

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

Dianti Megawati

STIE Atma Bhakti Surakarta

ABSTRACT: Finding out how work environment, work motivation and work discipline affect employee performance at BPBD Sukoharjo, either partially or concurrently, is the author's goal. This study's technique is quantitative. The study's sample consisted of thirty individuals. Multiple regression analysis and non-probability sampling are the methods employed in this study.. The application of SPSS Version 22 tools for hypothesis testing using the t and F tests. According to partial test results, employee motivation influences performance, this is then impacted by place of employment. Work discipline therefore affects employee performance. Discipline and the workplace environment affect how well employees perform, even when concurrent testing demonstrates job motivation.

KEYWORDS: Work Motivation, Work Environment, Work Discipline, Employee Performance

I. INTRODUCTION

As the company develops, HR competencies or abilities will advance along with science and technology to support operational execution and provide effective results. In light of this, a system that can better manage HR or employee performance inside the organization is required to boost job efficiency (Larika, Winda; Ekowati, 2020)

Employee performance is the outcome of how well an employee performs the tasks and obligations that have been delegated to them. The success and productivity of both people and organisations are significantly influenced by work motivation. Motivated individuals are more likely to work effectively, creatively, and devotedly, all of which help a company accomplish its objectives (Ismawati, 2021) The Regional Disaster Management Agency (BPBD) is one of the organisations that demands exceptional, prompt, and responsive performance. The Regent of Sukoharjo has direct authority over the disaster management organisation of Sukoharjo. The head of BPBD is appointed ex officio by the Regional Secretary (Sekda), who reports to and is subordinate to the Regent. To prevent and overcome natural catastrophes or a sequence of natural disasters, BPBD Sukoharjo must operate at peak efficiency.

A dynamic and forward-thinking workplace is produced via career development as a reward, which eventually boosts output and organizational performance (Nurmawaddah, 2020) The practice of continuously acquiring and refining skills, information, and experience to accomplish both professional and personal objectives is known as career development.

Furthermore, The workplace is one of the factors that might affect how well employees perform. The Sukoharjo Regional Disaster Management Agency office has good conditions, according to interview data and researcher supervision. However, there are still a few work rooms that require more attention, including the need to expand the workspace and improve the spatial arrangement so that staff can perform their jobs as efficiently as possible.

The occurrences that take place in the field when work is being done might be used to evaluate work discipline. (Nurjaya et al., 2021) State that high responsibility, timeliness, appropriate use of office equipment, and adherence to office norms are the main indicators of work discipline. Without a doubt all independent variable have a big influence on employee performance. The table below displays the attendance information for BPBD Sukoharjo workers regarding work discipline:

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

Keterangan/ Bulan	Hadir	Sakit	Ijin/Cuti	Tanpa Keterangan	Dinas	Turun Piket	Total
JANUARI	748	0	28	0	0	8	784
FEBRUARI	530	0	28	0	0	12	570
MARET	507	0	20	0	27	16	570
APRIL	463	0	11	0	2	4	480
MEI	496	1	3	0	3	10	513
JUNI	551	3	1	0	9	6	570
JULI	664	0	6	0	12	8	690
AGUSTUS	650	3	1	0	4	4	662
SEPTEMBER	584	2	3	0	14	6	609
OKTOBER	664	3	0	0	16	7	690
NOVEMBER	592	3	1	0	25	9	630
DESEMBER	578	1	3	0	8	10	600
TOTAL	7027	16	105	0	120	100	7368

It is evident from the accompanying table that overall attendance from January to December 2024 has declined. April 2024 had the lowest attendance rate, with 11 employees taking leave, two employees dropping out of picketing, and four employees taking leave. January and February 2024 had the highest number of leave permits, with 28 employees apiece. Even if there is no information-based employee absence, the degree of employee attendance demonstrates employee discipline, which suggests that BPBD Sukoharjo's employee discipline is lacking. However, discipline has a significant impact on workers' performance, particularly at BPBD Sukoharjo, which has to be prepared at all times.

II. LITERATURE REVIEW

Work Motivation

The different attempts made by people, of course, to satisfy their needs and desires, can be summed up as motivation. Hidayat et al. (2023) The components that direct and inspire a person's conduct or desire to carry out an activity, manifested in the form of strong or weak effort, are classified as motivation. However, it is difficult to meet their needs and desires if they do not put up their best effort.

Work Environment

Mangkunegara (2020) defines the work environment as the entirety of the equipment and supplies available, the surroundings in which an individual works, and how he or she arranges his or her workspace. The workplace may also be seen as a social setting that fosters peace, humanism, kinship, and a lack of selfishness, jealousy, dumping on one another, and other undesirable behaviours, such as stirring up emotions, since this will boost morale (M. Busro, 2018).

Work Discipline

Employee understanding and desire to follow all applicable organizational policies and social standards is known as work discipline. Therefore, the secret to an organisation's success in accomplishing its objectives is discipline (Sinambela 2021). According to Hasibun (2015), the secret to a business's success in accomplishing its objectives is discipline. Since discipline will affect employee performance, which will impact an agency's success, it must be implemented in an organisation.

Employee Performance

The results of an employee's efforts to complete their job duties within a given time limit constitute their performance, according to Kasmir (2021). This performance can be measured by looking at the amount and quality of work that employees produce over time as they carry out their responsibilities.

Hypothesis

Effect of Work Motivation on Employee Performance BPBD Sukoharjo

According to Vica Vitri Suherdiningsih's research, the work motivation variable also had no appreciable effect on worker performance, Rokhman Nur (2020). The findings demonstrated that employee performance was positively impacted by motivation to some extent. Investigate John E.H.J. FoEh and Jovanka Pittaloka (2024). The findings demonstrated that employee performance was impacted by motivation.

H1 = Employee performance at BPBD Sukoharjo is influenced by work motivation.

The impact of the workplace on BPBD Sukoharjo employees' performance

According to the findings, work environment factor had a major effect on employee performance. Vica Vitri Suherdiningsih, Rokhman Nur (2020) The findings indicated that employee performance was somewhat positively impacted by the work

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

environment variable. Investigate John E. H.J. FoEh and Jovanka Pittaloka (2024) The findings demonstrated that performance was impacted by the workplace.

H2 = The work environment at BPBD Sukoharjo has an impact on employees' performance

The impact of work discipline on BPBD Sukoharjo workers' performance

The findings demonstrated that employee performance was significantly impacted by work discipline. Do some research, Vica Nur Rokhman and Vitri Suherdiningsih (2020) The findings indicated that job discipline had a favorable impact to some extent. Investigate John E.H.J. FoEh and Jovanka Pittaloka (2024) The findings demonstrated that employee performance was impacted by work discipline.

H3 = Employee performance at BPBD Sukoharjo is impacted by work discipline.

The impact of BPBD Sukoharjo workers' work motivation, work atmosphere, and work discipline on their performance

Concurrently, the results showed that the workplace, discipline, and motivation all had substantial effects on workers' productivity. Studies conducted by Vica Vitri Suherdiningsih and Nur Rokhman (2020) The results proved that factors including work atmosphere, job discipline, and motivation affect productivity. Research conducted by Jovanka Pittaloka and John E.H.J. FoEh (2024) shows that a variety of elements, including as work environment, discipline, and motivation, influence employee performance.

H4 = Employee performance at BPBD Sukoharjo is impacted by motivation, the workplace culture, and work discipline.

II. RESEARCH METHODS

Research Design

This study employs a quantitative methodology grounded in statistical data.

Population, Sample, Sampling Technique

Additionally, population encompasses all of the attributes that the thing or topic under study possesses, not just the quantity that exists within it. The study's target population consisted of thirty individuals. The study's sample consisted of thirty individuals. Among the non-probability sampling methods employed to gather information for this study was the purposive sampling method.

Analysis Method

Predicting the impact of a collection of independent factors on a set of dependent variables through the use of multiple regression analysis

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Where:

a = constant

β_1, β_2 = regression coefficient

X1 = Work Motivation

X2 = Work Environment

X3 = Work Discipline

Y = Employee Performance

e = error

Hypothesis Testing

Partial Test or t Test

The hypothesis criterion must be evaluated with the tcount and ttable as shown below to decide if the hypothesis is accepted or not:

a) Assuming that all independent variables only partially affect the dependent variable, Ho reject if Tcount > Ttable.

b) Ho is approved if TCount < Ttable, indicating that the independent variables have no partial impact on the dependent variable

Coefficient of Determination

Correctness of the model analysis, whose job has been finished, is measured using the coefficient of determination. Coefficients of determination also quantify the extent to which an independent variable influences or contributes to a dependent variable. This section lays out the necessary conditions for calculating the coefficient of determination: Ghazali (2019).

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

$$K_d = r^2 \times 100\%$$

Description:

KD = Determination coefficient

R2 = Correlation coefficient

IV. RESEARCH RESULTS AND DISCUSSION

Characteristics of Respondents

Gender, age, sub-district, employment, and income are among the parameters considered in the study.

1. Respondents by Age

Below is a table that breaks down the respondent demographics by age group:

Age	Frequency	Percentage
20 Tahun	12	40,0%
21-40 Tahun	11	36,6 %
>40 Tahun	7	23,3%
TOTAL	30 people	100%

The aforementioned figure indicates that 12 respondents, or 40% of the total, were under the age of 20, followed by 11 respondents, or 36.6%, who were between the ages of 21 and 40. This demonstrates that the majority of research participants were 20 years of age or older.

2. Respondents Based on Gender

The following table displays respondent characteristics according to gender:

No	Gender	Frequency	Percentage (%)
1.	Male	21	70 %
2.	Female	9	30 %
	Total	30	100%

The chart above shows that, with 21 responses, or 70% of the total, the majority of respondents are men, while there are only 9 respondents, or 30%, who are women.

3. Respondents Based on Education

The table below displays the characteristics of the respondents according to their level of education:

No	Education	Frequency	Percentage (%)
1.	Highschool	10	33,3%
2.	Strata1	18	60%
3.	Strata2	2	6,7%
	TOTAL	93	100%

With 18 respondents, or 60%, having an undergraduate degree, the bulk of respondents have a high school education (10 respondents, or 33.3%), and 2 respondents, or 6.7%, have a Strata2 education. This is evident from the above table.

4. Respondents Based on Tenure

The table below shows the characteristics of respondents by tenure:

N o	Length of Service	Frequenc y	Percentage (%)
1.	3 Year	10	33,3%
2.	4- 6 Year	13	43%
3	≥ 7 Year	7	23%
	Total	30	100%

According to the above table, 13 respondents, or 43% of the sample, have worked for four to six years, whereas 10 respondents, or 33.3% of the sample, have worked for three years.

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

5. Respondents Based on Income Level

The table below shows the characteristics of the respondents according to their degree of education:

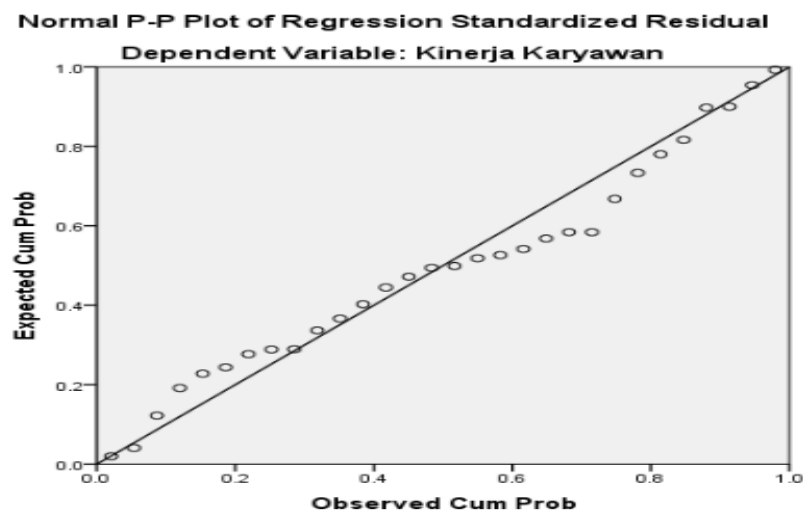
N o	Salary	Amou nt	Percentage (%)
1.	≤ Rp. 3.000.000	7	23.3%
2.	Rp. 3.000.000 - Rp. 4.000.000	12	40%
3.	>Rp.4.000.000	11	36,7%
	Total	93	100%

Twelve respondents, or 40% of the sample, had an income between 3,000,000 IDR and 4,000,000 IDR, according to the above table. In contrast, 11 respondents, or 36.7%, had incomes beyond 4,000,000 IDR, while 7 respondents, or 23.3%, had incomes under Rp 3,000,000.

Classical Assumption Test

1. Normality Test

Below are the outcomes of the examination:



Data with a normal distribution is acceptable and appropriate for use in research. The diagonal line is followed by the dispersion of visible spots surrounding it.

2. Multicollinierity Test

This table presents the Multicollinearity Test findings:

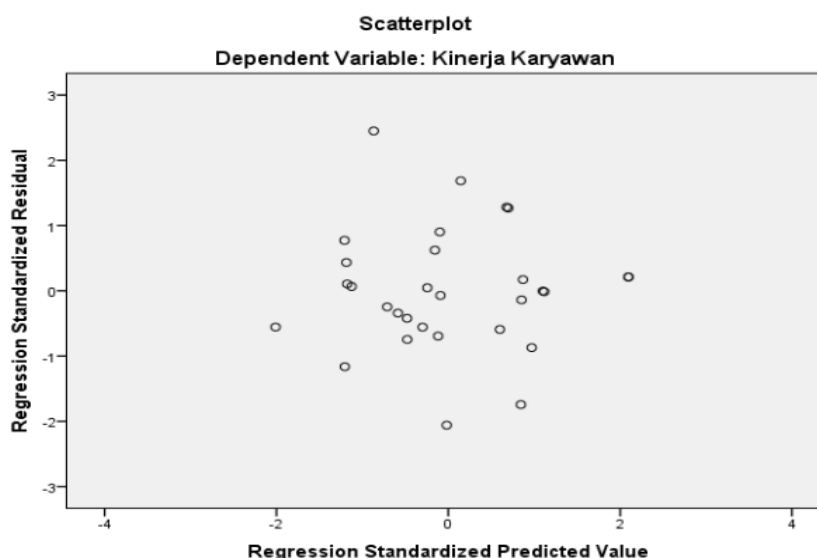
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work Motivation	.742	1.347
	Work Environment	.838	1.193
	Work Discipline	.775	1.290

Because the VIF is less than 10 and the tolerance value is more than 0.1, multicollinearity is not present, as shown in the previous table.

3. Heteroscedasticity Test

As seen in the accompanying graphic, the heteroscedasticity test generates a scatterplot, or point spread pattern graph:

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees



It is evident from the scatterplot graph in the following picture that the dots disperse haphazardly, both above and below the Y axis's zero value. It may be concluded, then, that heteroscedasticity is absent from the regression model.

4. Autocorrelation Test

The table that follows displays the autocorrelation test's findings:

Model	Durbin-Watson
1	1.960

A sample size of 30 (n), several independent samples of 3, and a 5% significance level are used to compare the DW value of 1.960 with the table value by the DW Test (k = 3). Table in above demonstrates the absence of both positive and negative autocorrelation in this regression equation. The range is from 1.6503 to 2.3497, as the statistical data show that the DW value is greater than 1.6503 but less than (4-dU = 2.3497). Given that autocorrelation is absent, the regression model may be used.

Multiple Linear Regression Equation

As a result of the findings of the research, when conducting the study of multiple linear regression, the formula called for was:

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.159	2.746		.422	.676		
	Work Motivation	.251	.136	.329	2.850	.022	.742	1.347
	Work Environment	.133	.087	.255	2.523	.030	.838	1.193
	Work Discipline	.322	.094	.598	3.436	.002	.775	1.290

a. Dependent Variable: Kinerja Karyawan

The regression equation may be set up as follows using the preceding table as a guide:

$$Y = 1.159 + 0.251X_1 + 0.133X_2 + 0.322X_3 + e$$

The following is an explanation of the multiple regression equation mentioned above:

- Assuming that the value is zero, the level of employee performance is 1.159 units. Work discipline, work motivation and work environment all have a constant value of 1.159, which means that they are.
- Performance will rise by 0.251 units for every unit increase in work motivation
- A performance boost of 0.133 units is possible for every one unit improvement in the ideal workplace.
- Performance will rise by 0.322 units for every unit improvement in work discipline

The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

Hypothesis Testing

Partial Test (T Test)

a. The Effect of Work Motivation on Employee Performance

Work motivation has an effect on how well employees do their jobs, According to the findings of the hypothesis test, which have a tcount value of 2.850 and a t table of 1.671 with a significant level of $0.022 < 0.05$. This implies that a higher level of work motivation will result in better performance from employees, high levels of job motivation may enhance employees' inclination to operate at their optimal capacity. This test indicates that the first hypothesis is true.

b. The Effect of Work Environment on Employee Performance

With a t-table value of 1.671, the findings of the hypothesis test show that the workplace influences employee performance, the t count value is 2.523, and the significance level is $0.030 < 0.05$. Consequently, an enhancement in the work environment will lead to an improvement in employee performance. This indicates that a favorable work environment may enhance employees' inclination to optimize their performance. These experiments corroborate the validation of the second hypothesis.

c. The Effect of Work Discipline on Employee Performance

The findings of hypothesis testing demonstrate that work discipline affects performance of employee (tcount = 3.436, ttable = 1.671, significance threshold = $0.002 < 0.05$). This suggests that improving work discipline will improve employee performance, suggesting that a more comprehensive work discipline may have an even greater impact on performance of employee. Supporting the third hypothesis, the outcomes of this examination are as follows.

Test Coefficient of Determination (R²)

The summary model exhibits a correlation coefficient (R) of 0.318. It is established that the independent variables of work environment, work motivation, and work discipline are related to employee performance. T0.318 is the modified R square number, which is frequently referred to as the coefficient of determination. This signifies that alterations in variable independent contribute to 31.8% of the variance in employee performance, while other factors account for the remaining 68.2%.

VI. CONCLUSIONS & SUGGESTIONS

In light of the aforementioned research findings, the study's conclusions include:

1. Employee performance is impacted by work motivation. This implies that increased job motivation will result in better employee performance.
2. His indicates that an enhancement in the workplace correlates with an increase in staff performance.
3. Workplace discipline affects employee performance. Employee performance will therefore enhance if work discipline is augmented.

Suggestions

1. Suggestions for BPBD Sukoharjo

- a) The work discipline of the employees of BPBD Sukoharjo still has to be improved
- b) Since it is seen as good, the work environment at BPBD Sukoharjo is no longer a priority for improvement.

2. Suggestions for future researchers

Future studies are encouraged to build on this study by looking at additional elements that may influence worker performance, such as corporate communication, work culture, and leadership style.

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The Influence of Work Motivation, Work Environment and Work Discipline on the Performance of BPBD Sukoharjo Employees

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