



JIATIS

Journal of International Accounting, Taxation
and Information Systems

<https://jiatis.com/index.php/journal>
Online ISSN 3048-085X

The Impact of Motivation and Work Environment in Improving the Performance of Government Employees of the Hiliran Gumanti Sub-District, Solok Regency

Rivo Revanda^{1*}, Afni Yeni², Wahyu Indah Mursalini³

¹⁻³Management Study Program, Faculty of Economics, Universitas Mahaputra Muhammad Yamin, Indonesia

E-mail: ¹⁾ rivorevanda5@gmail.com, ²⁾ yeniafni92@gmail.com, ³⁾ wahyuindah771@gmail.com

ARTICLE INFO

Article History

Received : 12.07.2025

Revised : 04.08.2025

Accepted : 16.08.2025

Article Type: Research
Article

*Corresponding author:

Rivo Revanda

rivorevanda5@gmail.com



ABSTRACT

The role of employee performance in organizational effectiveness is of particular importance in the public sector, where success in service delivery is critically based on human resources. Yet, many of the government institutions struggle in ensuring peak performance by their employees due to low motivation and lesser conducive workplaces environment. They can create obstacles to productivity, slow down the processes, and eventually affect the quality of public services. This study was carried out in Hiliran Gumanti District within Solok Regency to examine how motivation and workplace conditions affect the job performance of government workers. The researchers used a quantitative approach and conducted surveys using questionnaires to assess the relationships. The findings revealed that the motivation factor positively and significantly influences job performance, and therefore the alternative hypothesis is accepted. Similarly, work environment also significantly influenced employee performance, therefore, alternative hypothesis was also accepted. Moreover, results of joint analysis found that motivation and work environment together have significant effect on employee performance, which strengthens conclusion that both motivational and work environment have critical role on increasing the effectiveness of government employees.

Keywords: Employee Performance, Government Employees, Motivation, Organizational Behavior, Work Environment

1. Introduction

Human Resource is crucial to the success of business operations and should be handled with professionalism since they play a vital role in the functioning of companies or organizations. When HR management is conducted effectively and efficiently, it can result in the development of competent staff members who can contribute positively to the success of the company or institution. The availability of professional human resources in every organization is an increasing challenge and demand of the globalization era, both quantitatively and qualitatively. The most serious challenge faced by management today is to achieve company goals and sustainability, which is greatly influenced by the quality of human resource performance within it (Zayd & Habiburahman, 2022).

An organization's success is dependent on the combined efforts of both individual and group performance. When individuals excel, it enhances the group's performance, which in turn impacts the organization positively. Therefore, enhancing the performance of individuals and groups is essential to improve overall organizational success (Nurhayati et al., 2023). An employee's performance is defined by the outcome of their work, measured by both the quality and quantity of their accomplishments while fulfilling

the tasks assigned to them. Performance refers to the outcomes produced by an individual or a team within a company, based on their designated roles and obligations, to meet the organization's objectives in a lawful, ethical manner without breaking any rules or regulations (Jopanda, 2021).

Motivation is a key element that can impact how well employees perform in the workplace. It serves as the fuel that propels individuals towards achieving objectives through various behaviors. Motivation acts as a stimulant that prompts individuals to engage in specific tasks (Marhaenis, 2024). The importance of work motivation is conveyed through activities that cause, channel, and maintain human behavior (Yoga et al., 2024). With motivation given by superiors or motivation that comes from within or outside an employee, it will improve the performance of that employee because it fosters enthusiasm in completing their tasks and responsibilities (Tarae & Sundari, 2024). Work Environment is another element that affects employee performance in their work. A positive work environment can greatly boost the productivity and overall performance of employees. When employees are able to make significant contributions to the company's success, it is a clear indication of a favorable work environment (Annisa et al., 2022).

In consideration of the background, this study is focused to analyze the effect of motivation and work environment on the performance of local government employee in Hiliran Gumanti Sub-District of Solok Regency. This research findings may theoretically and practically contribute to human resource management literature especially in the public sector and may provide some useful insights to policymakers and leaders of organizations in terms of how service delivery and employee performance may be optimized through enhanced public sector management.

2. Literature Review

2.1. Employee Performance

Employee performance refers to the outcome of an employee's efforts in terms of both quality and quantity while fulfilling their assigned duties. It represents the level of achievement that individuals or teams can reach within an organization, aligning with their roles and responsibilities in pursuit of the organization's objectives in a lawful, ethical, and moral manner (Yeni et al., 2024). There are four indicators of Employee Performance according to Kasra & Ali (2023) including competence, cooperation, responsibility, initiative.

2.2. Motivation

Motivation is derived from the term motif, which refers to the driving force behind someone's actions. It encompasses a set of beliefs and principles that guide individuals towards accomplishing their objectives. These beliefs and principles are intangible yet empower individuals to take actions that lead to goal attainment. Work motivation is a factor that impacts how individuals are inspired, guided, and sustained in their work activities. Motivation can arise from individuals themselves, through their understanding of the value and advantages of the tasks they are performing (Firdausi, 2023). Work motivation indicators consist of 4 (Duha, 2024) which are willingness, voluntary, skill, purpose.

2.3. Work Environment

Work environment is a part that cannot be separated from the type and location of work where individual employees are located and active. Work environment concerns spatial arrangement, natural light, and sound influences that affect an employee's concentration while working. The conditions in which work takes place are considered favorable or suitable when individuals are able to perform tasks efficiently, while maintaining their health, safety, and comfort. The work environment encompasses the surroundings in which employees operate and has an impact on their ability to complete assigned duties (Heriyanti & Putri, 2021). There are several indicators of work environment variables based on Zayd & Habiburahman (2022) including relationships between colleagues, workplace atmosphere, availability of work facilities, facilities and infrastructure.

3. Methodology

The study was conducted at the Hikiran Gumanti Sub-district office, located at Talang Babungo, Hikiran Gumanti Sub-district, Solok Regency, West Sumatra 27372, which serves as the primary research site. The investigation employs a quantitative research methodology designed to describe and provide a comprehensive overview of the study subject through numerical analysis of sample or population data. The research population consists of all Civil State Apparatus working within institutions under the administrative management of Hikiran Gumanti Sub-district, Solok Regency, totaling 44 individuals. To ensure comprehensive data collection, the study utilizes a total sampling approach, meaning the entire population of 44 employees serves as the research sample. The data analysis employs several statistical techniques including Multiple Linear Regression Analysis to examine variable relationships, Coefficient of Determination Test (R^2) to measure explanatory power, comprehensive Hypothesis Testing, Partial Test (t-test) for individual variable significance, and Simultaneous Test (F-test) to assess the combined effect of all variables on employee performance.

4. Results and Discussion

4.1. Multiple Linear Regression Analysis

Table 1. Results of Multiple Linear Regression Analysis

Variable	t-value	Sig	F-value	Sig	rSquad	B
Constant	-	0,43				11,446
Motivation	3,286	,002				,306
Work Environment	4,472	,000	27,190	,000 ^b	0,570	,467

After analyzing the data, a complex linear regression formula is derived with the given equation structure:

$$Y = 11,446 + 0,306 X_1 + 0,467 X_2 + e$$

According to the equation for multiple linear regression provided, we can draw the following conclusions: The constant value in this regression model is 11.446, which means that employee performance is predicted to be 11.446 when all independent variables are held constant or set to zero. The motivation variable (X_1) has a positive regression coefficient of 0.306 in this study. If the motivation increases by one unit, the employee performance (Y) will also increase by 0.306 units, provided that the work environment variable (X_2) remains constant or is zero. Similarly, the work environment variable (X_2) has a positive regression coefficient of 0.467. This indicates that if the work environment increases by one unit, the employee performance (Y) will increase by 0.467 units, assuming the motivation variable (X_1) remains constant or equals zero.

4.2. Coefficient of Determination (R^2)

The information presented in the chart indicates that the R-squared value is 0.570, equivalent to 57.0%. This finding suggests that Motivation (X_1) and Work Environment (X_2) collectively contribute to 57.0% of the Employee Performance (Y), leaving the remaining 43.0% to be affected by unaccounted variables like salary provision and leadership style.

4.3. Hypothesis Testing with Partial Significance Test (t-test)

According to the information provided in the table, the significance of each independent variable can be interpreted. The t-value for the Motivation variable (X_1) is 3.286, exceeding the t-table value of 2.01954, with a significance value of 0.02, below 0.05. This means that H_1 is supported, indicating that Motivation (X_1) has a notable impact on Employee Performance (Y) at the Government Institution in Hikiran Gumanti Subdistrict, Solok Regency. As for the Work Environment variable (X_2), the t-value is 4.472, higher than the t-table value of 2.01954, and the significance value is 0.00, below 0.05. Consequently, H_2 is affirmed, demonstrating that the Work Environment variable (X_2) also plays a significant role in Employee Performance (Y) at the Government Institution in Hikiran Gumanti Subdistrict, Solok Regency.

4.4. Hypothesis Testing with Simultaneous Significance Test (F-test)

The data in the table reveals that the F value is 27.190, which is statistically significant at 0.000 level. In comparison, the F-table value is only 3.23. Through the ANOVA analysis, it is apparent that the F value exceeds the F table of 3.23, and the significance level is below the threshold of 0.05. These results suggest that Motivation (X1), Work Environment (X2), and Employee Performance (Y) collectively have a notable and positive influence on Employee Performance (Y). Therefore, it can be concluded that the third hypothesis (H3) is supported.

5. Conclusion

The results of the study on how motivation and work environment impact employee performance at the Government Institution of Hiliran Gumanti Subdistrict, Solok Regency lead to the following conclusions. Motivation plays a crucial role in boosting employee performance. Ensuring high levels of motivation leads to improved performance within the institution. Similarly, a positive work environment enhances employee performance. An environment that is comfortable and supportive helps employees perform better. Additionally, the combination of motivation and work environment has a significant impact on employee performance. When both aspects are optimized for strong motivation and a conducive work environment, there is a notable increase in employee performance.

In line with these results, several suggestions are proposed. The authorities in Hiliran Gumanti Subdistrict need to focus more on motivating their employees, as this is essential for boosting their performance in the public sector. It is also vital to create a positive and pleasant work atmosphere to enhance the productivity of the employees. Future researchers are encouraged to expand this study by developing new variables and exploring different settings or locations with a broader scope. They may also consider incorporating other relevant variables that have not yet been studied, such as salary provision and leadership style.

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