

THE INFLUENCE OF WORK MOTIVATION AND WORK ON EMPLOYEE PERFORMANCE IN OFFICES TRADE AND INDUSTRY GOWA DISTRICT

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Abstrak

This study aimed to describe and test the Influence of Work Motivation and Work Environment on Employee Performance at the Office of Trade and Industry of Gowa Regency. The population and sample in this study were 35 respondents. It is known that the significant value in this study is the Influence of Work Motivation (X1) on Employee Performance (Y) at $0.017 < 0.05$, and the calculated value of $2.518 >$ the table value of 1.694 . Meanwhile, the influence of the work environment (X2) on employee performance (Y) is $0.015 < 0.05$, with a calculated value of $2.573 > 1.694$. The type of data used in this study is quantitative data obtained from questionnaires distributed to respondents. The data sources used in data collection include primary and secondary data. The research instrument used in this study utilized the Likert scale method. Based on the results of this study using statistical calculations through the Statistical Package for the Social Sciences (SPSS) application version 27, the author concludes that work motivation and the work environment have a positive and significant effect on employee performance at the Office of Trade and Industry of Gowa Regency.

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

INTRODUCTION

One component that can improve employee performance is the motivation given by leaders to employees. This motivation can influence employee performance as initiative and directed behavior that is directed or aimed at achieving organizational goals. It is hoped that providing motivation to employees will produce more effective performance results. If employees do not have the motivation to complete tasks, their work performance will be low. On the other hand, employees who have high motivation can complete tasks well. Motivation is the encouragement to do certain things to achieve certain goals (Apriyansyah, Idris, and Choiriyah 2023).

Motivation is a person's drive, effort and desire to carry out the tasks and authority given at work well. Personnel who have high work motivation will have the motivation to carry out activities, employees who are experts in their field, face challenges and failure when there is no motivation, but succeed when there is. If there is strong motivation, employees can do their work perfectly. appropriate to achieve the goals of organizations such as the Gowa Trade and Industry Service.

Apart from motivation, the work environment in which employees work also influences their performance. Apart from motivational factors, a suitable work environment can support the implementation of tasks so that employees have the enthusiasm to work and improve their

performance, while an unsuitable work environment can make employees uncomfortable carrying out their duties. The workplace in an organization benefits its employees, because there is a possibility that this environment will influence them, either directly or indirectly. There are three reasons for this: there is evidence that tasks can be completed better in a good organizational work environment; there is evidence that managers have the power to influence the work environment of the work units they lead; and compatibility between a person and an organization is very important to achieve a person's achievement and satisfaction in the organization (Supriyanto and Mukzam 2020).

Ability and desire determine performance. To complete a task or job, a person must have a certain level of willingness and ability. Without a clear understanding of what will be done, a person cannot do something effectively enough (Hustia 2020). Employee performance is what employees do or do not do; this influences how much they contribute to the organization, including quantity, quality, time, attendance, and cooperative attitude.

Performance is the result or overall level of success of a person over a certain period of time in completing a task compared to various standards of possible work results, targets, goals, or criteria that have been mutually agreed upon in advance. Therefore, employee performance will run well only if they are supported by work motivation, discipline and a pleasant work environment. Performance is determined by motivation and ability to complete tasks or work. A person must have a certain level of willingness and ability to complete the task or job (Hustia 2020). Performance can be explained as the result of work in terms of quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. If employee work performance or work productivity increases after being developed, then the development method determined is quite good.

RESEARCH METHODS

The type of research used is quantitative research. According to (Harys 2020) quantitative data is a research method based on positivistic (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being researched to produce a Conclusion. The population in this study was all employees of the Gowa Regency Trade and Industry Office, totaling 35 people. Because the population in this study was less than 100, the entire population was taken as a sample. In this research, multiple linear analysis was used to determine the extent of the relationship between the independent variables, namely Work Motivation (X1) and Work Environment (X2), with the dependent variable, namely Employee Performance (Y), and a hypothesis was carried out. testing to obtain conclusions from this research by conducting tests together. -the same, namely the t test.

RESULT AND DISCUSSION

A. Research Result

1. Multiple Linear regression Analysis

Multiple linear regression analysis is an effective statistical method in evaluating and describing the relationship between several variables. Multiple linear regression is often used to handle situations where there is a relationship between two or more independent variables in a regression analysis. The results of multiple linear regression analysis in this study are as follows:

Table 2. Results of Multiple Linear Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.405	1.638		4.521	0.000
	Work Motivation	0.292	0.116	0.456	2.518	0.017
	Work environment	0.485	0.189	0.466	2.573	0.015
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: prima data processed with SPSS 27 (2024)

Based on the data in the table above, the multiple regression equation in this study is as follows:

$$Y = 7.405 + 0,292 X1 + 0,485 X2 + e$$

Based on the multiple linear regression equation, it can be concluded that:

- a. Based on the results of the multiple linear regression test in the table above, it can be seen that the coefficient constant value α is 7,405, the coefficient constant is positive. With this, it can be interpreted that if all the independent variables in this research, including the Competency and Organizational Culture variables, are constant or have a value of zero, then the amount of employee workload is 7.405.
- b. The regression coefficient for the Work Motivation variable is 0.292, which indicates that for every one unit increase in competence, performance will increase by 0.292, assuming that the other variables are constant.
- c. The regression coefficient for the Work environment variable is 0.485, which shows that for every one unit increase in Organizational Culture, Employee Performance will increase by 0.485, assuming that the other variables are constant.

Hypothesis testing

1. partial Test (t Test)

The partial test is used to see the effect of each independent variable on the dependent variable. The test is carried out using the t test, namely by looking at the significant t value. If the significant value is <0.05 , it can be said that the independent variable has an influence on the dependent variable.

Table 3 Partial Test Results (t Test)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.405	1.638		4.521	0.000		
	Work Motivation	0.292	0.116	0.456	2.518	0.017	0.183	5.477
	Work environment	0.485	0.189	0.466	2.573	0.015	0.183	5.477

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: primary data processed with SPSS 27(2024)

Hypothesis testing via the t test, the overall level used by the author is 0.05 and degrees of freedom with the formula, $(\alpha = 5\%/2)$. $df = n - k$ $(35-3)$ shows a value of 1,694, the t test results in the t test results table using SPSS are as follows:

1. The work motivation variable (X1) has a calculated t of 2.518 while the t table is 1.694 and the sig value. Amounting to 0.005. This shows that $t \text{ count} > t \text{ table}$ $(2.518 > 1.694)$ and the sig value. A value of $0.017 < 0.05$ means that the work motivation variable has a positive and significant effect on employee performance.
2. The work environment variable (X2) has a calculated t of 2.573, while the t table is 1.694 and a sig value. Amounting to 0.005. This shows that the $t \text{ test} > t \text{ count}$ $(2.573 > 1.694)$ and the sig value. A value of $0.015 < 0.05$ means that work environment variables have a positive and significant effect on employee performance.

B. Discussion

a. The Influence of Work Motivation on Employee Performance

The results of this research took a sample of 35 respondents from the questionnaire distributed consisting of 20 male respondents and 15 female respondents. Based on the data above, the majority are male.

Based on the research results, the work motivation variable (X1) has a t count of 2.518, while the t table is 1.698 and a sig value of 0.017. This shows that $t \text{ count} > t \text{ table}$ $(2.518 > 1.694)$ and the sig value. Amounting to $0.017 < 0.05$ or in other words, H1 is accepted, which means that work motivation has a significant effect on employee performance. This shows that

employees of the Office of Trade and Industry, by collaborating with colleagues will make the work lighter than working alone to achieve a goal in completing the work.

The results of this research are in line with research conducted by Anggreany Hustia (2020) with the title "The influence of work motivation, work environment and work discipline on employee performance at WFO companies during the pandemic". The results of research conducted jointly between all the variables studied illustrate that there is an influence of work motivation, work discipline, and the work environment on employee performance. And the results of individual research show that there is an influence of work motivation and work environment and work discipline on employee performance.

b. The Influence of the Work Environment on Employee Performance

The results of this research took a sample of 35 respondents from the questionnaire distributed consisting of 20 male respondents and 15 female respondents. Based on the data above, the majority are male. Based on the research results, the work environment variable (X2) has a calculated t of 2.573, while the t table is 1.694 and a sig value of 0.015. This shows that $t_{count} > t_{table}$ ($2.573 > 1.694$) and the sig value. Amounting to $0.015 < 0.05$ or in other words H2 is accepted, which means that work motivation has a significant effect on employee performance. The results of this research are in line with research conducted by Adha et.al (2019) with the title "The influence of work motivation, work environment, work culture on the performance of Jember district social service employees". The research results show that the work environment and work culture have a positive and significant effect on employee performance. Meanwhile, work motivation has no effect on employee performance

CONCLUSION

Based Based on the results of research and discussion regarding the influence of work motivation and work environment on employee performance at the Gowa Regency Trade and Industry Office, the following conclusions can be drawn:

- 1) Work motivation has a positive and significant effect on employee performance at the Gowa Regency Trade and Industry Office. Where seen from the t test (hypothesis), the value obtained is known. So it can be said that the work motivation variable (X1) has a significant influence on employee performance.
- 2) The work environment has a positive and significant effect on employee performance at the Gowa Regency Trade and Industry Office. Where seen from the t test (hypothesis), the value obtained is known. So it can be said that the work motivation variable (X2) has a significant influence on employee performance (Y).

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