

## THE INFLUENCE OF THE WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE AT THE CENTRAL BUNGKU HEALTHY CENTER MOROWALI REGENCY

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### ABSTRACT

This research aims to determine the influence of the work environment and motivation on employee performance at the Bungku Tengah Community Health Center, Morowali Regency. This research is quantitative. The population in this research is all 116 employees. The sample in this research is 54 respondents. The sampling technique in this study used a proportional random sampling technique, the technique for taking subjects from each stratum or region was determined to be balanced or proportional to the number of subjects from each region or stratum. Data analysis uses multiple linear regression analysis. Simultaneously, the Work Environment and Motivation variables together have a significant effect on employee performance at the Bungku Tengah Community Health Center, Morowali Regency. Then the partial test shows that the Work Environment Variable has a significant effect on Employee Performance at the Bungku Tengah Health Center, Morowali Regency, and the Motivation Variable has a significant effect on Employee Performance at the Bungku Tengah Community Health Center, Morowali Regency.

**Key Word:** *Work Environment, Motivation, Employee Performance*

### INTRODUCTION

Human resources (HR) are the most important part of in something organization or agency, besides That source Power man very needed as factor mover to components other Which there is in in something organization, without role source Power man Organizational or agency activities cannot be carried out in an integrated and harmonious manner.

In Minister of Health Regulation Number 43 of 2019 concerning Community Health Centers, it is explained that a community health center, abbreviated as community health center, is a health service facility that carries out public health efforts and first-level individual health efforts, with prioritization of promotive and preventive efforts, to achieve the highest level of public health . its height.

The performance of health workers as a consequence of society's demands for the need for

excellent service or high quality service. Through performance power health, expected right can showing contribution professional in a way real in increase quality service health, that is impact on service health in general on the organization in which it is located Work, And impact end ends on quality life And public welfare. Several factors that can influence the performance of health workers are the work environment and motivation.

Things that really influence the performance of health workers are: Work Environment and work motivation. The work environment has an influence on performance because if the surrounding environment experiences commotion or Lack of cleanliness will affect employee performance, work motivation is also very important influence performance because if employees have motivation it will encourage them to complete their responsibilities on time, also have a strong desire to succeed.

Regarding employee performance that there are still mistakes made by health workers like When installing an impus on a patient, apparently the staff didn't Enough skilled in installation impus. Error like This impact to part hand patient Which swell. Matter This naturally very It's worrying, especially when it concerns human life. It was further stated that there were also incidents where nurses neglected to change bottles fluid infusion patient And matter That can cause patient become No comfortable.

Some information about The problems at the Bungku Tengan Community Health Center are related to the environment Work. He said that the lighting which is inadequate so patient feel not enough comfortable And Also bother comfort employee Work. More carry on expressed that There is Also problem other that is regarding the cleanliness of Karnar Mandi, which makes employees and the patient feels uncomfortable.

Related Motivation. He say exists complaint from a number of employee specifically employee honorary about their daily needs are still not met. Likewise there are complaint from a number of employee about chance get confession, Good in the form of *rewards* and inside form of promotion.

Based on setting behind the problem above with pay close attention a number of phenomenon Which found And support a number of study previous as well as theoretical studies related to research variables, then researchers are interested in conducting them a study with the title "The Influence of Work Environment and Motivation Work Against Performance At the Community Health Center Benku Middle"

## LITERATURE REVIEW

### Work environment

The work environment is everything that surrounds the employee's work place and can influence the way and work that is being done. Such that expressed by Sunyoto (2015, p. 38) that the work environment is everything something that is around the worker and that can affect him in carry out tasks charged.

According to Sedarmayanti (2011: 2), "Environment Work It means is whole tool tools And material Which faced, environment

surroundings Where somebody Work, method work, as well as arrangement it works Good as an individual or as group."

(Sedarmayanti, 2001) define environment physique in meaning all The conditions around the workplace will affect employees well directly or No direct. Non-physical work environments are a group of work environments that are not can be ignored. Understanding environment non physique has stated by some experts, among them ie (Sedarmayanti, 2001) Which state that, The non-physical work environment is all related conditions that occur with mutual relations work colleague, or relationships with subordinates.

### Motivation

According to Wukir (2013:115) "Motivation is a set of reasons for taking action certain". Motivation can defined as process which explains a person's intensity, direction and persistence in trying to achieve their goals. So motivation is not what can be observed but is what can be inferred exists because of visible behavior .

Mangkunegara (2017:93) Motivation is a condition Which move employee to be able to achieve desired goal.

According to Sutrisno (2013 matter 109) motivation Work is factor Which encourage someone to carry out a certain activity, therefore Motivation is often interpreted as driving someone's behavior. From fourth understanding on can concluded that motivation Work is encouragement Which can give energy to series process behavior human on an achievement objective.

### Employee Performance

According to Hasibuan (2002:160) performance is a result of work achieved by a person in carrying out his duties based on skill, effort and chance. Based on the explanation above, performance is a result achieved somebody in carry out tasks Which based on skill, experience and seriousness as well as time according to established standards and criteria set previously.

Performance according to Gomes (2003:195) employee performance as an expression such as output, efficiency as well as effectiveness often connected with productivity.

Performance according to Simamora (1997:339) is to achieve organizational goals function effectively and in accordance with organizational goals, then the organization must own performance employee Which Good that is with carry out his duties in a way reliable.

According to Mangkunegara (2006:67) that performance (performance Work) is results Work in a way quality And quantity Which achieved by a internal employees carry out his duties in accordance with the responsibilities given to him.

### Hypothesis

Based on the description of the background and theory used as reference material, the author formulates a hypothesis, as follows:

1. Simultaneous work environment and motivation have a significant effect to performance employee Public health center Benku Middle
2. The work environment has a significant effect on employee performance Public health center Middle Bench
3. Motivation influential significant to performance employee Public health center Benku Middle

### METHOD

The type of research used in this research is quantitative where according to Arikunto (2006:12) defines quantitative research as: approach study Which Lots use numbers, start from data collection, interpretation of the data obtained and presentation the result. The data in the form of numbers is then processed and analyzed for get something scientific information behind these numbers. Study This Where variable Which researched is variable free (independent) ie work environment (X1), motivation (X2) and dependent variable (dependent) that is Performance Employee (Y) Which is study descriptive. Descriptive research aims to make descriptions about the facts and characteristics of something a particular population or area in a systematic, factual and thorough manner. In accordance with the opinion Agus (2014:17). The total population in this study was 116 people and the sample used was 54 respondents based on the results of calculations using the

sampling technique, namely *proportional random sampling*. According to Arikunto (2010:182) *Proportional technique random sampling* that is technique taking proportion to obtain a representative sample, taking subjects from each stratum or region is determined to be balanced or proportional to its number subjects from each region or stratum.

In this research, several data collection techniques were used, including 1) Observation, where the data collection method was through direct observation at the research location. In this case, researchers, guided by their research design, need to visit the research location to directly observe various conditions in the field. 2) Questionnaire where the researcher distributes a list of questions (questionnaire) to respondents containing questions related to the research. The results of this questionnaire were analyzed to determine the influence of the work environment and motivation on employee performance at the Bungku Tengah Community Health Center, Morowali Regency. 3). Documentation is where researchers collect data by collecting documents such as articles, journals or other things that are useful for this research. Using data analysis techniques including classic assumption tests (normality test, multicollinearity test and heteroscedasticity test), multiple linear regression analysis, hypothesis testing (simultaneous hypothesis test (F test), partial hypothesis test (t test), coefficient of determination (R<sup>2</sup>).

## RESULTS AND DISCUSSION

### Multiple Linear Regression Analysis

**Table 1. Multiple Linear Regression Calculation Results**

Variable	Coefficient B	Standard Error	t Count	Sig.
Constanta	14,397	6,499	2,215	0,031
Work Environment (X1)	0,379	0,151	2,516	0,015
Motivation (X2)	0,605	0,086	7,001	0
R = 0,719		Sig F = 0,000		
R Square (R <sup>2</sup> ) = 0,517		f Count = 27,286		
Adjusted R Square = 0,498				

Source: 2023 Primary Data Processed Results

Based on the coefficient values in Table 1 above, the following regression model equation is obtained:

$$Y = 14.397 + 0.379 X_1 + 0.605X_2$$

1. The constant coefficient is a condition where the dependent variable in this research, namely Employee Performance (Y), is not influenced by the independent variables, namely the Work Environment (X1) and Motivation (X2) variables, if the independent variables are Work Environment (X1) and Motivation (X2) do not exist, then the dependent variable, namely Employee Performance (Y), does not change.
2. The Work Environment Coefficient (X1) in this study has a positive influence on Employee Performance (Y) or in other words, if the Work Environment variable (X1) increases in a Positive direction then Employee Performance at the Bungku Tengah Community Health Center, Morowali Regency will increase positively, because the regression coefficient value The results obtained in this research are positive.
3. The Motivation Coefficient (X2) in this study has a positive effect on Employee Performance (Y) or in other words, if the Motivation variable (X2) increases in a positive direction then Employee Performance (Y) at the Bungku Tengah Community Health Center, Morowali Regency will increase positively, because the coefficient value The regression obtained in this research is positive.

### Hypothesis test

#### Simultaneous Hypothesis Test (F Test)

The first hypothesis in this research is that the Work Environment variable (X1) and the Motivation variable (X2) simultaneously have a positive and significant effect on the Employee Performance variable (Y). Based on Table 1, it can be seen that the F test results obtained a sig value. F is  $0.000 \leq 0.05$ , so the regression coefficient for the Work Environment (X1) and Motivation (X2) variables simultaneously has a significant effect on the Employee Performance variable (Y) in this research.

#### Partial Hypothesis Test (t Test)

The second hypothesis in this research is

that the Work Environment variable (X1) partially has a positive and significant effect on the Employee Performance variable (Y) in this research and the third hypothesis in this research is that the Motivation variable (X2) partially has a positive and significant effect on the Employee Performance variable (Y) in this study. 1) The results of the t statistical test on the influence of work environment variables (X1) on employee performance (Y) are presented in Table 1. Obtain a sig value. t is  $0.001 \leq 0.05$ . Work Environment Variables (X1) obtained nil ai coefficient regression as big as 0, 379, temporary level significant as big as 0.015. Where sig  $\leq a$  ( $0.000 < 0.05$ ). Based on these results, the second hypothesis states that variable Work environment influences significant to performance employees, thus hypothesis two is accepted. 2) The Motivation Variable (X2) obtained a regression coefficient value of 0.6 05, while the significant level is 0.000 where sig  $\leq a$  ( $0.000 < 0.05$ ). Based on these results, the third hypothesis states that variable Work motivation influential significant to performance employees, thus hypothesis three is accepted.

#### Coefficient of determination (R2)

The coefficient of determination test (R2) is used to measure how much the model is able to explain variations in the dependent variable. Based on Table 1, the calculation results show a coefficient of determination of 0.517. This means that the variability of the dependent variable that can be explained by the independent variable is 51.7% and the remaining 48.3% is explained by other variables that are not included in the regression model.

#### CONCLUSION

This research aims to determine the influence of the work environment and motivation on employee performance at the Bungku Tengah Community Health Center, Morowali Regency. Based on the results of the research and discussion in the previous chapter, the following conclusions can be drawn:

1. Work Environment (X1) and Work Motivation (X2) simultaneously have a significant effect on Employee Performance (Y) at the Bungku Tengah Community Health Center, Morowali Regency.

2. Work Environment (X1) partially has a significant effect on Employee Performance (Y) at the Bungku Tengah Community Health Center, Morowali Regency.
3. Work Motivation (X2) partially has a significant effect on Employee Performance (Y) at the Bungku Tengah Community Health Center, Morowali Regency.

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