

# THE IMPACT OF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE GENERAL BUREAU OF THE VICE PRESIDENT'S SECRETARIAT

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## ABSTRACT

This research aims to analyze the influence of work motivation and work environment on employee performance in the General Bureau of the Vice President's Secretariat. The research method used is a descriptive and verification method with a quantitative approach. Type of research used in study This is study quantitative. Data processing uses device soft statistics such as SPSS, which facilitates data processing and significance testing for determine validity hypothesis. Population in study This consists of 104 employees in the General Bureau of the Vice President's Secretariat with total of 30 respondents. Data tested with descriptive tests, test assumptions classic, multiple linear regression test and f test and t test. The research results found that simultaneously there was a significant positive influence between the variables Work Motivation and Work Environment on Employee Performance at the General Secretariat Bureau. From the results above, it shows that the variables Work Motivation and Work Environment have a positive and significant influence on the performance of employees at the General Secretariat of the Presidential Secretariat.

**KEYWORDS:** Work motivation, work environment, employee performance.

## 1. INTRODUCTION

In the current competitive era, the level of competition in the world of work and business is increasingly high. To survive and develop, organizations must be able to manage various resources, including human resources which are the main asset. Employee work motivation is the main key to maximizing their performance. Employees with high motivation tend to be more productive, while those who are less motivated can experience decreased enthusiasm and difficulty completing tasks.

Problems related to work motivation often arise in various organizations, including the General Bureau of the Vice President's Secretariat. Additional factors such as limitations in personal approach and attention from superiors can influence employee performance. Work motivation functions as the main driver for individuals to act and make efforts, which influences the level of intensity, direction and effort in achieving goals, as explained by Romlah et al. (2019). In addition, the work environment, both physical and psychological, plays an important role in supporting employee performance. Physical aspects such as a comfortable office layout, cleanliness, ventilation and lighting, as well as non-physical factors such as work atmosphere, well-being, relationships between employees and interactions with leadership, all contribute to employee motivation and performance. A good work environment can increase employee morale and productivity.

Previous research by Astrinasari (2021) examined the influence of the work environment and employee competency on employee performance at the Regional Planning and Development Agency (Bappeda) of Central Lampung Regency. The findings from this study show that a comfortable working environment has a positive impact on employee performance, where good working conditions can improve work results. Likewise, research by Pradipta et al. (2024) regarding the work motivation of police officers which is influenced by leadership style and work environment, found that work motivation positively influences employee performance. This research confirms that good motivation is very important to improve work results and the overall effectiveness of police officers in carrying out their duties.

Lestary and Harmon (2017) in their research on the influence of the work environment on employee performance in the Detail Part Manufacturing Division of the Production Directorate of PT Dirgantara Indonesia (Persero) found that the work environment has a significant impact on employee performance. They show that improvements in the work environment can improve employee performance. In contrast, research by Sarip and Mustangin (2023) which evaluated the influence of the work environment on employee performance at PT ABC PERSADA found that the work environment did not have a significant influence on employee performance. This research shows that without attention to work environment facilities and infrastructure, there will be no improvement in employee performance.

The results of previous research were still inconsistent, and researchers were interested in conducting research on the influence of work motivation and work environment on employee performance in the General Bureau of the Vice President's Secretariat. This research aims to explore the influence of work motivation and work environment on employee performance in the General Bureau of the Vice President's Secretariat. By understanding these factors, it is hoped that solutions can be found to improve employee performance, maximize job satisfaction, and support organizational goals.

## 2. LITERATURE REVIEW

### Literature review

#### Employee Performance

In five years Lastly, understanding regarding Employee Performance has develop fast. Kuvaas (2021) states that performance employee must understood as results achieved in fulfil hope organizations and individuals, involving No only output but also engagement in a supportive process objective organization. Aguinis (2019) supports view This with emphasized importance approach holistic in management performance, which includes results quantitative, quality work, and its impact to objective strategic.

Brewster et al. (2020) added that management modern performance must consider flexibility work and welfare employees, remember importance factors This in the continuous world of work changed. Cascio (2021) proposes evaluation sustainable performance, focus on process and development competence, not only results end. Schilling (2021) highlights that performance is also related with ability employee for adapt and innovate, emphasized flexibility and creativity in environment dynamic work. Armstrong and Taylor (2021) emphasize the need for an integrated performance management system, linking individual goals with organizational goals and providing constructive feedback.

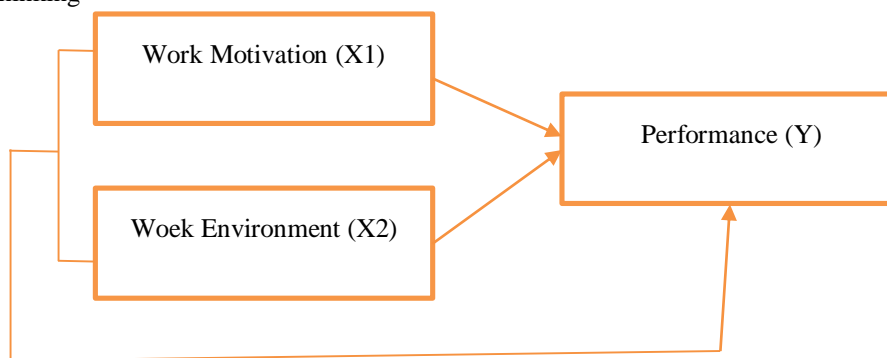
#### Motivation Work

In five years Lastly, understanding about motivation Work has develop with highlighting various influencing factors encouragement and satisfaction Work employee. (Supriatiningsih et al., 2024) through theory motivation self-emphasized importance need base like autonomy, competence , and connectedness social For motivating employee . They highlighting that motivation intrinsic, i.e satisfaction from work That itself, is factor key in increase engagement and performance employee. (Sariyathi, 2017) underline that motivation Work influenced by the environment supportive work , incl support social , conditions good work , and opportunities For develop. In context these, factors environment role important in influence motivation employee. (Jufrizen, 2018) proposes that motivation can be strengthened through managerial practices such as rewarding, recognizing and professional development. A managerial approach that is responsive to employee needs can increase motivation and performance. (Hermita et al., 2022) added that work motivation is closely related to employee perceptions of justice and rewards in the organization. Feelings of respect and fairness in performance appraisals contribute to higher motivation and job satisfaction.

#### Work environment

Gilby Sapulette et al., (2021) states that the physical work environment—including lighting, ventilation, and room layout—has a significant impact on productivity and job satisfaction. They found that good work environment design increases employee comfort and health, which in turn improves performance and motivation. Physical factors such as temperature and noise are directly related to work efficiency and well-being. Lestari & Farida, (2022) developed the concept of the social and emotional work environment, emphasizing the important role of interpersonal relationships in the workplace. They found that open communication and social support were associated with increased job satisfaction and decreased stress, indicating that a supportive social environment is critical to employee well-being. Yuliana & Djumadi, (2020) explored how non-physical elements such as organizational culture and flexible work policies influence employee motivation and performance. They suggest that a work environment that supports work-life balance, provides autonomy, and allows career development increases motivation and productivity, and emphasizes the importance of a positive work culture.

Image: skeleton thinking



Source: Author's data processing

**Research Hypothesis**

Several previous studies have been described, so the hypothesis in this research can be formulated as follows:

1. Work Motivation and Work Environment together have a positive and significant effect on Employee Performance
2. Work motivation has a positive and significant effect on the performance of employees of the General Bureau of the Vice President's Secretariat.
3. The work environment has a positive and significant effect on the performance of employees at the General Bureau of the Vice President's Secretariat.

**3. RESEARCH METHODOLOGY**

Type of research used in study This is study quantitative. Data processing uses device soft statistics such as SPSS, which facilitates data processing and significance testing for determine validity hypothesis. Population in study This consists of 104 employees in the General Bureau of the Vice President's Secretariat with total of 30 respondents. Data tested with descriptive tests, test assumptions classic, multiple linear regression test and f test and t test.

**4. ANALYSIS AND DISCUSSION RESULTS**

Research Data Analysis

**Statistics Descriptive Research Data**

**Table 1.**  
**Descriptive Statistics**

	N	Range	Minimum	Maximum	Mean	Std. Deviation
Motivation Work	30	13.00	37.00	50.00	42.1667	3.58236
Environment Work	30	20.00	30.00	50.00	40.4667	3.73920
Employee Performance	30	13.00	36.00	49.00	41.1333	2.96803
Valid N (listwise)	30					

Source: SPSS 24 data processing results

**Description Motivation Work (X1)**

Based on table 4.5 above, it shows that the number of research respondents in the Secretariat General Bureau was 30 people. From 30 respondents' data, the lowest (minimum) score was 37.00 and the highest (maximum) answer score was 50.00. The average answer score for this variable is 42.1667 and the standard deviation is 3.58236. This indicates that respondents' work motivation (X1) is good.

**Description Work Environment (X2)**

Based on table 4.5 above, it shows that the number of research respondents in the Secretariat General Bureau was 30 people. From 30 respondents' data, the lowest (minimum) score was 30.00 and the highest (maximum) answer

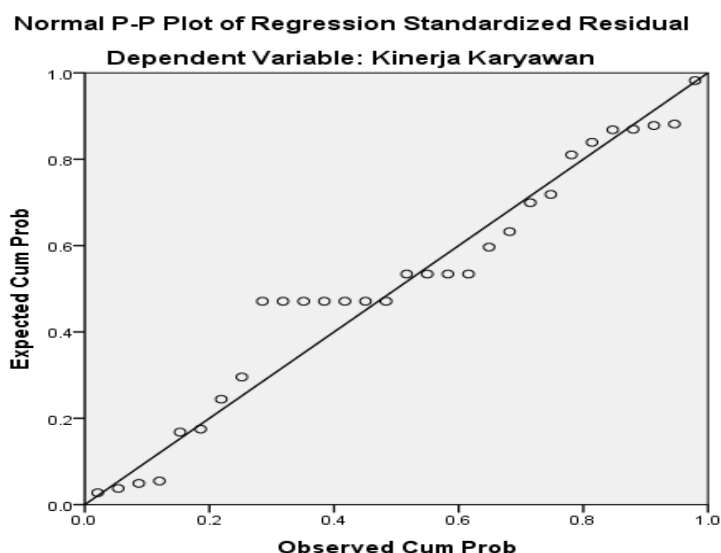
score was 50.00. The average answer score for this variable is 40.4667 and the standard deviation is 3.73920. This indicates that the respondent's work environment (X2) is good.

**Description Employee Performance (Y)**

Based on table 4.5 above, it shows that the number of research respondents in the Secretariat General Bureau was 30 people. From 30 respondents' data, the lowest (minimum) score was 36.00 and the highest (maximum) answer score was 49.00. The average answer score for this variable is 41.1333 and the standard deviation is 2.96803. This indicates that the respondent's Employee Performance (Y) is good

**Test Assumptions Classic  
Multicollinearity Test**

**Table 2. Multicollinearity Test**



Source: SPSS 24 data processing results

Based on table 2 above from the multicollinearity test using SPSS 24, then can concluded that variable motivation work and environment Work own mark *tolerance* 0.485 which means more big of >0.10 and has VIF value of 2,060 <10. So you can concluded that No There is multicollinearity between variable free in the regression model.

**Data analysis**

**Analysis Multiple Linear Regression**

The analysis technique in this research uses Multiple Linear Regression. This method is used to find out the relationship between the independent variable and the dependent variable. Calculation results with assistance from the SPSS computer program, and obtained results as following:

**Table 3. Multiple Linear Regression Analysis**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,385	4,292		2,886	,008
	Motivation Work	,396	,140	,478	2,829	,009
	Environment Work	,298	.134	,376	2,224	,035

a. Dependent Variable: Employee Performance

Source: SPSS 24 data processing results

Based on table 4.9 above, the following equation is obtained:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 12.385 + 0.396 X_1 + 0.298 X_2$$

**equality regression the own meaning as following:**

- a. Constant amounting to 12,385 shows that If mark variable Motivation Work and Environment Work is 0, then mark Employee Performance variables will remains at 12,385, without experience change.
- b. Coefficient regression for variable Motivation Work of 0.396 means that every increase One unit in variable Motivation Work will cause increase of 0.396 in Employee Performance variables.
- c. Coefficient regression for variable Environment Work of 0.298 shows that every increase One unit in variable Environment Work will cause increase of 0.298 in Employee Performance variables.

**Multiple Correlation Coefficient Analysis**

**Table 4. Multiple Correlation Coefficient**

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,791 <sup>a</sup>	,626	,599	1.87997	,626	22,641	2	27	,000

a. Predictors: (Constant), Environment Work , Motivation Work

Source: SPSS 24 data processing results

In Table 4.10, value significance (sig. F Change) for influence Motivation Work and Environment Work on Employee Performance is 0.000. Because the sig value. F Change more small from 0.05, p This show exists significant relationship between motivation work and environment Work with performance employee. In addition, the R value of 0.791 shows that there is connection strong positive between motivation work and environment Work to performance employee.

**Analysis of the Coefficient of Determination**

**Table 5. Coefficient of Determination Test Results (R<sup>2</sup>)**

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,791 <sup>a</sup>	,626	,599	1.87997	,626	22,641	2	27	,000

a. Predictors: (Constant), Environment Work , Motivation Work

Source: SPSS 24 data processing results

From table 4.11 we get adjusted R value square is 626. This means shows that variable Motivation Work and Environment Work on Employee Performance with contribution amounting to 62.6% while 37.4% was influenced by factors other than those that were not revealed researched.

**Testing Hypothesis**

**F Test (Simultaneous)**

**Table 6. Simultaneous Test Results (F Test)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	160,041	2	80,020	22,641	,000 <sup>b</sup>
	Residual	95,426	27	3,534		
	Total	255,467	29			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Environment Work , Motivation Work

Source: SPSS 24 data processing results

In table 4.12 above show simultaneous test results (f test) obtained F<sub>count</sub> 22,641 with mark F<sub>table</sub> of 3.34. So F<sub>count</sub> > F<sub>table</sub> and the sig value is 0.000 < 0.05 then H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. This matter show that in a way simultaneous Motivation Work and Environment Work have influence positive and significant on employee performance received.

test (Partial)

**Table 7. Partial Test Results (T Test)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,385	4,292		2,886	,008
	Motivation Work	,396	,140	,478	2,829	,009
	Environment Work	,298	.134	,376	2,224	,035

a. Dependent Variable: Employee Performance

Source: SPSS 24 data processing results

**Hypothesis Testing:**

**Hypothesis 1: Effect of Work Motivation (X1) on Employee Performance (Y)**

Objective: To test whether work motivation has a significant effect on employee performance. Calculation results using SPSS show a significant value of 0.009. Because this value is smaller than the 0.05 significance level, H0 is rejected and Ha is accepted. This means that work motivation has a positive and significant effect on employee performance.

**Hypothesis 2: Effect of Work Environment (X2) on Employee Performance (Y)**

Objective: Test whether the work environment has a significant effect on employee performance. Calculation results using SPSS show a significant value of 0.035. Because this value is smaller than the 0.05 significance level, H0 is rejected and Ha is accepted. This means that the work environment has a positive and significant effect on employee performance.

**Discussion**

**The Influence of Work Motivation and Work Environment on Employee Performance**

Based on the results of the simultaneous test (F test), it was found that work motivation and work environment simultaneously influence employee performance in the General Bureau of the Vice President's Secretariat. This finding is in line with previous research which shows that work motivation and work environment have a positive and significant influence on employee performance. This research supports the results of studies by Erina (2018), Khafidz (2020), Fitrah (2022), and Taiwo (2010), who also found that these two variables significantly influence employee performance.

**The Influence of Work Motivation on Employee Performance**

Motivation Work influential positive and significant on the Performance of Employees of the General Secretariat of the Vice Presidential Secretariat. This matter show that with exists good motivation in Work will obtain maximum employee performance whereas with lack of motivation will results in low employee performance Because motivation is one possible factors affects employee performance, someone who is motivated for Work so resulting performance will be optimal. Motivation can said as a form encouragement, encouragement the aim for give spirit that can increase a performance someone, so for in the future can own level high performance and can bring Organization or organization at a time good purpose. Existence motivation you have will make that person own endurance and strength for nreach what he wants. For one working employees in Organization, motivation for reach an objective Organization will make employee enthusiastic in works, then with This its performance will too increase. (Wuwungan et al., 2020) , (Sariyathi, 2017) , (Jufrizen, 2018) and (Zahara et al., 2023) .

**The Influence of the Work Environment on Employee Performance**

It can be concluded that the work environment has a positive and significant effect on employee performance. In this way the proposed hypothesis is tested for truth. Through the results, the majority of employees answered that they agreed with the firmness, supervision and remuneration provided by the organization to its organization. A work environment that supports good social relations, such as open communication between employees and superiors and support between fellow employees, can increase work satisfaction and motivation. Positive interpersonal relationships help create a harmonious work atmosphere, which can reduce stress and increase employee commitment and engagement. The results of this research are supported by (Sihaloho & Siregar, 2020) , (Astrinasari, 2021) , (Turap et al., 2022) but different with results study from (Sarip & Mustangin, 2023) that environment Work No influential to performance employee .



## 5. CONCLUSION

### Conclusion

Research result found that in a way simultaneous there is influence positive significant between variable Motivation Work and Environment Work on Employee Performance at the General Bureau of the Secretariat of the Presidential Secretariat. From the results above show that variable Motivation Work and Environment Work give influence positive and significant on the Performance of Employees of the General Secretariat of the Vice Presidential Secretariat

### Suggestion

Based on description about discussion and conclusions so writer can reveal some suggestions anata others: For companies recommended for Keep going repair and maintain good performance, so that the Organization capable create motivation work and environment more work Good Again for maximize employee performance in order to be able to make profit More organization tall. For researchers furthermore Researcher suggest that you can research motivation work and environment Work on Employee Performance with give A little modification and can strengthen theory supporter study this, for results study more optimal.

### Limitations

This research may use a limited sample, namely 104 employees, but only 30 respondents filled out the questionnaire completely and correctly. Small sample sizes may limit the generalizability of research findings to larger populations. If the sample is not sufficiently representative or diverse, the research results may not reflect the conditions or experiences of all employees in the General Bureau of the Vice President's Secretariat.

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