

The Influence of the Work Environment and Intrinsic Work Motivation on Employee Performance at the Minahasa Regency Central Statistics Agency

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Abstract

This study aims to see how the influence of the work environment affects employee performance at the Minahas Regency Statistics Agency and Does intrinsic work motivation affect employee performance at the Minahasa Regency Statistics Agency? This type of research is expost facto with an associative quantitative approach with the aim of finding a causal relationship between variables based on the facts found by researchers. The results showed that there was a significant relationship between the Work Environment and Work Motivation on Employee Performance at BPS Minahasa Regency and there was a significant influence between the Work Environment and Work Motivation on Employee Performance at BPS Minahasa Regency. Variations in Employee Performance are influenced by variations in Work Environment and Work Motivation together.

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1. INTRODUCTION

Human resources play a very important role in organizations. In public organizations, human resources are the main determinant in improving the performance of public organizations (Syafri and Alwi, 2014). It is understood that the progress or decline of an organization or even a country depends on the ability of its human resources to achieve the stated goals. So that human resources really determine the success of the organization (Dessler, 2017). Many organizations can achieve their goals or can be said to be successful because they are supported by the performance of their human resources, whereas quite a few organizations are less effective or fail because of the performance of their human resources (Sudarmano, 2019).

The results of research regarding motivation on performance differ conclusively based on theoretical studies conducted by (Adha et al., 2019), (Syawal, 2018), and (Inaray, 2016) which found that motivation has no effect on performance. Meanwhile (Abdullah, 2018) in his research results found that motivation had a significant negative effect on performance. The existence of differences in research results or research gaps regarding motivation and performance studies is very interesting to research. Apart from work motivation, the work environment is one of the dimensions that influences performance. Evans (in Saladin, 2016) stated that the work environment is an opportunity for employees to contribute to work in a productive, safe and enjoyable manner. The work environment has a positive influence on performance as per the results of research conducted by (Pusparani, 2021).

The Central Statistics Agency for Minahasa Regency, North Sulawesi Province is one of the Work Units on Sulawesi Island. The Minahasa Regency Central Statistics Agency is one of the 12 Work Units in North Sulawesi Province where there are 3 regencies/cities which still oversee 2 administrative areas, such as the Bolaang Mongondow and South Bolaang Mongondow work units, Kota Mobagu City with East Bolaang Mongondow, South Minahasa Regency and Regency Southeast Minahasa.

Currently, optimizing employee performance based on Law Number 5 of 2014 concerning ASN and further regulated in Government Regulation Number 30 of 2019 concerning Civil Servant Performance Assessment can be seen from the achievement of previously planned work targets. In this case, working conditions, guidance and encouragement by leadership are very necessary considering that employee performance achievements are representative of the duties of superiors or leaders to achieve organizational goals. This is in line with the core value ideals of creating ASN who are "moral" in accordance with the Kemenpan RB tagline which states that these core values or ideals can be achieved with the support of improving the performance of employees or individuals and organizations (Kemenpan RB: 12 July 2022) .

The Minahasa Regency Central Statistics Agency in 2022 and 2023 received many awards both in terms of best performance and best administrative management. This is marked by the many awards received at the provincial level. And for several years in a row he received the best performance award. However, a number of assessment aspects such as career development and giving awards to outstanding employees still have values that are not optimal. Regarding career development, BPS Minahasa Regency does not yet have internal policies that fully support the implementation of employee career development through education and training. Based on data from the Performance Assessment results from the SICAKEP Application, and various achievements in financial management, researchers are interested in choosing the Minahasa Regency Central Statistics Agency as a study location for research.

The Minahasa Regency Central Statistics Agency is a Work Unit with a total of 37 (thirty-seven) employees. In terms of the performance of work units and employees based on the data obtained, it is still not optimal, so this research will explore 1) How does the work environment influence employee performance at the Minahasa Regency Central Statistics Agency? 2) Does intrinsic work motivation influence employee performance at the Minahasa Regency Central Statistics Agency? 3) How do the work environment and intrinsic work motivation together influence performance at the Minahasa Regency Central Statistics Agency?

2. RESEARCH METHOD

This type of research is ex post facto with an associative quantitative approach with The aim is to look for causal relationships between variables based on facts found by researchers. Research data will be analyzed based on data obtained from sample subjects regarding the work environment, motivation and performance of employees at the Minahasa Regency Central Statistics Agency.

Quantitative research relies on testing theory through research variables with numbers and analyzing data through statistical procedures (Paramita Ratna, et.all, 2021). In the research there are 3 variables, namely work environment and work motivation as independent variables (independent or exogenous variables), and employee performance as the dependent variable (dependent or endogenous variable).

This research was located at the Central Statistics Agency of Minahasa Regency, North Sulawesi Province, with the research focus at the BPS Minahasa Regency Work Unit for 30 employees at BPS Minahasa Regency. The research period starts from August to December 2023

Table 1. Research Sample Data

No	Based Characteristics		Amount
1	Gender	Man	17
		Woman	13

2	Age	< 30 Years	11
		31-40 Years	8
		41-50 Years	5
		51-60 Years	6
3	Education	High School Equivalent	9
		D3	0
		S1	21
		S2	0
		S3	0

The data collection method uses non-test instruments in the form of questionnaires consisting of work environment, motivation, leadership and performance instruments for BPS Minahasa Regency employees. This instrument is composed of several statements and questions that can provide information regarding the required data. The type of scale used in the instrument scoring guidelines is scoring with a Likert scale. The answer patterns used are: Strongly agree (SS), Agree (S), Undecided (RR), Disagree (TS), and strongly disagree (STS). There are two types of statements prepared, namely positive and negative statements. The following is a tabulation of scoring guidelines using a Likert scale (Naga, 2013: 61).

Referring to these provisions, the score for each respondent's answer can be calculated and then the score is tabulated to calculate its validity and reliability. and For more details, the development of each instrument is described in detail as follows:

a). Performance Variable (Y)

Operational Definition

According to A Prabu Mangkunegara (2013) "The quality and quantity of work results achieved by an employee or employees in carrying out their duties is in accordance with the responsibilities given to them." With indicators: Ability, skills, time at work, target achievement, work relationships, cohesiveness, work results, decision making and independence.

b). Work Environment Variables (X1)

Operational definition

According to Nitisemito (2015), work environment indicators also consist of: Work atmosphere, namely the conditions around employees which can influence the implementation of the work itself. The work atmosphere according to Saydam (1996) includes the workplace, facilities and work aids, cleanliness, calm, comfort and lighting. Work facilities for employees include everything that is used, used, occupied and enjoyed by employees to support and support the work process so that improve work performance or performance.

c). Motivation Variable (X2)

Operational definition

According to McClelland in Wibowo (2011: 141) "States that motivation is an expertise in directing or controlling and moving someone to take action on the desired behavior based on targets that have been set to achieve certain goals." With indicators: Work target, work quality, responsibility, risk, communication, friendship, leader, example.

To test the validation of the test statement items, testing is carried out using the SPSS program. By referring to the t table for degrees of freedom ($dk = n-1$), it can be seen that correlation coefficient values that are smaller than the r table are invalid.

Decision rules:

If $t_{count} > t_{table} \rightarrow$ means it is valid

$t_{\text{count}} < t_{\text{table}} \rightarrow$ means invalid

Test of Reliability Instrument

Reliability or dependability tests are carried out to determine which instruments used in collecting assessment data. To test the reliability of the instrument, SPSS program assistance was used.

Table 2. Reliability Statistics

<i>Cronbach's Alpha</i> Work Environment (X1)	<i>Cronbach's Alpha</i> Work Motivation (X2)	<i>Cronbach's Alpha</i> Employee Performance (Y)	<i>N of Items</i>
0.930	0.863	0.911	30

From the results of the validity and reliability test of the instrument, it can be concluded that the instrument prepared for each variable X1, X2 and Y can be declared reliable or reliable so that it can be used further in conducting research.

3. RESEARCH RESULTS AND DISCUSSION

Description of Research Objects

The research was conducted at the Central Statistics Agency of Minahasa Regency, North Sulawesi Province. The research objects were all employees at the Minahasa Regency Central Statistics Agency, with a sample of 30 respondents. The Minahasa Regency Central Statistics Agency is a work unit whose task is to provide statistical data for all.

The organizational structure of the North Sulawesi Province Regional Education Service consists of:

- Head office
- Head of General Subdivision
- Functional Groups
- Executor/staff

Distribution of Work Environment Scores

Based on research data with 30 respondents and data processing using SPSS, research results were obtained which showed that the lowest score for the Work Environment variable was 111 and the highest score was 150. The average obtained was 126.57 with a standard deviation of 1.798. A more complete distribution of Work Environment scores is presented in the following table:

Table 3. Descriptive Statistics of Work Environment Variables

Statistics		
Lingkungan Kerja		
N	Valid	30
	Missing	0
Mean		126.57
Std. Error of Mean		1.798
Median		124.50
Mode		120 ^a
Std. Deviation		9.849
Variance		97.013
Range		39
Minimum		111
Maximum		150
Sum		3797

a. Multiple modes exist.
The smallest value is shown

Based on the average score achieved of 126.57 and when compared with the ideal score of 150, the tendency for the Work Environment variable is 0.8438 or 84.38 percent.

Distribution of Work Motivation Scores

Based on research data with 30 respondents and data processing using SPSS, research results were obtained which showed that the lowest score for the Work Motivation variable was 118 and the highest score was 140. The average obtained was 128.20 with a standard deviation of 1.710. A more complete distribution of Work Motivation scores is presented in the following table:

Table 4. Descriptive Statistics of Work Motivation Variables

Statistics		
Motivasi Kerja		
N	Valid	30
	Missing	0
Mean		128.20
Std. Error of Mean		1.710
Median		123.50
Mode		120
Std. Deviation		9.368
Variance		87.752
Range		32
Minimum		118
Maximum		150
Sum		3846

Based on the average score achieved of 128.20 and when compared with the ideal score of 150, the tendency for the Work Motivation variable is 0.8547 or 85.47 percent.

Distribution of Employee Performance Scores

Based on research data with 30 respondents and data processing using SPSS, research results were obtained which showed that the lowest score for the Employee Performance variable was 116 and the highest score was 150. The average obtained was 128.13 with a standard deviation of 1.449. A more complete distribution of Employee Performance scores is presented in the following table:

Table 5 Descriptive Statistics for Employee Performance Variables

Statistics		
Kinerja Pegawai		
N	Valid	30
	Missing	0
Mean		128.13
Std. Error of Mean		1.449
Median		126.50
Mode		125
Std. Deviation		7.934
Variance		62.947
Range		24
Minimum		116
Maximum		140
Sum		3844

Based on the average score achieved of 128.13 and when compared with the ideal score of 150, the tendency for the Employee Performance variable is 0.8542 or 85.42 percent.

Based on the results of statistical tests, it can be clearly seen that partially all independent variables have an effect on the dependent variable. The influence given by these two independent variables is positive, meaning that the better the motivation and work discipline, the better the resulting employee performance. These results are in accordance with the proposed hypothesis. The results of this study are also in accordance with previous results. The explanation is as follows.

The Relationship between Work Environment and Work Motivation on Employee Performance

The results of the product moment correlation test for the Work Environment variable (X1) with Employee Performance (Y) obtained a probability value of 0.001. Because the probability value is smaller than the 5% significance level ($p=0.000<0.05$), it can be stated that work environment variables and employee performance variables are significantly related.

On the other hand, the results of the product moment correlation test for the Work Motivation variable (X2) with Employee Performance (Y) obtained a probability value of 0.000. Because the probability value is smaller than the 5% significance level ($p=0.000<0.05$), it can be stated that the work motivation variable and the employee performance variable are significantly related.

So it can be concluded that there is a significant influence of the work environment and intrinsic work motivation on employee performance at the Minahasa Regency Central Statistics Agency.

In line with research conducted by Erisne (2012) on employees at the Way Kanan District Education Office. The research results show that there is a significant relationship between motivation and work environment on employee performance at the Way Kanan District Education Office with a probability value of 0.000. Likewise, research conducted by Sembodo (2020) on employees at the Mojokerto Regency Education Office. The research results showed that there was a significant relationship between motivation and the work environment of employees at the Mojokerto Regency Education Office with a P value of 0.000.

The Influence of Work Environment and Work Motivation on Employee Performance

The results of the analysis obtained a coefficient of determination (R^2 Square=0.346(34.6%)) so that it can be stated that the contribution of motivation (X1) and discipline (X2) together to performance (Y) is 34.6%.

The results of the F test obtained a probability value smaller than the 5% significance level ($p=0.000<0.05$), so it can be stated that the variance of the performance variable (Y) can be influenced by the variance of the motivation (X1) and discipline (X1) variables together. .

The results of the partial t test obtained a probability value smaller than the 5% significance level ($p=0.000<0.05$), so it can be stated separately that motivation (X1) on performance (Y) and discipline (X2) on performance (Y) have a significant influence significant. Based on the results of the analysis, a regression equation is created:

$$Y=a+b_1 X_1+c_1 X_2$$

$Y=13.342+0.261X_1+0.637X_2$ 13.342 is a constant price, namely the value of Employee Performance (Y) without being influenced by the Work Environment (X1) and Work Motivation (X2). Meanwhile, 0.261 Likewise, if the Work Environment (X1) decreases by one unit, it will reduce the Employee Performance (Y) value by 0.261.

0.637X2 is the regression coefficient price for Work Motivation (X2) which means that if Work Motivation (X2) increases by one unit it will increase the value of Employee

Performance (Y) by 0.637. Likewise, if Work Motivation (X2) decreases by one unit, it will reduce the Employee Performance (Y) value by 0.637. The beta value is a value that shows which variable X most dominantly influences the Employee Performance variable (Y). Based on the results of the analysis, the beta value of X1 is 0.324 and X2 is 0.531. Because the beta value of Work Motivation (X2) is greater than the Work Environment (X1), it can be stated that the Work Motivation variable (X2) has the most influence on the Employee Performance variable (Y) rather than the Work Environment variable (X1).

In line with research conducted by Arsyenda (2013) on PNS Bapeda Malang City. The research results show that there is a significant influence on the motivation and discipline of civil servants as seen from the results of the calculated F test analysis which is 14.168 with a significance of 0.000 and the motivation t test (X1) is 2.097 with a significance of 0.044, discipline (X2) is 3.662 with a significance of 0.001. Likewise, research conducted by Sutrisno (2020) on Civil Servants at the Central Java Provincial Social Service Office. The research results showed that there was a significant influence of motivation and discipline on the performance of civil servants. With the F test results, a probability value of 0.000 is obtained. In line with Nitisemito, Sutrisno (2016) stated that the work environment is everything, including the facilities and infrastructure around the employee. The work environment is expressed in a more complex way by Sedamayanti (2011) who states that the work environment is an environment consisting of equipment and materials, the workplace environment, the way a person or group works. Sedamayanti further stated that the work environment is divided into 2 (two) types, namely physical and non-physical work environments.

Based on several expert opinions regarding the work environment, the author concludes that the work environment is everything related to the implementation of an employee's work, both the physical environment such as facilities and infrastructure and the non-physical environment related to the form of interdependence relationships that occur in carrying out tasks.

According to Wahjosumidjo (2012) motivation is something basic that drives a person to work. Basically, organizations not only expect employees who are capable, capable and skilled, but most importantly they are willing to work hard and have the desire to achieve optimal work results. Employees' abilities, abilities and skills are meaningless to the organization, if they do not work hard with the abilities, skills and skills they have.

To encourage and mobilize subordinates to be willing to work as optimally as possible, it is necessary to ensure communication and participation from all parties. Motivation requires that managers know how to motivate their employees, how they spend time trying to get input from subordinates about the problems they face.

Based on the research results, the author assumes that good motivation and a good work environment can improve the performance of employees at the Minahasa Regency Central Agency, North Sulawesi Province.

4. CONCLUSION

Based on the description and research analysis, the following conclusions were obtained Based on the hypothesis proposed and looking at the results and discussion in the research, the following research conclusions can be drawn:

- a. There is a significant relationship between Work Environment and Work Motivation on Employee Performance at BPS Minahasa Regency
- b. There is a significant influence between the Work Environment and Work Motivation on Employee Performance at BPS Minahasa Regency
- c. Variations in Employee Performance are influenced by variations in the Work Environment and Work Motivation together

- d. Work Environment and Work Motivation together influence Employee Performance at BPS Minahasa Regency
- e. Work Environment and Work Motivation each have a significant effect on Employee Performance at BPS Minahasa Regency
- f. The Work Motivation variable has more influence on Employee Performance at BPS Minahasa Regency than the Work Environment variable

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