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### The Influence of Motivation, Work Environment and Work Professionalism on Employee Performance at the Office of The Regional Development Planning Agency of West Tulang Bawang Regency

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#### Abstract

The purpose of this study was to identify and evaluate the relationship between employee performance at the Regional Development Planning Agency Office of West Tulang Bawang Regency and motivation, work environment, and professionalism. This study used a sample of 54 respondents taken from the workforce of the Regional Development Planning Agency Office of West Tulang Bawang Regency. Employees at the Regional Development Planning Agency Office of West Tulang Bawang Regency were surveyed and interviewed as part of the direct data collection in this study. The results of this study indicate that using a significance level of 0.05 because the two-sided test is 2.5% and  $N = 54$ , the t table is obtained = 2.00856. While the t count for motivation seen from the data processing output is 6.327, for the work environment 3.673, while for work professionalism it is 4.059, so based on this t test it is concluded that motivation, work environment, and work professionalism affect employee performance at the Regional Development Planning Agency Office of West Tulang Bawang Regency. With the F test, the significance level uses 0.05 ( $\alpha = 5\%$ ), so the F table is 2.79. Meanwhile, based on the output of data processing, F count is 209.147, because F count > F table, it can be concluded that together there is a significant influence between the independent variables (motivation, work environment, and work professionalism) on the dependent variable (employee performance) at the Regional Development Planning Agency Office of West Tulang Bawang Regency.

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

#### 1. Introduction

Human resources are one of the internal elements that receive the most attention because they can affect the ability of state or private companies to run a business (Mathis & Jackson, 2006). The application of regional governance in the era of regional autonomy as it is today emphasizes the values of democracy, community roles, and fairness while continuing to pay

attention to the potential and diversity of the region. The implementation of regional autonomy is the basis for a paradigm shift in the implementation of government, the management of state and regional budgets and the manifestation of the demands of the reform agenda in an effort to achieve public welfare (Oktaviannur & Pratama, 2016).

Performance is the result of work achieved by a worker or employee in carrying out his duties in accordance with the responsibilities that have been given (Pohan *et al.*, 2020). Work appraisal can be seen from the results of employee performance and employee development that have been carried out. Effective employee performance is crucial for businesses to succeed since an organization's success depends on the imagination, ingenuity, and dedication of its staff (Malik & Verawati, 2016). One way to improve performance is by attending training. Basically, employee performance is influenced by several factors such as motivation, work environment, and work professionalism (Sandhu *et al.*, 2017).

Motivation is a reference or a person's foundation so that he is moved to do something to achieve certain goals (DeCenzo & Robbins, 1996). Motivation is one of the factors that affect employee performance because, with high motivation, employees will be more encouraged and try to improve their ability to plan, carry out, and evaluate work that applies in the office so as to obtain maximum work results (Muda *et al.*, 2014). So motivation questions how to direct the power and potential of subordinates so that they want to work together productively and successfully achieve and realize predetermined goals (Warganegara, 2016). Employee performance does not arise from motivation alone but also from environmental forces that influence employees to do something based on predetermined goals. The work environment is a factor that affects employee performance because, in a supportive environment, it can be expected that work will be carried out effectively and efficiently. A good and conducive work environment makes employees feel comfortable, so they will work hard to carry out their duties and make the right decisions, and their work can be completed properly (Badrianto & Ekhsan, 2020).

In carrying out their duties, every employee must be professional in order to meet or exceed company goals because professionalism embodies knowledge, ability, talent for work, high standards and a strong drive to achieve goals and career development (Ichsan & Nasution, 2022). Employees who have high professionalism are expected to make a significant contribution to achieving organizational goals (Panjaitan, 2022). Increasing employee professionalism is an effort to help employees who do not have professional qualifications become professionals (Barusman & Virgawenda, 2019). Thus, increasing the professional ability of employees requires assistance or providing opportunities for employees through programs and activities carried out by the government (Ichsan *et al.*, 2022).

The Regional Development Planning Agency of West Tulang Bawang Regency is one of the government agencies engaged in services led directly by a Head of Agency. The task of Regional Development Planning Agency is to be in charge of services, where employees who are in Regional Development Planning Agency provide services in terms of improving the quality of regional development planning. Based on temporary research, the work results at the Regional Development Planning Agency office have not obtained optimal results, so a lot of work or report results have not reached the target to be completed. This is because employees who are part of the organization have not been able to save time properly and optimally, so the quality of work produced is also not good. Therefore, it is necessary to

evaluate and guide the performance of employees in the office as expected, and employees must be professional in serving the community to provide the solutions needed by the community to solve the problems they face. Based on the problems and descriptions that have been described, research will be conducted with the title "The Effect of Motivation, Work Professionalism, and Work Environment on Employee Performance at the Office of the Regional Development Planning Agency of West Tulang Bawang Regency".

## **2. Literature review**

### **Employee Performance**

The term performance is related to the term work performance or job performance, which can be interpreted as the results of work both in quality and quantity that have been achieved by a person in carrying out the responsibilities that have been given within a certain period of time (Muda *et al.*, 2014). According to Mathis & Jackson (2006), there are several indicators of employee performance, namely work quality, work quantity, time efficiency, and effectiveness. Work quality can be measured by the extent to which employees can complete tasks properly and qualify. Effective employee performance is crucial for businesses to succeed since an organization's success depends on the imagination, ingenuity, and dedication of its staff. The promptness with which chores are accomplished can serve as a gauge of time efficiency, which can also maximize the amount of time available for other pursuits. Employee opinions about the volume of tasks allocated and their outcomes can be used to gauge effectiveness.

### **Work Motivation**

Motivation is a drive that can move someone to do something with enthusiasm to achieve certain goals (Fiaz *et al.*, 2017). In general, employee motivation plays an important role in government performance because it has a much greater impact on society than private sector companies (Asrar-ul-Haq & Kuchinke, 2016). According Daft (2006), motivation has several indicators, namely physiological needs, a need for security, a need for social feeling, a need for self-actualization, and a need for appreciation. The need for a basic pay, space, and enthusiasm to assure survival are all manifestations of physiological needs. The need for safety at work, more benefits, and job protection are all reflected in the desire for security in the workplace. The desire to participate in work groups, form strong working connections with coworkers, and establish excellent working relationships with supervisors are all impacted by these demands. Developing one's potential and improving oneself are related to self-actualization needs. The need for reward represents the drive to be rewarded for contributions to the organization with praise, higher responsibility, and recognition. According to Eskildsen *et al.*, (2003), work motivation has a direct effect on employee job satisfaction.

### **Work Environment**

One of the elements that affect employee performance is the workplace environment. Because the workplace affects how well a person does work, which will improve organizational performance (Iis *et al.*, 2022). Therefore, the selection and development of a good work environment will have a significant impact on achieving organizational goals. Conversely, a bad work environment will reduce motivation and morale, which can reduce employee performance (Rudhan & Choiriawati, 2022). According to Sunyoto (2012), the work environment has several indicators, namely employee relations, work atmosphere, availability

of work facilities, and security. The existence of harmonious and familial coworker relationships is one of the factors that can affect employee performance. A safe and comfortable work atmosphere can increase morale. Work facilities, such as complete equipment, will support smooth work. Security in the work environment will create a sense of calm and comfort that can encourage work enthusiasm (Barusman *et al.*, 2020).

### **Work Professionalism**

Work professionalism can be interpreted as a person's ability to complete the work given properly and on time; professionalism is also one of the things needed in carrying out a task or job because the existence of professionalism behavior will affect the work results achieved (Fachmi *et al.*, 2021). Work professionalism is a highly valued quality in various fields; it helps build good relationships with coworkers, clients, and other stakeholders while enhancing the reputation of individuals and the company (Fachmi *et al.*, 2021). According to Noordegraaf (2016), professionalism is the ability or expertise to carry out or perform a job based on the work attitude demanded by the job and based on skills and knowledge. Employee performance in government needs to be improved so that government organizations can more easily achieve their goals. Professionalism relates to an employee's ability to create something and a strong work ethic (Barusman & Habiburrahman, 2022). This, of course, will have an impact on how well employees perform in an organization. According to Freidson (2013), there are three characteristics of professional employees: first, working with the aim of realizing virtue to maintain the honor of the profession they are engaged in, accompanied by receiving compensation in accordance with the profession they are engaged in. Second, a high level of technical competence obtained through a protracted, specialized, and demanding education and training process is the foundation of the job. Thirdly, technical and moral qualities are used to evaluate work. According to Hall (1968), professionalism is a person's attitude towards their work, which is assessed through five dimensions: devotion to the profession, social obligations, independence, belief in the profession, and relationships with all professions.

## Research Framework

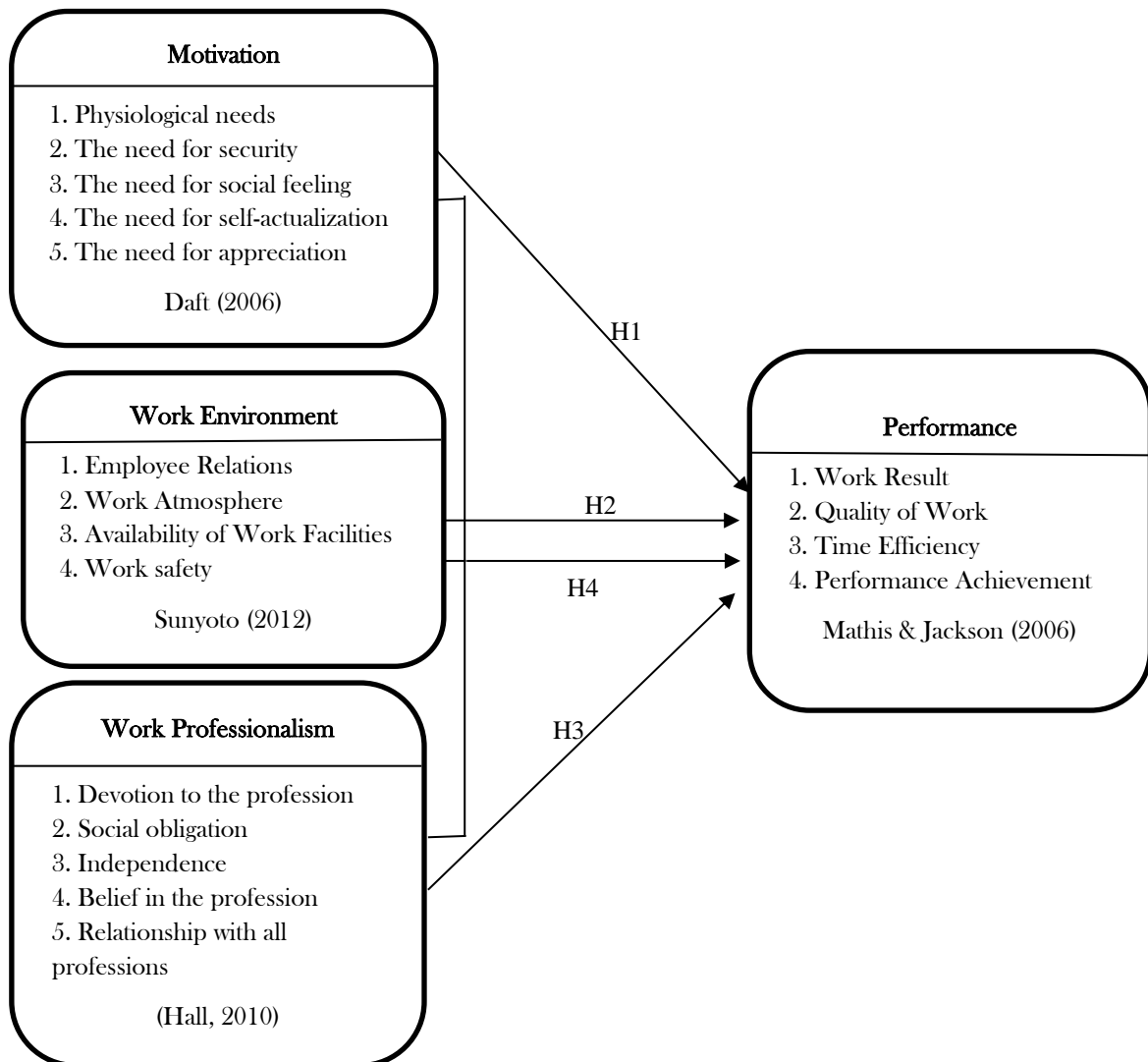


Figure 1. Framework

## Hypothesis

Based on the problem formulation and theoretical framework, the following hypotheses can be formulated:

1. H1: Motivation has a positive and significant effect on employee performance at the West Tulang Bawang Bappeda Office.
2. H2: The work environment has a positive and significant effect on employee performance at the West Tulang Bawang Bappeda Office.
3. H3: Work professionalism has a positive and significant effect on employee performance at the West Tulang Bawang Bappeda Office.

4. H4: Motivation, work environment, and work professionalism simultaneously have a positive and significant effect on employee performance at the West Tulang Bawang Bappeda Office.

### 3. Methodology

This study's methodology combines a quantitative approach with a descriptive viewpoint. The data were gathered from primary and secondary sources. Primary data sources are obtained directly from respondents, namely employees of the West Tulang Bawang Regional Development Planning Agency Office. Secondary data sources are obtained from activity reports and report documents of the West Tulang Bawang Bappeda Office. Respondents in this study were employees of Regional Development Planning Agency Tulang Bawang Barat. The population in this study was all employees of Regional Development Planning Agency Tulang Bawang Barat, totaling 54 employees. And the sample in this study was taken from the total number of 54 employees. The data collection technique used in this study was to distribute questionnaires to respondents. The operational definitions of the variables in this study are presented as follows:

**Table 1. Operational Definition of Variables**

Variable	Indicator	Question Item
Motivation	1. Physiological needs	1
	2. The need for security	2
	3. The need for social	3
	4. The need for esteem	4
	5. The need for self-actualization	5
Work Environment	1. Employee relations	1
	2. Work atmosphere	2
	3. Availability of work facilities	3
	4. Work safety	4
Work Professionalism	1. Devotion to the profession	1
	2. Social obligation	2
	3. Independence	3
	4. Belief in the profession	4
	5. Relationship with all professions	5
Employee Performance	1. Quantity	1
	2. Quality	2
	3. Timeliness	3
	4. Effectiveness	4

Source: Data Processed, 2023

## 4. Research Results and Discussion

### Respondent Characteristics

The study's 54 respondents were workers in the West Tulang Bawang Regency's Regional Development Planning Agency. The following list illustrates the characteristics of respondents by gender:

**Table 2. Characteristics of Respondents Based on Gender**

Gender	Amount	Percentage (%)
Male	30	0,56
Female	24	0,44
<b>Amount</b>	<b>54</b>	<b>100</b>

Source: Data Processed, 2023

Based on table 2, it can be seen that there were 30 male respondents or 0.56% and 24 female respondents or 0.44%.

**Table 3. Characteristics of Respondents Based on Education Level**

Education Level	Amount	Percentage (%)
High School	4	00,75
Diploma	0	0
Bachelor	38	71
Master	12	23
<b>Amount</b>	<b>54</b>	<b>100</b>

Source: Data Processed, 2023

Based on table 3, it can be seen that most of the respondents have a bachelor's degree (S1) education background, namely 38 people, or 0.71%. As for other types of education, namely high school, as many as 4 people, or 0.75%, and for master's education, as many as 12 people, or 0.23%.

### Validity Testing

The test employs a two-sided test with a 0.05 threshold of significance. The test criteria state that the instrument or question items are substantially associated to the total score (called valid) if  $r_{count} > r_{table}$  (2-sided test with sig. 0.05). The instrument or question items are not substantially associated to the overall score (ruled invalid) if  $r_{count} < r_{table}$  (2-sided test with sig. 0.05). With a 2-sided test and a sample size of 54 data points, a  $r_{table}$  is sought at a significance level of 0.05, and a value of 0.268 is subsequently obtained.

**Table 4. Employee Performance Validity Test Result**

Statement	r-count	r-table	Description
Item 1	0,422	0,268	Valid
Item 2	0,580	0,268	Valid
Item 3	0,361	0,268	Valid
Item 4	0,724	0,268	Valid

Source: Data Processed, 2023

Based on the test results in table 4, it is known that  $r_{count} \leq r_{table}$  so that all instruments on the performance variable are valid.

**Table 5. Motovation Validity Test Result**

Statement	r-count	r-table	Description
Item 1	0,684	0,268	Valid
Item 2	0,489	0,268	Valid
Item 3	0,583	0,268	Valid
Item 4	0,491	0,268	Valid
Item 5	0,426	0,268	Valid

Source: Data Processed, 2023

Based on the test results in table 5, it is known that  $r_{count} \leq r_{table}$ , so all instruments on the motivation variable are valid.

**Table 6. Result of the Work Environment Validity test**

Statement	r-count	r-table	Description
Item 1	0,747	0,268	Valid
Item 2	0,554	0,268	Valid
Item 3	0,448	0,268	Valid
Item 4	0,722	0,268	Valid

Source: Data Processed, 2023

Based on the test results in table 6, it is known that  $r_{count} \leq r_{table}$ , so all instruments on the work environment variable are valid.

**Table 7. Job Professionalism Validity Test result**

Statement	r-count	r-table	Description
Item 1	0,412	0, 268	Valid
Item 2	0,650	0, 268	Valid
Item 3	0,686	0, 268	Valid
Item 4	0,498	0, 268	Valid
Item 5	0,558	0, 268	Valid

Source: Data Processed, 2023

Based on the test results in table 7, it is known that  $r\text{-count} \leq r\text{-table}$ , so all instruments on the work professionalism variable are valid.

### Reliability Testing

This study uses a reliability test with the Cronbach's alpha method, and testing is usually within a certain limit, such as 0.6.

**Table 8. Reliability Testing Results**  
Reliability Statistics

Variable	Cronbach'sAlpha	Description
Employee Performance	.708	Reliable
Motivation	.654	Reliable
Work Environment	.820	Reliable
Work Professionalism	.759	Reliable

Source: Data Processed, 2023

Based on the information from the reliability test results in table 8, it can be deduced that the measuring instrument in this study can be said to be reliable because the average Cronbach's Alpha value for performance variables, motivation, work environment, and work professionalism is greater than 0.6.

### Multiple Linear Regression Analysis

#### T-Statistic Test

**Table 9. t-Statistic Test Results**  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	0.449	1.116			0.403	0.689
	Motivation	0.403	0.064	0.462		6.327	0.000
	Work environment	0.246	0.067	0.260		3.673	0.001
	Work Professionalism	0.247	0.061	0.306		4.059	0.000

a. Dependent Variable: Employee Performance

Source: Data Processed, 2023

Based on the test results in table 9, it can be formulated as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 0,449 + 0,403X_1 + 0,246X_2 + 0,247X_3$$

The value of  $a = 0.449$  means that the constant value of 0.449 is positive, which indicates that there is a unidirectional influence between the variables of motivation, work environment, and professionalism on employee performance variables. Assuming that the other independent variables are constant in value, the employee performance variable will increase by 0.403 units if the value of the motivation variable increases by 1%. The regression coefficient value for the motivation variable is 0.403, and the positive value indicates a unidirectional influence. Given that the other independent variables are held constant, the work environment variable's regression coefficient value of 0.246 indicates that if the work environment value increases by



1%, the employee performance variable will also increase by 0.246. The work professionalism variable has a regression coefficient value of 0.247, which indicates that, assuming all independent variables remain constant, if the value of work professionalism improves by 1%, employee performance will also increase by 0.247. The t-statistic test findings with a positive value indicate a one-way influence between the independent and dependent variables.

**F-test**

Based on the data processing output, the F-count is 209.147. Because  $H_0$  is rejected and  $H_a$  is accepted according to the F-count F-table, or when the confidence level is set at 95%, = 5%, the F-table for  $n = 54$  is 2.79. This indicates that there is an effect of the independent variables on the dependent variable. So, based on the F test, it can be concluded that there is an influence of motivation, work environment, and work professionalism together on performance in employees at the Regional Development Planning Agency Office of West Tulang Bawang Regency.

**R-Square Determination Test**

**Table 10. R-Square Determination Test Results**  
**Model Summary**

Model	R	R Square	Adjusted R Square	Std.Error of The Estimate
1	.962 <sup>a</sup>	.926	.922	0.544

a.Predictors:(Constant), Motivation, Work Environment, Work Professionalism  
 Source: Data Processed, 2023

Based on table 10, the correlation coefficient (R) value is 0.962, and it can be concluded that there is a very strong relationship between motivation, work environment, and work professionalism on employee performance at the Regional Development Planning Agency Office of West Tulang Bawang Regency. According to the coefficient of determination (R<sup>2</sup>) value of 0.926, or 92.6%, the independent variables (motivation, work environment, and work professionalism) have a 92.6% influence on the dependent variable (employee performance), with the remaining 7.4% being influenced by other factors not taken into account in this model.

**5.Conclusions and Implication**

**Conclusion**

Based on the results of the research that has been carried out, the following conclusions can be drawn:

1. Based The results showed that employee performance is significantly and positively affected by motivation. To increase motivation in accordance with current metrics, one way that can be done is to improve employee performance.
2. According to the findings of the analysis, the work environment has a positive and significant impact on employee performance. This indicates that improving the work environment is one of the strategies that can be used to improve employee performance.
3. The analysis' findings indicate that work professionalism has a favorable and significant impact on employee performance. The findings of this study suggest that increasing work professionalism is one strategy for raising employee performance.
4. Based on the analysis of the data, it is determined that employee performance can be influenced by motivation, work environment, and professionalism by 92.6%, while the

remaining 7.4% can be influenced or explained by other factors not taken into account in this model.

### Implication

1. Based on the conclusion that motivation has a positive and significant effect on employee performance, it can be seen from the respondents' answers that it needs to be improved, especially for the statement that has the lowest score. It needs to be improved again about the office providing opportunities to participate in decision-making and improving the smooth communication between leaders and employees.
2. Based on the conclusion that the work environment has a positive and significant effect on employee performance, things can be improved by supervising the presence and use of machinery and equipment that support work activities and always taking immediate corrective action in the event of damage.
3. Based on the conclusion that work professionalism has a positive and significant effect on employee performance, it is necessary to provide direction and guidance to employees so that they are always able to create comfort for the community. In addition, it is necessary to hold regular meetings, for example, once a month, so that there is a wide opportunity for dialogue to exchange opinions among employees and with superiors.

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