The Impact of Motivation and Work Environment in Improving the Performance of Government Employees of the Hiliran Gumanti Sub-District, Solok District

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ABSTRACT

The study took place in Hiliran Gumanti District, Solok Regency. Its main objective was to evaluate how motivation and the work environment contribute to enhancing the performance of government employees in the same district. The research included 44 participants and utilized quantitative research techniques. The method employed for collecting data involved the administration of a survey. Through conducting a multiple regression analysis, it was found that the variables of Motivation and Work Environment have a significant impact on Employee Performance, as represented by the equation $Y = 11.446 + 0.306 X_1 + 0.467 X_2 + e$. From the t-test conducted, it was obtained that the variable X_1 Motivation had a positive and significant effect on Employee Performance with a calculated t value of 3.286> t table 2.01954 and sig. 0.002 <0.05. Therefore, Ha is supported while H0 is denied. The variable X_2 Work Environment greatly influences Employee Performance, with a t value of 4.472 which exceeds the critical t value of 2.01954 and a significance level of 0.000 less than 0.05. Thus, Ha is accepted and H0 is rejected. After analyzing the F test, it was determined that Motivation and Work Environment collectively impact Employee Performance, with an f value of 27.190 surpassing the critical f value of 3.23 and a significance level of 0.000 below 0.05. Consequently, H0 is rejected in favor of Ha.

Keywords: Motivation, Work Environment, Employee Performance

1. INTRODUCTION

The efficient management of human resources is crucial for the success of any business, as the people working within the organization play a vital role in its operations. Therefore, if human resource management is carried out properly and productively and professionally, good human resources will be created and will have a good impact on the company or agency. The availability of professional human resources in every organization is the increasing challenges and demands of the globalization era which are quantitatively and qualitatively. The primary obstacle confronting management in the present day is ensuring the success and longevity of the company, a task that is heavily impacted by the effectiveness of the employees' performance (Zayd & Habiburahman, 2022).

The success of a company relies on the combined efforts of the team as a whole and the contributions made by each individual within the organization. This means that if individual performance is good, it will contribute positively to group performance and good group performance will have a good effect on overall organizational performance (Purwanto & Meilani, 2024). Improving the performance of every individual and group within an organization is crucial to boosting overall organizational effectiveness (Nurhayati et al., 2023). Employee performance refers to the level of effectiveness and productivity exhibited by an employee while fulfilling their assigned tasks and responsibilities. Performance is the outcome of effort put forth by individuals or a team within a company, following their designated roles and obligations to reach the organization's goals in a lawful, ethical, and morally acceptable manner (Jopanda, 2021).

Motivation plays a key role in determining employee performance. It serves as a driving force for individuals to engage in behaviors aimed at reaching objectives. Motivation is a catalyst that inspires individuals to pursue specific actions. The importance of work motivation is conveyed by activities that cause, channel and maintain human behavior (Yoga et al., 2024). With the motivation provided by superiors or motivation that comes from within or outside an employee, enhancing job performance by creating a sense of excitement and motivation among employees (Tarae & Sundari, 2024).

Work Environment is another element that influences employees' performance of their jobs. Having a pleasant work environment can greatly enhance employee performance, indicating that a good work environment is one where employees can significantly contribute to the company's success and development both directly and indirectly (Annisa et al., 2022).

This study is focused on investigating how motivation and the work environment impact the job performance of government workers in the Hiliran Gumanti District of Solok Regency, given the context provided earlier. The objective is to identify whether intrinsic and extrinsic motivational factors, along with the quality of the physical and psychological work environment, contribute significantly to enhancing employee performance. Through this research, it is expected that organizations, particularly within the public sector, can gain insights into strategic efforts for improving human resource performance to achieve institutional goals more effectively.

2. LITERATURE REVIEW

2.1. Employee Performance

Employee performance refers to the level of productivity and effectiveness demonstrated by a staff member while fulfilling their assigned tasks and responsibilities. Performance is the outcome of efforts that can be accomplished by an individual or a team within a company, following their respective roles and duties to meet the organization's goals in a lawful, ethical, and moral manner (Yeni et al., 2024).

Employee performance indicators according to Kasra & Ali (2023) consist of four main aspects, namely competence, cooperation, responsibility, and initiative. Competency showcases the capability and expertise of workers in fulfilling their responsibilities with professionalism. Cooperation shows the extent to which employees are able to work effectively with coworkers and teams. Responsibility demonstrates an employee's understanding when fulfilling tasks within their designated position and level of power. Meanwhile, initiative reflects the ability of employees to take proactive actions or steps without having to wait for orders first. These four indicators become the benchmark in assessing the extent to which employee performance can support the achievement of organizational goals.

2.2. Motivation

Motivation stems from the term motive, signifying inspiration. Work motivation encompasses a set of beliefs and principles that drive individuals towards accomplishing particular objectives in alignment with their aspirations. Invisible attitudes and values serve as a motivating force that inspires people to pursue their goals. Work motivation is a state of being that incites, guides, and sustains actions within the workplace. Motivation can come from an individual (employee) when they realize the significance of the rewards associated with their work (Dewi & Trihudiyatmanto, 2020). Accordding to Duha (2024), work motivation indicators consist of four aspects: willingness, voluntariness, skill, and goal orientation.

2.3. Work Environment

The surroundings in which employees work play a crucial role in determining their productivity. Factors such as the organization of the space, the amount of natural light, and background noise all impact an individual's ability to focus and be effective in their job. It is believed that the quality of the work environment is favorable when it enables people to perform tasks efficiently, in good health, securely, and without discomfort. The work environment is everything that surrounds workers and affects them in carrying out their assigned tasks (Heriyanti & Putri, 2021). The indicators of work environment variables according to Zayd & Habiburahman (2022) include: relationships between coworkers, workplace atmosphere, availability of work facilities, and facilities and infrastructure.

3. RESEARCH METHODS

3.1. Object and Location of Research

This study centers around the Hiliran Gumanti District Government Agency in Solok Regency, exploring how motivation and work environment impact employee performance. The research title highlights the relationship between these factors. The main focus is on analyzing the effects of motivation and work environment on employee performance specifically within the Hiliran Gumanti District. The district is located in Talang Babungo, Hiliran Gumanti Sub-District, Solok Regency, West Sumatra 27372.

3.2. Type of Research

The methodology employed in this research is quantitative in nature, seeking to outline or give a summary of the subject being studied by gathering data from a sample or population, and representing it in numerical format. This method enables researchers to measure variables, test hypotheses, and analyze relationships between factors statistically, making the findings more objective and generalizable.

3.3. Population and Sample

The population in this study is the State Civil Apparatus at the Agency that operates under the auspices of the Hiliran Gumanti sub-district of Solok Regency as many as 44 people. The researchers in this investigation employed total sampling, which involves sampling the entire population, consisting of 44 employees working in the Hiliran Gumanti District of Solok Regency.

3.4. Data Analysis Technique

In this research, various statistical methods such as multiple linear regression analysis, the coefficient of determination test (R^2), and hypothesis testing are utilized to determine the strength and relevance of the connections between the independent and dependent variables. The analysis includes both partial tests (t-test) and simultaneous tests (F-test) to provide a comprehensive understanding of the data.

4. RESULTS AND DISCUSSION

4.1. Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Analysis Results

Variable	T-count	Sig	F-count	Sig	rSquad	B
Constant	-	0,43				11,446
Motivation	3,286	,002	27,190	,000b	0,570	,306
Work Environment	4,472	,000				,467

The research findings led to the derivation of a multiple linear regression equation in the form presented below:

$$Y = 11,446 + 0,306 \ X1 + 0,467 \ X2 + e$$

According to the multiple linear regression equation, the interpretation is as follows: In this regression model, the intercept is 11.446, suggesting that if the predictor variables are held constant or set to zero, the Employee Performance will be 11.446. The coefficient for the Motivation variable is 0.306, indicating a positive relationship with Employee Performance. An increase in Motivation by one unit leads to a 0.306 unit increase in Employee Performance, holding the Work Environment constant at zero. Similarly, the coefficient for the Work Environment variable is 0.467 and also positive in value. In this study, if there is a one-unit increase in the Work Environment (X2), then the Understanding of Employee Performance (Y) will likely increase by 0.467 units, as long as the Motivation factor (X1) remains the same or at zero level.

4.2. Coefficient of Determination (R^2)

Based on the table 1 above, the R square value is 0.570 or 57%. This result indicates that Motivation (X1) and Work Environment (X2) have an impact on Employee Performance (Y) by 57%, while the remaining 43% (or 0.430) is influenced by other variables not included in this study, such as salary, leadership style, and others.

4.3. Hypothesis Testing with Partial Significance Test (t-test)

From the table 1 above, we can see the significance values of each independent variable, as follows:

a) The t-count for the Motivation variable (X1) is 3.286, which is greater than the t-table value of 2.01954, and the significance value is 0.02, which is less than 0.05. This means that the hypothesis H1 is supported, indicating that the Motivation variable (X1) has a significant impact on Employee Performance (Y) at the Hiliran Gumanti District Government Agency in Solok Regency.

b) The t-count for the variable Work Environment (X2) is 4.472, which is greater than the critical t-value of 2.01954 and the p-value is 0.00, indicating significance below the 0.05 threshold. This means that the hypothesis H2 is supported, demonstrating a significant influence of the Work Environment variable (X2) on Employee Performance (Y) in the Hiliran Gumanti District Government Agency, Solok Regency.

4.4. Hypothesis Testing with Simultaneous Significance Test (F-test)

Upon reviewing the data in table 1, it is evident that the F-value is 27.190, with a significance level of 0.000. The F-value from the table is calculated to be 3.23. The results of the ANOVA test show that since the calculated F-value (27.190) is greater than the table value (3.23) and the significance level is less than 0.05, it suggests that Motivation (X1) and Work Environment (X2) combined have a significant positive impact on the dependent variable, which is Employee Performance (Y). Consequently, the third hypothesis (H3) is confirmed.

5. CONCLUSIONS

A recent study conducted at the Hiliran Gumanti District Government Agency in Solok Regency revealed that motivation plays a key role in enhancing employee performance. When employees receive strong motivation, their performance within the institution improves. Similarly, a positive and meaningful influence on employee performance is also attributed to the work environment; improved productivity is seen in employees who work in a cozy and encouraging environment. Furthermore, employee performance is affected by both motivation and the work environment working together. When both motivation and the work environment are well-managed, they collectively contribute to an increase in employee performance within the institution.

In light of these findings, several suggestions are proposed. The government in Hiliran Gumanti District should give greater attention to employee motivation, as it is a crucial factor in improving performance within the district government offices. It is also important to ensure that the work environment is comfortable and supportive to help employees perform at their best. Future researchers are encouraged to expand on this study by exploring different variables and conducting research in broader areas. Additional factors such as salary provision and leadership style, which were not examined in this study, may also be considered in future research.

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