The Impact of Work Motivation, Work Discipline, Work Culture and Work Environment on Employee Performance at Ambulu Village Office

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Abstract: The reason for this study is to decide the effect of work inspiration, work discipline, work culture, and workplace on representative execution at the Ambulu Town Office. This kind of exploration involves quantitative strategies and the quantity of tests in this review is 30 respondents, the examining strategy utilized is immersed testing or enumeration. Validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, T tests, and R2 tests are the analytical tools utilized in this study. Work motivation, discipline, culture, and the work environment all have a positive and significant impact on employee performance at the Ambulu Village Office, according to this study's findings, which are significant at a level of 0.05%. This should be visible in light of the consequences of the coefficient of assurance (R^2) test that the four autonomous factors influence representative execution at the Ambulu Town Office by 84.1% and the leftover 15.9% are affected by different factors.

Keywords: Work Inspiration; work discipline; Performance, Workplace Culture, and Environment

INTRODUCTION

Over time, competition between organizations, companies, and institutions. Nowadays it requires us to keep up with the development of science and technology. Therefore, an organization or business must be able to adapt to maintain its existence and also outperform its competitors. An institution's resources methods and machines, for example, cannot deliver the best results unless they are backed by the best human resources. HR are the fundamental resource that should be dealt with. The advancement or disappointment of an association not set in stone by the HR in it.

HR are the primary driver of the foundation of an association with the goal that HR play a vital part for an association. Sunarsi [1] (2019) Human resources are a person's ability in the form of thinking power, which is determined by his environment and motivated to meet his needs.

Employees such as human resources in government agencies have a great opportunity to do their jobs. The potential of every human resource of an agency must be utilized as well as possible to achieve optimal work results in accordance with the objectives. The village office is a state institution in charge of population data processing.

Motivation is a drive given to individuals or groups through words that are usually as encouragement to achieve certain goals. Robbins [2] (2008) motivation is a process that indicates the intensity, direction, and perseverance of a person in pursuit of a goal. According to Sunyoto [3], 2015,

motivation is also the deliberate effort to change one's behavior in a way that helps the organization achieve its objectives. According to Sutrisno [4], a person's willingness to obey and follow the standards that apply to him is what is meant by discipline. Work discipline is a device utilized by bosses to change conduct and increment one's mindfulness and eagerness to follow all hierarchical or organization guidelines and relevant normal practices (Rivai [5], 2009).

Nawawi [6] (2005) Work culture is a propensity that is completed more than once by representatives in an association. Work culture has an extremely profound significance since it changes the perspectives and ways of behaving of representatives to accomplish higher work efficiency in confronting future difficulties. Culture is likewise characterized as a model of general essential presumptions that specific gatherings study to resolve issues of outside transformation and inside reconciliation (Schein [7], 2010).

Sedarmayanti [8] (2011) the workplace overall of devices and materials confronted, the general climate where an individual works, his work techniques, and his work coordinators both as people and collectively. The workplace is one of the significant elements in making worker execution. The lighting in the workplace, the temperature of the air, job safety, and relationships with employees are all factors that influence the work environment. Workplace, as defined by Siagian [9] (2014), is the setting in which employees carry out their day-to-day duties.

According to Sinambela et al. [10] (2012), performance refers to an employee's capacity to perform particular skills. Representative execution is extremely important on the grounds that this exhibition shows the degree of the worker's capacity to follow through with the responsibilities given to him. Performance means the extent to which individuals participate in the implementation of organizational strategies, and in realizing certain objectives relating to the individual's role and/or in demonstrating competencies that are important to the organization (Harsuko [11], 2011)

Discipline is an individual's mindfulness and readiness to submit to all organization guidelines and material normal practices. One level of discipline is shown by the presence of employees, punctuality in coming to work and discipline in uniform. However, the application of discipline that is too strict can also trigger work stress in employees or motivate employees, because some employees are usually lazy at work if discipline is not applied strictly (Hasibuan [12], 2004). The following is a table of attendance of Ambulu village office employees:

Table 1. List of Employee Attendance of Ambulu Village Office in 2022

Month	Permit	Sick	Absen	Late Entry	Number of Employees
Januari	3	0	0	8	30
Februari	1	1	0	6	30
Maret	2	0	1	5	30
April	0	0	3	4	30
Mei	1	0	2	5	30
Juni	1	0	4	6	30
Juli	0	0	6	4	30
Agustus	0	4	3	5	30
September	0	1	6	3	30
Oktober	0	1	5	5	30
November	0	1	0	3	30
Desember	0	0	0	4	30

Table 1 obtained data on the most employees who were cleared in January, many who were sick in August, many who were absent in July and September, and many were late in January. Currently, there are still many negative assessments of employees in the Ambulu Village office, because the current internal conditions lack the support of resources and high work motivation, there are still employees who use rest time beyond the predetermined time, some are still late for work, and also still not on time in carrying out their duties.

METHOD

Research Design

This research uses quantitative methods, which are research methods that use many numbers. Starting from the data collection process to its interpretation. The source of data used in this study is by collecting data through the distribution of questionnaires to the research subjects to be addressed, namely employees of the Ambulu Village Office.

Population, Sample, and Sampling Techniques

According to Sugiyono [13], the term "population" refers to an area that spans generations and is made up of things or people with particular characteristics and criteria that researchers use to conduct their research and arrive at conclusions. As a result, the participants in this study are thirty people who work at the Ambulu village office. The testing method utilized is an immersed examining procedure or can likewise be known as a statistics, and that implies an inspecting strategy assuming that all individuals are utilized as tests.

Tool

Using the SPSS 28 program, an analysis of the data used for instrument testing in this study. The table below displays the validity and reliability test results for the variables analyzed in this study.

Table 2. Validity Test Results

Variable	Statement Item	R count	r table	Desciption
Motivation (X1)	X1.1	0,423	> 0,361	Valid
	X1.2	0,463		
	X1.3	0,416		
	X1.4	0,520		
	X1.5	0,398		
Discipline (X2)	X2.1	0,695	> 0,361	Valid
	X2.2	0,574		
	X2.3	0,579		
	X2.4	0,610		
Culture (X3)	X3.1	0,466	> 0,361	Valid
	X3.2	0,500		
	X3.3	0,397		
	X3.4	0,401		

Variable	Statement Item	R count	r table	Desciption
	X3.5	0,467		
Environment (X4)	X4.1	0,480	> 0,361	Valid
	X4.2	0,517		
	X4.3	0,728		
	X4.4	0,584		
	X4.5	0,704		
Performance (Y)	Y.1	0,549	> 0,361	Valid
	Y.2	0,606		
	Y.3	0,550		
	Y.4	0,431		
	Y.5	0,501		

Table 2 shows that the connection of every marker with the complete develop score of every variable shows substantial outcomes since r is determined > r table and importance < 0.05. As a result, it is possible to draw the conclusion that each of these claims is true.

Table 3. Reliability Test Results

No	Variable	Alpha Count	Standart Alpha	Description
1	Work Motivation (X1)	0,729		
2	Work Discipline (X2)	0,702		
3	Work Culture (X3)	0,702	0,600	Reliabel
4	Work Environment (X4)	0,806		
5	Employee Performance (Y)	0,725		

Table 3 shows that reliability test results for all variables are considered reliable because each independent variable (X1, X2, X3, X4) has a Cronbach alpha value above 0.60.

RESULTS AND DISCUSSION

The number of questionnaire disseminators distributed was 30 copies with a return of 30 copies which were then obtained using SPSS 28. It is known that respondents aged 20-30 years as many as 6 people (20%), aged 31-40 years as many as 6 people (20%), aged 41-50 years as many as 13 people (43.3%), and aged more than 50 years as many as 5 people (16.7%). All 30 respondents were employees at the Ambulu Village Office.

Table 4. Double linear regression test results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,740	3,518		4,474	0,000
	Motivasi Kerja	0,304	0,130	0,302	2,331	0,028
	Disiplin Kerja	0,915	0,146	0,959	6,271	0,000
	Budaya Kerja	0,270	0,124	0,310	2,176	0,039
	Lingkungan Kerja	0,625	0,218	0,616	2,870	0,008

a. Dependent Variable: Kinerja Karyawan

The result of the homepage linear regression equation is as follows:

$$Y = 15{,}740 + 0{,}304 + 0{,}915 + 0{,}270 + 0{,}625 + e$$

From the situation above, it very well may be portrayed that:

1. 15.740 is the constant value. This intends that assuming the factors inspiration, work discipline, work culture, and workplace are zero (0) then the reliant variable is representative execution (Y) of 15,740.
2. The coefficient's value is 1=0.304. Work motivation (X1) has a positive regression coefficient of 0.304, indicating a 30.4% increase in employee performance in the event of an increase.
3. The coefficient's value is 2=0.915. Work discipline (X2) has a positive regression coefficient of 0.915, indicating that employee performance will rise by 9.15 percent if the variable is increased.
4. The worth of the coefficient β3=0.270. The worth of the relapse coefficient of the work culture variable (X3) is positive at 0.270, really intending that assuming there is an increment, representative execution will increment by 27%.
5. The coefficient's value is 4=0.625. With a value of 0.625, the work environment variable's regression coefficient, employee performance will improve by 62.5 percent if the variable (X4) is increased.

Table 5. Test T (Partial)

Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1.	(Constant)	15,740	3,518		4,474	0,000
	Motivasi Kerja	0,304	0,130	0,302	2,331	0,028
	Disiplin Kerja	0,915	0,146	0,959	6,271	0,000
	Budaya Kerja	0,270	0,124	0,310	2,176	0,039
	Lingkungan Kerja	0,625	0,218	0,616	2,870	0,008

a. Dependent Variabel : Kinerja Karyawan

In table 5 presents the results of the T Test, the coefficient (B) and coefficient (beta) for each variable (X1, X2, X3, X4) are presented with standard error, t value, critical t value and significance level (Sig.). The interpretation results show that all variables studied (X1, X2, X3, X4) have a significant impact on employee performance. In particular, the coefficient (beta) reflects the strength and direction of influence of each variable, while the value of t compares the estimated coefficient with the standard error. The significance level (Sig.) is all below the commonly used threshold of 0.05, which indicates that the observed effect is statistically significant.

Table 6. Test Results of Coefficient of Determination (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.929^a	.863	.841	.82643

1. Predictors: (Constant), Motivasi Kerja, Disiplin Kerja, Budaya Kerja, Lingkunan Kerja.
2. Dependent Variable: Kinerja Karyawan

Table 6 is the estimation result that shows a R square worth of 0.863 which implies the capacity to make sense of the factors of work inspiration, work discipline, work culture, and workplace on representative execution. An Adjusted R-Square of 84.1 percent was obtained from the coefficient of determination test. This indicates that the four independent variables—work motivation (X1), work discipline (X2), work culture (X3), and work environment (X4)—have an influence of 84.1 percent on the performance (Y) of Ambulu Village Office employees, while the remaining 15.9 percent are influenced by other variables or factors that are not studied

CONCLUSION

The following is a possible conclusion based on the above analysis and discussion:

1. At the Ambulu Village Office, variables related to work motivation have a positive and significant impact on employee performance. With a significance level of 0.028 0.05, the results of the statistical calculations indicate that the calculated t value of 2.331 is greater than the table t value of 2.060. So it tends to be reasoned that theory 1 which expresses that work inspiration meaningfully affects representative execution is acknowledged.
2. Work discipline factors essentially affect representative execution at the Ambulu Town Office. With a significance level of 0.000 0.05, the results of the statistical calculations indicate that the calculated t value of 6.271 is greater than the table t value of 2.060. So it tends to be presumed that speculation 2 which expresses that work discipline affects representative execution is acknowledged.
3. The Ambulu Village Office's work culture has a positive and significant effect on employee performance. With a significance level of 0.039 0.05, the results of the statistical calculations indicate that the calculated t value of 2.176 is greater than the table t value of 2.060. So it tends to be inferred that speculation 3 which expresses that work culture affects representative execution is acknowledged.
4. Workplace factors fundamentally affect representative execution at the Ambulu Town Office. The consequences of factual estimations show that the determined t worth of 2.870 is more noteworthy than the table t worth of 2.060 with an importance level of 0.008 < 0.05. So it very well may be reasoned that speculation 4 which expresses that the workplace affects representative execution is acknowledged.

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