

The influence of motivation and work environment on employee performance in the national unity and political agency of Bandar Lampung City

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Abstract

Purpose: This study aims to analyze the influence of work motivation and work environment on employee performance within the National Unity and Political Agency of Bandar Lampung City.

Research Methodology: The research employed a quantitative method with a survey approach. The population consisted of civil servants in the agency, and a proportional sampling technique was used to select respondents. Data were collected through questionnaires and analyzed using multiple linear regression supported by validity, reliability, t-test, F-test, and coefficient of determination to test the hypotheses.

Results: The findings demonstrate that both motivation and work environment significantly affect employee performance, both partially and simultaneously. Motivation contributes to performance through encouragement, recognition, and goal achievement, while the work environment influences performance through adequate facilities, interpersonal relations, and organizational climate. The combined effect shows a strong explanatory power for employee performance.

Conclusions: Employee performance at the agency can be improved through strengthening motivational factors and creating a supportive work environment.

Limitations: This study only examined two independent variables motivation and work environment while other potential factors such as leadership, organizational culture, and job satisfaction were not included.

Contribution: Practically, this study provides input for local government institutions to improve performance management strategies. Theoretically, it enriches human resource management literature, especially in public sector organizations in Indonesia.

Keywords: *Employee Performance, Motivation, Work Environment*

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1. Introduction

An organization, institution, or agency must be able to optimize the management of its Human Resources because human resources (HR) play a central role in the development of the organization, institution, or agency. Human resource management cannot be separated from the factor of employees who are desired to be able to perform as well as possible to achieve organizational goals. Human

Resources are the main assets of an organization and act as thinkers, planners, and controllers of organizational activities. To achieve organizational goals, employees need motivation to work better, and increasing HR capacity needs to be emphasized as a key to achieving organizational progress. Butarbutar, Efendi, Fadhila, Sitompul, and Nainggolan (2023) stated that employee performance is the result of work that is measured by considering the quality and quantity achieved by an employee when carrying out tasks in line with their responsibilities. This indicates that attention is not only focused on the quantity and quality of work and its completion, but also on the responsibility and harmony of the tasks given.

In addition, the term "performance" has a broad definition, including aspects such as implementing, running, implementing, and perfecting with responsibility. However, in the context of management, performance refers to the results of a stage that is measured and assessed over a certain period in line with previously established provisions or agreements (Efendi & Winarsih, 2022). To provide professional staff, companies desire high employee performance. The more workers who have superior performance, the efficiency of an organization in general will increase with the aim that the organization can survive in the existing competition..

The performance evaluation involves eight stages and main components.

1. Assessor

The assessor is an employee who has the right and obligation to assess the performance of other employees. These rights and obligations are typically determined by company regulations, job descriptions, and labor laws.

2. Collecting Information

Performance evaluation involves collecting information related to the performance of employees being assessed. Because it is part of scientific research, this stage must follow research principles.

3. Performance

Performance is the work results desired by the organization from the employee being assessed, including work results, work behavior, and personal traits relevant to the job.

4. Assessed

Assessed refers to an employee who is assessed by the assessor, either individually, in groups, or in work teams.

5. Documentation

Performance documentation includes notes made by managers and supervisors regarding assessments, evaluations, and comments related to performance and how employees perform their duties.

6. Comparing Assessed Performance With Standards

Performance standards serve as benchmarks to assess the good or poor performance of employees. Performance evaluation requires these standards to be met.

7. Conducted Periodically

Performance evaluations are conducted periodically depending on the type of work and organizational policies.

8. Decision Making

Performance evaluation results provide important information related to employee performance, which is used in HR decision-making. This information is useful for promotions for good performance and demotions for poor performance in the workplace.

Performance is defined as the results achieved by someone in carrying out the tasks given in accordance with the established criteria. Three main factors influence performance: 1. Individual (related to work ability), 2. Work effort (related to motivation to work), and 3. Organizational support (related to work opportunities). Civil servants, as government apparatuses who have a strategic role in implementing and developing general government tasks, need to have voluntary behavior, high ability, and competence so that they can easily provide services in accordance with established standards. These are part of the performance that employees can give to their organizations.

This can be seen from the Employee Performance Achievement Data in the National Unity and Politics Agency of Bandar Lampung City for the past three years in handling cases:

Table 1. Employee Performance Achievement Data in Handling Cases over the last three years.

No	Year	Indicator	Target	Realization	Information
1	2021	Crime rate handled, Percentage of Criminal Cases Resolved, Percentage of Social, Religious and Racial Conflicts Handled	1.200	1.400	Menaik 16,67%
2	2022	Crime rate handled, Percentage of Criminal Cases Resolved, Percentage of Social, Religious and Racial Conflicts Handled	1.300	1.500	Menaik 15,38%
3	2023	Crime rate handled, Percentage of Criminal Cases Resolved, Percentage of Social, Religious and Racial Conflicts Handled	1.302	1.679	Menaik 28,97%

Source: Data from the National Unity and Politics Agency of Bandar Lampung City, accessed 2024

The National Unity and Political Agency of Bandar Lampung City was formed considering the Regulation of the Minister of Home Affairs No. 11 of 2019 concerning regional apparatus that carry out government affairs in the field of national unity and politics and the Regulation of the Mayor of Bandar Lampung Number 47 of 2019 concerning the duties, functions, and work procedures of the National Unity and Political Agency of Bandar Lampung City. To achieve its vision and mission, the National Unity and Political Agency of Bandar Lampung City has basic values and beliefs, which are work culture and become a foothold and guideline.

Considering the Data on Employee Performance Achievements in the National Unity and Political Agency of Bandar Lampung City for the past three years in handling cases. Table 1. has some phenomena, namely:

1. The number of crimes handled has experienced an inconsistent increase over the last three years, with the highest and lowest achievements in 2023 and 2022, respectively.
2. The percentage of resolved criminal cases has consistently increased over the last three years, with the highest and lowest achievements in 2023 and 2021, respectively.
3. The percentage of Social, Religious and RAS Conflicts handled experienced a significant increase in 2023 compared to 2021 and 2022.

The implementation of the 2022 Fiscal Year Program and Activities has been relatively well run, but there are some issues that are obstacles to the implementation of work programs and increasing performance, including: Lack of Facilities and Infrastructure (Operational Vehicles and Work Equipment) at the National Unity and Political Agency of Bandar Lampung City is a separate problem in the implementation of main tasks and functions, the lack of human resources and the number of implementers at the National Unity and Political Agency of Bandar Lampung City is an obstacle to the implementation of work programs and an obstacle to increasing performance at the National Unity and Political Agency of Bandar Lampung City (Accountability Report on the Performance of the National Unity and Political Agency of Bandar Lampung City, 2022).

2. Literature review

Employee performance is an important aspect of human resource management and organizations. According to Juliani, Djauhar, and Titop (2023), performance is a concrete work result that can be seen and measured. Performance evaluation is carried out with a formal and structured system to assess, measure, and influence aspects related to work, behavior, and results, including attendance levels. Performance includes a combination of motivation, effort, ability, and perceptual accuracy. According to Silalahi, Sitanggang, and Sihombing (2022), HR performance is the work result, both in terms of quality and quantity, achieved by human resources in a certain period in line with the responsibilities given to them.

The performance indicators included:

1. Work Quality,

Work quality can be measured by the effectiveness and efficiency of a job carried out by human resources or other resources in achieving the company's goals or objectives properly and effectively.

2. Quantity,

Work quantity refers to the duration of an employee's work in a day. This work quantity can be observed from the work speed of each employee. This type of quantity can be seen from the performance results of employees or staff in completing their tasks and responsibilities in line with the time that has been set.

3. Punctuality,

According to Ansar (2024), punctuality is the time limit for carrying out a job, where the time to complete the job has been set in advance so that each job has a deadline that has become a rule in the organization.

4. Effectiveness,

According to Mannayong and Djafar (2018), Effectiveness is an effort to achieve the desired target (in line with desires) which is aimed at many people and can be felt by the target group, namely the community.

5. Independence.

It is the level of an employee who will later be able to carry out their work duties.

According to, work motivation is a set of strengths that come from within or outside a person that encourages them to start behaving in a way that is in line with a certain format, direction, intensity, and time period. The indicators of work motivation are as follows: (1) Responsibility, (2) Work achievement, (3) Opportunities to advance, (4) Recognition of performance, and (5) Challenging work.

Sulaimah, Riyanto, and Aminin (2021) states that motivation is a stimulation or encouragement that exists in a person or group of people that encourages them to work and collaborate optimally in implementing plans to achieve predetermined goals. In all of these, motivation acts as a driver or generator of power that enables individuals or groups to carry out their tasks effectively and efficiently. According to Hasibuan (2008), there are several goals that can be achieved by providing motivation: (1) increasing employee morale and job satisfaction, (2) increasing employee work performance, (3) increasing employee discipline, (4) maintaining company stability, (5) making employee recruitment more effective, (6) creating a good work atmosphere and relationship, (7) increasing loyalty, creativity, and participation, (8) increasing employee welfare levels, (9) increasing employee sense of responsibility for tasks, and (10) increasing efficiency in the use of tools and raw materials.

Work motivation is influenced by various factors that can affect employee enthusiasm and productivity. The following are some factors that influence work motivation: According to Abbas (2023), work motivation is influenced by Intrinsic and Extrinsic Factors. Intrinsic Factors are Motivations that come from within the individual, such as job satisfaction, a sense of responsibility, and opportunities for self-development. Extrinsic Factors are Motivations that come from outside the individual, such as salary, bonuses, work environment, and relationships with co-workers.

In the context of an organization, employee motivation is an important factor that drives employees to exert their personal efforts and energy to achieve organizational goals (Alkadri, 2024). The psychological motivation of the workforce focuses on addressing areas that require significant

improvement. Philosophers and psychologists have developed various theories to understand human motives and needs in the context of organizations, ranging from Maslow's "Hierarchy of Needs" and Alderfer's "ERG Theory" to McClelland's "Needs Theory" and Herzberg's "Two Factor Theory," as well as more recent concepts such as "Social Exchange" and "Equity Theory," which aim to explain the complex behavior of individuals in organizations (Hossain, Khatun, & Shanjabin, 2024; Tetric, Fisher, Ford, & Quick, 2024).

Next, work motivation indicators from Maslow's (1943) theory were used. Abraham Maslow's hierarchy of needs theory, includes:

- 1) According to Maslow's hierarchy of needs, the most basic human needs that motivate people to work are physical needs. These needs can be in the form of food, drink, and physical protection.
- 2) Security Needs, human needs to feel safe from threats, dangers, relationships, and continuity of livelihood.
- 3) Social needs are the human need to have friends, be accepted in a group, have affiliation, and the need to love and be loved.
- 4) The need for self-esteem is the need to be respected and appreciated by others.
- 5) The need for self-actualization, namely the need to use abilities, skills, and potential, and the need to express opinions by expressing ideas, evaluating, and criticizing something.

Harahap, Astuti, and Tanjung (2023) stated that what is meant by the work environment is everything around the worker that can influence him in carrying out the tasks assigned. Examples include cleanliness, music, and others. Because it can influence the work carried out, each company must try to ensure that it has a positive influence on employees. According to Lestari (2023), the work environment is something in the environment of workers that can influence them in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and the adequacy of work equipment. According to Noventi et al. (2019), the work environment is an environment where employees work, and there are elements of conditions in which employees work.

The work environment is divided into two parts:

1. Physical Work Environment Physical work environment refers to all physical conditions that exist around the workplace that can influence employees either directly or indirectly. The physical work environment is divided into two categories:
 - a. The environment is directly related to employees, such as work centers, chairs, and tables.
 - b. The intermediate or general environment can also be called a work environment that affects human conditions, for example, temperature, humidity, air circulation, lighting, noise, mechanical vibrations, unpleasant odors, and colors.
2. Non-Physical Work Environment Non-Physical Work Environment is all existing conditions related to work relationships, both related to superiors or relationships with fellow co-workers, or relationships with subordinates. This non-physical environment is also a group of work environments that cannot be ignored.

Factors that influence the work environment include: (1) Adequate lighting, (2). Health services for employees and their families, (3). Provision of bathrooms or toilets, (4). Working conditions (5). Food or drink services (6). Use of office room colors (7). Sufficient space to move and (8). Job security.

Other indicators of the work environment include:

- 1) Lighting
Lighting here means the adequacy of light in the employee's workspace, so that with the desired level of lighting, it will make the working conditions pleasant and conducive.
- 2) Air temperature
The air temperature is the temperature in the employees' workspace. A room temperature that is too cold and stable will be a pleasant place to work so that employees feel at home in their workspace.
- 3) Noise
Employees need a workspace that is far from noise and quiet so that they can focus on completing their work.
- 4) Ability to work

A person's ability to understand their job can create a sense of security and calm in carrying out the work.

5) Relationship between employees and other employees

In a work team, the relationship between employees is harmonious so that goals are quickly completed with togetherness in carrying out the tasks given.

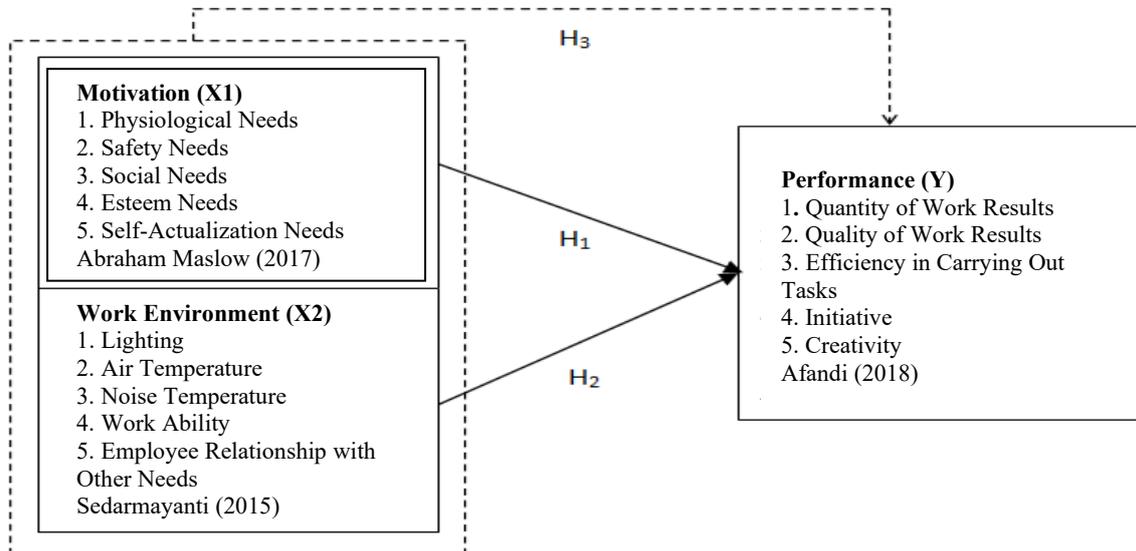


Figure 1. Framework of Thought

This study determines two types of variables: independent variables (free) and dependent variables (bound). Given the image above, it can be briefly explained that the partial and simultaneous research models are related to the influence between variables, both independent (free) and dependent (bound). Partial means the influence of part of the independent variable on the entire dependent variable, while simultaneous indicates the influence of the entire independent variable on the entire dependent variable (Udodiugwu, Nwosu, Obiakor, & Nwumeh, 2024).

Research variables are attributes, characteristics, or values of individuals, objects, or activities that have certain variations that are determined by researchers to be studied and concluded. According to Sugiyono (2017), independent or free variables influence or cause changes or the emergence of dependent variables (bound). "Dependent or bound variables are variables that are influenced or that are the result of the existence of independent variables" in this research, the independent variables (X1) and Work Envint (X2), while the dependent variable is Employee Perform. n (Y). The relationship between these variables can be systematically described as follows:

$$Y=f(X_1,X_2,)$$

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Description:

(Y) : Employee Performance

f : function that relates variable Y to independent variables X1, X2, and so on. This function determines how the value of Y changes with changes in the value of the independent variable.

(X₁) : Motivation

(X₂) : Work Environment

e : Error

From the explanation above, the meaning of Motivation and Work Environment influences Employee

Performance. In all of this, researchers assume that this method is the right method at the stage of obtaining the desired research results.

2.1. The Influence of Motivation on Performance

To achieve these goals, a company really wants high performance from each of its employees, and increasing employee performance can be influenced by motivating employees. Motivation is aimed at human resources in general and employees in particular. Motivation questions how to direct the power and potential of employees to be willing to work together productively to achieve and realize the goals that have been set so that employees are willing to work hard and enthusiastically to achieve optimal results; thus, good motivation can influence and increase employee performance (Ghorbani & Khanachah, 2020; Tanha et al., 2023).

According to Silalahi et al. (2022), HR performance is the result of work, both in terms of quality and quantity, achieved by human resources in a certain period in line with the responsibilities given to them. Pratiwi and Darmastuti (2015) stated that one of the factors that influences employee performance is the motivation factor, where motivation is a condition that drives someone to try to achieve goals or achieve the desired results. The formation of strong motivation can produce good results or performance as well as quality from the work carried out. This means that every increase in motivation that employees have in carrying out their work will increase their performance.

Pakpahan (2014), in his research at the Regional Civil Service Agency of Malang City, revealed that the purpose of education and training according to PP RI No. 101 of 2000 article 2 is to increase knowledge and expertise, create an apparatus that can play a role, strengthen attitudes and spirit of devotion that are oriented towards service, and create a common vision and dynamics. All of these factors contribute significantly to increasing employee performance (Putri et al., 2024).

To achieve common goals, strong motivation is needed so that employees can work with full dedication and commitment. In this context, a more serious focus on the tasks carried out by employees is important so that organizational goals are achieved. High motivation encourages employees to give their best at work, while low motivation can hinder performance by causing a lack of enthusiasm, giving up easily, and difficulty in completing tasks. In addition to motivation, the work environment plays a crucial role in increasing employee performance.

H₁: Motivation has a partial influence on Employee Performance at the National Unity and Politics Agency of Bandar Lampung City.

2.2. The Influence of the Work Environment on Performance

Performance is also influenced by the work environment. In order to improve performance to be better, it needs to be supported by a supportive work environment. Fauzi and Aminuddin (2022) argue that a pleasant environment that provides satisfaction and a sense of security tends to influence increased performance because employees do not feel disturbed in carrying out their duties; therefore, they are calmer, more active, diligent, and serious in facing their duties. Employee performance is also determined by external environmental factors and the organizational work climate. Work ability and motivation are also determined by the environmental factors of the organization itself (Nugraha, Bayunitri, & Widyatama, 2020; Suhailah, Ramadhan, & Marliyah, 2024).

Creating a healthy work environment to maintain employee health from visual disturbances, hearing, fatigue, and others. Good lighting arrangements are aligned with needs because bright light with many sparkling lights does not necessarily guarantee work effectiveness. On the contrary, there will be heat, glare, and the room becomes stuffy, resulting in employees being uncomfortable, which can disrupt employee performance. Therefore, lighting should be sufficient in accordance with needs. A conducive work environment creates an atmosphere that supports employee productivity and involvement and builds close relationships between employees. Therefore, it is important to create a positive and pleasant work environment, because this will increase job satisfaction, which in turn will have a positive impact on employee performance as a whole.

A clean, comfortable, and pleasant work environment can provide appreciation and attention to employees, which increases their motivation to work harder in completing their tasks. According to Julpiana et al. (2024), work motivation is formed by employees' attitudes toward work situations in the company. Employees' positive and proactive attitudes towards work situations inform their motivation to achieve maximum performance. Therefore, supportive and motivating work environment conditions, whether from co-workers or superiors, can increase employee morale and, in turn, increase their performance.

H₂: The work environment has a partial influence on employee performance at the National Unity and Politics Agency of Bandar Lampung City.

Some research shows that motivation and the work environment have a significant influence on employee performance. Work motivation: Employees with high motivation will be more motivated to work well and achieve their work targets. Work environment: Employees who work in a conducive work environment feel comfortable and motivated to work well.

3. Research methodology

This study determines two types of variables, namely independent variables (free) and dependent variables (bound). This study determines two types of variables: independent variables (free) and dependent variables (bound). According to Sugiyono (2017), independent or free variables influence or cause changes or the emergence of dependent variables (bound). "The dependent or bound variable is a variable that is influenced or that is the result of the existence of an independent variable" in this research, the independent variables are motivation (X1) and Work Environment (X2), while the dependent variable is Employee Performance (Y).

This study was conducted at the Office of the National Unity and Politics Agency of Bandar Lampung City. This location was used as a research location because it considers the focus of the problems in relevant institutions. The research was conducted from July 2024 until completion.

According to Sugiyono (2017), there are two types of data, namely qualitative data. Qualitative data are data in the form of words, sentences, or images. Quantitative data are data in the form of numbers or qualitative data that are numbered or scored. The type of data that will be used is quantitative data. The data sources used include primary and secondary data.

Primary and secondary data sources were used in this study.

- a. Primary data by distributing questionnaires to all Civil Servants (PNS) at the National Unity and Politics Agency of Bandar Lampung City are referred to as sources. Primary data is a source of data obtained directly from sources.
- b. Secondary data were obtained from books, journals, photographs, and other sources related to the research.
- c. The population can be interpreted as a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population is the entirety of the research subjects.

In this study, the target population was all employees of the National Unity and Politics Agency of Bandar Lampung City, totaling 31 people. Sampling technique is a sampling technique to determine the sample to be used in the study, there are various sampling techniques used. Sampling techniques can be grouped into two categories: probability sampling and non-probability sampling. The sampling technique used in this study was non-probability sampling. Non-Probability Sampling is a sampling technique that does not provide equal opportunities or opportunities for each element or member of the population to be selected as a sample (Fitria & Ariva, 2018). The non-probability sampling technique chosen was saturated sampling (census). Saturated sampling technique is a sampling technique where all members of the population are used as samples.

Because the existing population is not more than 100 informants, the author took 100% of the population from all employees in the National Unity and Politics Agency of Bandar Lampung City, which is 31 informants who have employee status, including civil servants (PNS) and contract employees. Thus,

the use of the entire population without having to draw research samples as observation units is called the census technique. The analysis method used in this study was multiple linear regression analysis. Multiple linear regression analysis was used to determine whether the dependent and independent variables influenced each other. In addition, this study uses classical assumption tests using SPSS 21 software.

4. Results and discussions

4.1. Research result

1) Validity Test

Table 2. Results of Validity Test of Motivation Variables (X1), Work Environment (X2) and Performance (y)

Variable	Item	Item-Total Statistics		Information
		r-count	r-table $n = 31 - 2 = 29$	
Motivation (X ₁)	X _{1.1}	0.490	0,367	Valid
	X _{1.2}	0.381		Valid
	X _{1.3}	0.370		Valid
	X _{1.4}	0.514		Valid
	X _{1.5}	0.372		Valid
Work environment (X ₂)	X _{2.1}	0.381	0,367	Valid
	X _{2.2}	0.376		Valid
	X _{2.3}	0.385		Valid
	X _{2.4}	0.376		Valid
	X _{2.5}	0.379		Valid
Performance (Y)	Y ₁	0.659	0,367	Valid
	Y ₂	0.373		Valid
	Y ₃	0.378		Valid
	Y ₄	0.376		Valid
	Y ₅	0.398		Valid

Source: SPSS Data Processing Results. 21. 2024

Considering the table above, it is known that the variables Motivation, Work Environment, and Employee Performance have statistical test results obtained from 31 sources who were each given five descriptions on the Corrected Item-Total Correlation related to work motivation (X1), work environment (X2), and performance (Y) are on average have $r_{hit} > r_{tab}$ with a significance level of $0.05 = 0.367$ so that it can be concluded that all question items in the research are valid.

2) Reliability Test

Table 3. Results of Reliability Test of Motivation Variables (X1), Work Environment (X2) and Performance (Y)

Variable	Cronbach's Alpha	Alpha Coefficient	N of Items
Motivation (X ₁)	0.673	0,60	5
Work environment (X ₂)	0.630	0,60	5
Performance (Y)	0.638	0,60	5

Source: SPSS Data Processing Results. 21.0

The table above shows that the variables Motivation (X1), Work Environment (X2), and Employee Performance (Y) have a Conbach's alpha value greater than 0.6. This indicates that the question items in this study were reliable. Therefore, each question item used will be able to obtain consistent data, and if the question is asked again, the answer will be relatively the same as the previous answer.

4.2. Classical Assumption Test

1) Normality Test

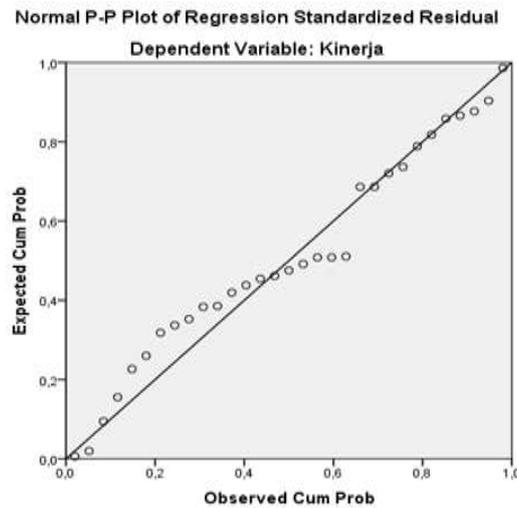


Figure 2. Normal Curve Graph P-Plot
Source: Processed Primary Data, 2024

From Figure 2, it can be seen that in the P-Plot graph, the points are spread around the diagonal line and follow the direction of the histogram line towards a normal distribution pattern until the dependent variable Y (performance) meets the normality assumption until the regression model is declared normal and the data are suitable for use.

2) Multicollinearity Test

Table 4. Multicollinearity Test Results

<i>Coefficients^a</i>		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Motivation (X1)	.952	1.052
Work environment (X2)	.952	1.051

a. Dependent Variable: Employee Performance (Y)

Source: SPSS Data Processing Results. 21.0

In the table above, it can be seen that each independent variable (Motivation and Work Environment) has a tolerance value of > 0.1 and a VIF value of < 10 . The conclusion is that if there is no multicollinearity between the independent variables in this regression model, it can be said to be free from multicollinearity.

3) Heteroscedasticity Test

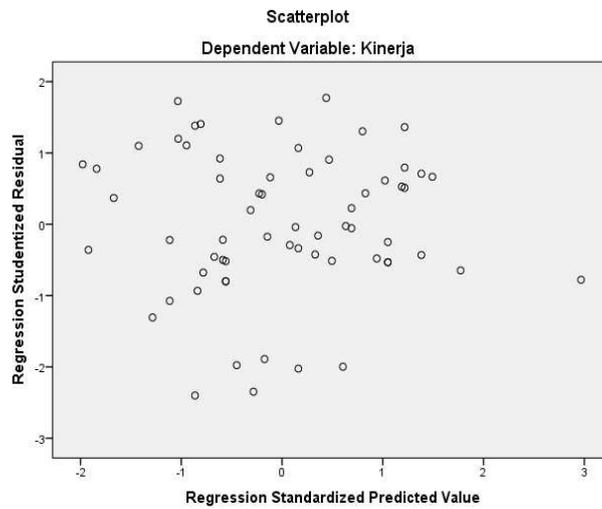


Figure 3. Heteroscedasticity Test Results
Source: SPSS Data Processing Results. 21.0

From the image above, it can be seen that the points do not form a clear pattern, and the points are spread above and below the number 0 on the Y axis. Thus, there is no heteroscedasticity in this regression model.

4) Multiple Linear Regression Test

Table 5. Multiple Linear Regression Test Results

		<i>Coefficients^a</i>		
		Unstandardized Coefficients		Standardized Coefficients
Model		B	Std. Error	Beta
1	(Constant)	10.421	4.032	
	Motivation	.182	.052	.107
	Work environment	.247	.113	.209

a. Dependent Variable: Performance

Source: SPSS Output Result Data. 21.0

The Influence of Motivation (X1) and Work Environment (X2) together on Employee Performance (Y) at the National Unity and Politics Agency of Bandar Lampung City. From this equation, it can be explained that considering the analysis with the SPSS 21.0 for Windows program, the results of the multiple regression equation were obtained:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = 10.421 + 0.182X_1 + 0.247X_2$$

where (employee performance) = 10,421 + 0.182 (work motivation) + 0.247 (work environment).

The regression equation is as follows:

1. Constant = 10.421

Describes if the motivation and work environment variables are equal to zero, then the performance variable is worth 10.421

2. Coefficient X1 = 0.182

Describes if each additional variation in work motivation worth 1% will encourage and influence employee performance worth 0.182

Assuming that other variables remain constant. The conclusion is that if the increase in the work motivation variable (X1) is also balanced by the employee performance variable (Y). The coefficient is positive, meaning there is a positive relationship between motivation (X1) and Employee Performance (Y) at the National Unity and Political Agency of Bandar Lampung City, the higher the Work Motivation (X1), the higher the performance (Y) of Employees at the National Unity and Political Agency of Bandar Lampung City.

3. Coefficient X2 = 0.552

This means that if each additional variation in the work environment is worth 1%, it will encourage and influence employee performance worth 0.552, assuming that other variables remain constant. It can be concluded that an increase in the work environment variable (X2) will also be balanced by the employee performance variable (Y). The coefficient has a positive value, meaning that there is a positive relationship between the Work Environment (X1) and the performance (Y) of Employees at the National Unity and Politics Agency of Bandar Lampung City; the better the Work Environment (X1), the better the performance (Y) of Employees at the National Unity and Politics Agency of Bandar Lampung City.

4.3. Hypothesis Testing Results

1) Partial Test (t-Test)

Table 6. Results of Hypothesis Test t

Model	<i>Coefficients^a</i>						
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	12.538	7.157		2.352	.002		
Motivation	.182	.186	.154	3.982	.035	.952	1.052
Work environment	.536	.205	.409	2.616	.042		

a. Dependent Variable: Employee Performance (Y)

Source: SPSS Output Result Data. 21.0

The results of the t-test (partial) in the table above show that the t-count result for the Motivation variable (X1) is 3.982 with a sig value of 0.035, and the t-count result for the Work Environment variable is 2.616 with a sig value of 0.042.

In this study, a significance value of 5% or 0.05 was used, and the t-table value with a one-way test was 2.045.

Table t value:

- Significance level (α) = 0.05
- dk (degrees of freedom) = number of data (n) - 2 = 31 - 2 = 29
- The test was carried out two-sided, so the t table value = 2,045

The results of the t-test (partial) show that:

1. The t_{count} on the Work Motivation variable is $3.982 > 2.045$ or $t_{\text{count}} > t_{\text{table}}$ then the sig value is $0.035 < 0.05$ where the result is that H1 is accepted and Ho is rejected, it can be interpreted that Work Motivation partially has a positive and significant influence on the performance of Employees of the National Unity and Political Agency of Bandar Lampung City.
2. The t_{count} on the Work Environment variable is $2.616 > 2.045$ or $t_{\text{count}} > t_{\text{table}}$ then the sig value is $0.042 < 0.05$ where the result is that H1 is accepted and Ho is rejected, it can be interpreted that Work Motivation partially has a positive and significant influence on the performance of Employees of the National Unity and Political Agency of Bandar Lampung City.

2) F Test (Simultaneous)

Table 7. Results of Hypothesis Test F (Simultaneous)

ANOVA ^b	
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Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	153.538	2	44.279	5.462	.002 ^a
	Residual	472.219	28	10.962		
	Total	369.424	30			

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

b. Dependent Variable: Performance

Source: SPSS Output Result Data. 21.0

The results of the F test (Simultaneous) in Table 7 above show that the F_{count} result is 5.462 with an F_{table} value of 3.340 and a sig value of 0.002 < 0.05, which means that H3 is accepted, which states that the motivation and work environment variables simultaneously have a significant influence on the proven performance variable, so that the motivation and work environment variables can explain the variable. In other words, the two independent variables simultaneously have a significant influence on the dependent variable.

5. Conclusion

5.1. Conclusion

This study is entitled The Influence of Motivation and Work Environment on the Performance of Employees of the National Unity and Political Agency of Bandar Lampung City with the aim of: (1) Knowing the influence of work motivation and work environment simultaneously on the performance of employees of the National Unity and Political Agency of Bandar Lampung City, (2) Knowing the influence of work motivation partially on the performance of employees of the National Unity and Political Agency of Bandar Lampung City, and (3) Knowing the influence of the work environment partially on the performance of employees of the National Unity and Political Agency of Bandar Lampung City. Given the results of the test and the discussion above, the conclusion of this study is as follows:

1. Motivation and Work Environment have a positive and significant influence simultaneously on Employee Performance at the National Unity and Political Agency of Bandar Lampung City, all of which are proven by the results of the F test, which shows the results of the F_{count} of 5.462 > F_{table} of 3.340 and the sig value of 0.002 < 0.05 where the results are H_0 is rejected while H_1 is accepted. Thus, it can be said that Motivation and Work Environment together have a positive influence on Employee Performance at the National Unity and Politics Agency of Bandar Lampung City
2. Work motivation partially has a positive and significant influence on Employee Performance at the National Unity and Politics Agency of Bandar Lampung City. This is proven by the results of the t-test, which shows the results of the t-count value > t-table value on the Work Motivation variable of 3.982 > 2.045 or $t_{\text{count}} > t_{\text{table}}$ then the sig value is 0.035 < 0.05 where the result is H_1 is accepted and H_0 is rejected. Thus, it can be said that Work Motivation has a Positive Influence on Employee Performance at the Lampung Provincial Regional Revenue Agency Office.
3. The work environment with partial has a positive and significant influence on the performance of employees at the National Unity and Politics Agency of Bandar Lampung City, all of which are proven by the results of the t-test (partial) which reports the results of the $t_{\text{count}} > t_{\text{table}}$ value on the Work Environment variable worth 2.616 > 2.045 or t-value > t-table then the sig value is 0.042 < 0.05 where the result is H_1 is accepted and H_0 is rejected. Thus, it can be said that Work Motivation has a Positive influence on Employee Performance at the Lampung Province Regional Revenue Agency Office.

5.2. Suggestions

Based on the research findings and identified limitations, it is suggested that the National Unity and Political Agency of Bandar Lampung City strengthen motivational programs through recognition, career development, and performance-based rewards, while also improving workplace facilities and the organizational climate to foster a more supportive environment. Employees are encouraged to actively engage in skill development, maintain discipline, and build positive interpersonal relationships to enhance both individual and collective performance. Future researchers should broaden the scope by including larger populations across different government institutions and incorporating additional

variables such as leadership, organizational culture, and job satisfaction, as well as testing moderating or mediating effects for deeper analysis. Furthermore, policymakers should formulate strategic regulations that support sustainable human resource management, including adequate infrastructure, structured training programs, and fair performance evaluation mechanisms, to ensure optimal public sector performance.

5.3. Limitations and further studies

There were some limitations during the preparation of this research, namely, the independent variables used were only motivation and work environment. This research was conducted only at the National Unity and Politics Agency of Bandar Lampung City.

Acknowledgements

Employee performance optimization can be implemented with the participation of the National Unity and Politics Agency of Bandar Lampung City to continue to provide work motivation to existing employees and maintain and improve the work environment to be more conducive and comfortable. In the future, other researchers are expected to be able to carry out developments on the variables and samples to be studied so that the research will be broader and deeper.

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