THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEES OF THE LIVESTOCK DEPARTMENT OF MANGGARAI DISTRICT, EAST NUSA TENGGARA-INDONESIA

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ABSTRACT

Employee performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization. The purpose of this study is to determine the influence of the work environment and work motivation on the performance of employees of the Livestock Office of Manggarai Regency, East Nusa Tenggara. The sample in this study was 50 employees who worked at the Ruteng Livestock Office, because all populations in this study were sampled, the sampling method was using census sampling techniques. Data collection techniques using questionnaires, interviews and documentation. The analysis techniques used are descriptive statistics, multiple linear regression, classical assumption testing, and hypothesis testing. The results showed that the work environment did not affect employee performance. While work motivation has a significant and positive influence on employee performance.

Keywords: Work Environment, Work Motivation, and Employee Performance.

1. INTRODUCTION

Human Resources (HR) is one of the important factors found in every business in the world. Having good human resources in a company will certainly help the company develop further, be able to compete and adapt to changing times. Therefore, the performance of each individual in the company must achieve the goals and targets set by the company. To improve employee performance, companies can implement several methods, such as through training, creating a comfortable work environment for employees, offering appropriate salaries to employees, motivation and also education.

Apart from that, the increasing development of technology and education accompanied by increasing economic growth means that actors involved in the economic, cultural and other fields can influence the organizational goals that will be achieved in the future. One of the efforts that must be made to face challenges from outside is by preparing human resources who have competence and quality. Because of the importance of human resources in an organization, it is necessary to monitor employee performance and provide supporting facilities to improve the work performance of human resources. Performance can be viewed as both a process and a result of work. Performance is a process of how work takes place to achieve work results, Wibowo, (2014). "Performance in an organization is carried out by all human resources in the organization, both leadership and workers."

The Livestock Service of Manggarai Regency, Ruteng, East Nusa Tenggara (NTT) is one of the government agencies which has the task of carrying out preparation, policy, implementation, needs planning, guidance, disease control, distribution supervision, monitoring, evaluation and reporting in the livestock sector.

However, in efforts to create employee performance at the Manggarai Regency Livestock Service, Ruteng, East Nusa Tenggara (NTT), it seems that there are still many obstacles that make it difficult to achieve organizational goals. Non-ideal conditions still occur at the Ruteng NTT Livestock Service. Where there are still other obstacles at the Manggarai Regency Livestock Service, Ruteng NTT, including employees coming to work late, resting early, traders entering the room offering products, lack of facilities and infrastructure, leaving work early. This causes a decrease in employee performance due to low employee motivation in carrying out work and an uncomfortable work environment so that employee work cannot be carried out as expected.

The actual condition that occurs at the Manggarai Regency Livestock Service, Ruteng, NTT, is that employee performance does not fully represent optimal performance. Because the work was not completed on time, completely and accurately, the Ministry's achievement of minimum service standards did not meet expectations. Regarding employee performance, this problem certainly needs to be addressed immediately so that the Ministry's leadership and

subordinates can provide excellent service to the community in a more professional manner. This research was conducted to find out whether motivation and work environment have a significant effect on employee performance in a government organization..

This research is expected to provide benefits to organizations by motivating employees to be able to achieve organizational goals..

2. METHODOLOGY

This quantitative research has independent variables. First is Work environment (X_1) with indicators of Work atmosphere, Relationships with coworkers, Relationship Between Subordinates and Leaders, and also Availability of work facilities. Next independent variable is Work Motivation (X_2). There are several indicators of work motivation: driving force, will, willingness, forming skills, abilities, skills, responsibilities, obligations and goals. The dependent variable used in this research is employee performance (Y). Employee performance is the result of work carried out by someone in an organization to achieve the desired goals of an organization and losses. Indicators of employee performance are; timeliness, job description, quantity, and quality.

2.1 Research Scope

In this research, the author reviews the scope of human resource management research regarding the influence of the work environment and work motivation on employee performance. Each of these variables is an important factor in improving effective employee performance

2.2 Research Site

This research was conducted at the Manggarai Regency Livestock Service Office, Ruteng City, which is located on Jalan Ahmad Yani, No 1 Ruteng Flores (NTT). The reason the researcher chose this agency was because he wanted to know more about the influence of the work environment and work motivation on employee performance at the Ruteng City Animal Husbandry office..

2.2 Population

This research used a population of all employees at the Manggarai Regency Animal Husbandry Service, Ruteng City, namely 50 people,

2.2 Sampling technique

The sampling technique used in this research was a census. The reason for using this census method is because it uses the entire population as a sample. All samples collected in this research were employees of the Animal Husbandry Service office with a total of 50 respondents

2.2 Data collection technique

This research data collection technique uses a questionnaire.,

3. TECHNIQUE OF DATA ANALYSIS

In this research, multiple linear regression analysis is used to determine the effect of the independent variable on the dependent variable. The multiple linear regression equation is as Y= a + b1X1 + b2X2 + e, which is Y = Employee Performance; a = Constant; b1 & b2 = Regression Coefficient; X_1 = Work Environment; X_2 = Work Motivation; e = error. To determine the accuracy of the model, according to Ghozali (2018), several classical assumptions must be tested, namely the normality test, multicollinearity test, heteroscedasticity test and autocorrelation test.

Normality test to check whether the regression model in this study has normally distributed residuals or not. Scattered data is usually an indicator of a good regression model. The non-parametric Kolmogorov-Smirnov (K-S) statistical test included in the SPSS program can be used to identify whether the residuals are normally distributed or not. A data distribution can be considered normal if the value is > 0.05 (Ghozali, 2018). Whether it is normally distributed or not can also be done in a more reliable way, namely by looking at the normal probability plot. A good regression model usually has sparse data, that is, observing and seeing the distribution of data (points) on the diagonal axis of the graph. Ghozali (2017) stated that the purpose of the multicollinearity test is to test whether there is a high or perfect correlation between independent variables in a regression model. A good regression model is one where there is no correlation between independent variables and there are no symptoms of multicollinearity. We can determine the presence of symptoms of multicollinearity by looking at the size of the VIF (variance inflation factor) value and also by looking at the tolerance value, which can measure variations in a selected variable that cannot be explained by other independent variables. The value used to show symptoms of multicollinearity is VIF < 10.00 and tolerance value > 0.10 (Ghozali, 2018). The heteroscedasticity test is to test whether there is an inequality in the residual variance of an observation with other observations in the regression model (Ghozali, 2018). Heteroskedasticity can be tested by looking at the dispersion between SRESID and ZPRED, that is, whether a certain pattern exists or not. This decision is based on the following

things: 1) If there is a certain pattern, for example the points form a certain regular pattern (wavy, widening and tapering), it means that heteroscedasticity has occurred. 2) If there is no clear pattern and the points are above and below 0 on the Y axis, then heteroscedasticity does not occur (Ghozali, 2018). There is another way to validate the variant test, namely the park test. This means that if the significance level value of the independent variable exceeds 0.05, it can be concluded that the regression model in this research does not contain symptoms of heteroscedasticity.

Hypothesis testing, namely carrying out simultaneous tests (f), partial tests (t) and the coefficient of determination tests (R-squared). The F test (simultaneous test) is carried out to determine the effect of the independent variable on the dependent variable as a whole or together. This means that the independent variable has an influence on the dependent variable. According to Ghozali (2016), partial hypothesis testing can be proven using the t test formula. The purpose of the t-statistical test is to check whether each independent variable (X) has an influence on the variable or is independent (Y). By using a significance level of 5% and degree of freedom (df) to test the effect of $df = n - 2$, you will see a t table value of 2 (two) followed by a calculated t value for a two-sided test. According to Ghozali (2016), the coefficient of determination test is used to find out how much influence the independent variable has on the dependent variable. The coefficient of determination is a measure used to determine whether or not the suitability or accuracy of a value or regression line with sample data. If the correlation coefficient value is known, then the coefficient of determination is obtained by squaring it.

4. RESULTS AND DISCUSSION

4.1 Validity Test

The validity test was used to determine whether the questionnaire given to 50 respondents was valid or not. A questionnaire can be said to be valid if the questions in the questionnaire are able to answer something that is being measured (Ghozali, 2013). The analysis technique used is product moment correlation from Pearson with the condition for measuring the validity test that if the calculated r is greater than the r table, then the research instrument is declared valid, conversely if the calculated r is smaller than the r table then the instrument is declared invalid. The distribution of respondents was given to 50 respondents, with an r table value based on the provisions of df= N-2 or 50-2= 48 with a significance rate of 5% or 0.05 so that the r table value is = 0.2787

Table 1 Validity Test Results

Variabel	Item	r hitung	r tabel	Keterangan
Lingkungan Kerja (X1)	X1.1	0,675	0,2787	Valid
	X1.2	0,684	0,2787	Valid
	X1.3	0,738	0,2787	Valid
	X1.4	0,756	0,2787	Valid
	X1.5	0,699	0,2787	Valid
	X1.6	0,793	0,2787	Valid
	X1.7	0,626	0,2787	Valid
Motivasi Kerja (X2)	X2.1	0,739	0,2787	Valid
	X2.2	0,643	0,2787	Valid
	X2.3	0,693	0,2787	Valid
	X2.4	0,364	0,2787	Valid
	X2.5	0,714	0,2787	Valid
	X2.6	0,355	0,2787	Valid
	X2.7	0,813	0,2787	Valid
	X2.8	0,621	0,2787	Valid
	X2.9	0,647	0,2787	Valid
	X2.10	0,547	0,2787	Valid
	X2.11	0,688	0,2787	Valid
	X2.12	0,701	0,2787	Valid
	X2.13	0,682	0,2787	Valid
	X2.14	0,622	0,2787	Valid
	X2.15	0,764	0,2787	Valid
Kinerja Pegawai (Y)	Y1.1	0,731	0,2787	Valid
	Y1.2	0,652	0,2787	Valid
	Y1.3	0,631	0,2787	Valid
	Y1.4	0,577	0,2787	Valid
	Y1.5	0,493	0,2787	Valid
	Y1.6	0,556	0,2787	Valid
	Y1.7	0,727	0,2787	Valid
	Y1.8	0,636	0,2787	Valid
	Y1.9	0,628	0,2787	Valid
	Y1.10	0,650	0,2787	Valid
	Y1.11	0,813	0,2787	Valid
	Y1.12	0,689	0,2787	Valid
	Y1.13	0,607	0,2787	Valid

The table information above shows that each independent variable and dependent variable statement item can be declared valid, because the calculated r value is greater than 0.2787 or r table so that each statement can be used in this research.

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4.2 Reliability Test

In this research, the reliability test is used to measure the stability and consistency of respondents in answering questionnaire statements related to the variables being tested. The technique used to test reliability is Cronbach Alpha > 0.60, so the questionnaire questions are considered reliable. The results of the reliability test are as follows.

Table 2 Reliability Test results

Variabel	Cronbach Alpha	Keterangan
Lingkungan Kerja	0,776	Reliabel
Motivasi Kerja	0,754	Reliabel
Kinerja Pegawai	0,757	Reliabel

The information in the table above shows that the Cronbach's Alpha value for each variable is greater than 0.60, so it can be concluded that the instrument is declared reliable and can be used for research.

4.3 Classical Assumptions Test

4.3.1 Normality Test

According to Ghozali (2013), the normality test is a test carried out to find out whether a residual variable regression model has a normal distribution or not. In this research, the normality test uses the Kolmogorov-Smirnov test with the aim of detecting normality of data using graphs. If the value of Asymp. Sig. (2-tailed) > or more than 0.05 (α) then the data is normally distributed. The results for the normality test are as follows:

Table 3 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.47636098
Most Extreme Differences	Absolute	.102
	Positive	.102
	Negative	-.092
Test Statistic		.102
Asymp. Sig. (2-tailed)		.200[c,d]

Table 8 shows the Asymp value. Sig. (2-tailed) of 0.200. The alpha value is 0.05. This shows the Asymp value. Sig. (2-tailed) is greater > alpha (0.200 > 0.05). This proves that there are no symptoms of normality so that the multiple regression analysis can be continued.
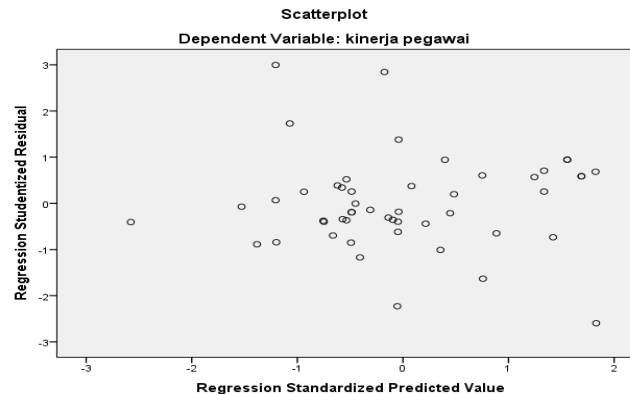
4.3.2 Multicollinearity Test

In the multicollinearity test, the results can be seen in the coefficient table (tolerance and VIF values). If all output output shows a tolerance value of more than 0.1 and a Variance Inflation Factor (VIF) value of less than 10, then multicollinearity does not occur. Multicollinearity test results are as follows

Table 4 Multicollinearity Test Results

Model	Collinearity Statistics		
	B	Tolerance	VIF
(Constant)	10.845		
lingkungan kerja	.187	.611	1.636
motivasi kerja	.589	.611	1.636

The results of the multicollinearity test in table 9 can be seen that each variable has a tolerance value greater than 0.1 and the VIF value for each variable is less than 10. This proves that there are no symptoms of multicollinearity, so the regression analysis can be continued.

4.3.3 Heteroscedasticity Test- The heteroscedasticity test is used to determine whether the residuals have a homogeneous (constant) variance or not. Testing heteroscedasticity, it is hoped that the residuals will have a homogeneous variance. Heteroscedasticity testing can be seen through a scatter plot. The residual is said to have a homogeneous variety if the residual points in the scatter plot are spread randomly.

Figure 1 Scatterplot of Heteroscedasticity test

The scatterplot graph shows the scatter data points above and below or around the number 0. The points do not collect only above or below. The distribution of data points does not form a wavy pattern that widens then narrows and widens again. The distribution of data points is not patterned. This proves that there are no symptoms of heteroscedasticity. So the multiple linear regression analysis can be continued.

4.4 Multiple Linear Regression- This research uses multiple regression analysis. Multiple linear analysis is used to determine the effect of the independent variable (X), namely the work environment and work motivation, on the dependent variable (Y), namely employee performance. The results of multiple linear regression are as follows:

Table 5 Multiple Linear Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.845	6.970		1.556	.126
	lingkungan kerja	.187	.267	.094	.703	.486
	motivasi kerja	.589	.123	.638	4.794	.000

From the results of the data processing above, the multiple regression formula can be used as follows $Y = \alpha + \beta 1\ X1 + \beta 2\ X2 + e$. Therefore, the resulting regression equation model based on the table above is: **Y = 10.845 + 0.094X1 + 0.638X2 + e**, where this can be interpreted as follows:

a. A constant of 10.845 means that if the work environment and work motivation are absent or have a value of 0, then employee performance is 10.845.

b. The work environment regression coefficient is 0.094, meaning that every one unit increase in the work environment will increase employee performance by 0.094. And conversely, every one unit decrease in the work environment will reduce employee performance by 0.094.

c. The regression coefficient for work motivation is 0.0638, meaning that every one unit increase in work motivation will increase employee performance by 0.0638. And conversely, every one unit decrease in work motivation will reduce employee performance by 0.0638.

5. HYPOTHESIS TESTING

5.5.1 Simultaneous Test

Table 6 Simultaneous Test Results

ANOVAª					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	946.147	2	473.074	22.645	.000ᵇ
Residual	981.853	47	20.890		
Total	1928.000	49			

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Table 10 shows a significance of 0.000. The alpha value is 0.05. This proves that the significant value is smaller than alpha (0.000 < 0.05). This shows that the work environment and work motivation simultaneously or together have a significant effect on employee performance.

5.5.2 Partial Test

Table 7 Partial Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.845	6.970		1.556	.126
	lingkungan kerja	.187	.267	.094	.703	.486
	motivasi kerja	.589	.123	.638	4.794	.000

The t test results show a significant work environment value of 0.486. This significant value is greater than alpha (0.05). This proves that the work environment does not have a significant effect on employee performance at the Ruteng NTT Livestock Service Office. The significant value for work motivation is 0.000. The significant value is greater than alpha (0.000 < 0.05). So work motivation has a significant effect on employee performance at the Ruteng NTT Livestock Service Office.

5.5.3 Coefficient of Determination Test

Table 8 Coefficient of Determination Results

Model Summaryᵇ					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.701ᵃ	.491	.469	4.57061	2.227

The results of the determination test (R^2) obtained a value of 0.491 (49.1%). This means that the work environment and work motivation contribute to employee performance at the Ruteng Livestock Service Office (East Nusa Tenggara) by 0.491 (49.1%). Meanwhile, 0.509 (50.9%) of employee performance is influenced by other variables

6. CONCLUSIONS & SUGGESTIONS

5.1 Conclusions- The results of research conducted by researchers regarding the influence of the work environment and work motivation on employee performance.

This research was carried out at the Ruteng Livestock Service Office. The number of respondents in this study was 50 employees. Data collection techniques were taken through documentation, interviews and distributing Google form questionnaires. Based on the results of data analysis and discussions that have been carried out, the author draws several conclusions as follows:

1. Simultaneously, the results of this research show that the environment and work motivation jointly influence employee performance.

This shows that the work environment can influence employee performance.

2. The work environment has no effect on employee performance. This shows that the working atmosphere, working relationships with co-workers and the availability of work facilities do not affect employee performance.

3. Work motivation has a significant and positive effect on employee performance. This shows that driving force, willingness, willingness, forming skills, skill abilities, responsibilities, obligations and goals can influence employee performance.

5.2 Suggestions- For future researchers - It is hoped that the results of this research will provide insight, especially knowledge regarding the influence of the work environment and work motivation on employee performance and can be used as a reference in the field of research in further research. For Agencies - It is hoped that this research will be a useful reference for the Manggarai Regency, Ruteng City (NTT) Animal Husbandry Service and other agencies to observe, consider and develop their human resources. As well as as a guide in motivating performance for leaders, managers, employees in agencies.

7. LIMITATIONS

This research focuses on work environment variables and work motivation on employee performance. There are many other variables outside of research that influence employee performance.

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