

The Influence of Motivation and Work Environment on the Performance of Employees of the Population and Civil Registration Office (Dukcapil) of South OKU Regency

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ABSTRACT

The purpose of this study is to determine whether motivation affects employee performance at the Population and Civil Registration Office (Dukcapil) of South OKU Regency. To determine whether there is an influence of the work environment on employee performance at the Population and Civil Registration Office (Dukcapil) of OKU Selatan District, and To determine whether there is a combined influence of motivation and the work environment on employee performance at the Population and Civil Registration Office (Dukcapil) of OKU Selatan District. The research results showed that the t-test revealed a significance value between the Work Motivation variable and Employee Performance of $0.071 > 0.05$, meaning there is no significant partial influence between Work

Motivation and Employee Performance at the Population and Civil Registration Office (Dukcapil) of OKU Selatan District. The t-test results the significance value between the Work Environment variable and Employee Performance was $0.000 < 0.05$, indicating that there is a significant partial effect between Work Environment and Employee Performance at the Population and Civil Registration Office (Dukcapil) of OKU Selatan District, and the results of the F-test hypothesis testing showed that the significance value was $0.000 < 0.05$, meaning that H_0 was rejected and H_a was accepted. Therefore, it can be concluded that there is a significant simultaneous influence between the variables of Work Motivation and Work Environment on Employee Performance at the

A. INTRODUCTION

Human resources are elements that exist in every institution. Where organizational management is an effort that aims to achieve institutional goals through efficient and effective methods and steps in planning, organizing, and providing direction and even supervision for resources in the organization. Human resources are one of the important components in an institution, because the quality of the organization is greatly influenced by the quality of human resources who play the role of employees and service providers in the institution. Organizations need to create a qualified and skilled workforce, so that they can increase the achievement of optimal results in the company (Agung, 2023:2).

Employee Performance refers to the level of achievement achieved by an employee in terms of quality and quantity when carrying out tasks in accordance with the responsibilities he holds. It is a representation of the level of productivity shown by employees when they perform their work according to the criteria set by the company. Satisfactory performance of employees can have an impact on their level of satisfaction with their work, and this increase in satisfaction levels can contribute to an increase in overall employee performance (Kasmir, 2019:182). There are various factors that affect performance, including motivation and work environment conditions.

There are many elements that affect employee performance, as expressed by Kasmir (2019:189), including: skills and abilities, knowledge, work plans, character, work drive,



leadership, how to lead, company culture, work motivation, work environment, loyalty, dedication, and perseverance in carrying out tasks.

According to Edy Sutrisno (2020:146), motivation to work is one of the elements that encourage people to do certain activities, so this motivation is often understood as the reason behind a person's behavior. Generally, the drive for a person to do a certain activity comes from the individual's own needs and desires. Motivation and performance are two aspects that are interconnected and affect each other. The two are interrelated and inseparable. If a worker does not have a strong drive, then they tend to have difficulty in completing the assigned work. On the other hand, if the employee has high motivation to complete the tasks they are undertaking, usually their work results will be more satisfactory.

As a skilled expert, different employees have varying reasons for work compared to other employees. This is related to variations in work results that can improve the quality of work. Employee work motivation is an important element in improving work results, because it acts as the main driver for every employee in carrying out their responsibilities in accordance with existing rules.

Experience at the research site revealed that employees at the Population and Civil Registration Office (Dukcapil) of South OKU Regency had quite low motivation. Some employees often arrive late and show a less active attitude towards work, which results in tasks often not being completed within the allotted time. Both the work environment, both physical and non-physical, has an impact on employee comfort when performing tasks. This situation is directly related to employee motivation in carrying out work, which can also have a positive impact on their performance.

Workplace conditions can affect employee performance. A positive work atmosphere can support success at work, while an inadequate atmosphere can lead to failure. At the Population and Civil Registration Office (Dukcapil) of South OKU Regency, the suboptimal conditions of the workplace can be seen from untidy desks, irregular books and documents, and a lack of good air circulation. An orderly and standard-compliant environment is essential for getting work done and having a positive impact on employee performance.

Employees at the Population and Civil Registration Office (Dukcapil) of South OKU Regency are expected to improve their performance. Steps to improve performance can be achieved through improving work discipline, creating a supportive work environment, and encouraging employees to be more enthusiastic and collaborate more efficiently in completing their tasks.

According to the results of the study that has been conducted by the researcher, it shows that there are problems related to employee motivation and working conditions that are still very lacking and require more attention so that the overall performance of employees can be improved, so that the tasks and functions of the secretariat can be carried out properly in accordance with the goals that have been determined.

B. THEORETICAL STUDY

Motivation

According to Permanasari, Motivation is an internal process that encourages individuals to act. These actions are done under the pretext of achieving their goals. Where according to Abbas, motivation can be interpreted as an impulse that comes individually. Both from the inside and outside to make a relationship with the organization's goals. In making the relationship between human behavior and motivation, according to Prayogi (2022:130), which is an important component in management. Therefore, motivation is explained for efforts so that a person can complete a task and enthusiasm because of his desire to do it.

There are several factors that affect motivation, namely internal and external factors. In the internal factors where the desire to live, with a strong drive on the identity to continue living life, achieving goals, and overcoming challenges, then the desire to be able to have, the internal drive of a person to get something, be it an object, status, or recognition, which then drives him to take actions or achieve a certain goal, the desire to obtain an award, the

source of the environment without the help of people that arises because of the desire to get a reward or reward, including an award., A desire to gain recognition, The urge to do something not for self-satisfaction, but to get a reward or avoid punishment. In this context, recognition, reward, or social status can be a powerful motivation, and the desire to power, the desire to power is a form of motivation, that is, the drive from within to influence, control, or dominate another person or situation

Meanwhile, external factors, which include the condition of the work environment, which is the encouragement or enthusiasm arising from the physical and non-physical conditions of the work environment affecting employee activities, adequate compensation, adequate motivation in the context of competence refers to a person's internal motivation to develop and use his skills in achieving goals, be it in work, education, or other fields, Good supervision builds a good working atmosphere and teachers feel inspired in seeking knowledge, developing themselves, and improving the quality of learning, There is job security, Motivation There is a job guarantee is the desire to get a sense of security and stability in living a career, Status and responsibility, Motivation is an internal drive or reason that encourages a person to act or achieve a goal, whereas responsibility is the awareness and willingness to bear the obligations and consequences of the actions taken, and flexible rules are the encouragement or reasons that encourage a person to accept and comply with rules that are not rigid or have leeway in their application

Not only that, there are also motivational indicators according to Mangkunegara (2013:111), namely Hard work simply means maximum effort and dedication in doing a job or task, future orientation is, a person's ability to think, plan, and act by considering the future, efforts to progress where the indicator of motivation to progress in trying to cover various aspects, including the desire to achieve, taking risks, having confidence, and being optimistic, employees' choices of co-workers are considered to be able to work together in achieving common goals, high levels of ideals and time utilization.

Work Environment

According to Ahmad (2018:99), the work area involves elements of social, psychological, and physical aspects in an organization that influence employees in carrying out their responsibilities. Sedarmayati, quoted by Ahmad (2018:100), explained that the workplace includes all equipment and materials faced, the situation in which a person carries out his duties, the way of working, and the arrangement of work individually and in groups. Najib (2022:19) states that working conditions include everything located around workers and can affect them in completing assigned tasks, such as cleaning, music, and so on.

There are various types of work disciplines that affect the discipline of employees in their company/institution. Based on Enny (2019:58), there are 2 categories, namely:

1. Physical work page: the atmosphere in the environment is influenced both by real and unreal.
2. Non-Physical Work Environment: This includes all existing conditions and work interactions, both between peers and superiors and subordinates.

The factors that affect the work environment are :

1. Personal or individual factors
Personal or individual factors inherent in each employee that can affect their performance and experience at work.
2. Leadership factors
Leadership factors how a leader influences, motivates, and directs his subordinates to achieve organizational goals
3. Team factor
Team factors in the work environment refer to various aspects that affect the way team members interact, work together, and achieve common goals
4. System factors



System factors in the work environment refer to organizational and operational aspects that affect Employee Performance

5. Contextual factors

Contextual (situational) factors in the work environment refer to the pressure of even the modification of the outside and inside of the office.

In the opinion of Setawan (2018:2) there are indicators, namely:

1. Description

Work environment indicators in lighting include adequate quality and quantity of light in the workplace, as well as avoiding excessive or underlighting

2. Air temperature

Work environment indicators at ideal air temperatures for work comfort and productivity

3. Noise

The work environment indicator on noise refers to the measure of the noise level in the work environment

4. Color use

Indicators of color use in the work environment are related to the influence of color on employee mood, productivity, and health.

5. Motion space

Indicators of the working environment in the movement room are related to physical factors that affect comfort and efficiency in working.

6. Relationship between employees

Indicators of the work environment in the relationship between employees are also situation, bonds, and provided with work facilities.

Employee Performance

According to Simanjuntak referred to by Widodo (2015:131), performance is the level of achievement of the results of a task carried out. Simanjuntak also revealed that individual performance refers to the results or achievements of a person's work related to goals that need to be achieved or tasks that must be completed within a certain period of time. On the other hand, according to Solehan (2024:3), Performance, which stands for work energy kinetics (often referred to as achievement in English), describes the results of the functions or indicators of a job or profession in a certain period of time. The performance of an organization, whether profit-oriented or not, is mentioned by Fahmi (2018:2). Furthermore, Kaswan (2017:278) mentioned that the shadow of applied behavior from abilities, skills, and knowledge contributes to the achievement of institutional goals. Based on various experts, work achievement is a quality result in employee achievement when performing tasks and responsibilities well that have been set.

According to Kasmir (2016: 208-210), there are 5 performance indicators:

1. Quality encompasses various aspects that show how well employees are achieving the set quality standards. These include the quality of the work, timeliness, effectiveness, independence, and responsibility.
2. Quantity (quantity) refers to the measure of the amount of work accomplished at a given time.
3. Time (time period) is the timeliness of completing tasks and meeting deadlines that have been set.
4. Cost suppression includes resource use efficiency, operational cost control, and achievement of savings targets.

C. RESEARCH METHODS

Research Object/Place

This research was conducted at the Population and Civil Registration Office (DUKCAPIL) of Ogan Komering Ulu Selatan Regency, which is located on Jalan Pelangki,

Muara Dua District, Ogan Komering Ulu Selatan Regency, South Sumatra, with the postal code 32211.

Research Methods

This study uses an associative quantitative approach. Based on Sugiyono (2020:3), the purpose of this method is to examine the relationship between two or more variables. To achieve this goal, the approach taken is a quantitative method using inferential statistical analysis.

Definition of Variable Operationalization

According to Sugiyono (2020:2), the operational definition of a variable is an individual characteristic or activity that has certain differences, which have been determined by the researcher to be analyzed and relevant conclusions are reached.

Tabel 1. Definisi Operasional Variabel Penelitian

Variabel	Definisi	Indikator	Skala
Motivasi Kerja (X1)	Motivasi adalah kekuatan yang berasal dari dalam diri seseorang. Ini dapat berasal dari sumber dalam maupun luar untuk melaksanakan suatu pekerjaan dengan antusias, menggunakan semua kemampuan dan keterampilan yang ada untuk mencapai tujuan organisasi. (Abas, 2022)	1. Kerja keras	1,2
		2. Orientasi masa depan	3,4
		3. Usaha untuk maju	5,6
		4. Rekan kerja yang dipilih	7,8
		5. Tingkat cita-cita yang tinggi	9,10
		6. Pemanfaatan waktu (Mangkunegara, 2013)	11,12
Lingkungan Kerja (X2)	Lingkungan kerja adalah segala sesuatu yang ada di sekitar pekerja dan yang dapat mempengaruhi dirinya dalam menjalankan tugas-tugas yang dibebankan, seperti membersihkan rumah, mendengarkan musik, dan sebagainya. (Najib, 2022)	1. Penerangan	1,2
		2. Suhu udara	3,4
		3. Suara bising	5,6
		4. Penggunaan warna	7,8
		5. Ruang gerak	9,10
		6. Hubungan antara pegawai Sedarmayanti (2015)	11,12
Kinerja Pegawai (Y)	Kinerja pegawai adalah ukuran seberapa baik hasil dari pekerjaan yang dilakukan. Simanjutak juga mendefinisikan kinerja individu sebagai seberapa jauh seseorang mencapai target atau hasil dari tugas yang perlu diselesaikan dalam jangka waktu yang telah ditentukan. (Widodo, 2015)	1. Kualitas (mutu)	1,2
		2. Kuantitas (jumlah)	3,4
		3. Waktu (jangka waktu)	5,6
		4. Penekanan biaya (Kasmir (2016)	7,8

This study involved all employees of the Population and Civil Registration Office (Dukcapil) of South OKU Regency totaling 60 individuals, consisting of 36 civil servants



(PNS) and 24 honorary employees. Because the population of this study is not too large, the author chose to use the saturated sampling method.

In this study, the author took 36 respondents who were civil servants from the Population and Civil Registration Office (Dukcapil) of South OKU Regency.

Based on Sugiyono (2020:104), primary data refers to information obtained directly from the source by researchers, while secondary data is information obtained indirectly, for example from third parties or through documents. Both types of data are obtained through a literature review, such as books, journal articles, magazines, or other related documents. Data collection was carried out through various methods, such as questionnaires, interviews, observations, and documentation.

Questionnaires are one of the methods to collect data in research. According to Sugiyono (2020:199), a questionnaire is a method of data collection that is carried out by providing a series of questions or statements in written form to respondents to be answered. Interviews are conducted when the researcher wants to make an initial introduction to identify the problem to be researched.

According to Sugiyono (2020:109), observation is the activity of observing an object in research. At the data collection stage, observations can be grouped into two types, namely participatory observation and non-participatory observation. The documentation method in this study uses sources such as reference books, scientific journals, and several websites.

In the validity instrument test, Sugiyono (2021) stated that research is considered valid if the data obtained is in accordance with reality. A legitimate measuring instrument is a device used to collect data precisely. The validity of the instrument indicates the extent to which the tool can measure the variable in question. Validity was tested using the correlation of moment products through the SPSS 26 program. If the r_{table} value exceeds the r_{table} value, then the questionnaire can be considered valid; Otherwise, the questionnaire is considered invalid.

A reliable instrument is an instrument that if used several times to measure the same object will produce the same data (Riyanto, 2020). A questionnaire is declared reliable if a person's answer to a statement is consistent or stable over time. This test was performed with a Cronbach Alpha statistical test using SPSS

Cronbach Alpha $\geq 0,60$ maka reliabel

Cronbach Alpha < 0.60 then unreliable

Classic Assumption Test

The classical assumption test that must be fulfilled in a multiple regression model is as follows:

Normality Test

Priyatno (2024:73) stated that the normality test is carried out to determine whether the data is distributed normally or not. In this study, normality can be tested using the one sample kolmogrov-smirnov test, variables that have asymptotic significance (2-tailed) above a significant level of 0.05, then it is interpreted that these variables have a normal distribution and vice versa. Normal decision-making or not data is as follows:

Sig < 0.05 abnormal data distribution

Sig > 0.05 normal data distribution

Multicollinearity Test

The Multicollinearity test is where the regression models find a perfect or near-perfect correlation between the independent variables by looking at the values of tolerance and inflation factor (VIP).

Multicollinearity does not occur if the VIF is > 10 or if the tolerance < 0.01 .

Multicollinearity occurs if the VIF is < 10 or if the tolerance > 0.01 .

Uji Heteroskedastis

According to Priyatno (2018: 136) the heteroskedasticity test is a state in which there is variance of variants from residues for observation in regression models. The Glejser test is one of several ways to get information on which model is applied to pass heteroscedasticity. The applicable Glejser test is as follows:

If the $\text{sig} > 0.05$, then it means that the residual type does not experience heteroscedasticity problems.

If it is heteroscedasticity. < 0.05 , then the residual type is experienced.

According to Riyanto (2020), a reliable tool is a device that, when used repeatedly to measure the same size, will produce stable results. If a person's response to a question remains the same or does not vary over time, then the questionnaire is considered trustworthy. This test was performed using Cronbach Alpha statistical analysis through SPSS.

- a. If the Cronbach Alpha value is ≥ 0.60 then it can be considered reliable
- b. If the Cronbach Alpha value is less than 0.60, then the measuring device is considered unreliable

The Kolmogorov-Smirnov method can be applied to test whether the data is normally distributed for a single sample in this study. The value of the asymptotic (bidirectional) significance of a variable is considered normal if it is greater than 0.05; otherwise, the variable is considered abnormal. The following are some examples of data normality assessments:

If the Sig value is more than 0.05, then the data is considered to follow a normal distribution. Multicollinearity testing occurs when the regression model shows a strong or near-perfect relationship between independent variables, which can be checked through tolerance values and variance inflation factors (VIFs). Multicollinearity will not occur if the VIF value exceeds 10 or the tolerance value is below 0.01.

The data analysis method applied in this study includes multiple linear regression, according to Sugiyono (2021:3) linear regression analysis is used to predict how the value of dependent variables will change when the value of independent variables is increased/decreased. So multiple regression analysis will be carried out if the number of independent variables is at least 2 (two).

Furthermore, correlation analysis (r), according to Sugiyono (2021), correlation test is a statistical method to measure the closeness of the relationship between two or more variables, and also to find out the direction of the relationship. Meanwhile, in the T Test, according to Sugiyono (2020:573), the t-test or partial test is a test used to find out whether or not the partial independent variable has a significant effect on the dependent variable. and Test F (Simultaneous)

According to Sugiyono (2020:156), this test is used to test whether the two independent variables simultaneously or together have a significant influence on the dependent variable.

D. RESULTS AND DISCUSSION

The results of the instrument testing that include validity and reliability were obtained based on the analysis and discussion of this research. To test the validity of the instrument, the calculated and r_{table} values were compared at the r_{table} level = 0.329. If the calculation results show that the r_{table} value is greater than the r_{table} , then the instrument is said to be valid. On the other hand, if the $r_{\text{calculated}}$ value is smaller, then the result is considered invalid. The results of the validity test for the work motivation variable (X_1) are as follows:



Tabel 2. Hasil Uji Validitas X1

Butir Pernyataan	r_{hitung}	r_{tabel}	Keterangan
1	0.829	0,329	Valid
2	0.841	0,329	Valid
3	0.895	0,329	Valid
4	0.732	0,329	Valid
5	0.794	0,329	Valid
6	0.764	0,329	Valid
7	0.829	0,329	Valid
8	0.841	0,329	Valid
9	0.895	0,329	Valid
10	0.732	0,329	Valid
11	0.794	0,329	Valid
12	0.764	0,329	Valid

Sumber : Hasil analisis data diolah, 2025

Based on the information contained in the table above, the results of X1 can be considered legitimate. Next, validity testing will be carried out for the work environment variable (X2):

Tabel 3. Hasil Uji Validitas X2

Butir Pernyataan	r_{hitung}	r_{tabel}	Keterangan
1	0.655	0.329	Valid
2	0.837	0.329	Valid
3	0.861	0.329	Valid
4	0.816	0.329	Valid
5	0.804	0.329	Valid
6	0.820	0.329	Valid
7	0.816	0.329	Valid
8	0.804	0.329	Valid
9	0.820	0.329	Valid
10	0.837	0.329	Valid
11	0.861	0.329	Valid
12	0.816	0.329	Valid

Sumber : Hasil analisis data diolah, 2025

Based on table 3, it is obtained that all the Work Environment (X2) items tested are all valid. The valid information is due to a significant value of < 0.05 . The valid questions are in the research questionnaire, so the Work Environment questionnaire (X2) used in this study is all valid Work Environment questionnaires as many as 12 items.

The validity test for employee performance variables (Y) is as follows:

Tabel 4. Hasil Uji Validitas Y

Butir Pernyataan	r_{hitung}	r_{tabel}	Keterangan
1	0.727	0.329	Valid
2	0.543	0.329	Valid
3	0.799	0.329	Valid
4	0.671	0.329	Valid
5	0.772	0.329	Valid
6	0.666	0.329	Valid
7	0.844	0.329	Valid
8	0.779	0.329	Valid

Sumber : Hasil analisis data diolah, 2025

Based on table 4, it was obtained that all the Employee Performance (Y) items tested were all valid. The valid information is given a significant value of < 0.05 . The valid questions are in the research questionnaire, so the Employee Performance (Y) questionnaire used in this study is all valid Work Environment questionnaires as many as 8 items.

Tabel 5. Hasil Uji reabilitas X1

Reliability Statistics	
Cronbach's Alpha	N of Items
0.950	12

Sumber : Hasil analisis data diolah. 2025

After that, the X2 test was carried out where Cronbach's Alpha result reached 0.910, so it can be concluded that the statements in the variable have a good level of reliability.

Tabel 6. Hasil Uji Reabilitass X2

Reliability Statistics	
Cronbach's Alpha	N of Items
0.950	12

Sumber : Hasil analisis data diolah. 2025

From the employee performance reliability test (Y), Cronbach's Alpha value was obtained of 0.874. The value exceeds 0.60, so it can be concluded that the results are reliable.

Tabel 7 Hasil Uji Reliabilitas Y

Reliability Statistics	
Cronbach's Alpha	N of Items
0.874	8

Sumber : Hasil analisis data diolah. 2025

In normality testing, the value of Asymp. Sig (2-tailed) is considered normal if the value is > 0.05 , and vice if the value is < 0.05 .

Tabel 8 Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
N	36	
Normal Parameters ^{a,b}	0.0000000	0.0000000
	1.46367658	1.46005549
Most Extreme Differences	0.070	0.059
	0.067	0.050
	-0.070	-0.059
Test Statistic	0.070	
Asymp Sig (2-tailed)	0.200 ^{c,d}	

a. Test distribution is Normal

b. Calculated from data

c. Liliefors Significance Correction

d. This is a lower bound of the true significance

Sumber : Hasil analisis data diolah. 2025

Based on the table above, it appears that the significant values for X1, X2, and Y are 0.200, which is greater than 0.05. Thus, it can be said that the residual value follows the normal distribution. The following multicollinearity test results:



Tabel 9. Hasil Uji Multikolinearitas

Coefficients^a				
		Collinearity Statistics		
		Toler	VIF	
Model		ance		
1	Motivasi Kerja	0.181	5.532	
	Lingkungan Kerja	0.181	5.532	

a. Dependent Variable: Kinerja Pegawai

Sumber : Hasil analisis data diolah, 2025

The tolerance value for variables X1 and X2 is 0.181, which exceeds the figure of 0.01. The VIF score of 5,532 is still below 10. Thus, it can be concluded that there is no problem of multicollinearity in these two variables. Furthermore, the results of heteroscedasticity testing will be discussed.

Tabel 10. Hasil Uji Heteroskedastisitas

Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	0.776	0.501		1.549
	Motivasi Kerja	0.075	0.043	0.682	1.748
	Lingkungan Kerja	-0.058	0.043	-0.529	-1.356

a. Dependent Variable: ABS_RES_2

Sumber : Hasil analisis data diolah. 2025

No symptoms of heteroscedasticity were found, as shown in table 10, because the significance value of the heteroscedasticity test for the availability variable Work motivation had a value of 0.090, which is higher than 0.05, while the work environment variable recorded a value of 0.184, which also exceeded 0.05.

Multiple linear regression analysis is used to predict the extent to which independent variables affect dependent variables. The statistical calculation procedure for multiple linear regression analysis will be carried out utilizing the SPSS application, and the results obtained will be presented as follows.

Tabel 11 Hasil Analisis Regresi Linier Berganda

Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	T
1	(Constant)	2.240	0.920		2.435
	JMLX1	0.147	0.079	0.249	1.866
	JMLX2	0.422	0.079	0.714	5.351

a. Dependent Variable: Kinerja Pegawai

Sumber : Hasil analisis data diolah, 2025

Based on the table provided, the regression coefficient for work motivation reached 0.147, while the regression coefficient for the work environment was 0.422. Therefore, the regression formula that connects variable X with Y is:

$$Y = a + b_1x_1 + b_2x_2$$

$$Y = 2,240 + 0,147 X_1 + 0,422 X_2$$

From the multiple linear regression analysis equation, the constant value of 2.240 means that if the variables of Work Motivation (X1) and Work Environment (X2) are equal to zero, then Employee Performance (Y) is 2.240. Meanwhile, the Work Motivation regression coefficient of 0.147 means that if the Work Motivation Work Environment increases by one unit, then Employee Performance increases by 0.147 units assuming other independent variables have a fixed value. The Coefficient of the Work Environment of 0.422 means that if the Work Environment increases by one unit, it will increase by 0.422 units assuming other independent variables have a fixed value.

Tabel 12 Analisis Koefesien Korelasi

Correlations				
		JMLX1	JMLX2	JMLY
JMLX1	<i>Pearson Correlation</i>	1	0.905**	0.895**
	<i>Sig. (2-tailed)</i>		0.000	0.000
	<i>N</i>	36	36	36
JMLX2	<i>Pearson Correlation</i>	0.905**	1	0.939**
	<i>Sig. (2-tailed)</i>	0.000		0.000
	<i>N</i>	36	36	36
JMLY	<i>Pearson Correlation</i>	0.895**	0.939**	1
	<i>Sig. (2-tailed)</i>	0.000	0.000	
	<i>N</i>	36	36	36

** . Correlation is significant at the 0.01 level (2-tailed).

Sumber : Hasil analisis data diolah, 2025

Based on Table 12, the results of the correlation coefficient analysis show that there is a very strong relationship between the variables Work Motivation (X1), Work Environment (X2), and Employee Performance (Y). The value of the correlation coefficient between Work Motivation and Work Environment was 0.905, which indicates a very strong positive relationship. Meanwhile, the relationship between Work Motivation and Employee Performance had a correlation coefficient value of 0.895, which also showed a very strong and positive relationship. The highest correlation value was found in the relationship between Work Environment and Employee Performance, which was 0.939. The entire relationship between these variables is significant at the level of 1% (p-value = 0.000), which means that the correlation is statistically reliable. Thus, it can be concluded that both Work Motivation and Work Environment have a very strong relationship with Employee Performance, so that an increase in variables X1 and X2 tends to be followed by an increase in variable Y.

Tabel 13 Hasil Uji t

Coefficients^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	t
1	(Constant)	2.240	0.920		2.435
	Motivasi Kerja	0.147	0.079	0.249	1.866
	Lingkungan Kerja	0.422	0.079	0.714	5.351

a. Dependent Variable: Kinerja Pegawai

Sumber : Hasil analisis data diolah, 2025

Based on Table 13, the results of the partial regression test (t-test) showed that the Work Motivation variable (X1) had a significance value of 0.071, which is greater than 0.05. This shows that there is no significant influence between Work Motivation on Employee



Performance, so H_0 is accepted and H_a rejected. Thus, it can be concluded that statistically, Work Motivation does not have a significant effect on Employee Performance. In contrast, the Work Environment variable (X_2) has a significance value of 0.000, which is smaller than 0.05. That is, H_0 is rejected and H_a is accepted, so it can be concluded that partially the Work Environment has a significant effect on Employee Performance. The beta coefficient value of 0.714 shows that the influence of the Work Environment on Employee Performance is relatively strong and dominant compared to Work Motivation in this model.

Tabel 14 Hasil Uji F

ANOVA^a						
<i>Model</i>		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	<i>Regression</i>	630.907	2	315.453	138.832	0.000 ^b
	<i>Residual</i>	74.982	33	2.272		
	<i>Total</i>	705.889	35			
<i>a. Dependent Variable: Kinerja Pegawai</i>						
<i>b. Predictors: (Constant), Lingkungan Kerja, Motivasi Kerja</i>						
<i>Sumber : Hasil analisis data diolah, 2025</i>						

Based on the results of the analysis of the F test, a significance value of 0.000 was obtained which was smaller than 0.05, as shown in the table above. That H_0 was not accepted and H_a was approved. In conclusion, environmental variables and work motivation have a significant effect on employee performance simultaneously. Where the value of F is 138.832 that the regression model is used according to the prediction of dependent variables. From the results of the two independent variables, simultaneously produced a significant contribution to the employee performance variable.

E. CONCLUSION AND SUGGESTIONS

Conclusion

From the results of the research that has been carried out, it can be concluded as follows:

1. Based on the results of the t-test, it is known that the significance value between the variables of Work Motivation to Employee Performance is $0.071 > 0.05$, which means that there is no partial significant influence between Work Motivation and Employee Performance at the Population and Civil Registration Office (Dukcapil) of South OKU Regency.
2. Based on the results of the t-test, a significance value between the variables of the Work Environment on Employee Performance was obtained of $0.000 < 0.05$, which means that there is a partial significant influence between the Work Environment on Employee Performance at the Population and Civil Registration Office (Dukcapil) of South OKU Regency.
3. Based on the results of the hypothesis test F, it is known that the significance value is $0.000 < 0.05$, which means that H_0 is rejected and H_a is accepted. Therefore, it can be concluded that simultaneously there is a significant influence between the variables of Work Motivation and Work Environment on Employee Performance at the Population and Civil Registration Office (Dukcapil) of South OKU Regency.

Suggestions

Based on the results of the research and conclusions that have been described previously, the suggestions that can be given for future development and improvement are as follows.

1. For the Management of the Population and Civil Registration Office (Dukcapil) of South OKU Regency, it is recommended to increase attention to employee Work Motivation.

Although the test results showed that the effect was not statistically significant, in practical terms motivation remained an important factor in increasing morale and productivity. Companies can provide incentives, awards, and career development opportunities so that employees feel valued and motivated.

2. As research shows that the work environment greatly affects employee performance, companies should continue to strive to make the work environment comfortable and supportive. To achieve this, companies can provide good work facilities, improve communication systems between employees, maintain harmonious working relationships, and ensure that the work environment remains sterile and safe.
3. Because simultaneously Work Motivation and Work Environment have a significant effect on Employee Performance, management should integrate these two aspects in a performance improvement strategy. Work programs that include increasing motivation and improving the work environment at the same time will be more effective in supporting overall employee productivity and performance.

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