sources for these two or more



variables are identical. By knowing the correlation coefficient between each variable X and Y, the coefficient of determination can be determined to determine the amount of influence that each independent variable has on the dependent variable. The correlation coefficient value must have limits of  $-1 < r < 1$ . If r approaches -1 or 1, it can be said that there is a close relationship between the independent variable and the dependent variable.

d) Coefficient of Determination

After the correlation coefficient, there is a coefficient of determination test which is used to determine how much influence the dependent variable has on the independent variable. The coefficient of determination has two tests, namely partial and simultaneous. Partial Determination Coefficient that is correlation value  $r_{yx1x2}$  only expresses the closeness of the relationship between the independent variable and the dependent variable. Simultaneous Coefficient of Determination To determine the magnitude of the influence of the independent variables on the dependent variable together, the simultaneous coefficient of determination analysis is used with the calculation as follows,  $KD = r^2 \times 100\%$ .

e) Hypothesis Test

- Test t (Partial Testing)

The t-test results of this calculation are then compared with the ttable using an error rate of 0.05. The criteria used as a basis for comparison are as follows:  $H_0$  is accepted if the ttable value  $< t_{count}$  and  $H_0$  is rejected if the value of  $t_{count} > t_{table}$

- F Test (Simultaneous Testing)

- The F test results of this calculation are then compared with Ftable using an error rate of 0.05. The criteria used as a basis for comparison are as follows:  $H_0$  is rejected if  $F_{count} > F_{table}$  and  $H_0$  is accepted if  $F_{count} < F_{table}$

## RESULT AND DISCUSSION

### a. Descriptive Analysis

a) Respondents' Statements on the Work Environment (X1)

To get a clearer picture of the score on each statement is as follows:

Table 1. Percentage of Research Results Based on Work Environment Statements

No	Statement	Achievement Score	Max Score	%	Criteria
1	The general condition of the place where you currently work is very good	118	155	76,13	Agreed
2	The total of rooms to the current number of employees is sufficient	126	155	81,29	Agreed
3	The cleanliness of your workplace is generally very good	118	155	76,13	Agreed
4	The availability of working equipment, such as computers, printers, Wi-fi in the office is very good	105	155	67,74	Neutral
5	Facilities for information purposes for the community are sufficiently available	110	155	70,97	Agreed
6	Comfort in the workspace is adequate	119	155	76,77	Agreed
7	Your communication with organizational leaders is generally good	114	155	73,55	Agreed
8	Your involvement with the activities carried out by the leadership is well established.	118	155	76,13	Agreed
9	Your working relationship with your coworkers is quite good	138	155	89,03	Strongly Agreed
10	You are comfortable working with all your colleagues in your organization.	123	155	79,35	Agreed
	<b>Total</b>	<b>1.188</b>	<b>1.550</b>	<b>76,71</b>	<b>Agreed</b>

Source: Processed Data, 2022

b) Respondents' Statements on Motivation (X2)

To get a clearer picture, the scores on each statement are as follows:

Table 2. Percentage of Research Results Based on Motivation Statement

No	Statement	Achievement Score	Max Score	%	Criteria
1	The organization has paid good attention to the needs of its employees, for example, providing office uniforms, providing sports and health facilities.	123	155	79,35	Agreed
2	The organization has also provided sufficient incentives and salaries for its employees' needs.	112	155	72,26	Agreed
3	The organization has provided good health protection for employees and their families.	127	155	81,94	Agreed
4	The organization has also provided protection against intimidation from outside parties.	114	155	73,55	Agreed
5	The organization always schedules activities with employees' families to increase the sense of togetherness.	99	155	63,87	Neutral
6	The organization is very concerned about the situation of employees who experience calamity or distress.	120	155	77,42	Agreed
7	Leaders are very concerned about employees who are highly disciplined	116	155	74,84	Agreed
8	Leaders give awards directly to employees who excel at every opportunity for all employees to meet.	121	155	78,06	Agreed
9	The organization encourages employees to improve their skills by continuing their education	134	155	86,45	Strongly Agreed
10	The organization also makes it easier for employees to further their education by providing tuition assistance.	133	155	85,81	Strongly Agreed
	<b>Total</b>	<b>1.199</b>	<b>1.550</b>	<b>77,35%</b>	<b>Agreed</b>

Source: Processed Data, 2022

c) Respondents' Statements on Performance (Y)

Table 3. Percentage of Research Results Based on Performance Statement

No	Statement	Achievement Score	Max Score	%	Criteria
1	I able to complete work in accordance with the specified quality of work	116	155	74,84	Agreed
2	Employees are always responsible and orderly in their work.	130	155	83,87	Agreed
3	I always follow my work schedule carefully	111	155	71,61	Agreed
4	I always complete my work in accordance with the responsibilities and work objectives given by the organization.	116	155	74,84	Agreed
5	I have a special way of solving problems at work.	128	155	82,58	Agreed
6	I can make quick decisions about work issues	116	155	74,84	Agreed
7	I can do my best work without being supervised by my boss.	113	155	72,90	Agreed
8	I always work based on the existing rules and in accordance with the main tasks given by the organization.	116	155	74,84	Agreed
9	I can work well alone and even better in a team.	126	155	81,29%	Agreed
10	I view team decisions as shared decisions and I am always active in working with the team.	138	155	89,03%	Strongly Agreed
	Total	1.210	1.550	78,06%	Agreed

Source: Processed Data, 2022

### b. Multiple Linier Regression

To predict how far the change in the value of the dependent variable on the value of the independent variable, the multiple linear regression equation is obtained as in the following table:

Table 4. Multiple Linier Regression Coefficients

Unstandardized Coefficients					
Model	B	Std. Error	Beta	T	Sig.
1 (constant)	2,587	3,993		,648	,522
Campus Environment (X1)	,463	,1999	,435	2,326	,028
Motivation (X2)	,483	,194	,466	2,492	,019

Source: Processed Data, 2022

Based on the provided coefficient value table, the regression equation established to examine the relationship between work environment and motivation variables on employee performance in Tanjung Bintang District, South Lampung Regency is as follows:

$$Y=2,587+0,463X_1+0,483X_2$$

Interpretation:

- The positive constant value shows the positive effect of the independent variable, if the independent variable is 1 unit point, then employee performance is 2.587 points.

- b) That every one unit increase in the work environment variable, the employee performance variable will increase by 0.463 points, assuming other variables do not change.
- c) That every one unit increase in the motivation variable, the Employee Performance variable will also increase by 0.483 points, assuming other variables do not change.

### c. Coefficient of Determination

To determine the coefficient of determination, the statistical analysis of Product Moment correlation is used, as in the following table:

Table 5. Coefficient of Determination

		X1	X2	Y
Work Environment (X1)	Pearson Correlation	1	,867**	,838**
	Sig. (2-tailed)		,000	,000
	N	31	31	31
Motivation (X2)	Pearson Correlation	,867**	1	,842**
	Sig. (2-tailed)	,000		,000
	N	31	31	31
Employee Performance (Y)	Pearson Correlation	,838**	,842**	1
	Sig. (2-tailed)	,000	,000	
	N	31	31	31

\*\* . Correlation is significant at the 0,01 level (2-tailed)

Source: Processed Data, 2022

Based on the table above, the correlation coefficient value can be described as follows:

- a) The correlation coefficient between the work environment and employee performance is positive 0.838. Based on the guidelines in providing interpretation of the correlation coefficient, this value is in the coefficient interval 0.80 - 1.000 where the level of relationship between the two variables is in the "Very Strong" category. The coefficient of determination between work environment variables on employee performance is  $(KD) = (R^2) = 0.8382 = 0.702 \times 100\% = 70.2\%$ . It can be concluded that the work environment has an influence on employee performance by 70.2% while the rest is explained by other factors.
- b) The correlation coefficient between motivation and employee performance is positive 0.842. Based on the guidelines for interpreting the correlation coefficient, this value is in the coefficient interval 0.80 - 1.000, where the level of relationship between the two variables is in the "very strong" category. The coefficient of determination between the variable motivation and employee performance is  $(KD) = (R^2) = 0.8422 = 0.708 \times 100\% = 70.8\%$ . It can be concluded that motivation has an influence of 70.8% on employee performance, while the rest is explained by other factors.

To find out the magnitude of the correlation of variables together can be seen in the following table:

Table 6. Model Summary

Model	R	R Square	Adjust R Square	Std. Error of the Estimate
1	,870 <sup>a</sup>	,756	,739	4,457

Source: Processed Data, 2022

Based on the table above, the correlation coefficient (R) has a value of 0.870, falling within the coefficient interval of 0.80-1.000, indicating a very strong relationship among the three variables.

The coefficient of determination (KD) between work environment variables, motivation, and employee performance is calculated as  $(R^2) = 0.8702 = 0.756 \times 100\% = 75.6\%$ . It can be inferred that the

combination of the work environment and motivation variables accounts for 24.4% of the variance in employee performance, with the remaining portion being explained by additional factors.

**d. T-test Result**

- a) Hypothesis Test of the Effect of Work Environment (X1) on Employee Performance (Y)  
To determine if there is a partial positive impact of the work environment on employee performance in the Tanjung Bintang District of South Lampung Regency, a t-test hypothesis test is conducted. Table data serves as the foundation for analysis. The statistical tests using the t-test on the variable "work environment" returned a  $t_{count}$  of 2.326 with a significance level of 0.028. When compared to the  $t_{table}$  with  $n = 31$  at a significance level of 0.05, a critical value of 1.696 is obtained. Thus,  $H_0$  is rejected,  $H_a$  is accepted, and it can be concluded that there is evidence to suggest that the work environment has a positive effect on employee performance.
- b) Hypothesis Test of the Effect of Motivation (X2) on Performance (Y)  
Furthermore, a hypothesis test was conducted using the t-test to determine if there is a partial positive influence of the motivation variable on employee performance in Tanjung Bintang District, South Lampung Regency. The results can be found in Table. The t-test on the motivation variable yielded a t-count value of 2.492 with a significance level of 0.019, when compared to the t-table with  $n = 31$  at a significance level of 0.05, resulting in a critical value of 1.696. Therefore,  $H_a$  is accepted and  $H_0$  is rejected, demonstrating that motivation positively impacts employee performance.

**e. F-test Result**

- a) Hypothesis Test of the Effect of Work Environment (X1), and Motivation (X2) on Performance (Y)

The study's third hypothesis tested the combined impact of competence and incentives on performance through an F test.

Table 7. T-test of the Effect of Work Environment (X1) and Motivation (X2) on Performance (Y)

Model	Sum of Squares		df	Mean Square	F	Sig.
1	Regresion	1726,815	2	863,408	43,469	,000b
	Residual	556,153	28	19,863		
	Total	2282,968	30			

Source: Processed data, 2022

From the table above, it is evident that  $F_{count}$  has a value of 43.469 at a significance level of 0.000. By determining the 5% confidence level and the degrees of freedom  $df_1 = 2$  and  $df_2 = 28$ , we obtain a value of 3.32 from  $F_{table}$ . As  $F_{count}$  is greater than  $F_{table}$ ,  $H_0$  is rejected and  $H_a$  is accepted, indicating that the work environment and motivation variables have a positive effect on the employee performance variables.

**CONCLUSION**

**a. Conclusion**

The conclusion of the research on the influence of Work Environment and Motivation on the Performance of Tanjung Bintang Sub-District's Employees are as follows:

- a) The work environment has a positive effect on the performance of Tanjung Bintang District employees.
- b) Motivation has a positive effect on the performance of employees of Tanjung Bintang District.
- c) The work environment and motivation together have a positive effect on the performance of employees of Tanjung Bintang District.

**b. Suggestion**

From the above conclusions, the following implications can be stated:

- a) In the work environment variable, the statement that has the lowest value among the other statements is statement number 4, namely, "The availability of work equipment such as computers, printers, Wi-fi in your office is very good". This is consistent with the current conditions in Tanjung Bintang Subdistrict, according to the respondents that the physical working environment such as the availability of good equipment for computers, printers, air conditioners and other equipment still needs to be optimized again. For this reason, it is necessary to increase the need for equipment, facilities, and infrastructure so that the community as those who need information services, population can feel the service process that is fast, secure, and accurate with good working environment conditions.
- b) In the motivation variable, the statement that has the lowest score based on the performance score is statement number 5, namely, "The organization always schedules activities with employees' families to increase the sense of togetherness". Some respondents did not respond well to this statement, so leaders need to involve all employees even with their families in non-formal events so that they can strengthen the family, so that the indirect impact of employees feel cared for, increase the sense of togetherness, and make work relationships and work atmosphere more conducive.
- c) In the employee performance variable, the statement that has the lowest value of the other statements is statement number 3, namely "I always follow the work schedule carefully". This is in accordance with the conditions in Tanjung Bintang Subdistrict, South Lampung Regency, that most employees work without a time schedule to organize work plan schedules, equipment usage schedules, budget usage schedules, materials and so on, so that work results are not optimal. For these conditions, leaders need to make efforts through direct orders or in staff meeting activities for each section to develop work plans and performance targets both monthly, quarterly, semester and annually and plan budgets (cash budgets) so that progress can be monitored against work plans implemented by employees.
- d) Further research is needed on other factors that influence employee performance outside of work environment and motivation variables. This further research is needed to positively identify other factors that are truly an element that has an influence or is determinant in improving employee performance in general.
- e) Compare the results of research on other factors related to discipline with this research in order to obtain information on which factors have a greater tendency and influence on employee performance, so that more attention can be paid to them in determining organizational development policies.

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