

THE EFFECT OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE OFFICE OF TOURISM AND CULTURE OF SIMALUNGUN REGENCY

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Abstract

Department of Tourism and Culture Regency Simalungun is one _ service in ranks government Regency Simalungun . On research This For see influence environment work and motivation to performance employee at the Department of Tourism and Culture Regency Simalungun. The theory used in study This is theory Management source Power related humans _ with environment work , motivation and performance.Type study This is descriptive quantitative and properties study This is study explanation . Sample in study This as many as 30 people. Method data collection is carried out with interviews , distribution of questionnaires and studies documentation . The results of research on the hypothesis First show that environment Work No have positive influence _ However motivation influential positive to performance employee at the Department of Tourism and Culture Regency Simalungun . With equality regression as following : $Y = 10.863 - 0.085 X1 + 0.187 X2$

Keywords : _ Environment Work , Motivation , Employee Performance .

INTRODUCTION

Background Behind

Environment Work is all something that is around the workers who can _ influence himself in operate assigned tasks (Nitisemito , 2002 : 109). environment Work broadly speaking _ can divided into two types including the environment Work physical and non-physical . According to Sedarmayanti (2009:22) is meant environment Work physique that is all circumstances shaped existing physical _ around place Work Where can influence Work employee Good in a manner direct nor No direct . Whereas according to Sumartono and Sugito (2004:146) environment Work physique is condition physique in company around place work , like circulation air , color wall , security , space motion and others. Whereas According to Sedarmayanti (2009:31) environment non- physical work is all related circumstances _ _ _ with connection work , fine with superior nor with fellow colleague work , or with subordinate Performance is very important and necessary _ noticed by all management , both on the levels organization small nor big . Work results achieved by the organization or employee is form accountability to organization and public . Deep performance operate function No stand alone , but always relate with satisfaction Work employees and levels magnitude rewards given , as well influenced by skills , abilities and traits individual . According to Hasibuan (2002:160) performance is is something results accomplished work _ somebody in carry out his duties on skill , effort and opportunity . According to Moehariono (2012:95), performance or performance is A depiction about level achievement implementation an activity programme or policy in realize goals , objectives , vision and mission stated organization _ in something planning

strategic something organization . Whereas according to Rivai (2013:604), performance is something term in a manner commonly used _ part or whole action or activity from something organization at one period with something reference to a number standard like projected past costs _ _ with base efficiency , accountability or accountability management and such .

Motivation work is also one _ very important factor For get results optimal work . “ Motivation Work is something that creates Spirit or encouragement work ” (Manullang , 2006:44). Motivation is willingness individual For emit high effort _ For reach objective organization. Motivation Work employees are needed in enhancement performance . Veithzal Rivai (2005; 309), said that understanding motivation Work is series influencing attitudes and values _ individual For reach specific thing _ in accordance with objective individual . Motivation is something that creates Spirit or encouragement work , so strong or weak motivation Work employee follow determine performance Because performance somebody depending on strength the motive. The motive in question here is desire and drive or existing motion _ in self every individual For reach something target . Someone who has motivation tall , he will Work hard , defend step Work hard , and have behavior that can controlled Alone to direction goals important . With thereby motivation owned height _ a employee in Work will produce high performance too . Based on background back above , author _ interested For do study with formulation Title : “ **Influence Environment Work and Motivation Work Against the Performance of Employees of the Office of Tourism Regency Simelungun**”.

LITERATURE REVIEW

Environment Work is all something that is around the workers who can _ influence himself in operate assigned tasks (Nitisemito , 2002; 109) . According to Sudarmayanti (2007; 21), environment Work broadly speaking _ can divided into two types including the environment Work physical and non- physical. Motivation originate from Latin is “ *movore* ” , meaning is motion or encouragement For move . Whereas in Language English , the origin of the term motivation is the “ *motive* ” which means Power motion or reason . Then , in Indonesian, the origin of the word motivation is “motive”, meaning Power encouraging effort _ somebody do something . Motive to be base from the word motivation that can interpreted as Power mover that has active . So from it , with another word motivation is all something to be pusher Act demanding behavior _ or push somebody For fulfil need .

kindly etymology , performance originate from the word achievement Work (*performance*) . as stated by Mangkunegara (2005) that term performance originate from the word *job performance or actual performance* (achievement Work or performance actually achieved _ someone) ie results Work in a manner quality and quantity achieved by a _ employee in carry out his job in accordance with not quite enough answer given _ to him .

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kindly general performance (*performance*) defined as level success somebody in carry out his job . Robbins (2001) explains that performance is something results achieved by work _ in his job according to criteria certain applies _ For something job .

Based on framework thinking can seen connection between variable. With performance employee as the dependent variable , environment work and motivation Work as an independent variable.

As for the hypothesis in study This as following :

H a₁ : The work environment has a positive effect on the performance of employees in the Department Tourism and Culture Simalungun Regency.

H₀₁: No work environment has a positive effect on the performance of employees in the D inas Tourism and Culture Simalungun District.

H a₂ : Motivation work has a positive effect on the performance of employees in the D inas Tourism and Culture Simalungun Regency.

H₀₂: Motivation work no has a positive effect on the performance of employees in the D inas Tourism and Culture Simalungun Regency.

H a₃ : Work environment and motivation Work has a positive effect on the performance of employees in the D inas Tourism and Culture Simalungun Regency.

H₀₃: Work environment and motivation Work No has a positive effect on the performance of employees in the D inas Tourism and Culture Simalungun District.

As for the type research used _ in study This is descriptive quantitative . According to Sugiyono (2017:55), method study quantitative is method philosophy - based research _ positivism . Type study This used For researching on population or sample certain . Collection data useresearch instruments as well as data analysis is quantitative or statistics , with objective For test hypothesis that has set

Study This conducted at the Department of Tourism and Culture Regency Simalungun , which is located at Pematang Raya. Research time This started from August 1 , 2021 until with September 20 , 2021.

Population is group complete elements , usually _ in the form of person, object , transaction , or incident Where We interested For study it or become object research (Mudrajad Kuncoro 2003: 103). Population is whole elements that have the same features and characteristics . Population in study This is whole Civil Servants Department of Tourism and culture Regency Simalungun as many as 30 employees . The sample is a subset (subset) of the population unit (Mudrajad Kuncoro 2003: 103). The population in this study was less than or equal to 30 people, therefore the entire population in this study was sampled. This technique is also called a census or saturated sampling . The data analysis technique used in study This is regression analysis where the data analysis model used to answer the hypothesis is the assumption test classic, test normality data, test

multicollinearity . In conducting a hypothetical test , it can be done in several ways, namely partial test (t test), F test,

RESULTS AND DISCUSSION

From the results research above _ so researcher do discussion as following :

Testing the first hypothesis states that the environment Work negative effect on performance employee at the Department of Tourism and Culture Regency Simalungun . this _ Possible happened because _ lack of ability For use facility or misuse existing facilities . _ because _ That need Again more attention _ seriously variable order environment Work become more Good so that give significant influence _ to performance employee .

Testing hypothesis second state that motivation Work influential to performance employee at the Department of Tourism and Culture Regency Simalungun . employee performance will more Good If motivation in work more improved again . this _ seen from equality regression :

$$\hat{Y} = 9,656 + 0,203 X_2$$

On the equation the can seen that results study show that motivation Work own ability For influence performance employee at the Department of Tourism and Culture Regency Simalungun . Motivation Work have coefficient regression positive prove _ contribution to performance employee at the Department of Tourism and Culture Regency Simalungun . this _ show that performance employee at the Department of Tourism and Culture Regency Simalungun . can influenced by motivation work .

Table 1. Characteristics Respondents Based on Type Sex

No.	Type Sex	Frequency (N)	Percentage (%)
1.	Man	16	53.3%
2.	Woman	14	46.7%
Total		30	100%

Source : Primary data processed (2021)

Table 2. Characteristics Respondents Based on Age

No.	Age	Frequency (N)	Percentage (%)
1.	35-40 Years	6	20%
2.	40-45 Years	10	33.3%
3.	45-50 Years	8	26.7%
4.	50-56 Years	6	20%
Amount		30	100%

Source : Primary data processed (2021)

Table 3. Characteristics Respondents Based on Old Being Employee

No.	Long Being Employee (year)	Frequency (N)	Percentage (%)
	2-5 years	6	20%
	> 5 – 10 years	14	46.7%
	> 10 years	10	33.3%
	Total	30	100%

S e cara simultaneously environmental variables work and motivation Work does not have a significant effect on performance employee at the Department of Tourism and Culture regency Simalungun . kindly simultaneously variable environment Work No have significant influence _ to performance employee . kindly influential at the same time only variable motivation Work to performance employee at the Department of Tourism and Culture Regency Simalungun . this _ seen from regression equation multiple in research are:

$$\hat{Y} = 10,863 - 0.085 X_1 + 0.187 X_2$$

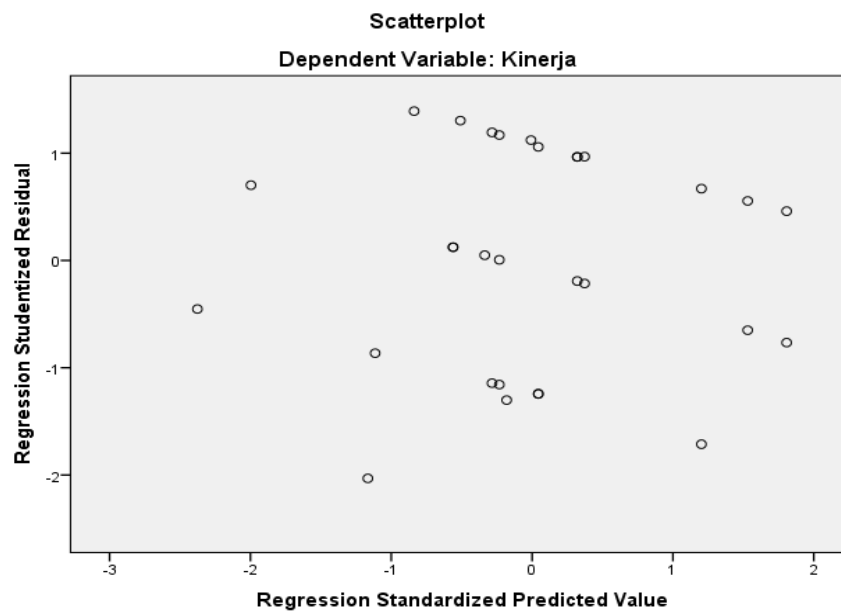
Table 4. Validity Test Results

No	Variables / Indicators	R _{count}	Information
1	Work Environment (X1)		
a.	Clean workplace building	0.492	> 0.3 (Valid)

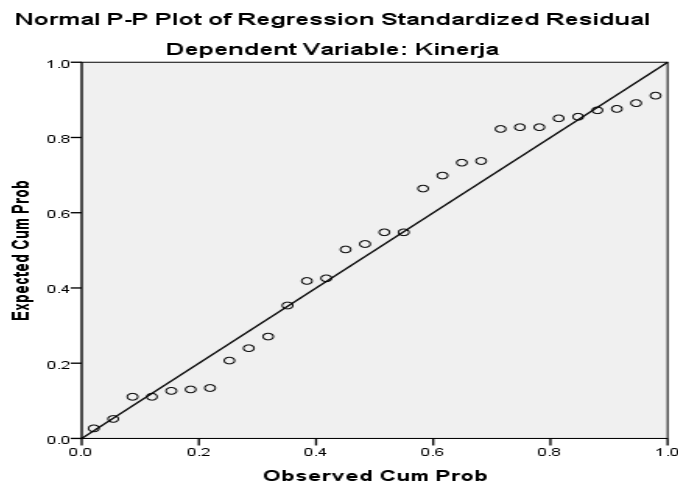
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b.	Adequate equipment	0.81 5	> 0.3 (Valid)
c.	The facilities available are decent	0.80 8	> 0.3 (Valid)
d.	Available means of transportation	0.87 0	> 0.3 (Valid)
e.	Good co-worker relations	0.74 2	> 0.3 (Valid)
2	Work Motivation (X2)		
a.	I enjoy that challenge difficult	0.740	> 0.3 (Valid)
b.	I want to know How progress WhichI achieved when currently finish	0.56 3	> 0.3 (Valid)
c.	I Like set objective And reachobjective realistic	0.61 2	> 0.3 (Valid)
d.	I enjoy competition	0.64 4	> 0.3 (Valid)
e.	I enjoy not quite enough answer	0.57 5	> 0.3 (Valid)
f.	I more enjoy Work The same with person other from on Work Alone	0.56 3	> 0.3 (Valid)
3.	Employee Performance (Y)		
a.	I can be relied on to come to work on timetime	0.44 7	> 0.3 (Valid)
b.	I understand the duties and responsibilitiesanswer which are given	0.61 0	> 0.3 (Valid)
c.	I completed all tasks inlimit time Which determined	0.57 3	> 0.3 (Valid)
d.	I own work attitude positive.	0.54 7	> 0.3 (Valid)
e.	I can identify one problem	0.607	> 0.3 (Valid)

Source : Primary data results processing SPSS Version 22 (2021)



Picture 2. Test Results Normality



Source : Primary data results SPSS processing version 22 (2021)

Figure 3. Test Results Heteroscedasticity

In this equation it can be seen that the results of the study show that in a manner together only variable motivation Work which affects performance employee at the Department of Tourism and Culture Regency Simalungun . Motivation Work has a positive regression coefficient which proves its contribution to performance employee at the Department of Tourism and Culture Regency Simalungun. This shows that

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performance employee at the Department of Tourism and Culture Regency Simalungun . can be influenced by motivation work . Whereas environment Work have negative coefficient . which means No have influence or even have negative influence on performance employee at the Department of Tourism and Culture Regency Simalungun . this _ show that motivation more work _ role in influence performance employee from the environment work .

CLOSING

Conclusion

Based on the results of the research and discussion described in the previous chapter, it can be concluded as follows:

1. In the first hypothesis, it is concluded that the work environment has no significant effect on employee performance at the Department of Tourism and Culture Regency Simalungun .
2. On the hypothesis second , obtained that motivation Work influential significant to performance employee at the Department of Tourism and Culture Regency Simalungun .
3. On the hypothesis third , obtained that in a manner simultaneously variable environment work and motivation Work No influential significant to performance employee at the Department of Tourism and Culture Regency Simalungun

Suggestion

Based on the conclusions, it is suggested as follows:

- a. Expected environment Work can give positive impact _ to enhancement performance employee at the Department of Tourism and Culture Regency Simalungun . But on variables motivation influential work _ positive to performance employee at the Department of Tourism and Culture Regency Simalungun for more improved so that influence become more big .
- b. Expected to the Department of Tourism and Culture Regency Simalungun so you can do innovation in environment work and always increase the motivation to employees . _
- c. It is suggested for future researchers to add variables that are different from the previous variables to enrich knowledge about the factors that affect employee performance and involve respondents in other sections so that the sample is larger so as to get more accurate results.

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