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The Effect of Work Environment, Work Discipline and Work Motivation on Employee Performance of Kayu Aro Barat Sub-District Office

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ABSTRACT : This study aims to determine the work environment, work discipline and work motivation on employee performance. This research is motivated by the conditions of the work environment that employees feel are still not supportive of their work, there are still violations of regulations that are considered normal by employees, there are still employees who carry out their duties not seriously and are not careful in working, so this results in unstable employee performance and tends to be low in the area of the Kayu Aro Barat sub-district office. This type of research uses a quantitative approach with multiple linear regression methods. Data collection techniques using questionnaires, observation and interviews. Respondents of this study were 42 employees of the Kayu Aro Barat sub-district office. The sampling method used was the total sampling method in which the entire population in this study was used as the research sample. Hypothesis testing is calculated using the IBM Statistical Package for Social Science (SPSS) program version 24.0. From the results of this study it is found that partially the work environment has a significant effect on employee performance, work discipline has a significant effect on employee performance, work motivation has a significant effect on employee performance, and simultaneously work environment, work discipline, and work motivation have a significant effect on office employee performance. Head of the Kayu Aro Barat sub-district.

Keywords - Work Environment, Work Discipline, Work Motivation, Employee Performance

I. INTRODUCTION

Employee perfection is the hope for the realization of *Good Governance*, this is the main requirement for realizing the aspirations of the community in achieving the goals and ideals of the nation and state, in this framework it is necessary to develop and implement a system of accountability that is precise, clear and real, so that governance and development can take place in an efficient, effective, clean and responsible manner. Organizational performance clearly includes the performance of organizational members. Therefore, the success of work on each member of the organization becomes important for the achievement of organizational success in achieving certain goals.

For the Kayu Aro sub District Office west, Kerinci Regency, Jambi Province, performance problems are an important factor because it is one of the 16 (sixteen) sub-districts in Kerinci Regency, Jambi Province. So that the performance of employees from Kayu Aro Barat District will greatly effect the success of regional management, especially in regional autonomy. One of the main problems that occurred in the Kayu Aro Barat Subdistrict Office, Kerinci Regency, Jambi Province which is also a problem in almost all government agencies or agencies is the emergence of complaints and public dissatisfaction with service to the community that is not optimal and the facts prove that the performance of employees who are employees is still Concern, the still poor performance of employees is known from the high percentage of tardiness to work and the implementation of tasks that are not according to standards and the educational background of employees who are not in accordance with the position or position they occupy. It is different from the employee's side, they are still concerned about the conditions of the work environment that have not met the needs and the lack of facilities and infrastructure provided by the agency to support the work of employees.

Performance (work performance) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him (Mangkunegara, 2012, p. 18). An employee is said to have a good performance if the employee is able to produce results that are the same or exceed the standards or criteria that have been set together in the organization. Conversely, employees are said to have no performance if the work results are less than the standards or criteria that have been set together. A successful and effective organization is an organization with individuals who have good performance

(Sudarmanto, 2011, p. 6). If the employees in the organization have a good performance, the effectiveness or success of the organization will be achieved. Employee performance will be high if the job satisfaction felt by employees is also high. Employee satisfaction can also come from a comfortable work environment and can motivate employees to improve their performance.

From the past three years, namely 2017, 2018 and 2019, the achievement of the target from year to year has increased, but it is still far from the 100 percent target. It was seen in 2017 that the target of 100 percent could only be realized by an average of 58.58 percent. And in 2018 it increased with a target of 100 percent, only an average of 60.42 percent could be realized. And finally in 2019, 100 percent of the target could only be realized, with an average of 63.12 percent.

Motivation as a process that explains the intensity, direction, and persistence of an individual to achieve his goal. The three main elements in the definition are intensity, direction and persistence. Intensity is related to how hard a person tries. This is the element that gets the most attention when it comes to motivation. However, high intensity is unlikely to result in satisfactory work performance unless the effort is linked in a direction that benefits the organization. The hierarchy of needs follows the plural theory, namely a person behaves / works, because there is an urge to meet various needs. Herzberg argues that there are two types of factors that effect work motivation, namely intrinsic factors and extrinsic factors. Thus, we must consider the quality as well as the intensity of effort together. Effort that is directed and consistent with the goals of the organization is the kind of effort we should make. Individuals who are motivated to endure doing a task for a long time to achieve their goals (Robbins, 2008, p. 214). At the Kayu Aro Barat Sub-District Office, Jambi Province, employee work motivation is very low, this can be seen from some employees who do not want to develop their potential to advance, and some employees are lazy because there is no initiative from themselves to get more work results. good. Based on research conducted by Regen (2020), it is stated that work motivation affects employee performance in the Jambi Regency Government and Sungai Penuh City.

In the research of Muhimmah et al (2018), that the work environment, work motivation, and work ethic simultaneously (together) have a significant effect on employee performance at the Environmental Service Office of Kab. Gresik and a similar sentiment were also conveyed by Hastuti et al (2013), that work ethic has a significant effect on the performance of the employees of the technical implementation unit coordinator of the East Java provincial revenue office in Probolinggo. And this is also supported by research from Timbuleng et al (2015), which found that work ethic, work discipline, and organizational commitment simultaneously affect employee performance at PT. Hasjrat Abadi, Manado Branch.

The results of observations show that some employees who steal time during working hours such as sitting in front of a computer screen, but their eyes are targeting social media pages. This happens when you are not in the mood to do your job or you are bored with high pressure from your boss, and you gossip with colleagues until you forget your obligation to work. Apart from the work environment, work discipline is also important in improving employee performance.

According to Hasibuan (2013, p.23), discipline is the most important function of Human Resource Management (HRM) and the key to realizing goals because without good discipline it is difficult to achieve maximum goals. At the Kayu Aro Barat District Office, there are several employees with low levels of discipline, as evidenced by the low level of employee attendance and inaccuracy when they come to work. The low level of discipline of the employees of the Kayu Aro Barat District Office occurs that the employees are not paid much attention to the existing regulations, there are no heavy sanctions for employees who violate, and lack of attention from superiors to subordinates.

The results of the ra-survey showed that as many as 10 people (30.3 percent) had low employee work discipline due to a lack of employee awareness in carrying out their duties, as many as 10 people (30.3 percent) said that their low work discipline was due to violations of regulations. Meanwhile, as many as 13 people (39.4 percent) said that the low work discipline of employees was due to the lack of ability of employees to carry out their duties.

Based on the description of the problem and several theories as well as the existence of previous research that has been described above, it can be seen the importance of improving the performance of the employees of the Kayu Aro Barat District Office and researchers are interested in choosing the title: "The Effect of Work Environment, Work Discipline and Work Motivation on Employee Performance Kayu Aro Barat sub-district office".

The objectives to be achieved in this study are to determine and analyze:

1. The effect of the work environment on the performance of the employees of the Kayu Aro Barat sub-district office.
2. The effect of work discipline on the performance of the employees of the Kayu Aro Barat sub-district office.
3. The effect of work motivation on the performance of the employees of the Kayu Aro Barat sub-district office.

4. The effect of the work environment, work discipline, and work motivation on the performance of the employees of the Kayu Aro Barat District Office.

II. LITERATURE REVIEW

Performance

According to Mangkunegara (2012, p.67), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. The indicators of performance according to Mangkunegara (2012, p.67), are: (a) neatness; (b) Ability; (c) Success; (d) Speed; (e) Satisfaction; (f) Work results; (g) Decision making; (h) Facilities and infrastructure; (1) Cohesiveness and (j) Independence.

Work environment

According to Nitisemito (2011, p.183), the work environment is everything that is around the workers that can effect him in carrying out the tasks assigned to him. A good work environment will certainly make employees carry out and devote all their energy and thoughts to work optimally. The indicators of the work environment according to Nitisemito (2011, p.183), are: (a) Coloring; (b) Cleanliness; (c) Air Exchange; (d) Lighting; (e) Security; (f) Noise; (g) Spatial Planning; (h) Harmonious relationship; (i) Opportunities for Advancement; and (j) Security in Work.

Work Discipline

According to Siswanto (2013, p.291), work discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten and able to carry them out and not avoid receiving sanctions if he violates his duties authority given to him. The indicators of work discipline according to Siswanto (2013, p.291), are: (a) Absence; (b) Be on time; (c) Accuracy; (d) Calculation; (e) Obey the Regulations; (f) Responsibility; (g) Compliance; (h) Smoothness; (i) Harmonious Atmosphere; and (j) Mutual Respect.

Work Motivation

According to Hasibuan (2012), work motivation is a question of how to direct the power and potential of subordinates, so that they are willing to work productively to achieve and achieve predetermined goals. The indicators of work motivation according to Maslow (2010) are: a) Physiological needs; b) Security needs; c) Social needs; d) Needs for awards; e) Self-actualization needs.

Research Conceptual Framework

Based on the research objectives, the conceptual framework of this study:

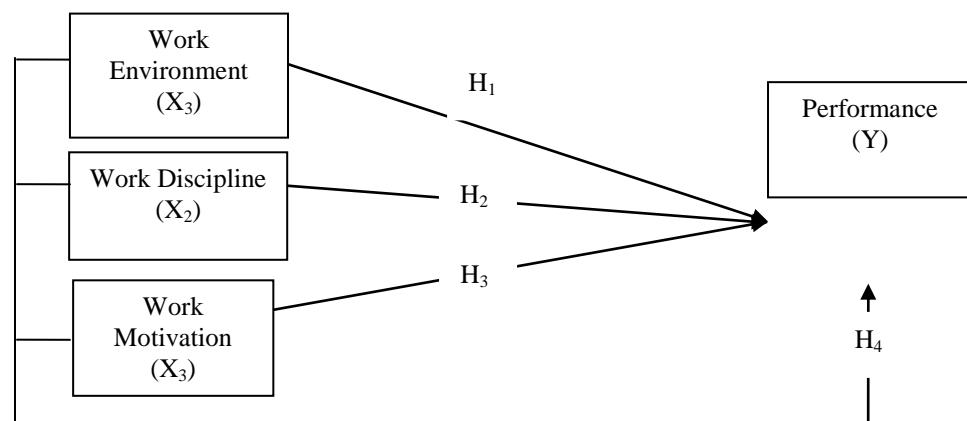


Figure 1. Research Conceptual Framework

Hypothesis

Based on the conceptual framework above, the hypothesis can be formulated in this study as follows:

H1: Work Environment has a significant effect on the employee performance of the Kayu Aro Barat sub-district.

H2: Work Discipline has a Significant Effect on Employee Performance in the Kayu Aro Barat District Office.

H3: Work Motivation Has a Significant Effect on Employee Performance in the Kayu Aro Barat District Office.

H4: Work Environment, Work Discipline and Work Motivation simultaneously have a significant effect on the employee performance of the Kayu Aro Barat District Office.

III. RESEARCH METHODS

Research Type

Based on the formulation, objectives and research hypotheses, the method used in this research is quantitative research with correlational research, which is a type of research that looks at the relationship between one variable and one or more other variables (Muri, 2015: p.64). The same thing is expressed by Sumadi (2014, p.82), that correlational research aims to detect the extent to which variations in a factor are related to variations in one or more other factors based on the correlation coefficient. From the description of the expert's opinion, this study analyzes the relationship between work environment, work discipline and work motivation on the performance of employees of the Kayu Aro Barat District Office, Jambi Province.

Population and sample

Population and sample in a study have a central and decisive role (Muri, 2015, p.144). Population is the whole object of study that provides an accurate description of the research. According to Hamid (2014, p.55), population is the total number of objects or subjects that are used as data sources in a study that have the same characteristics or characteristics. Thus, the population in this study were all employees and Kayu Aro Barat sub District Office, Jambi Province.

The research sample is a limited number and part of the population, a portion of the population that is selected and is representative of that population (Muri, 2015, p.150). Meanwhile, according to Sugiyono (2017, p.120), the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusions will be applicable to the population. However, because the sample used is the entire population, the sample in this study is the same as the population, namely all employees and heads office of the Kayu Aro sub District Office, totaling 42 (forty two) people.

The sampling technique uses *total sampling technique* (whole sample), *total samplingsampling* is a technique where the sample size is the same as the population (Sugiyono, 2017). The reason for taking *total sampling* is because according to Sugiyono (2017), the total population is less than 100, the entire population is used as the research sample.

IV. RESULTS AND DISCUSSION

Characteristics of Respondents

Respondents in this study were employees of the Kayu Aro Barat District Office who were sampled where respondents had various characteristics as seen in the following table:

Table 1. Characteristics of Research Respondents (n = 42 people)

Profile	Category	Total(people)	Percentage (%)
Gender	Male	31	73,8
	Female	11	26,1
Age	30 - 40 years	24	57,1
	40 - 50 years	11	26,1
	> 50 years	7	16,6
Education	Senior High School	19	45,23
	Bachelor Degree	21	50
	Master Degree	2	4,7
Grade	II	18	42,8
	III	13	30,9
	IV	3	7,1
	Honorary	8	19
Work periode	5 - 10 years	9	21,4
	10 - 15 years	18	42,8
	15 - 20 years	8	19
	> 20 years	7	16,6

Source: Secondary Data, Kayu Aro Barat District, compiled by the writer, 2020.

Based on table 1 above, more of the respondents were male, as much as 73.8 percent and the rest were women 26.1 percent. When viewed from age, more respondents aged 30-40 years were 57.1 percent,

respondents aged 40-50 were 26.1 percent, and the remaining respondents > 50 were 16.1 percent. From education research respondents, it can be seen the results with SI education respondents as much as 50 percent, high school respondents as much as 45.23 percent, and the rest are S-II respondents as much as 4.7 percent. In the majority group respondents are group II as much as 42.8 percent, group III as much as 30.9 percent, group IV as much as 7.1 percent, while honorary as much as 19 percent. The respondents with a working period of 10-15 years were 42.8 percent, respondents 5-10 years were 21.4 percent, respondents 15-20 years were 19 percent, respondents > 20 years were 16.6 percent.

Descriptive Research Results

The results of this study are based on the results of the instruments given to 42 (forty-two) respondents. In general, the results of this study can be seen in the following table:

Table 2. Results of Variable Descriptive Analysis

	N	Min	Max	Sum	Mean	Std. Dev	Item of Question	TCR (%)	Desc.
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic			
Work Environment	42	60,00	100,00	3413,00	81,2619	4,96848	20	81.26	Good
Work Discipline	42	60,00	87,00	3399,00	80,9286	4,15782	20	80.93	Good
Work Motivation	42	30,00	46,00	1704,00	40,5714	2,42087	10	81,14	Good
Performance	42	66,00	110,00	3757,00	89,4524	5,26934	22	81.32	Good
Valid N (listwise)	42								

Source: Primary Data, Processed by IBM SPSS 24.0, 2020.

From the table above it can be seen that each variable has an average of between 40.57 percent - 89.45 percent and the Respondents' Achievement Rate (TCR) between 80.93 percent - 81.32 percent with an average TCR of 81.16 percent. This may imply that each variable respondents had an average response **either** category.

Multiple Linear Regression

Analysis This analysis is used to determine the Effect of the independent variables on the dependent variable (*dependent*), and the Effect of the independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the IBM SPSS for Windows Version 24.0 program.

The following table recaps for the results of the regression coefficients, $t_{calculated}$, significance value, $F_{calculated}$ and the value of R Square (R^2). The results can be seen in the following table:

Table 3. Multiple Linear Regression Analysis Test for Coef

Variable	Coef. Regression	t_{count}	Sig.
Constant	12,590		
Work Environment	0,611	3,779	0,001
Work Discipline	0,213	3,790	0,001
Work Motivation	0,552	4,896	0,000
	$F_{count} = 40,597$	Sig. 0,000	
	$R^2 = 0,757$		

Source: Primary Data, IBM SPSS Ver. 24.0, Year 2020.

From the table above, the form of the regression equation model for the effect of work environment, work discipline and work motivation on employee performance at the Kayu Aro Barat District Office is as follows:

$$Y = 12,590 + 0,611X_1 + 0,213X_2 + 0,552X_3 + e$$

Description of the equation above:

$\alpha = 12,590$; This means that without the effect of the work environment, work discipline, and work motivation, there is already a performance of 12.590 percent.

$b_1 = 0.611$; it means that there is a positive effect between work environment variables (X_1) on performance (Y). This shows that the increase or increase in the work environment, it will increase performance. The regression coefficient value for work environment is 0.611, which means that for every increase in one work environment unit, the performance increases by 61.1 percent.

$b_2 = 0.213$; it means that there is a positive effect between the work discipline variable (X_2) on performance (Y). This shows that the increase or increase in work discipline, it will increase performance. The regression coefficient value for work discipline is 0.213, which means that for each increase in one unit of work discipline, the performance increases by 21.3 percent.

$b_3 = 0.552$; it means that there is a positive effect between the work motivation variable (X_3) on performance (Y). This shows that the increase or increase in work motivation, it will increase performance. The regression coefficient value of work motivation is 0.552, which means that for each increase in one unit of work motivation, the performance increases by 55.2 percent.

Hypothesis Testing

TTest (partial)

t test (partial) is intended to determine the effect of partially (individual) work environment, work discipline and motivation to work on performance, and can do partial test (t test) of each variable causes (Independent) to the result variable (dependent) as follows:

Table 4. Results of t test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	12,590	6,046		2,082	0,044
Work Environment	0,611	0,162	0,402	3,779	0,001
Work Discipline	0,213	0,119	0,151	3,790	0,001
Work Motivation	0,552	0,113	0,496	4,896	0,000

Source: Primary Data, Results Sports IBM SPSS Data Ver. 24.0, Year 2020.

- The effect of the working environment (X_1) on the performance (Y)
The analysis results of work environment variables (X_1) of the performance variable (Y) obtained by value $t = 3,779$ ($df = 42 - 4 = 38$; $t_{table} = 2,02439$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, consequently hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant effect between work environment variables on the performance of the employees of the Kayu Aro Barat sub-district office.
- Effect of work discipline (X_2) on performance (Y)
The results of the analysis of the effect of the work discipline variable (X_2) on the performance variable (Y) obtained the value of $t_{count} = 3.790$ ($df = 42 - 4 = 38$; $t_{table} = 2.02439$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, consequently the second hypothesis (H2) is accepted. The results of the analysis show that partially there is a significant effect between the variables of work discipline on the performance of the employees of the Kayu Aro Barat sub-district office.
- Effect of work motivation (X_3) on performance (Y)
Results of the analysis of the effect of work motivation variables (X_3) for the performance variable (Y), the value of $t_{count} = 4,896$ ($df = 42 - 4 = 38$; $t_{table} = 2,02439$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, consequently the third hypothesis (H3) is accepted. The results of the analysis show that partially there is a significant effect between work motivation variables on the performance of the employees of the Kayu Aro Barat District Office.

F test (Simultaneous)

F test (model feasibility) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From this table, a simultaneous test (F test) of the independent variables can be carried out simultaneously on the dependent variable.

Table 5. Test Results F ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	605,254	3	201,751	40,597	,000 ^b
Residual	193,816	39	4,970		
Total	799,070	42			

Source: Primary Data, Processed by the Writer, 2020.

The results of the analysis of the effect of the work environment (X_1), work discipline (X_2), and work motivation (X_3) simultaneously (together) on performance (Y), the F_{count} 40.597 with a significance probability of $0.000 < 0.05$. With $df_1 = (k - 1) = 3$, $df_2 = 42 - 4 = 38$, F_{table} 2.85, then $F_{count} > F_{table}$ or $40.597 > 2.85$; consequently the Hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant effect between work environment variables, work discipline, and work motivation on the performance of the employees of the Kayu Aro Barat sub-district office.

The coefficient of determination (R^2)

Analysis of the coefficient of determination for work environment variables, Work discipline work and motivation on the performance of the employees of the Kayu Aro Barat district office are carried out using the IBM SPSS for Windows sub-Version 24.0 program with the form of SPSS output as stated below:

Table 5. Results of R Square

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,870 ^a	0,757	0,739	2,22927

Source: Primary Data, Results Sports IBM SPSS Data Ver. 24.0, Year 2020.

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or R Square is 0.757, meaning that 75.7 percent of the variation of all independent variables can explain the dependent variable, while the remaining 24.3 percent is explained by other variables not examined in this study.

Due to the value of R^2 close to 1 (one), then the contribution (effect) independent of the dependent variables simultaneously is very big effect.

DISCUSSION

Effect of Work Environment on Employee Performance

The first objective of this study was to determine the effect of the work environment on the performance of the employees of the Kayu Aro Barat District Office. The results of statistical analysis using multiple linear regression indicate that the first hypothesis is accepted. The results of the analysis of the effect of work environment variables (X_1) on the performance variable (Y) obtained the value of $t_{count} = 3.779$ ($df = 42 - 4 = 38$; $t_{table} = 2.02439$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result hypothesis one (H1) is accepted, then the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant effect between work environment variables on the performance of the employees of the Kayu Aro Barat sub-district office.

The results of this study are supported by research conducted by Hidayat and Taufiq (2012) that the work environment has a partial effect on the performance of PDAM Lumajang Regency employees. Saleha (2016) states that the work environment has a significant effect on the performance of the employees of the Highways Service Office of Central Sulawesi Province. Muhimmah, et al (2018) that the working environment is partially significant effect on the performance of employees at the Department of Environment Gresik. Therefore we can conclude the work environment will improve the *performance* or the performance of employees.

Effect of Work Discipline on Employee Performance

The second objective of this study was to determine the effect of work discipline on the performance of the employees of the Kayu Aro Barat District Office. The results of the analysis of the effect of the work discipline variable (X_2) on the performance variable (Y) obtained the value of $t_{count} = 3.790$ ($df = 42 - 4 = 38$; $t_{table} = 2.02439$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result, hypothesis two (H2) is accepted. consequently the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant effect between work discipline variables on the performance of the employees of the Kayu Aro Barat sub-district office.

The results of this study are consistent with and support previous research with the results of research conducted by Hidayat and Taufiq (2012) that the work environment has a partial effect on the performance of PDAM Lumajang Regency employees. Timbuleng and Sumarauw (2015) stated that work discipline affects employee performance at PT. Hasjrat Abadi, Manado Branch. So it can be concluded that work discipline will improve employee performance

Effect of Work Motivation on Employee Performance

The third objective of this study was to determine the effect of work motivation on the performance of the employees of the Dharmasraya District Education Office. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The analysis results of work motivation (X_3) on the performance variable (Y) obtained $t_{count} = 4.896$ ($df = 42 - 4 = 38$; $t_{table} = 2.02439$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, consequently the third hypothesis (H3) is accepted; then the null hypothesis

(Ho) is rejected and the alternative hypothesis (Ha) is accepted. The results of the analysis show that partially there is a significant effect between work motivation variables on the performance of the employees of the Kayu Aro Barat District Office.

The results in the study are also supported by research by Meutia, et al. (2016), Rahayuningsih and Maelani (2018), and Ikhsan, et al., (2019), in their research they state that work motivation has a positive and significant effect on employee performance.

So it can be concluded that work motivation will affect employee performance.

The Effect of Work Environment, Work Discipline and Work Motivation Together on Employee Performance

The fourth objective of this study is to determine the effect of work environment, work discipline, and work motivation simultaneously (jointly) on employee performance West Aro.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F test) obtained the $F_{\text{value calculated}}$ of 40.597 with a significance probability of $0.000 < 0.05$. With $df_1 = (k - 1) = 3$, $df_2 = 42 - 4 = 38$, $F_{\text{table}} 2.85$, then $F_{\text{count}} > F_{\text{table}}$ or $40.597 > 2.85$, consequently the hypothesis is accepted. So as a result Ho was rejected and Ha accepted. The results of the analysis show that simultaneously (together) there is a significant effect between the variables of the work environment, work discipline, and work motivation on the performance of the employees of the Kayu Aro Barat sub-district office, it can be concluded that the fourth hypothesis (H4) which reads work environment, work discipline, and work motivation simultaneously (jointly) affects the performance of employees of the Kayu Aro Barat sub-district office is accepted, therefore the fourth hypothesis (H4) can be accepted.

The results of this study are consistent with and support previous research with the results of research conducted by Hidayat and Taufiq (2012) that the work environment and work discipline and work motivation have a significant effect on the performance of PDAM Lumajang Regency employees. Therefore we can conclude the work environment, work discipline and motivation to work together (simultaneously) will affect the performance or the performance of employees.

V. CONCLUSION

Conclusion

Based on the results of research and data processing that have been carried out previously, several conclusions can be drawn as follows:

1. The work environment has a significant effect on the performance of the employees of the Kayu Aro Barat sub-district office.
2. Work discipline has a significant effect on the performance of the employees of the Kayu Aro Barat sub-district office.
3. Work motivation has a significant effect on the performance of the employees of the Kayu Aro Barat sub-district office
4. Work environment, work discipline, and work motivation together have a significant effect on the performance of the employees of the Kayu Aro Barat sub-district office.

Suggestion

Based on the findings and conclusions of the study. For this reason, the authors suggest the following suggestions:

1. To the Kayu Aro sub-district office in order to improve the comfort of the work environment, strive to improve the quality of employee discipline, and always motivate employees so that the maximum work potential can be created at the Kayu Aro Barat District Office.
2. To the Regent of Kerinci Regency in order to support programs that can improve the quality of a comfortable work environment, a sense of discipline in employees, and employee motivation to work.
3. To the employees of the Kayu Aro Barat sub-district office, for the sake of increasing performance, they are always willing to be given the responsibility to make decisions related to the interests of the Kayu Aro Barat sub-district office.
4. To the Kayu Aro Barat sub-district office, so that agencies pay more attention and give special attention to employees to get security guarantees.
5. To employees of the Kayu Aro Barat Sub-district Office, increasing their numeracy skills can be developed by practicing continuously, complying with the rules issued by the Kayu Aro Barat Sub-District Office, and maintaining good communication for work purposes.
6. To employees of the Kayu Aro Barat Sub-district Office, to be able to develop or compile information obtained from outside parties and follow work instructions to avoid work accidents.

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