THE EFFECT OF MOTIVATION, DISCIPLINE AND WORK ENVIRONMENT ON THE PERFORMANCE OF NAGARI OFFICES IN SANGIR DISTRICT, SOUTH SOLOK REGENCY

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Abstract

Carrying out village government duties requires competent human resources. Human resources are crucial as the primary driver of all activities to achieve goals, particularly in maximizing work effectiveness and efficiency to achieve government and village government performance. This study aims to: (1) Determine the impact of motivation, discipline, and the work environment on the performance of village officials in Sangir District. (2) Determine the effect of discipline on the performance of village officials in Sangir District. (3) Determine the effect of motivation on the performance of village officials in Sangir District. (4) Determine the effect of the work environment on the performance of village officials in Sangir District. (5) Determine the effect of motivation, discipline, and the work environment on the performance of village officials in Sangir District. This study used a descriptive quantitative method. Data were collected through questionnaires and analyzed using multiple linear regression analysis. The study was conducted on 107 respondents. The results revealed that (1) Respondents' achievement levels for motivation were in the Excellent category, discipline was in the Very Good category, work environment was in the Very Good category, and performance was in the Very Good category. (2) Motivation had a significant effect on the performance of village officials. (3) Discipline has a significant influence on the performance of village officials. (4) The work environment has a significant influence on the performance of village officials. (5) Motivation, discipline and the work environment together have a significant influence on the performance of village officials.

Keywords:*Discipline, Motivation, Work Environment, Performance*

INTRODUCTION

Carrying out government duties, including village government, requires competent human resources within a government agency. Human resources play a crucial role as the primary driver of all activities in achieving goals, as well as maintaining government performance. This begins with human resource management, particularly in maximizing work effectiveness and efficiency to achieve government and village government performance.

According to(Vinet & Zhedanov, 2020)says that performance is the work results in terms of quality and quantity achieved by an employee in carrying out his functions in accordance with the responsibilities given to him.(Darmawan, 2022)states that performance is a record of the results produced or generated from certain job functions or activities during a certain period.

Motivation comes from the Latin word "movere," which means to push or to move. In English, the word "movere" is often equated with "motivation," which means to provide a motive or something that creates an impulse.(Syamsurizaldi, 2015). Meanwhile, according to(Adamy Marbawi, 2016)Work motivation is defined as something that causes and supports

human behavior so that people are willing to work hard and enthusiastically to achieve optimal results. According to (Mangkunegara, 2017), motivation is a condition or energy that drives employees to be directed or focused on achieving company goals.

According to(Farras, 2022)states that work discipline is a tool used by managers to communicate with employees so that they are willing to change existing social norms. According to(Vinet & Zhedanov, 2020)Discipline is a management action to provide encouragement for the implementation of organizational standards. This is training that influences efforts to justify and involve employee knowledge, attitudes and behavior so that there is a willingness to be disciplined.

According to Afandi in(Khaeruman et al., 2021)The work environment is everything around an employee that can influence him in carrying out the tasks assigned to him. The work environment is all the tools and materials he encounters, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group.(Deny Surya Permana, 2022).

METHOD

The research design used in this study is quantitative research. According to(Sugiyono, 2017)Quantitative research is a research method based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative with the aim of testing predetermined hypotheses.

This research involved village officials in Sangir District, South Solok Regency, from April to June 2025.

The sampling technique used was saturated sampling, a sampling technique that uses all members of the population as samples, totaling 107 village officials in Sangir District. Questionnaires were distributed to village officials using Google Forms and distributed via WhatsApp. The data were then processed using SPSS.

RESULT AND DISCUSSION

1. General Description of Research Object

Table 1. Respondents by Gender

Gender	Number of people)	Percentage
Man	70	65%
Woman	37	35%
Amount	107	100%

Source: Primary Data Processing, 2025

From the table above, it can be seen that 70 (seventy-seven) respondents were male, representing 65%, and 37 (thirty-seven) respondents were female, representing 35%. This proves that the majority of respondents from the Village Apparatus in Sangir District were male.

Table 2. Respondents by Age

Age (Years)	Number of people)	Percentage
20-30	39	36%
31-40	48	45%
>40	20	19%
Amount	107	100%

Source: Primary Data Processing, 2025

From the table above shows respondents based on age, it can be seen that those aged 20-30 years were 39 (thirty-nine people) with a percentage of 36%, respondents aged 31-40 years were 48 (forty-eight) people with a percentage of 45%, while respondents aged >40 years were 20 (twenty) people. This shows that the majority of Village Apparatus in Sangir District who became the most respondents were in the 31-40 years age range.

Table 3. Respondents Based on Education

Education	Number of people)	Percentage
High School	63	59%
D1	1	1%
D3	4	3%
S1	38	36%
S2	1	1%
Amount	107	100%

Source: Primary Data Processing, 2025

From the table above, it shows that respondents based on education can be seen that respondents with high school education were 63 (sixty-three) people with a percentage of 59%, then followed by respondents with a bachelor's degree of 38 (thirty-eight) people with a percentage of 36% while respondents with a master's degree of 1 (one) person with a percentage of 1%. This shows that the majority of Village Apparatus in Sangir District who became respondents were with high school education, followed by those with a bachelor's degree.

2. Overview of Research Variables

a. Normality Test

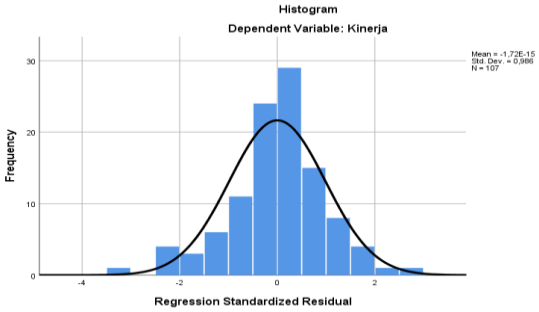

Figure 1: Histogram

Source: SPSS 26 Analysis Results, 2025

Based on the histogram output above, it can be seen that the curve has a slope that tends to be balanced, both on the left and right sides, and the curve is shaped like a bell that is almost perfect, the distribution of existing data is spread evenly across all areas of the normal curve. It can be concluded that the data is normally distributed.

Likewise the following Normal PP Plot output:

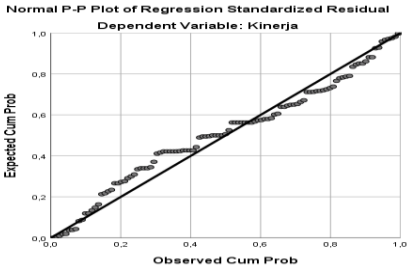

Figure 2: Normal P-Plots Graph
Source: SPSS 26 Analysis Results, 2025

From the normal curve of the PP Plots above, it is known that the data points are in the same direction following the diagonal line, so the data distribution is normally distributed.

b. Heteroscedasticity Test

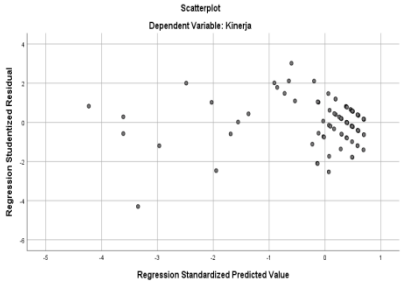

Figure 3: Scatterplots
Source: SPSS 26 Analysis Results, 2025

*Output*SPSS in the Scatterplots image shows the distribution of data points as follows: The data points are spread above and below or around the number zero. The data points do not cluster only above or below. The distribution of data points does not form a wavy pattern, narrowing and then widening again. The distribution of the points is not patterned.

Thus, it can be concluded that the multiple regression model is free from the classical assumption of heteroscedasticity and is suitable for use in this study.

c. Multicollinearity Test

Table 4. Collinearity Statistics Values

Colliearity Statistics	
Tolerance	VIF
0, 146	6,840
0.137	7,293
0.401	2,493

Source: SPSS 26 Analysis Results, 2025

Multicollinearity test is known from the VIF for each predictor. The requirement to be said to be free from multicollinearity is if the predictor VIF value does not exceed 10 and the tolerance number is above 0.001. Ha is accepted if VIF <10 and the tolerance number is above 0.001 and conversely Ha is rejected if VIF >10 and the tolerance number is below 0.001. This means that the test in this study does not exceed 10 so it is concluded that the model is not affected by multicollinearity.

d. Coefficient of Determination (R2)

Table 5: Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,899a	,808	,802	1,278

Source: SPSS 26 Analysis Results, 2025

From the table above, the R figure of 0.899 or 89.9% shows that the correlation or relationship between the performance of the Village Apparatus is very strong with the three independent variables, namely motivation, discipline and work environment. The R square figure or coefficient of determination is 0.808 or 80.8%, but because the independent variables consist of three, it is better to use the Adjusted R Square figure, which is 0.802 because the regression equation uses three or more independent variables, so a good coefficient of determination to use in explaining this equation is the adjusted coefficient of determination.

The adjusted R-squared value is always smaller than the R-squared value. This means that 80.2% of the variance in the Village Apparatus performance figures can be explained by variations in the three independent variables: motivation, discipline, and work environment. The remainder is caused or explained by other factors not examined. A standard error of estimate (SEE) of 1.278 makes the regression model more accurate in predicting the independent variables.

e. Multiple Linear Regression Equation

Table 6: Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,157	2,895		1,436	,154
	Motivation	,017	,064	,030	2,263	,003
	Discipline	,253	,064	,462	3,961	,000
	Work environment	,258	,038	,467	6,845	,000

Source: SPSS 26 Analysis Results, 2025

Based on the SPSS output in table 4.5, Unstandardized Coefficient, the regression equation can be formulated as follows:

$$Y = 4.157 + 0.017X1 + 0.253X2 + 0.258X3$$

The interpretation of the multiple linear equation is as follows: The constant value of 4.157 means that everything from the independent variables is considered constant, so the value of the performance of the Village Device is 4.157.

The regression coefficient value of the motivation variable is 0.017, which means that if there is an increase in the motivation value of one unit, it will increase the performance of the Village Apparatus by 0.017 units, and vice versa, if there is a decrease in the motivation value of one unit, it will decrease the performance of the Village Apparatus by 0.017 units.

The regression coefficient value of the discipline variable is 0.253, which means that if there is an increase in the discipline value of one unit, it will increase the performance of the Village Apparatus by 0.253 units, and vice versa, if there is a decrease in the discipline value of one unit, it will decrease the performance of the Village Apparatus by 0.253 units.

The regression coefficient value of the work environment variable is 0.258, which means that if there is an increase in the work environment value by one unit, it will increase the performance of the Village Apparatus by 0.258 units, and vice versa, if there is a decrease in the work environment value by one unit, it will decrease the performance of the Village Apparatus by 0.258 units.

f. Pearson correlation coefficient (r)

Table 7. Correlations

		Motivation	Discipline	Work environment	Performance
Motivation	Pearson Correlation	1	,922**	,748**	,804**
	Sig. (2-tailed)		,000	,000	,000
	N	107	107	107	107
Discipline	Pearson Correlation	,922**	1	,766**	,847**
	Sig. (2-tailed)	,000		,000	,000
	N	107	107	107	107
Work environment	Pearson Correlation	,748**	,766**	1	,843**
	Sig. (2-tailed)	,000	,000		,000
	N	107	107	107	107
Performance	Pearson Correlation	,804**	,847**	,843**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	107	107	107	107

Source: SPSS 26 Analysis Results, 2025

Based on the SPSS output in the correlation table, the population correlation coefficient can be estimated as follows, the correlation coefficient between the performance of Village Apparatus and motivation is 0.804 with a Sig. 0.000. The relationship between the performance of Village Apparatus and motivation is around 80.4%, so this relationship can be said to be a very strong relationship.

The correlation coefficient between the performance of Village Apparatus and discipline is 0.847 with a Sig. 0.000. The relationship between the performance of Village Apparatus and discipline is around 84.7%, so this relationship can be said to be a very strong relationship.

The correlation coefficient between the performance of the Village Apparatus and the work environment is 0.843 with a Sig. of 0.000. The relationship between the performance of the Village Apparatus and the work environment is around 84.3%, so this relationship can be said to be a very strong relationship.

g. t-test

Table 8. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,157	2,895		1,436	,154
	Motivation	,017	,064	,030	2,263	,003
	Discipline	,253	,064	,462	3,961	,000
	Work environment	,258	,038	,467	6,845	,000

Source: SPSS 26 Analysis Results, 2025

The influence of the independent variable motivation (X1) on the dependent variable performance (Y) is by comparing the calculated t with the t table. The calculated t value obtained is 2.263 and the t table value is 1.659 (calculated t > t table) and the p-value of 0.003 is smaller than the level of significance value of 0.05, so H01 is rejected and Ha1 is accepted which means that motivation has a significant effect on the performance of the Nagari Civil Service.

The influence of the independent variable discipline (X2) on the dependent variable performance (Y) is by comparing the calculated t with the t table. The calculated t value obtained is 3.961 and the t table value is 1.659 (calculated t > t table) and the p-value of 0.000 is smaller than the level of significance value of 0.05, so H02 is rejected and Ha2 is accepted which means that discipline has a significant effect on the performance of the Nagari Device.

The influence of the independent variable of the work environment (X3) on the dependent variable of performance (Y) is by comparing the calculated t with the t table. The calculated t value obtained is 6.845 and the t table value is 1.659 (calculated t > t table) and the p-value of 0.000 is smaller than the level of significance value of 0.05, so H03 is rejected and Ha3 is accepted which means that the work environment has a significant effect on the performance of the Nagari Civil Service.

h. F test

Table 9. Anova

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	707,844	3	235,948	144,524	,000b
	Residual	168,156	103	1,633		
	Total	876,000	106			

Source: SPSS 26 Analysis Results, 2025

Based on the results of the F test, there is a calculated F greater than the F table, namely the calculated F of 144.524 > F table 2.69, then H0 is rejected and Ha is accepted with a sig. value of more than 0.000 smaller than the alpha value of 0.05, so based on this regression model it explains that motivation, discipline and work environment simultaneously have a significant effect on the performance of the Village Apparatus.

CONCLUSION

Based on the results of the study, several conclusions can be drawn as follows, Motivation in the Village Apparatus in Sangir District is in the very good criteria, this is evidenced by the average motivation of 4.8 with an achievement level of 97%. Discipline in the Village Apparatus in Sangir District is in the very good criteria, this is evidenced by the average discipline of 4.9 with an achievement level of 97%. The work environment in the Village Apparatus in Sangir District is in the very good criteria, this is evidenced by the average work environment of 4.8 with an achievement level of 96.4%. Performance in the Village Apparatus in Sangir District is in the very good criteria, this is evidenced by the average performance of 4.8 with an achievement level of 96.7%. Motivation has a significant effect on the performance of the Village Apparatus, this is evidenced by the results of the analysis and t test, the significance value is 0.003 <0.5 and t count 2.263> t table 1.659, this means that H01 is rejected and Ha1 is accepted.

Discipline has a significant effect on the performance of the Village Apparatus, this is proven by the results of the analysis and t-test, which shows a significance value of 0.000 < 0.5 and t count 3.961 > t table 1.659, this means that H02 is rejected and Ha2 is accepted.

The work environment has a significant influence on the performance of the Village Apparatus, this is proven by the results of the analysis and t-test, which shows a significance value of 0.000 < 0.5 and t count 6.845 > t table 1.659, this means that H03 is rejected and Ha3 is accepted.

Motivation, discipline and work environment have a significant influence on the performance of the Village Apparatus, this is proven by the results of the analysis and F test, which shows a significance value of 0.000 < 0.5 and F count 144.524 > F table 2.69, this means that H01 is rejected and Ha1 is accepted.

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