

## The Effect of Work Environment, Work Discipline, Work Ethics and Work Motivation on Employee Performance (Case Study at General Section of the Regional Secretariat, Sungai Penuh City)

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**ABSTRACT :** This study aims to determine the effect of the work environment, work discipline, work ethic and work motivation on the performance of the employees at General Section of the Regional Secretariat Sungai Penuh. The research method with a quantitative approach with multiple linear regression methods. Data collection techniques with questionnaires, observation and interviews. The respondents of this study were 47 employees at General Section of the Regional Secretariat Sungai Penuh City in Jambi Province. The sampling method uses the total sampling method in which the entire population in this study is the research sample. Hypothesis testing is calculated with the IBM Statistical Package for Social Science (SPSS) program version 24.0. The results of this study found that the work environment partially positive and significant effect on employee performance, work discipline partially positive and significant effect on employee performance, work ethic partially did not significantly influence employee performance, motivation partially had positive and significant effect on employee performance, and the work environment, work discipline, work ethic and motivation together (simultaneously) have positive and significant effect on the performance of employees at General Section of the Regional Secretariat, Sungai Penuh City.

**Keywords:** -Work Environment, Work Discipline, Work Ethic, Work Motivation, Employee Performance

### I. INTRODUCTION

The perfection of the state apparatus is the hope of the realization of Good Governance, this is the main requirement to realize the aspirations of the community in achieving the goals and aspirations of the nation and state, in this framework it is necessary to develop and implement an appropriate, clear and real accountability system, so that the implementation of government and development can take place efficiently, successfully, cleanly and responsibly. Organizational performance clearly includes the performance of members of the organization. The success of work for each member of the organization becomes important for the achievement of the success of the organization in achieving certain goals. The General Section is one of the ranks of the Assistant General Administration, which is part of General Section of the Regional Secretariat Sungai Penuh City. Formed based on Sungai Penuh City City Regulation Number 10 Year 2016 Regarding Changes to Sungai Penuh City City Regional Regulation Number 18 Year 2012 Regarding Formation and Composition of Regional Apparatus and Sungai Penuh City Mayor Regulation Number 28 Year 2016 Regarding Position, Organizational Structure, Duties and Functions and Work Procedures of the City Regional Secretariat Sungai Full. For this reason, the General Section of the Sungai Penuh City Secretariat has an important role to play in achieving the vision and mission of the Sungai Penuh City. As part of General Section of the Regional Secretariat Sungai Penuh City, it must be able to compile and implement a plan well so that it can be used as a reference in Sungai Penuh City City development activities.

The selection of the General Section of the Regional Secretariat Sungai Penuh City as the focus of the research is based on the decline and instability of institutional performance in 2016, 2017 and 2018, the following is a table of performance achievements of the programs / activities carried out at the Sungai Penuh Regional Secretariat General Section for the year period 2016 to 2018, namely:

TABLE 1. PROGRAM / ACTIVITY TARGET AND REALIZATION

No.	Program / Activity	Target (%)	Realization(%)		
			2016	2017	2018
1.	Office Administration Services	100	45,34	38,80	47,82
2.	Improvement of Apparatus and Infrastructure	100	41,28	34,14	41,36
3.	Increased Apparatus Discipline	100	46,23	37,09	49,94
4.	Improvement of Department of Regional Service Service / Deputy Regional Head	100	44,45	38,63	46,33
<b>Average</b>		<b>100</b>	<b>44,33</b>	<b>37,17</b>	<b>46,36</b>

Source: General Affair, the General Section of the Regional Secretariat Sungai Penuh City, 2019.

From table 1 above it can be seen that from the past three years namely 2016, 2017 and 2018 the achievement of targets from year to year experienced instability. It was seen in 2016 that a target of 100% could only be realized on an average of 44.33%. And in 2017 decreased with a target of 100%, can only be realized on average by 37.17%. at last in 2018 out of 100% the target of realization can be increased by an average of 46.36%. From these data it can be concluded that there are problems that occur in the performance of the General Section of the Sungai Penuh City Regional Secretariat, both from the system and its implementation. So that the targets and realization of work program achievements from year to year experience instability and tend to be far from achieving the realization. The level of achievement requires a process of performance, at this stage of the process subordinates are more dominant in doing it, while the output is the level of achievement of results, both the poor achievements of the output / performance of the most influential agencies are members of the organization / agency / company, however, leaders sometimes do not care with the conditions and potential of existing employees, especially issues of work environment, work discipline, motivation and performance produced by employees, this will certainly affect the low performance of organizational performance.

Many factors can affect the level of performance of employees, including the discipline of work of an employee, motivation or drive, the work ethic or morale of an employee and supported by the work environment where work activities take place every day. An employee who has discipline, motivation and high morale will be able to do his job well and optimally, thus employee performance will be good and this will have an impact on agency performance. In general, the performance of employees at the General Section of the Regional Secretariat Sungai Penuh was not as expected, this was allegedly due to the management of human resources that was not optimal and professional. Human resources must be managed professionally so that they can contribute optimally to the achievement of organizational goals. Performance is a picture of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of an organization as outlined through the strategic planning of an organization. According to Hasibuan [1] explained that performance is the result of work achieved by someone in carrying out the tasks assigned to him based on skill, experience, sincerity and time. If it is seen from the results of the initial survey it can be suspected that the low performance of employees of the Full Section of the City of Sungai Penuh, is influenced by motivation, work environment, work discipline, and work ethic.

Mangkunegara [2] performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given. According Siswanto [3], work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations both written and unwritten and able to carry it out and not avoid receiving sanctions if he violates the duties and authority that given to him. While the work ethic is the totality of one's personality and ways of expressing, seeing, believing, and giving meaning to something, which encourages oneself to act and achieve optimal charity [4]. And motivation is how to question how to direct the power and potential of subordinates, so they want to cooperate productively successfully achieve and realize the goals that have been determined [1].

The influence of work environment variables, work discipline, work ethic and motivation on performance variables, is something that must be considered by the agency. Like the results of Marlina [5] in her research that motivation, discipline, and work ethic simultaneously had a significant effect on the performance of the State High School teachers in Baolan District, Tolitoli Regency. The results of research conducted by Saleha [6] show the results that the work environment, work ethic and work culture simultaneously have a significant effect on the performance of the employees of the Office of Highways in Central Sulawesi Province. Other results were also stated by Saleh and Utomo [7] with the results of the study that there was a significant influence of work discipline, work motivation, work ethic, and work environment together or simultaneously on the Work Productivity of employees at PT. Inko Java.

Based on the description, the author is finally interested and wants to discuss in a scientific paper on "The Effect of the Work Environment, Work Discipline, Work Ethics and Work Motivation on Employee Performance (Case Study at the General Section of the Regional Secretariat Sungai Penuh City)".

The aim to be achieved in this study is to find out and analyze:

1. The effect of the work environment on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City.
2. The effect of work discipline on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City.
3. The effect of work ethic on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City.
4. The effect of work motivation on the performance of employee at the General Section of the Regional Secretariat Sungai Penuh City.
5. The effect of the work environment, work discipline, work ethic and work motivation on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City.

## II. LITERATURE REVIEW

### 1. Work Environment

ByNitiseMITO [8] stated that the work environment is everything that exists around the workers who can influence themselves in carrying out the tasks assigned to him. A good work environment will certainly make employees implement and spend all their energy and thoughts to work optimally. ByNitiseMITO [8] there are 2 (two) indicators of the work environment consisting of: (1) Physical work environment, which includes: (a) Staining, (b) Cleanliness, (c) Air exchange, (e) Information, (f) Security, (g) Noise, and (g) Spatial planning; and (2) Non-physical work environment, which includes: (a) Harmonious relationships, (b) Opportunities to progress, and (c) Security at work.

### 2. Work Discipline

Siswanto [3] states that work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations both written and unwritten and able to carry it out and not avoid receiving sanctions if it violates the duties and the authority given to him. BySiswanto [3] states there are several indicators of work discipline which include: (a) absenteeism, (b) on time, (c) accuracy, (d) calculation, (e) obeying regulations, (f) responsibility, (g) compliance, (h) fluency, (i) harmony, and (j) mutual respect.

### 3. Work Ethic

BySinamo [4] states that work ethic is an attitude of totality in personality and ways of expressing, viewing, believing, and giving meaning to something, which pushes oneself to act and achieve optimal charity. And Sinamo [9] argues that indicators of the work ethic include: (a) work is art, (b) work is honor, (c) work is actualization, (d) work is mandate, (e) work is a vocation, (f) work is a blessing, (g) work is worship, and (h) work is service.

### 4. Work Motivation

Work motivation is something that questions how to direct the power and potential of subordinates, so that they want to cooperate productively to achieve and realize the goals that have been determined [1]. And by A. [10] states in needs theory, indicators of work motivation include: (a) physiological needs, (b) security needs, (c) social needs, (d) appreciation needs, and (e) self-actualization needs.

### 5. Performance

By Mangkunegara [2] performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given. The employee performance indicators according to [2] are as follows: (a) tidiness, (b) ability (c) success, (d) speed, (e) satisfaction, (f) work results, (g) decision making, (h) facilities and infrastructure, (i) compactness and good relations with colleagues and superiors, and (j) independence.

### 6. Research Conceptual Framework

Conceptual framework is a model that explains the relationship of theory with important factors that are known in a particular problem. The conceptual framework will connect theoretically between research variables namely the independent variable with the dependent variable [11]. Based on the theoretical foundation and the formulation of the research problem, the conceptual framework in this study, can be seen in the following figure:

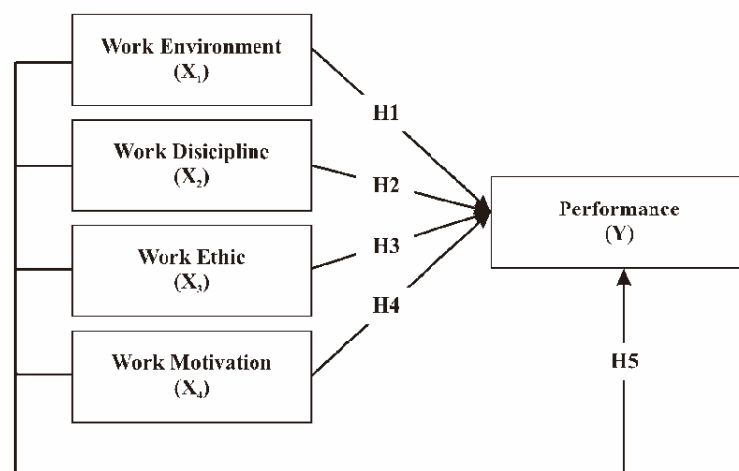


Figure 1. Research Conceptual Framework

### III. RESEARCH METHODS

#### 1. Types of Research

Based on the formulation, objectives and research hypotheses, the method used in this study is quantitative research with the type of correlational research is a type of research that looks at the relationship between one variable with one or several other variables [12]. The same thing was stated by Sumadi [13] that correlational research aims to detect the extent to which variations in one factor are related to variations in one or more other factors based on the correlation coefficient. From the description of expert opinions, this study analyzes the relationship between work environment, work discipline, work ethic and work motivation on employee performance.

#### 2. Population and Sample

By Darmadi [14], population is the total number of objects or subjects used as sources of data in a study that has the same characteristics or characteristics. The research sample is a limited number and part of the population, a portion of the population selected and representing that population [12]. The technique in taking this sample uses total sampling technique (overall sample), total sampling is a sampling technique where the number of samples is equal to the population [15]. The reason for taking total sampling is because according to Sugiyono [15] a population of less than 100 entire populations is used as a research sample. Because the sample used is the whole of the population, the sample in this study is the same as the population, namely all the employees at the General Section of the Regional Secretariat Sungai Penuh City, which totaled 47 people.

#### 3. Multiple Regression Analysis

Testing the hypothesis in this study using multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the variables that influence the affected variables. With the multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

**Definition:**

Y = Employee Performance

a = Intersep constant

X<sub>1</sub> = Work Environment

X<sub>2</sub> = Work Discipline

X<sub>3</sub> = Work Ethic

X<sub>4</sub> = Work motivation

b<sub>1</sub>, b<sub>2</sub> ... = Regression Coefficient

e = Error Term

#### IV. RESULTS AND DISCUSSION

##### 1. Description of Research Results

The results in this study describe the influence of the work environment, work discipline, work ethic and motivation on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City. The results of this study are based on the results of the instruments given to respondents totaling 47 respondents. In general, the results of this study can be seen in the following table:

*Table2. Variable Descriptive Analysis Results*

	N	Min	Max	Mean	Std. Deviation	Variance	Item Quest	TCR ( % )	Information
	Stat	Stat	Stat	Stat	Stat	Stat			
Performance	47	37,00	49,00	42,79	3,81450	14,550	10	89,16	Good
Work Environment	47	37,00	50,00	43,67	4,53411	20,558	10	89,95	Very Good
Work Discipline	47	35,00	50,00	43,09	3,85335	14,848	10	92,60	Very Good
Work Ethic	47	40,00	49,00	44,51	2,61290	6,827	10	92,60	Very Good
Work Motivation	47	36,00	47,00	42,19	2,83058	8,012	10	87,95	Good
Valid N (listwise)	47								

Source: Primary Data, processed with IBM SPSS 24.0, 2019

From table 2 above it can be seen that each variable has an average of 42.19% - 44.51% and Respondents Achievement Rate (TCR) between 87.95% - 92.60% with an average TCR of 90.45 % This can be interpreted that each respondent variable has an average categorized response that is very good.

##### 2 Multiple Regression Analysis Test

Based on the results of calculations using a computer using the IBM SPSS for Windows Ver. 24.0, from the Model Summary<sup>b</sup> table, the ANOVA<sup>a</sup> table and the Coefficients<sup>a</sup> table can be made a recap table for the results of the regression coefficient,  $t_{count}$ , significance value,  $F_{count}$  value, and R Square value ( $R^2$ ). The results can be seen in the following table:

*Table3. Recap of Multiple Regression Analysis Test Results*

Variable	Koef. Regression	$t_{count}$	Sig.
Constant	8,377		
$X_1$	0,780	15,633	0,000
$X_2$	0,121	3,192	0,035
$X_3$	0,057	0,651	0,519
$X_4$	0,189	2,520	0,016
$F_{count} = 77.067$	$Sig. .000^b$		
$R^2 = 0,890$			

Source: Primary Data, processed with Author, 2019.

From table 3 above, the regression equation model for the influence of the work environment, work discipline, work ethic and work motivation on employee performance is as follows:

$$Y = 8,377 + 0,708.X_1 + 0,121.X_2 + 0,057.X_3 + 0,189.X_4$$

From the regression equation above, it can be interpreted as follows:

1. The constant value is 8.337 meaning that without the influence of the work environment, work discipline, work ethic and motivation, the performance already exists at 8.3377%.
2. The value of the work environment regression coefficient is 0.708 meaning that each increase in one unit of the work environment then the performance of members increases by 70.8%.
3. The value of the regression coefficient of work discipline is 0.121 meaning that each increase in one unit of work discipline then the performance of members increases by 12.1%.
4. The value of the work ethic regression coefficient is 0.057 meaning that each increase in one work ethic unit then the performance of members increases by 5.7%.
5. The motivation regression coefficient value is 0.189 meaning that each increase in one unit of motivation then the performance of members increases by 18.9%.

### 3 Partial Test (t Test)

$t_{test}$  (t-test) is intended to determine the effect of partial (individual) work environment, work discipline, work ethic and motivation on member performance. The results of the t test calculations can be seen in table 3 below:

**Table 4. t Test Results Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,377	5,991		1,398	0,170
	Work Environment	0,782	0,050	0,930	15,633	0,000
	Work Discipline	0,121	0,055	0,122	3,192	0,035
	Work Ethic	0,057	0,087	0,039	0,651	0,519
	Work Motivasion	0,189	0,075	0,140	3,520	0,016

a. Dependent Variable: Performance

Source: Primary Data, processed with IBM SPSS 24, 2019

Based on the results of the  $t_{test}$  in table 4, proof can be made as follows:

1. Work Environment Variable is  $t_{count} = 15,633$  with a probability of significance of 0,000 or less than 0.05. With  $df = 47-2 = 45$ , a table of 0.2876 is obtained; then  $t = 15.633 > t_{table} 0.2876$ , consequently  $H_0$  is rejected and  $H_a$  is accepted. Work Environment Variable partially has a positive and significant effect on employee performance, it can be concluded that the hypothesis (H1) which says that the work environment partially has a positive and significant effect on employee performance at the General Section of the Regional Secretariat Sungai Penuh City is accepted, thus the first hypothesis (H1) is accepted.
2. Work Discipline Variable is  $t_{count} = 3.192$  with a significance probability of 0.035 or smaller than 0.05. With  $df = 47-2 = 45$ , a table of 0.2876 is obtained; then  $t = 3.192 > t_{table} 0.2876$ , consequently  $H_0$  is rejected and  $H_a$  is accepted. Work discipline variables partially have a positive and significant effect on employee performance, it can be concluded that the hypothesis (H2) which says that work discipline partially has a positive and significant effect on employee performance at the General Section of the Regional Secretariat Sungai Penuh City is accepted, thus the second hypothesis (H2) is accepted.
3. The Work Ethic Variable is  $t_{count} = 0.651$  with a significance probability of 0.519 or greater than 0.05. With  $df = 47-2 = 45$ , a table of 0.2876 is obtained; then  $t = 0.651 < t_{table} 0.2876$ , as a result  $H_0$  is accepted and  $H_a$  is rejected. The work ethic variable has no significant effect on employee performance, so it can be concluded that the hypothesis (H3) which says that the work ethic partially has a positive and significant effect on employee performance at the General Section of the Regional Secretariat Sungai Penuh City is rejected, thus the third hypothesis (H3) is rejected.
4. Work Motivation Variable is  $t = 3,520$  with a significance probability of 0.016 or smaller than 0.05. With  $df = 47-2 = 45$ , a table of 0.2876 is obtained; then  $t = 3.520 > t_{table} 0.2876$ , as a result  $H_0$  is rejected and  $H_a$  is accepted. Work motivation variable partially has a positive and significant effect on employee performance, it can be concluded that the hypothesis (H4) which says that work motivation partially has a positive and significant effect on employee performance at the General Section of the Regional Secretariat Sungai Penuh City is accepted, thus the fourth hypothesis (H4) is accepted.

### 4. Simultaneous Test (F Test)

The F test (model feasibility) is intended to determine the effect of independent variables (work environment, work discipline, work ethic and motivation) simultaneously (together) on dependent variables (performance).

**Table 5. F Test Results ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	544,051	4	136,013	77,067	0,000 <sup>b</sup>
	Residual	67,065	38	1,765		
	Total	611,116	42			

a. Dependent Variable: Performance

b. Predictors: (Constant), Work Motivasion, Work Environment, Work Ethic, Work Discipline

Source: Primary, processed with IBM SPSS 24, 2019.

From the ANOVA test table 5,  $aF_{count}$  value of 77.067 was obtained with a significance probability of 0.000. The probability of significance is less than 0.05. With  $df = n - (k - 1) = 47 - (4-1) = 44$  obtained  $F_{table}$  of



2.580, then  $F_{\text{count}} > F_{\text{table}}$  or  $77.067 > 2.580$  with a significance level of 0.000 or  $\alpha$  0.05 as a result  $H_0$  is rejected and  $H_a$  is accepted. Work environment variables, work discipline, work ethic and work motivation simultaneously have a positive and significant effect on employee performance in the General Section of the Sungai Penuh City City Secretariat. It can be concluded that the fifth hypothesis (H5) which reads "work environment, work discipline, work ethic and work motivation simultaneously have positive and significant effect on employee performance at the General Section of the Regional Secretariat Sungai Penuh City is accepted, then the fifth hypothesis (H5) can be accepted.

### 5. Determination Test ( $R^2$ )

Analysis of the coefficient of determination for the work environment, work discipline, work ethic and motivation on the performance of employees of the Sungai Setuh City Regional Secretariat General Section was performed using the IBM SPSS for windows 24.0 program with SPSS output form as stated below:

*Table 5. R Square results  
Model Summary<sup>b</sup>*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.944 <sup>a</sup>	0.890	0.879	1.3285

a. Predictors: (Constant), Motivasion, Work Environment, Work Discipline, Work Ethic

b. Dependent Variable: Performance

Source: Primary Data, processed with IBM SPSS 24, 2019.

Based on table 5 above, the results of the calculation of the regression estimation, the adjusted coefficient of determination obtained or Adjusted R Square is 0.890 meaning 89.00% of the variation of all independent variables (work environment, work discipline, work ethic and work motivation) can explain the variable free (employee performance), while the remaining 11.00% is explained by other variables not examined in this study.

## V. DISCUSSION

### Effect of Work Environment on Performance

The first objective of this study was to determine the effect of the work environment on performance. The results of statistical analysis using multiple linear regression showed that the first hypothesis was accepted, it can be concluded that the hypothesis (H1) which reads the work environment partially positive and significant effect on the performance of Employees at the General Section of the Regional Secretariat Sungai Penuh City was accepted, then the first hypothesis (H1) was accepted. This study supports the results of research from Zainul Hidayat and Muchamad Taufiq [16] with the results of the study that work environment variables affect the performance of PDAM Lumajang Regency employees. And also the results of Saleha's study (2106) that the work environment had a significant effect on the performance of the staff of the BinaMarga Office of Central Sulawesi Province.

### Effect of Work Discipline on Performance

The second objective of this study is to determine the effect of work discipline on performance. The results of statistical analysis using multiple linear regression showed that the second hypothesis was accepted, so it can be concluded that the hypothesis (H2) which reads work discipline partially positive and significant effect on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City was accepted, thus the second hypothesis (H2) was accepted. This study supports the results of research from Zainul Hidayat and Muchamad Taufiq [16] with the results of the study that work discipline variables affect the performance of PDAM Lumajang Regency employees. And these results also support the results of research from Wahid [17] that work discipline has a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service.

### Effect of Work Ethic on Performance

The third objective of this study is to determine the effect of work ethic on performance. The results of statistical analysis using multiple linear regression showed that the third hypothesis was rejected, so it can be concluded that the hypothesis (H3) which reads the work ethic partially has a positive and significant effect on the performance of Employees at the General Section of the Regional Secretariat Sungai Penuh City was rejected, then the third hypothesis (H3) was rejected. This means that the results of this study do not agree or do not support the results of research from Octarina [18] which in his research found that work ethic factors are things that need to be considered to improve employee performance so that it is better for the realization of organizational goals. But the results of this study support the results of research from Timbuleng and Sumarauw

[19]who found the results that work ethic had no effect on employee performance at PT. HasjratAbadi Manado Branch.

#### **Effect of Work Motivation on Performance**

The fourth objective of this study is to determine the effect of work motivation on performance. The results of statistical analysis using multiple linear regression showed that the fourth hypothesis was accepted, so it can be concluded that the hypothesis (H4) which says work motivation partially has a positive and significant effect on the performance of employees at the General Section of the Regional Secretariat Sungai Penuh City was accepted, thus the fourth hypothesis (H4) was accepted. This result means supporting and agreeing with the results of research from Zainul Hidayat and Muchamad Taufiq [16] that motivation affects the performance of PDAM Lumajang Regency employees. And also supports the results of research from Marlina [5] states that motivation has a significant effect on the performance of state high school teachers in Baolan District, Tolitoli Regency.

#### **Effect of Work Environment, Work Ethic, Work Discipline and Work Motivation on Performance**

The fifth objective of this study is to determine the effect of the work environment, work discipline, work ethic and motivation on performance. The results of statistical analysis using multiple linear regression indicate that the fifth hypothesis is accepted, it can be concluded that the hypothesis (H5) which reads the work environment, work discipline, work ethic, and work motivation together (simultaneously) has a positive and significant effect on employee performance at the General Section of the Regional Secretariat Sungai Penuh City was accepted, thus the fifth hypothesis (H5) was accepted. The influence of work environment variables, work discipline, work ethic and work motivation on performance variables, research has been in accordance with what was revealed by Marlina [5] in his research with the title Effect of Motivation, Discipline, and Work Ethic on the Performance of Public High School Teachers in the District BaolanTolitoli Regency, with the results of the study that motivation, discipline, and work ethic simultaneously have a significant effect on the performance of state high school teachers in Baolan District, Tolitoli Regency. And this study also supports the results of research conducted by Saleha [6] entitled The Effect of Work Environment, Work Ethics and Work Culture on Employee Performance at the Office of Highways in Central Sulawesi Province, with the results of research on work environment, work ethic and work culture simultaneously influential significant to the performance of the staff of the Department of Highways in the Province of Central Sulawesi. As well as supporting the results of research by Saleh and Utomo [7], entitled The Effect of Work Discipline, Work Motivation, Work Ethics and the Work Environment on Employee Productivity in Production at PT. Inko Java Semarang. With the results of the study that there is a significant influence of work discipline, work motivation, work ethic, and work environment together or simultaneously on the Work Productivity of employees at PT. Inko Java.

## **VI. CONCLUSION**

Based on the results of research and data processing that have been done before, some conclusions can be drawn as follows:

1. The work environment partially has a positive and significant effect on the performance of the employees at the General Section of the Regional Secretariat Sungai Penuh City, so the first hypothesis (H1) is accepted.
2. Work discipline partially has a positive and significant effect on the performance at the General Section of the Regional Secretariat Sungai Penuh City, so the second hypothesis (H2) is accepted.
3. Work ethic partially does not have a positive and significant effect on the performance at the General Section of the Regional Secretariat Sungai Penuh City, so the third hypothesis (H3) is rejected.
4. Work motivation partially has a positive and significant effect on the performance of the employees at the General Section of the Regional Secretariat Sungai Penuh City, so the fourth hypothesis (H4) is accepted.

Work environment, work discipline, work ethic and work motivation together (simultaneously) have a positive and significant effect on the performance of the employees at the General Section of the Regional Secretariat Sungai Penuh City, then the fifth hypothesis (H5) is accepted.

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