Analysis of Motivation, Work Discipline and Work Environment on the Performance of Nganjuk Regency Environmental Service Employees

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Abstract

Research aim: *The aim of this research is to deepen the understanding of the influence of motivation, discipline and work environment on employee performance.*

Design/Method/Approach: *The approach used in this research is a quantitative approach with a positivist design. Data for the process of filling out questionnaires from respondents and using the SPSS application for calculations as a method. The population used was all employees and the samples obtained were 127 samples.*

Research Finding: *Research findings in multiple regression analysis show that Motivation (X1), Work Discipline (X2), and Work Environment (X3) partially influence the dependent variable (Y), namely Employee Performance. Meanwhile, the Ha test simultaneously means that Work Discipline (X2), Work Environment (X3), and Motivation (X1), have an effect on Y on Employee Performance. Motivation has a good and big influence on performance, research shows that work discipline has a real and significant influence. Work discipline has a significant effect on good employee performance.*

Theoretical contribution/originality: *This research will be useful to help agencies and can increase the reader's insight and knowledge in making decisions.*

Research Limitations: *The research is limited to predetermined variables which only discuss work discipline, motivation and the work environment of performance managers at the Environmental Service.*

Keywords: *Work Discipline, Work Environment, Employee Performance, Motivation*

1. Introduction

Every working individual plays an important role as a valuable asset, and it is important to invest in their skills development and training. Therefore, organizations must handle their workforce effectively to produce high-quality personnel who can achieve optimal performance [1]. At the Environmental Service, several problems related to motivation and work enthusiasm were identified. It can be seen how discipline plays a role in ensuring accurate attendance, especially with the use of electronic

attendance systems or technology [2]. In addition, the work environment needs to be improved, especially in terms of clearly defining work areas and ensuring that individuals do not encroach on areas that do not belong to them. A well-functioning work environment should have organized work management and comply with the company's internal work division system policies. The problem in this research is that although the surface looks pleasant, work morale and work efficiency are below standard [3]. In addition to motivation, maintaining a strong work ethic can help individuals overcome social challenges that are often overlooked, but can be beneficial when carrying out work activities. Humans are not completely detached from organizations; on the contrary, newcomers must be aware of this in order to quickly adapt and assimilate into their environment [4]. Unfortunately, the implementation of measurement indicators has not been fully implemented, resulting in incomplete employee performance evaluations. According to Law Number [5], an individual can fulfill the responsibilities of a position held by the public, being considered a Civil Servant [6].

Performance in 2021 is generally considered positive, however in 2022 there will be a significant decline in employee performance of 8.125%. This decline occurred in key areas such as loyalty, work performance, honesty, cooperation and initiative. These findings suggest that there may be performance issues in the coming year. worker. To achieve optimal performance, an activity must meet workplace standards for maximum performance [7]. However, there are various elements that influence employee performance. Measuring workforce productivity involves looking at a variety of indicators, including job satisfaction, time efficiency, teamwork, and collaboration with coworkers [8]. According to research conducted [9], if there is a difference between performance results and a company's expectations, this indicates that employee performance is not at its best. These factors can lead to less than ideal circumstances, difficulty maintaining focus, and a reduced sense of personal accountability.

In this particular organization, there was an employee who had strong skills and abilities, but lacked the motivation necessary to complete tasks successfully, resulting in unsatisfactory results [10]. According to research [8], the performance of agency employees is closely related to effective leadership. According to research conducted by [2], having employees who have a positive spirit in their motivation while working has an impact on the quality of their work. In encouraging employee performance with an indication of discipline, encouraging them to not only meet but exceed standards [11]. Starting with assessment and recognition, human resources will be improved and better able to carry out assigned tasks effectively. Regarding research [12]. Motivation plays an important role in shaping a leader's behavior towards his employees. This influences how they communicate work plans, provide necessary resources, and offer effective guidance. Based on the latest research conducted [13], it was found that the role of motivation determines employee potential. This is demonstrated by a dynamic performance management system that drives the company's progress.

Discipline is an important aspect of effective management that motivates employees to meet the requirements and expectations set by their organization [14]. In

this agency, it seems that there is no balance between work discipline and responsibility for arrival and departure times, so it is in conflict with the established working hours regulations. Employee discipline is applied in order to foster a cooperative work environment and improve overall performance [15]. According to a study [8], employees who comply with regulations and show high discipline can foster a better company environment, thereby providing positive results on company performance. Unfortunately, the workplace environment can pose challenges for employees in fulfilling their responsibilities. The physical work space, or work environment, includes all elements that surround employees and have the potential to hinder their productivity and performance. Sedarmayanti said that the work environment has the potential to affect employee performance. The efficiency and effectiveness of the implementation of tasks depends on compliance with environmental conditions. Six Bad environmental conditions can cause delays and longer working hours which can disrupt the efficiency of the work system. Organizations aim to foster a positive and efficient work environment for their employees, which ultimately leads to success [16]. In this research, what differentiates the research is the way in which conclusions are drawn from the problems that have been studied. This can be seen from the way the problems being tested are communicated to the field where the problems are put into practice.

By knowing the relationship between variables in Nganjuk Regency Environmental Service employees. The formulation of the problem is as follows: first, the performance of Nganjuk Regency DLH employees is significantly influenced by motivation. Second, DLH workers in Nganjuk Regency are least affected by work discipline. Third, the performance of DLH Nganjuk Regency employees is more or less influenced by the work environment. Fourth, the performance of Nganjuk Regency DLH personnel.

1.1. Statement of Problem

The discussion process in the study stated the problems from the background of the existing design, so the design was formulated as follows:

1. Motivation in the Environmental Service only refers to the foreman's orders at one time, so that when finished the motivation and enthusiasm for work is only limited to the need to work.
2. Work Discipline that occurs in the Environmental Service refers to the punctuality of checking or digital attendance which tends to be just a formality, arriving on time and trying not to arrive late is the responsibility of every individual in the agency, so there needs to be a proper basis for building responsibility. answer that.
3. The work environment at the Environmental Service shows high seniority with the division of work referring to who has authority in a field and must not violate fields that are not their field, while a good work environment must have structured and appropriate work management. to the field. Work division system.

1.2. Research Objectives

In this research, the research objectives have been explained, so that the research objectives to be achieved are as follows:

1. Knowing and analyzing motivation partially has a significant effect on the performance of DLH Nganjuk Regency employees.

2. Knowing and analyzing Work Discipline partially has a significant effect on the performance of DLH Nganjuk Regency employees.
3. Knowing and partially analyzing the work environment has a significant effect on the performance of DLH Nganjuk Regency employees.
4. Knowing and analyzing Motivation, Work Discipline, Work Environment simultaneously have a significant effect on the performance of DLH Nganjuk Regency employees.

2. Method

This research method uses quantitative methods based on causal associative research. Investigating the interrelationships between various factors is the goal of associative causality research. Independent and dependent variables. In fact, motivation is part of the independent variable. What encourages people to work together productively and harmoniously is the work process which ultimately leads to job satisfaction. Employees who are self-aware and act together with their employers are characterized by work discipline. Office environment Employee health and productivity are negatively affected by the physical conditions in the workplace. Meanwhile, Employee Performance is the dependent variable; these are the outcomes a worker obtains from his or her job based on the unique requirements of that job. A sample size of 127 was selected for this study from the population of staff members from the project planning and field implementing divisions who had control over the variables used. Researchers feel this sample is large enough to draw valid conclusions. The data was checked for several things such as reliability, validity, normality, heteroscedasticity, multicollinearity and autocorrelation. Coefficients are also determined by running tests in multiple linear analysis.
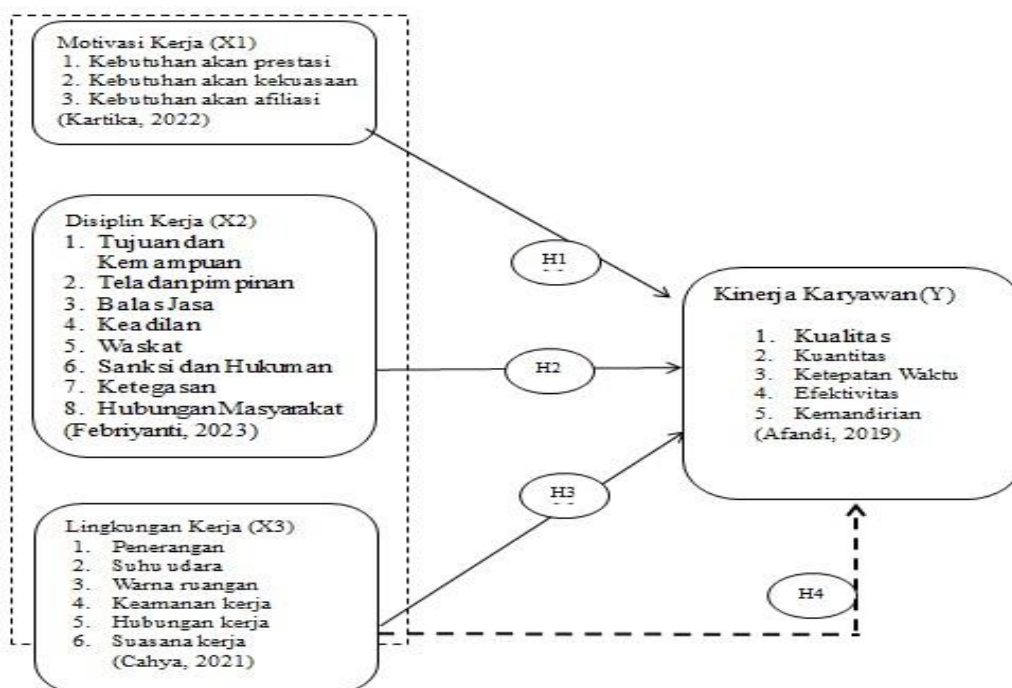

Figure 1. Quantitative Research Model

3. Results and Discussion

The Nganjuk Regency Environmental Service is a government agency that carries out its activities under the leadership of the Regent. The Environmental Service plays an important role in protecting and preserving the environment for the benefit of local communities. The main goal is to prevent pollution and ensure the welfare of the surrounding community. They achieve this by providing essential services, empowering communities, promoting a positive culture, and creating a sustainable living environment. In addition, they strive to create transparent and reliable governance.

Data analysis

Validity Test

Because 94 is the number of research samples (96-2= 94), the r table value is 0.200 when comparing these findings with degrees of freedom (df) = n - 2.

Table 1. Validity Test Results

X1.1	1,791	1,657	Valid
X1.2	1,711	1,657	Valid
X1.3	1,751	1,657	Valid
X1.4	1,714	1,657	Valid
X1.5	1,781	1,657	Valid
X1.6	1,824	1,657	Valid
X2.1	1,731	1,657	Valid
X2.2	1,681	1,657	Valid
X2.3	1,671	1,657	Valid
X2.4	1,716	1,657	Valid
X2.5	1,619	1,657	Valid
X2.6	1,614	1,657	Valid
X2.7	1,827	1,657	Valid
X2.8	1,988	1,657	Valid
X3.1	1,692	1,657	Valid
X3.2	1,689	1,657	Valid
X3.3	1,695	1,657	Valid
X3.4	1,725	1,657	Valid
X3.5	1,876	1,657	Valid
X3.6	1,788	1,657	Valid
Y.1	1,747	1,657	Valid
Y.2	1,689	1,657	Valid
Y.3	1,661	1,657	Valid
Y.4	1,827	1,657	Valid
Y.5	1,988	1,657	Valid
Y.6	1,792	1,657	Valid
Y.7	1,689	1,657	Valid
Y.8	1,695	1,657	Valid
Y.9	1,925	1,657	Valid
Y.10	1,778	1,657	Valid

Source: internally determined by researchers, 2023

To understand the statistical calculations above, each item in the questionnaire has a value greater than the r table, which indicates that everything is valid and can be used for further testing.

Reliability Test

Table 2. Reliability Test Results

Variable	Cronbach Alpha (>0.70)	Information
Motivation	0.890	Reliable
Work discipline	0.871	Reliable
Work environment	0.769	Reliable
Employee performance	0.830	Reliable

Source: Processed data, 2023

From the research results it is known that each questionnaire item shows a value above >70 so that all the variables used are reliable.

Normality Test

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		127
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.75419940
Most Extreme Differences	Absolute	.062
	Positive	.062
	Negative	-.033
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: Processed data, 2023

With a greater significance of 0.200, this research can be determined to have a normal distribution based on the normality test using One Kolmogorov-Smirnoff.

Multicollinearity Test

By checking the Tolerance and Variance Inflation Factor (VIF) values, you can find out whether multicollinearity occurs or not. It is said that there is no multicollinearity and vice versa.

The following table displays the results of the VIF and Tolerance tests carried out using the regression model.

Table 4. Multicollinearity Test Results

Variable	VIF	Tolerance	Information
Motivation	1,188	0.842	Multicollinearity does not occur
Work Discipline	2,944	0.340	Multicollinearity does not occur

Variable	VIF	Tolerance	Information
Work environment	2,799	0.357	Multicollinearity does not occur

Source: processed by researchers in 2023

In the results table, it can be seen that the VIF value for the motivation variable (X_1) is 1.188 < 10.00, for the work discipline variable (X_2) it is 2.944 < 10.00, and for the work environment variable (X_3) it is 2,799 < 10.00 . The lack of multicollinearity in X1, X2, and X3 follows.

Heteroscedasticity Test

To find out whether there is heteroscedasticity or not, you can look at the plotting graph which shows the remaining predictions of Y.
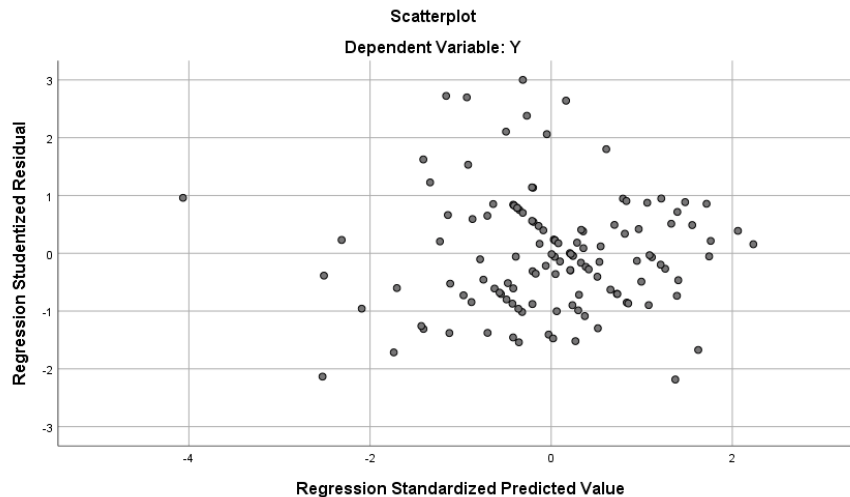

Figure 2. Heteroscedasticity Test Result

Source: Processed data, 2023

The shape does not have a particular pattern and the points are scattered in all directions with the conclusion that the data does not show heteroscedasticity.

Autocorrelation Test

Table 5. Autocorrelation Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.804[a]	.646	.637	3.506	2.072

a. Predictors: (Constant), X33, X1 , X22

b. Dependent Variable: Y

Source: Processed data, 2023

This sample size does not show autocorrelation, namely dw of 2.072, with dL of 1.662 and dU of 1.7589, so du < dw < 4-du, namely 1.758 < 2.072 < 2.241.

Hypothesis Test
Multiple Linear Regression Analysis

To find out how big the impact is, multiple linear regression analysis was carried out. This information is obtained from test findings:

Table 6. Multiple Linear Regression Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19,247	2,149		8,956	,000
	Motivation	1,257	,090	,815	13,930	,000
	Work Discipline	,188	,085	,204	2,214	,029
	Work environment	,588	.117	,452	5,036	,000
a. Dependent Variable: Employee Performance						

Coefficients ^{a}

Source: Processed data, 2023

$$Y = 19.247 + 1.257 \text{ Motivation (X1)} + 0.188 \text{ Work Discipline (X2)} + 0.588 \text{ Work Environment (X3)}$$

According to the previous formula with a constant of 19.246 because the constant value of 19.247 represents the coefficient value that influences the independent variable. With a value of 1.257, the motivation variable (X1) shows a positive regression coefficient. This shows that the relationship between X1 (motivation) and Y (employee performance) is unidirectional; that is, for every one unit increase in X1 (motivation), assuming all other variables remain constant, then Y (employee performance) increases by 1.257. X2 of discipline shows a positive regression coefficient of 0.188. Employee performance above (Y) is unidirectional; that is, if all other variables remain constant, then an increase in work discipline (X2) of 1 unit results in an increase in variable Y of 0.188 units. The regression coefficient is 0.588 on X3 which has a positive sign. Employee performance (Y) has increased by 0.588 points for every unit improvement in the work environment (X3), assuming all other variables remain constant. This shows that the relationship between the two variables is unidirectional.

Coefficient of Determination (R^2)

Table 7. Coefficient of Determination (R^2) Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.804^a	.646	.637	3.506	2.072
a. Predictors: (Constant), motivation, work discipline, work environment					
b. Dependent Variable: employee performance					

Model Summary^b

Source: Processed data, 2023

This showed 0.646, equivalent to 64.6%, according to the test findings. With these

Kilisuci International Conference on Economic & Business

Vol. 1 Year 2024

results, it can be seen that X1,

Partial Test (t Test)

This shows that the independent and dependent variables have an interconnected influence on each variable.

Table 8. Partial Test (t Test) Results

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.247	2.149		8.956	.000
	X1	1.257	.090	.815	13.930	.000
	X22	.188	.085	.204	2.214	.029
	X33	.588	.117	.452	5.036	.000
a. Dependent Variable: employee performance						

Source: Processed data, 2023

The results show that there are 127 observations with a k value of 3, which means the degree of freedom (df) is 124. Because the calculated t value is 13.930 > 1.657, the null hypothesis (H0) can be rejected and the alternative hypothesis can be accepted as shown by the t table value of 1.657. We can reject H0 and accept H1, which states that X2 is significantly influenced by the calculated t of 2.214 > 1.657. We can reject H0 and the dependent variable (Y), namely Employee Performance, is acceptable because the value is 0.000 < 0.05 and the t estimate is 5.036 > 1.657.

Simultaneous Test (F Test)

Simultaneous test results show that the dependent and independent variables have an overall influence through the following measurements:

Table 9. Simultaneous Test (F Test) Results

ANOVA [a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2754.207	3	918,069	74,701	,000 [b]
	Residual	1511.667	123	12,290		
	Total	4265.874	126			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Motivation, Work Discipline, Work Environment						

Source: Processed data, 2023

Df1= k-1= 3-1= 2, df2= nk= 127 - 3= 124, and f table= 3.07 to calculate the simultaneous test. This is shown from the SPSS output value or probability of 0.000 < 0.05 and calculated f of 74.701 > f table 3.07. Simultaneously, in a simultaneous test, the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. In other words, a significance threshold of 0.05 indicates that there is a combined influence on the dependent variable.

This research takes a quantitative approach by collecting data through questionnaires using non-probability sampling and analyzing the results theory:

Analysis of the Performance of Nganjuk Regency Environmental Service Employees

The null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted, stating that because tcount is 13.930 > 1.657 and the probability value is 0.000 < 0.05. The results of this study strengthen the results of research [17]which also found that intrinsic drive has a significant influence on productivity in the workplace. The main motivator in this research is the idea that continuous assessment is the key to improving staff performance. This is supported by research conducted [18]which shows that employee motivation has a good and big influence on performance. The conclusions of this study are supported [5], which shows that the motivation of service workers greatly influences their performance.

Analysis of Work Discipline on the Performance of Nganjuk Regency Environmental Service Employees

The estimated t-value is 2.214 > 1.657 and the probability value of the Work Discipline variable (X2) is 0.029 < 0.05. Therefore, we may reject H0 and accept H1 which states that Work Discipline (X2) has a quite significant influence on Employee Performance (Y). Supporting this conclusion, [19]it shows that work discipline has a real and significant influence. Work discipline has a significant effect on employee performance in a good way, according to research [20]. The degree of work discipline of an employee is directly proportional to his diligence in carrying out his duties. Consequently, every manager must make it a top priority to maintain the discipline of their team members. Employees demonstrate discipline when they reliably comply with company laws, complete work appropriately, and arrive and leave on time.

Analysis of the Work Environment on the Performance of Nganjuk Regency Environmental Service Employees

We can reject H0 and accept H1, which states that the Work Environment (X3) has a fairly large and partial influence on the dependent variable (Y), Performance, because the probability value of X3 is 0.000 < 0.05 and the t estimate is 5.036 > 1.657. Staff member. The results are in accordance with what was [5]found, namely that the workplace has a meaningful and beneficial influence on productivity. Workplace factors also have a significant influence on productivity, according to [9]research. Importantly, there is a relationship between the workplace and productivity. Employees will be more motivated to work effectively when they feel comfortable in their work environment and do not experience distractions. Effective task execution is the end result of this process. allowing their performance to be praised.

Analysis of Motivation, Work Discipline and Work Environment on the Performance of Nganjuk Regency Environmental Service Employees

The calculated f value of 74.701 is greater than the critical value of 3.07 in the f table, and the results show a significant value or probability of 0.000 < 0.05. Meanwhile, in simultaneous testing we reject Ho and accept Ha. This means that if the calculated F is greater than the F table and the probability value is less than the 0.05 significance level, it means that the independent variables Motivation (X1), Work Discipline (X2), and Work Environment (X3) all influence Employee Performance (Y). Consistent with previous research, these results indicate that there is a good relationship between the work environment, employee performance, motivation, and discipline [20].

4. Conclusion

The tests carried out show that Ha is correct, meaning that the independent variables (X1), (X2), and (X3) in the model all influence the dependent variable (Y), namely employee performance. Employee Performance (Y) is the dependent variable, while X1, Work Discipline (X2), and X3, Work Environment, all have an influence when tested together in a simultaneous test, receiving Ha. The results of this study confirm that intrinsic drive has a significant influence on productivity in the workplace. The main motivator in this research is the idea that continuous assessment is the key to improving staff performance. This is supported by research conducted which shows that employee motivation has a good and big influence on performance. The conclusions of this study are supported, showing that the motivation of service workers greatly influences their performance.

Work Discipline (X2) has quite a significant influence on Employee Performance (Y). Supporting this conclusion, it shows that work discipline has a significant effect on employee performance in a good way, through the degree of work discipline of an employee is directly proportional to his diligence in carrying out his duties. In the Work Environment (X3) it has a fairly large and partial influence on the dependent variable (Y), Performance, the results are consistent with the fact that the workplace has a significant and beneficial influence on productivity. Workplace factors also have a significant influence on productivity. Importantly, there is a relationship between the workplace and productivity.

Employees will be more motivated to work effectively when they feel comfortable in their work environment and do not experience distractions. Effective task execution is the end result of this process. allowing their performance to be praised. So, the independent variables Motivation (X1), Work Discipline (X2), and Work Environment (X3) all influence Employee Performance (Y). Consistent with previous research, these results indicate that there is a good relationship between the work environment, employee performance, motivation and discipline.

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