

## THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES OF THE REGIONAL DISASTER MANAGEMENT AGENCY IN SOLOK DISTRICT

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**Abstract:** This study was conducted on employees of the Regional Disaster Management Agency (BPBD) of Solok Regency. The purpose of this study was to determine whether there was a relationship between Motivation and Work Environment on Employee Performance at the Regional Disaster Management Agency (BPBD) of Solok Regency. With a sample of 53 respondents studied using the total sampling method. Based on the results of statistical analysis, it can be interpreted that Motivation partially has a significant effect on Employee Performance, this is evidenced by the t test with a significant value of  $t_{\text{count}} 6.255 > t_{\text{table}} 1.990$  in the significance level value,  $0.000 < 0.05$ . So it can be interpreted that Motivation has a significant effect on Employee Performance. Based on the results of statistical analysis, it can be concluded that the Work Environment partially has a significant effect on Employee Performance, this is evidenced by the t test with a significant value of  $t_{\text{count}} 7.133 > t_{\text{table}} 1.990$  and a significance level value of  $0.000 < 0.05$ , so it can be concluded that the Work Environment has a significant effect on Employee Performance. It can be concluded that simultaneously Motivation and Work Environment have a significant effect on the Performance of Employees of the Regional Disaster Management Agency (BPBD) of Solok Regency. This is proven by using the F test with a significant value of  $f_{\text{count}} 57.434 > f_{\text{table}} 3.11$  and the significant value produced is 0.000 and this value is much smaller than a (0.05). This can also be seen from the R Square value obtained 0.590 or 59% and the remaining 41% is influenced by other variables not included in this study.

**Keywords:** Motivation; Work Environment; Employee Performance

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### INTRODUCTION

The definition of human resource management, according to Handoko in Adha et al. (2019), is the recruitment, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. Basically, the purpose of human resource management is to provide an effective workforce for the organization to achieve predetermined goals. In the process of achieving this goal, personnel management studies how to obtain, develop, utilize, evaluate, and retain the workforce in both the right number and type. If personnel management can supply competent workers to perform necessary tasks, it can achieve success (Nirwana et al., 2024).

Robbins/Judge argues in the book *Organizational Behavior* (2017) that ability, besides work motivation, is one of the factors that influence performance. The system view of motivation is useful for managers. The Motivation System View encompasses the entire system of forces influencing an employee, which must be

taken into account before comprehending their motivation and behavior (Dhermawan et al., 2012).

The work environment in a company also needs to be considered, because it has a direct influence on employees. A conducive work environment can improve employee performance, while an inadequate work environment can reduce it (Bachtiar, 2012). Humans can carry out activities optimally, healthily, safely, and comfortably in a good work environment (Permansari, 2013). Long-term observations reveal the suitability of the work environment. A poor work environment can require more labor and time, and it does not support the design of an efficient work system (Firdaus et al., 2017). Work motivation and work environment are two factors that can affect employee performance. Work motivation comes from within the employee (intrinsic), whereas a supportive work environment comes from outside (extrinsic factors) (Hustia, 2020). Two factors, work motivation and work environment, can cause an increase or decrease in employee performance. Employees, as human resources within an organization or company, have the power to influence performance, potentially enhancing or diminishing the overall quality of the company. For instance, the researcher is employed at the Regional Disaster Management Agency (BPBD) in Solok Regency. Work motivation and work environment play a role in increasing or even decreasing employee performance.

Personal problems often impede employees' motivation to go to work. Work motivation undoubtedly plays a role in this. Employee performance is also impacted by an uncomfortable work environment. Of course, one can only sense this, but quantifying the impact of work motivation and the work environment on employee performance remains elusive.

## METHOD

Researchers conduct this quantitative descriptive study to describe the problems under investigation and objectively integrate existing data to obtain the desired data. They then employ a questionnaire filling method for respondents (Ardeski & Nirwana, 2022). Researchers define a population as a collection of individuals, events, or any other entity possessing specific characteristics, which they study and draw conclusions from (Indrawati et al., 2021). The population of this study consisted of all employees of Solok Regency's Regional Disaster Management Agency (BPBD), both civil servants and non-civil servants. The Solok Regency BPBD employs 53 people, consisting of 17 civil servants and 36 non-civil servants. This study employs the total sampling method, which ensures that every member of the target population has an equal chance of selection (Nirwana & Putra, 2021). The sample size for this study was 53 people. The author employed various methods such as interviews, questionnaires, and documentation to gather data and information for this study. The author employed various data analysis techniques, including the validity and reliability tests, multiple linear regression analysis, and the determination coefficient (adjusted R<sup>2</sup>). We utilized the hypothesis test, t test, and f test.

**Table 1.** Sample of BPBD Employees of Solok Regency

No.	Respondent	Total
1	Civil Servant	17 Peoples
2	non Civil Servant	36 Peoples
Number of Respondent		53 Peoples

## RESULTS AND DISCUSSION

### Research Results

#### Research Instrument Test

##### Validity Test

Nirwana et al. (2024) use validity testing to measure a questionnaire's validity. A correlated product moment correlation analysis (corrected item-total correlation) carries out the validity testing. The decision criteria are  $r_{\text{count}} > r_{\text{table}}$  ( $\alpha = 5\%$ ,  $n = 53$ ), then the  $r_{\text{table}}$  is 0.266, so the question/statement is said to be valid. Conversely, if  $r_{\text{count}} \leq r_{\text{table}}$  ( $\alpha = 5\%$ ,  $n = 53$ ), then the  $r_{\text{table}}$  is 0,266, so the instrument is said to be invalid (Permansari, 2013).

We can conclude that all the 10 question items used to measure the variables of motivation, work environment, and employee performance are valid and accurate, as demonstrated by the calculated  $r$  value  $> r_{\text{table}}$ , which shows a value of 0,266. Therefore, we can use all these question items for further testing.

##### Reliability Test

We use reliability testing to assess a measuring instrument's reliability, ensuring its repeatability in the same research. We conduct reliability testing using the Cronbach alpha analysis technique (Safitra et al., 2023).

**Table 2.** Reliability Test Results

Variabel	Cronbach Alfa	N of Item	Kesimpulan
Work motivation (X1)	0,981	10	Reliabel
work environment (X2)	0,988	10	Reliabel
Employee Performance (Y)	0,976	10	Reliabel

### Multiple Linear Regression Analysis

Multiple linear regression is a linear regression model involving more than one independent variable or predictor, namely describing the relationship between two or more variables for quantitative variables (Saputra & Fernos, 2023).

**Table 3.** Multiple Linear Regression Analysis Results  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	14,788	2,442	
Work motivation	,342	,104	,476
Employee Performance	,398	,100	,601

a. Dependent Variable : Kinerja Pegawai

Based on the table above, it can be concluded that the linear equation has the following equation form:

$$Y = 14,788 + 0,342X_1 + 0,398X_2 + e$$

From the multiple linear regression equation above, it can be analyzed as follows:

- 1) Constant of 14.788, which means that if the Motivation (X1) and Work Environment (X2) variables have a fixed value or zero, then Employee Performance at the Regional Disaster Management Agency (BPBD) of Solok Regency has a value of 14.788 units.
- 2) The regression coefficient on the Motivation variable (X1) is 0.342, meaning that there is a positive relationship between Motivation (X1) and Employee Performance (Y). If Motivation (X1) increases by one unit, assuming other variables remain constant, then it will increase Employee Performance (Y) at the Regional Disaster Management Agency (BPBD) of Solok Regency by 0.342 units.
- 3) The regression coefficient on the Work Environment variable (X2), amounting to 0.398 is positive, meaning that there is a positive relationship between the Work Environment (X2) and Employee Performance at the Regional Disaster Management Agency (BPBD) of Solok Regency. If there is an increase in one Work Environment variable (X2) with the assumption that other variables remain constant, then Employee Performance (Y) is 0.222 units.

### Coefficient of Determination Test

The determination test ( $R^2$ ) is used to see how much influence the independent variables (Motivation, Work Environment) have on the dependent variable, (Sembiring, 2020).

**Table 4.** Determination Coefficient Test Results  
**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	,768 <sup>a</sup>	,590	,572	1,415
a. Predictors: (Constant), Motivation, Work Environment				

The R square value is 0.590 or 59%. This result means that the independent variables Motivation (X1), Work Environment (X2), have a moderate influence on the dependent Employee Performance (Y) of 59% while the remaining 0.410 or 41% is influenced by other variables not included in this study, such as Employee Performance, Job Rotation, Work Experience.

### Hypothesis Test

#### Partial Test (t-Test)

The t-test is used to test the relationship between the regression coefficient partially or separately from the independent variables, whether each independent variable has an effect on the dependent or bound variable, (Afriwahyuni et al., 2023).

**Table 5. t-Test Results**

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		T	Sig.
		B	Std. Error		
1	(Constant	14,788	2,442	7,616	,000
	work environment	,342	,104	6,255	,000
	Employee Performance	,398	,100	7,133	,000
a. Dependent Variable: Employee Performance					

Based on the table above, we can see the respective t-values for the significance of the independent variables, in the following description:

- Motivation Variable (X1), it is known that t count 6.255 > t table 1.990 and sig 0.000 < 0.05, then H1 is accepted, this proves that the Motivation variable (X1) has a significant effect on Employee Performance (Y) of the Disaster Management Agency (BPBD) of Solok Regency.
- The Work Environment variable (X2) is known to be tcount 7.133 > ttable 1.990 and sig 0.000 < 0.05. So H2, this proves that the Work Environment variable (X2) has a significant effect on Job Satisfaction (Y) of the Regional Disaster Management Agency (BPBD) of Solok Regency.

### Simultaneous Test (F Test)

The F test basically shows whether all independent or free variables have a joint influence on the dependent variable simultaneously or bound, then the f test is carried out. The results of the simultaneous regression test or F test. (Vemil et al., 2023) can be seen in the table below:

**Table 6. F Test Results**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1620,883	2	781,092	57,434	,000 <sup>a</sup>
	Residual	1244,877	50	15,225		
	Total	2865,760	52			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Motivation, Work Environment						

From the table above we can see that f count is 57.434 with a significance of 0.000. And the ft table value is 3.11. The results of the ANOVA management above show that the value of f count is 52.434 > ft table 4.25 with a significance level of 0.000 < 0.05. The large f count value of ft table and the significant value is smaller than 0.05 indicating that Motivation (X1), Work Environment (X2), simultaneously or together have a significant effect on the dependent variable, namely Employee Performance (Y), so it can be explained that the 3rd hypothesis (H3) is accepted.

## DISCUSSION

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

The study's findings indicate that work motivation (X1) has a positive and significant effect on the performance of employees of Solok Regency's Regional Disaster Management Agency (BPBD). The t value of t count 6.255 is greater than t table 1.990, so it can be concluded that there is an influence of motivation (X1) on the performance of employees of BPBD Solok Regency. The results of this study are also in line with research conducted by Hustia (2020), and Saputra and Fernos (2023), which stated that work motivation influences employee performance.

Motivation variables have a significant influence on employee performance. Motivation encompasses the needs, drives, and goals required to effectively carry out work tasks. When employees possess motivation towards their work, they exhibit greater enthusiasm for task completion, a strong desire to achieve optimal performance outcomes, and a greater sense of satisfaction with their work. Conversely, lack of motivation can cause stress, laziness at work, and decreased performance. Therefore, it is important for organizations to motivate employees by providing support and having a reciprocal relationship between superiors and subordinates.

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

The study's findings indicate that the work environment (X2) has a positive and significant effect on the performance of Solok Regency's Regional Disaster Management Agency (BPBD) employees. The t value of t count 7.133 is greater than the t table of 1.990, so it can be concluded that there is an influence of the work environment (X2) on the performance of employees of the BPBD of Solok Regency. The results of this study are also in line with research conducted by Adha et. al. (2019), and Ardeski and Nirwana (2022), which stated that the work environment affects employee performance.

Work environment variables have a significant influence on employee performance. Factors such as comfortable physical conditions, good relationships between coworkers, support from superiors, and the availability of adequate resources contribute to a conducive work environment. When the work environment is positive, employees tend to feel more comfortable, motivated, and productive. Conversely, an unsupportive work environment can cause stress, dissatisfaction, and decreased performance. Therefore, creating and maintaining a positive work environment is essential to increase employee job satisfaction.

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

The R square value is 0.590, or 59%; this result means that the independent variables Motivation (X1) and Work Environment (X2) have a moderate influence on the dependent variable Employee Performance (Y) of 59%. The results of this study are also in line with research conducted by Sembiring (2020), which states that work motivation and work environment have a simultaneous effect on employee performance.



Motivation and work environment variables have a significant influence on employee performance. High employee motivation, which includes needs, drives, and goals, allows them to carry out their duties well, increasing enthusiasm and desire to achieve the best results. Meanwhile, a positive and conducive work environment, including comfortable physical conditions, favorable relationships between coworkers, and support from superiors, also contributes greatly to employee performance. When employee motivation is high and supported by a good work environment, employee performance tends to increase, which in turn can increase productivity and overall organisational performance.

## CONCLUSION

Based on the research results of the Study of the Influence of Motivation and Work Environment on the Performance of Employees of the Regional Disaster Management Agency in Solok Regency, the following conclusions can be drawn:

1. Motivation (X1) has a significant effect on Employee Performance (Y). With a tcount value of  $6.255 > t_{table} 1.990$  and  $sig\ 0.000 < 0.05$ . This shows that motivation has a significant effect on Employee Performance of the Regional Disaster Management Agency (BPBD) of Solok Regency.
2. Work Environment (X1) has a significant effect on Employee Performance (Y). With a calculated t value of  $7.133 > t_{table} 1.990$  and  $sig\ 0.000 < 0.05$ . This shows that the work environment has a significant effect on the Performance of Employees of the Regional Disaster Management Agency (BPBD) of Solok Regency.
3. Motivation and Work Environment simultaneously or together affect Employee Performance. This is shown by using the f-value of  $52.949 > f_{table} 4.25$  with a significant level of  $0.000 < 0.05$ . So it can be interpreted that there is a simultaneous influence between Motivation and Work Environment on Employee Performance of the Regional Disaster Management Agency (BPBD) of Solok Regency.

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