

The Influence of Work Motivation, Work Environment, Work Culture on Employee Performance (Case Study at the Bengkulu City Trade and Industry Service)

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ABSTRACT. In limiting the scope of this research, the author focuses only on the influence of work motivation, work environment and work culture on the performance of employees in the Bengkulu City Trade and Industry Department. The research object is permanent employees of the Bengkulu City Trade and Industry Department. The type of research used in this research is explanatory research. Based on the results of research on work motivation variables, it can be concluded that partially work motivation variables influence employee performance. The T-test value for Work Motivation (X1) is $11.995 > 1.673$ with a sig value of $0.000 > 0.05$, so H_0 is rejected and H_1 is accepted. Regarding work environment variables, it can be concluded that partially work environment variables influence employee performance. The T-test value for the Work Environment (X2) is $2.683 > 1.673$ with a sig value of $0.010 > 0.05$, so H_0 is rejected and H_1 is accepted. Regarding the work culture variable, it can be concluded that the work culture variable partially influences employee performance. The T-test value for Work Culture (X3) is $3.220 > 1.673$ with a sig value of $0.002 > 0.05$, so H_0 is rejected and H_1 is accepted. Regarding the variables of work motivation, work environment and work culture, it can be concluded that simultaneously the variables of work motivation, work environment and work culture influence employee performance. The Fcount test result was 55.363, while the Ftable value was used at a significance level of 5% with $df = n-k$ ($59-3-1=55$) so that an Ftable of 2.01 was obtained. meaning that work motivation (X1), work environment (X2), work culture (X3) have a significant effect on employee performance (Y).

Keywords: Work Motivation; Work Environment; Employee Performance;

INTRODUCTION

Facing intense business competition, companies must prioritize human resources to achieve their goals. Optimally performing employees are crucial to increasing company productivity. Performance is the quality and quantity of work results, influenced by motivation, the work environment, and work culture. Motivation is the internal drive to achieve goals, while the work environment and work culture also play a role in improving employee performance. A positive work environment can support employees in completing tasks effectively. Work culture, on the other hand, refers to shared values that influence employee behavior. A cultural transformation program is needed to improve employee performance by changing the paradigm and mindset within the company. A strong work culture demonstrates discipline in implementing agreed-upon organizational practices.

Previous research has shown that work motivation, the work environment, and work culture have a significant positive impact on employee performance. However, field research indicates low work motivation at the Bengkulu City Trade and Industry Office. The challenge for this agency is to increase employee attendance to improve their performance. Therefore, this study aims to

examine the influence of work motivation, the work environment, and work culture on employee performance at the Bengkulu City Trade and Industry Office. Thus, this research is expected to provide deeper insight into the factors that influence employee performance and provide recommendations for agencies to improve their employee performance.

METHOD

The type of research used in this study is explanatory research. According to Sugiyono (2017), explanatory research is a research method that aims to explain the position of the variables being studied and the influence between one variable and another. The main reason this researcher used the explanatory research method was to test the proposed hypothesis. Therefore, it is hoped that this study will explain the relationship and influence between the existing independent and dependent variables.

RESULTS AND DISCUSSION

Normality Test

The normality test is used to determine whether the confounding variables or residuals in a regression model are normally distributed. The Kolmogorov-Smirnov (KS) test method can be used to test residual normality.

Table 4.11 Normality Test

Nilai Kolmogorov-Smirnov	Asymp. Sig	Kriteria	Keterangan
0,830	0,200	0,05	Berdistribusi Normal

Source: SPSS v. 22

Table 4.11 shows that the resulting Asym.sig value is 0.200, which indicates that the asym.sig value of 0.200 is greater than 0.05, indicating that the data are normally distributed.

Multicollinearity Test

The multicollinearity test aims to test whether the regression model detects correlation between independent variables. A good regression model should have no correlation between independent variables. To determine the presence of multicollinearity in a regression model, the Variance Inflation Factor (VIF) value can be seen.

Table 4.12 Multicollinearity Test

Variabel	Tolerance	VIF	Keterangan
Motivasi Kerja	0,930	1,075	Tidak Terjadi Multikoleniaritas
Lingkungan Kerja	0,933	1,072	Tidak Terjadi Multikoleniaritas
Budaya Kerja	0,928	1,077	Tidak Terjadi Multikoleniaritas

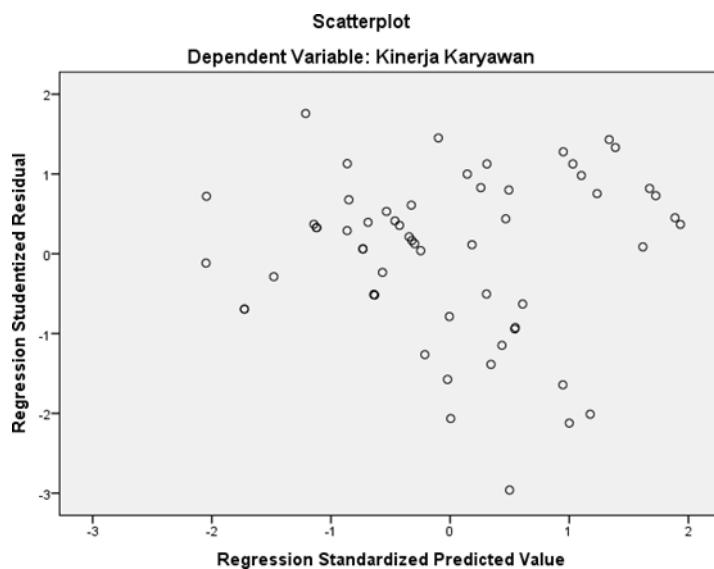
Source: SPSS v. 22

Based on the results of Table 4.12, it shows that all work motivation, work environment, and work culture have tolerance values less than 1, and the VIF is less than 10. Therefore, the data is considered to be free from multicollinearity.

Heteroscedasticity Test

The heteroscedasticity test aims to determine whether there is unequal variance in the residuals or other observations in the regression model. There are several ways to determine the presence or absence of heteroscedasticity in a regression model. However, in this study, the method used was to look at the scatterplot graph in SPSS version 22.

Figure 4.1 Heteroscedasticity Test



Source: SPSS v. 22

Based on Figure 4.1, the results of the heteroscedasticity test indicate that the data distribution does not form a specific pattern, thus concluding that heteroscedasticity does not occur. Multiple Linear Regression Analysis

The tool used to test the hypothesis is multiple regression analysis. This analysis is used to measure the strength of the relationship between the independent and dependent variables and to indicate the direction of the relationship between these variables. This analysis will form an equation, the results of which can be explained below:

Table 4.13 Multiple Linear Regression Test Results

Variabel	Koefisien B	Standart Error
Konstanta	10,376	5,026
Motivasi Kerja	0,822	0,069
LingkunganKerja	0,219	0,081
Budaya Kerja	-0,342	-0,225

Source: SPSS v. 22

Based on Table 4.13 above, the β coefficient represents a regression equation that can be generated as follows:

$$Y = 10,376 + 0,822 X_1 + 0,219 X_2 - 0,342 X_3 + e$$

The equation above can be interpreted as follows:

1. The Constant coefficient is positive, meaning that if the Bengkulu City Economic and Industrial Service does not consider work motivation, work environment, and work culture in improving employee performance, employee performance will still improve.
2. The Work Motivation coefficient is positive, meaning that any increase in employee work motivation will be accompanied by an increase in employee performance. Whereas, any decrease in employee work motivation will be accompanied by a decrease in employee performance.
3. The Work Environment coefficient is positive, meaning that any increase in employee work motivation will be accompanied by an increase in employee performance. Whereas, any decrease in employee work environment will be accompanied by a decrease in employee performance.
4. A negative Work Culture coefficient means that any increase in employee work culture will be accompanied by a decrease in employee performance. Meanwhile, any decrease in employee work culture will be accompanied by an increase in employee performance.

Coefficient of Determination (R2) Analysis

The coefficient of determination (R2) measures the model's ability to explain variation in the dependent variable. The R2 value is between 0 and 1. A small R2 value means that the independent variables' ability to explain variation in the dependent variable is very limited. The R-square value of 0.751 (75.1%) can be interpreted as indicating that the model's ability to explain 75.1% of the variation in employee performance (Y), with the remaining 24.9% being influenced by other independent variables.

T-Test

The purpose of this test is to determine the influence of individual independent variables in explaining variation in the dependent variable. Interpretation of the t-test is explained in

Table 4.14 T-Test Results

Variabel	thitung	tabel	sig.	Keterangan
Motivasi Kerja	11,995	1,673	0,000	Berpengaruh
Lingkungan Kerja	2,683	1,673	0,010	Berpengaruh
Budaya Kerja	-3,220	1,673	0,002	Berpengaruh

Source: SPSS v. 22

The calculated t-value for the work motivation variable is 11.995 with a significance level of 0.000. The analysis result shows a significance level of 0.000, which is less than 0.05, indicating that the work motivation variable has a partial significant effect on purchasing decisions.

The calculated t-value for the work environment variable is 2.683 with a significance level of 0.010. The analysis result shows a significance level of 0.010, which is less than 0.05, indicating that the work environment variable has a partial significant effect on employee performance.

The calculated t-value for the work culture variable is -3.220 with a significance level of 0.002. The analysis result shows a significance level of 0.002, which is less than 0.05, indicating that the work culture variable has a partial significant effect on employee performance.

F-Test

This test aims to determine the extent to which the independent variables used can explain the dependent variable. In this study, work motivation (X1), work environment (X2), and work culture (X3) were simultaneously related to the dependent variable, employee performance (Y), and the model was evaluated to determine whether it was a suitable model. The results of this study are as follows:

Table 4.15 T-Test Results

Fhitung	Ftabel	Sig	Keterangan
55,363	2,01	0,000	Berpengaruh

Source: SPSS v. 22

Based on Table 4.15, the calculated F-value is 55.363 with an F-sig. of 0.000. F-sig. of 0.000 is less than 0.05, so H_a is accepted. This means that work motivation (X1), work environment (X2), and work culture (X3) simultaneously have a significant effect on employee performance (Y).

The Influence of Work Motivation on Employee Performance

Hypothesis 1 states that work motivation has a significant influence on employee performance. Statistical testing results indicate that work motivation has a positive effect on employee performance. Therefore, H_1 is accepted and H_0 is rejected. It can be concluded that work motivation has a significant impact on improving employee performance at the Bengkulu City Department of Economics and Industry.

The results of the study indicate that employees at the Bengkulu City Department of Economics and Industry have good work motivation. This motivation includes driving force, willingness, expertise development, skill development, responsibility, and obligations, which make employees more enthusiastic in improving their performance. These results align with previous research by Riski Nur Adha (2019), which showed a partial effect of work motivation on employee performance.

The Influence of the Work Environment on Employee Performance

Hypothesis 2 states that the work environment has a significant influence on employee performance. Statistical testing results indicate that the work environment has a positive effect on employee performance, thus H_1 is accepted and H_0 is rejected. This concludes that the work environment has a significant impact on improving employee performance at the Bengkulu City Economic and Industrial Office.

The results of the study indicate that employees at the Bengkulu City Economic and Industrial Office have a favorable work environment. This environment includes lighting, air temperature, humidity, air circulation, noise levels, and good employee-supervisor relationships, which encourage employees to improve their performance. These results align with previous research by Christie Pangaila et al. (2022), which demonstrated a partial influence of the work environment on employee performance.

The Influence of Work Culture on Employee Performance

Hypothesis 3 states that work culture has a significant influence on employee performance. Statistical test results indicate that work culture has a positive effect on employee performance, thus H_1 is accepted and H_0 is rejected. It can be concluded that work culture impacts the performance of employees at the Bengkulu City Department of Economics and Industry.

The results of the study indicate that employees at the Bengkulu City Department of Economics and Industry have a positive work culture. This culture encompasses positive habits, regulations, and values, which motivate employees to improve their performance. These results align with previous research by Fahreza and Abd Majid (2018), which demonstrated a partial influence of the work environment on employee performance.

The Influence of Work Motivation, Work Environment, and Work Culture on Employee Performance

Hypothesis 4 states that work motivation, work environment, and work culture have a significant influence on employee performance. Statistical test results show that work motivation, work environment, and work culture simultaneously have a positive influence on employee performance. Therefore, H_1 is accepted and H_0 is rejected. This can be concluded that work motivation, work environment, and work culture collectively have a significant impact on employee performance.

CONCLUSION

Based on the analysis conducted in the discussion, the following conclusions can be drawn:

1. Based on the research findings on the work motivation variable, it can be concluded that the work motivation variable partially influences employee performance. The calculated T-value for Work Motivation (X1) is $11.995 > 1.673$, with a significance value of $0.000 > 0.05$. Therefore, H_0 is rejected and H_1 is accepted.
2. Based on the research findings on the work environment variable, it can be concluded that the work environment variable partially influences employee performance. The calculated

T value for Work Environment (X2) is $2.683 > 1.673$ with a sig value of $0.010 > 0.05$, therefore H0 is rejected and H1 is accepted.

3. Based on the research results on the work culture variable, it can be concluded that the work culture variable partially influences employee performance. The calculated T value for Work Culture (X3) is $3.220 > 1.673$ with a sig value of $0.002 > 0.05$, therefore H0 is rejected and H1 is accepted.
4. Based on the research results on the work motivation, work environment, and work culture variables, it can be concluded that work motivation, work environment, and work culture simultaneously influence employee performance. The calculated F value is 55.363, while the F table value is used at a significance level of 5% with $df = n-k$ ($59-3-1 = 55$), resulting in an F table of 2.01. This means that Work Motivation (X1), Work Environment (X2), and Work Culture (X3) have a significant effect on Employee Performance (Y).

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