

The Influence of Work Motivation and Work Atmosphere on the Performance of Public Works and Spatial Planning Department Employees in Selayar Islands Regency

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Article Info

Abstract

Work
Motivation,
Work
Atmosphere,
Employee
Performance

The aim of the research is to determine the influence of work motivation and work atmosphere on the performance of employees of the Selayar Islands Regency Public Works and Spatial Planning Service. This is a type of quantitative research. This sample was taken from the Selayar Islands Regency Public Works and Spatial Planning Office. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. Data collection was carried out by observation and distribution of questionnaires. In this research, the data sources used in data collection include primary data and secondary data. The research instrument used in this research used the Likert scale method. Based on the results of data research using statistical calculations through the Statistical Package for the Social Science (SPSS) version 25 application regarding the influence of work motivation and atmosphere on the performance of employees of the Selayar Islands Regency Public Works and Spatial Planning Service, work motivation has a significant positive effect on employee performance with a value of Tcount is $2.294 > 1.689$ and the sig value. $0.028 < 0.05$. Work atmosphere has a significant negative effect on employee performance with a T value of $-2.343 > 1.689$ and a sig. $0.025 < 0.05$. Work motivation and the existing work atmosphere must be further improved and maintained because it can be seen from the research results that the existing work motivation and work atmosphere are still quite normal and stable.

1. Introduction

Human resources are the core of organizational life; Overall, organizational success is highly dependent on the ability of human resources to achieve organizational goals. Human resource management is the art and science of managing the relationships and roles of the workforce so that they are effective and efficient, helping to achieve the goals of the company, employees and society, according to Hasibuan (2012: 10). Companies and organizations must employ employees who are disciplined, talented, experienced and accomplished. Apart from that, human resources have a lot of potential, including knowledge, skills and work. If human resources do not exist, this goal will not be achieved even though technology is increasingly advanced.

In addition, with economic growth, technology and education continuing to increase, people who face challenges in the economic, cultural and other fields can

influence the organizational goals that will be achieved in the future. Providing high-quality human resources is an important step to face external challenges. Because human resources are very important for an organization, monitoring employee performance and providing supporting facilities is necessary to improve human resource performance. According to Wibowo (2014: 70), "Performance in an organization is carried out by all human resources in the organization, both leadership elements and workers."

One of the things that must be the main concern of companies/agencies is how to maintain and manage employee motivation at work so that they always focus on the goals of the company/agency. Maintaining employee motivation is very important because motivation is something that underlies every individual to act and do something. With high work motivation, employees will be more active in carrying out their work. Wibowo,

(2014:322). states "motivation as a process that causes intensity, direction and persistence of an individual towards peak achievement".

The resulting performance will also be good if there is good motivation and a good work environment. Performance is greatly influenced by motivation, according to Griffin, 2003:38. According to Wursanto (2005:301), motivation is "the drive, desire, passion and driving force that comes from humans to do or do something". Therefore, if a company or organization wants to achieve the targets they have set, they must provide motivation to employees so that they want and are willing to devote all their energy and thoughts to work. It is not easy to motivate employees because employees' needs, desires and expectations are different. Therefore, if the management of an organization can understand the problem of motivation and overcome the problem, they will be able to achieve a high level of employee performance in accordance with standards.

Apart from work motivation factors, the atmosphere of employees' workplace is also important to improve their performance. A comfortable working atmosphere is quite an interesting and important issue because it has enormous benefits for the benefit of employees or individuals who are investigating efforts to improve their well-being in the workplace. To improve employee performance, a comfortable workplace is necessary. The work atmosphere also plays an important role in influencing employee performance. A positive work atmosphere, including support from colleagues and superiors, as well as a conducive work environment, can increase employee morale and productivity.

There are many different opinions about what constitutes a work atmosphere and what influences it. In his book "Human Resource Management" (2016:80), Edi said that if a company or agency can fulfill the psychological, social, physical and financial factors for its employees, they will feel comfortable at work. Performance is a term that refers to a formal system that includes work, behavior, results, and attendance levels. They can increase

employee satisfaction and provide feedback to the company about how well they are working. Employee performance is the result of the quality and quantity achieved by an employee when carrying out their duties in accordance with their responsibilities. This means that performance is an action that shows that a person has the ability to work effectively and efficiently as a member of a group. Performance designates or refers to how a person behaves in a group or organization.

Performance, or work achievement, is defined by Mangkunegara (2011:67) as the quality and quantity of work results achieved by a person in carrying out their duties, in accordance with the responsibilities given to them. The Public Works and Spatial Planning Service (PUTR) in Selayar Islands Regency has an important role in supervising and implementing various infrastructure development projects in the area, such as roads, bridges and other buildings. However, in carrying out its duties and responsibilities, the Selayar Islands Public Works and Spatial Planning (PUTR) Department is faced with several challenges, including effectiveness and efficiency in implementing these projects. The performance of Public Works and Spatial Planning (PUTR) employees is crucial in ensuring that these projects can run well and provide maximum benefits for the community.

The results of interviews conducted by prospective researchers with one of the employees of the Public Works and Spatial Planning (PUTR) Department of Selayar Islands Regency show that there is a possibility that employees have not been able to complete their tasks properly and on time, and that there are some employees who do not follow their schedule. This is caused by a lack of interaction between superiors and subordinates in terms of providing direction, motivation and incentives to the entire team to achieve goals. Apart from that, there are no attractive motivating tools for employees that make them want to work hard and be responsible, so that in the end performance becomes low. Another problem that exists in the Public Works and

Spatial Planning Service (PUTR) of Selayar Islands Regency is the working atmosphere, employees of the Public Works and Spatial Planning Department work activities mostly directly down the field where the geographical conditions of Selayar Islands Regency make some of them difficult to reach so that service performance is not achieved. , workplace environmental conditions that are not clean, one of which is toilets that are not clean and the unavailability of Cleaning Services (CS), which causes employee performance to be low or decline.

Important factors that can influence the performance of Public Works and Spatial Planning (PUTR) employees are work motivation and work atmosphere. Work motivation includes internal drives or reasons that encourage individuals to work better and more actively. High work motivation will encourage employees to make their best contribution in carrying out their duties. Therefore, research regarding the influence of work motivation and work atmosphere on the performance of Selayar Islands Public Works and Spatial Planning (PUTR) employees is very relevant to carry out. By analyzing these factors, it is hoped that appropriate strategies and policies can be found to improve employee performance and the efficiency of implementing development projects in the region.

2. Research Methods

This research uses quantitative methods, as explained by Sugiyono, which are based on the philosophy of positivism. This method is used to research certain populations or samples by collecting data through research instruments and quantitative or statistical data analysis, with the aim of testing predetermined hypotheses. This research applies a descriptive approach to provide a systematic and accurate description of the objects studied through data or samples.

The research was conducted at the Selayar Islands Regency Public Works and Spatial Planning Office, located on Jl. KH Abdul

Kadir Kasim Number 7, Bontobangung, Bontoharu District, and takes place from January to March 2024. Data sources consist of primary data, which was collected directly from research subjects through observation, interviews and questionnaires with office employees, as well as secondary data, which obtained from mass media, regulations, articles and profiles of related agencies.

The population of this study were all 37 employees of the Public Works and Spatial Planning Department of Selayar Islands Regency. The saturated sampling method is used, where all members of the population are sampled. Data collection techniques include observation, which includes direct observation of work motivation, work atmosphere and employee performance, as well as questionnaires distributed to 165 respondents to explore factors related to work motivation, work atmosphere and employee performance indicators.

The operational definition of variables includes independent variables, namely work motivation and work atmosphere, as well as dependent variables, namely employee performance. Variable measurements were carried out using a Likert scale, which assesses respondents' perceptions of social phenomena. This scale measures attitudes, opinions and perceptions through indicators formulated into instrument items in the form of statements or questions.

Data analysis was carried out through descriptive statistics, validity and reliability tests, and classical assumption tests. The validity test assesses the extent to which the measuring instrument measures what it is supposed to measure, using SPSS for correlation analysis. The reliability test evaluates the consistency of respondents' answers with Cronbach's Alpha as the test statistic. Classical assumption testing includes a normality test to ensure normal distribution of residuals, a multicollinearity test to detect correlation between independent variables, an autocorrelation test to identify correlation between residuals, and a heteroscedasticity

test to ensure uniformity of residual variance.

Multiple linear regression analysis is used to assess the influence of the independent variable on the dependent variable, with the regression equation $Y = a + b_1X_1 + b_2X_2 + e$. Hypothesis testing was carried out using the t test for partial effects and the F test for simultaneous effects. The coefficient of determination (R^2) is used to measure the percentage contribution of the influence of the independent variable to the dependent variable..

3. Results and Discussion

3.1 Research Result

a. Respondent Characteristics

1) Description of Respondents Based on Gender

Based on primary data processed in 2024, information was obtained regarding the gender of 37 respondents at the Selayar Islands Regency Public Works and Spatial Planning Office. A total of 10 people (27%) of the respondents were men, while 27 people (73%) were women. This shows that the majority of employees in the office are women. This condition indicates that at the Selayar Islands Regency Public Works and Spatial Planning Office, there is no gender discrimination, and women have an important role in improving the quality of agency performance.

2) Description of Respondent Profile Based on Age

From the table showing the age distribution of respondents at the Selayar Islands Regency Public Works and Spatial Planning Office, it can be seen that the dominant age group is 31-40 years, with 16 people (43.2%). The smallest age group is 51-60 years, with only 5 people (13.5%). This shows that the majority of employees are in the productive age range, namely 31-40 years, which generally has a high level of productivity. This productivity is related to physical condition and the ability to carry out tasks more effectively compared to older workers.

3) Description of Respondent Profile Based on Education

The educational background of the employees at the Selayar Islands Regency Public Works and Spatial Planning Office shows that the majority of respondents, 20 people (54.1%), have a Bachelor's degree. Meanwhile, only one person (2.7%) has a master's degree, making it the group with the smallest number. The dominance of Bachelor's degree graduates in this government agency, especially in the Selayar Islands Regency Public Works and Spatial Planning Office, shows that a higher level of education can contribute to improving the quality of work in this agency.

b. Deskripsi Data Variabel Penelitian

1) Work Motivation Variable (X1)

In this research, work motivation variables were measured using a questionnaire with a Likert scale. Table 4.4 shows the frequency distribution of respondents' answers regarding work motivation, which consists of 10 questions. Based on the analysis, questions X1.1 and X1.2 have the highest mean, namely 4.35, while question X1.7 has the lowest mean, namely 3.30. With a total mean of 4.03, it can be concluded that the respondents' responses to the work motivation variable are classified as good.

2) Work Atmosphere Variable (X2)

The frequency distribution of respondents' answers to the work atmosphere variable is presented in table 4.5, which includes 10 questions. From the analysis results, questions X2.4 and X2.9 have the highest mean, namely 4.30, while question X2.6 has the lowest mean, namely 3.73. With a total mean of 4.132, respondents' responses to the work atmosphere variable can be categorized as good.

3) Employee Performance Variables (Y)

For the employee performance variable, the frequency distribution of respondents' answers is shown in table 4.6, which consists of 8 questions. The analysis shows that question Y.8

has the highest mean of 3.95, while question Y.6 has the lowest mean of 3.59. With a total mean of 5.03, respondents' responses regarding employee performance variables are considered good.

c. Uji Keabsahan Data

1) Validity test

Validity testing is carried out to determine whether the questionnaire used is legitimate or valid. The criterion for declaring an instrument valid is if the Corrected Item-Total Correlation value is greater than the r-table, namely 0.325 for $df = (N-2)$. Based on Table 4.7, the following are the results of the validity test:

- Work Motivation Variable (X1): All items (X1.1 to X1.10) have a correlation value greater than the r-table (0.325), indicating that all items are valid.
- Work Atmosphere Variable (X2): All items (X2.1 to X2.10) also show correlation values above 0.325, so they are all valid.
- Employee Performance Variable (Y): All items (Y.1 to Y.8) have a correlation value greater than 0.325, which indicates that they are all valid.

2) Reliability Test

The reliability test aims to measure the consistency of the questionnaire which is an indicator of the variable. Reliability measurement uses Cronbach's alpha (α). A variable is declared reliable if it has a Cronbach's alpha value of more than 0.60.

- Work Motivation (X1): Based on Table 4.8, 10 items from this variable have a Cronbach's alpha value of 0.820. This value is greater than 0.60, so the indicators in this study are declared reliable.
- Work Atmosphere (X2): According to Table 4.9, the 10 items of this variable have a Cronbach's alpha value of 0.802, which is also greater than 0.60. Therefore, the statements in this research are said to be reliable.
- Employee Performance (Y): As shown in Table 4.10, 8 items from this variable have a Cronbach's alpha value of 0.897. Because

this value is higher than 0.60, the indicators in this study are categorized as reliable.

Thus, both validity and reliability tests show that this research instrument is valid and consistently used to measure the variables studied.

d. Classic assumption test

1) Normality test

The normality test is usually carried out to ensure that the residual data from the regression model is normally distributed. This is important because the assumption of normality is a prerequisite for many other statistical tests used in regression analysis. However, results and images from normality tests are not included in the text you provide.

2) Multicollinearity Test

The multicollinearity test aims to find out whether there is a correlation between the independent variables in the regression model. Ideally, there is no correlation between independent variables. The results of this test can be seen from the Variance Inflation Factor (VIF) and tolerance values. If $VIF < 10$ and $tolerance > 0.10$, then there is no multicollinearity. Based on Table 4.11:

- Work Motivation (X1): Tolerance = 0.356 (> 0.10), VIF = 2.812 (< 10)
- Working Atmosphere (X2): Tolerance = 0.356 (> 0.10), VIF = 2.812 (< 10)

Both variables show that multicollinearity does not occur.

3) Autocorrelation Test

The autocorrelation test is used to see whether there is a correlation between the residuals of the regression model. Based on Durbin-Watson values:

- Durbin-Watson value = 1.896
- From the Durbin-Watson table: $n = 37$, $k = 3$, $dL = 1.363$, $dU = 1.590$

Because $1.590 < 1.896 < 4 - 2.637$, there is no positive or negative autocorrelation.

4) Heteroscedasticity Test

The heteroscedasticity test aims to ensure that the residual variance of the regression model is constant (homoscedasticity). From the results of the scatterplot analysis, the points do not form a particular pattern and are spread above and below the number 0 on the Y axis, indicating that there is no heteroscedasticity in the regression model.

5) Multiple Linear Regression Analysis

Multiple linear regression analysis was used to determine the influence of the independent variables (Work Motivation and Work Atmosphere) on the dependent variable (Employee Performance). Based on Table 4.13, the regression equation obtained is:

$$[Y = 33.559 + 0.539X_1 - 0.604X_2 + e]$$

- Constant (a) = 33.559: If the independent variable is fixed, then Employee Performance is also fixed.
- Coefficient b1 (Work Motivation) = 0.539: Every increase in Work Motivation

increases Employee Performance. This positive relationship means that higher work motivation tends to increase performance.

- Coefficient b2 (Working Atmosphere) = - 0.604: Every increase in Working Atmosphere reduces Employee Performance. This negative relationship means that a higher work atmosphere tends to reduce employee performance.

Overall, this regression model shows a linear relationship between the variables studied.

e. Hypothesis test

1) Partial Test (T Test)

The T test is used to determine the magnitude of the influence of each independent variable individually (partially) on the dependent variable. It is known that Ttable is 1,689. This value is obtained from the formula $df = n - k = 1.689$. The results of the t test in this research can be seen in the table below.

Table 4.14 Partial Test Results (T-Test)

Coefficient	Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	
1	(Constant)	33.559	6.440		5.211
	Work Motivation	.539	.235	.608	2.294
	Work Atmosphere	-.604	.258	-.622	-2.343

Source: SPSS Output, 2024

Based on the table above, the following explains the influence of each independent variable partially:

- Work Motivation
The SPSS test results for the work motivation variable (X1) on employee performance (Y) obtained a T value of 2.294 > 1.689 and a sig. 0.028 < 0.05. This means that the work motivation variable (X1) has a significant influence on employee performance (Y).
- Work Atmosphere (X2)
The SPSS test results for the work atmosphere variable (X2) on employee

performance (Y) obtained a T value of 2.343 > 1.689 and a sig. 0.025 < 0.05. This means that the work atmosphere variable (X2) has a significant influence on employee performance (Y).

2) Simultaneous Test (F Test)

The f test is used to determine the significant level of influence of the independent variables together (simultaneously) on the dependent variable. It is known that f table is 3.28. This value is obtained from the formula $df = k-1$ $df_2 = nk-1$

Table 4. 15 Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	60,955	2	30,478	2,985	,064 ^b
	Residual	347,153	34	10,210		
	Total	408,108	36			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Atmosphere Work , Motivation Work						

Source: SPSS Output, 2024

The basis for decision making is if F count > F table (**3.28**) and the sig value. < **0.05** then it can be said that variable X has a positive and significant effect on variable Y. Based on the F test results from the table above, it is shown that the calculated F is **2.985** , while the F table results in the distribution table with an error rate of 5% (0.05) are 3.28 . This means that F count < F table (**2.985 < 3.28**). In the table above it can also be seen that the sig.

0.064 > 0.05. Because the significant value is greater than 0.05, the regression model can be used to predict employee performance or it can be said that work motivation and work atmosphere together do not have a positive and insignificant effect on employee performance at the Islands Regency Public Works and Spatial Planning Office.

3) Coefficient of Determination (R ²)

Table 4. 16 Results of the Determining Coefficient (R ²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,386 ^a	,149	,099	3,195
a. Predictors: (Constant), Atmosphere Work , Motivation Work				

Source: SPSS Output, 2024

Based on the table above, it shows the coefficient of determination = 0.099, meaning that work motivation and work environment variables jointly influence employee performance variables by 9.9%, the remaining 90.1% are influenced by other variables not included in this research model, such as other variables outside of this research

3.2 Discussion

After analyzing the data, the next step is to discuss the results of the data that has been obtained regarding the influence of the independent variable on the dependent variable as follows:

a. The Influence of Work Motivation on Employee Performance

The results of this research took a sample of 37 respondents from the questionnaire

distributed, consisting of 10 male respondents and 27 female respondents. Based on the data above, the majority are female. The frequency of answers to variable X1 has an average (mean) value of 4.03%, the highest being statements X1.1 and X1.2 at 4.35%. And the lowest is the X1.7 statement of 3.30%. Based on the SPSS test results for the work motivation variable (X1) on employee performance (Y), the T value was **2.294 > 1.689** and the sig. **0.028 < 0.05**. So it can be concluded that Work Motivation has a partially significant influence on Employee Performance at the Selayar Islands Regency Public Works and Spatial Planning Office.

Where physiological needs are facilities and infrastructure that support activities and adequate rest hours, security needs where employees feel safe in carrying out their work, social needs where employees feel they have lots of friends at work and co-workers who

always help when problems arise. , Respect where some employees feel that their opinions are valued by their superiors, and Self-actualization where suggestions and motivation given by leaders or superiors make the quality of employees' work more advanced and make employees more disciplined in their work. From the results of this statement, the work motivation variable (X1) has a significant and influential effect on employee performance.

The results of this research are in line with research conducted by Roynaldi Saputra (2020) with the title "The Influence of Work Motivation and Work Environment on Employee Performance at PT Fasfood Indonesia. The research results show that among the variables studied there is an influence of work motivation and work environment on employee performance.

b. The Influence of Work Atmosphere on Employee Performance

The results of this research took a sample of 37 respondents from the questionnaire distributed, consisting of 10 male respondents and 27 female respondents. Based on the data above, the majority are female. The frequency of answers for variable X2 has an average (mean) value of 4.132%, the highest being statements X2.4 and X2.9 at 4.30%. And the lowest is the X1.6 statement of 3.59%. Based on the SPSS test results for the work atmosphere variable (X2) on employee performance (Y), the Tcount value was - 2.343 > 1.689 and the sig. 0.025 < 0.05. So it can be concluded that the work atmosphere has a partially significant negative influence on employee performance.

Where relationships between employees have not yet established good communication with co-workers to increase solidarity and good cooperation and create harmonious and familial relationships between employees, Team Work where there is still a lack of good cooperation and providing mutual assistance to co-workers. difficulties in getting work done quickly, a work environment where facilities in the work environment still do not support work activities and the availability of clean toilets and rest

areas which increase comfort in working, work equipment where there is a lack of adequate work equipment and air conditioning devices in the form of air conditioning, fans to support work activities, the quality of relationships between superiors and subordinates, good relationships and communication and mutual respect between superiors and subordinates in the workplace environment. From the results of this statement, the work atmosphere variable (X2) has a significant and influential effect on employee performance.

The results of this research are in line with research conducted by Rima Handayani, Via Soliha (2020) with the title "The Influence of Work Discipline and Work Atmosphere on Employee Performance at PT Gunung Agung Tanggerang Selatan. The research results show that among the variables studied there is an influence of work discipline and work atmosphere on employee performance.

4. Closing

4.1 Conclusion

This research aims to find out whether work motivation and work atmosphere influence the performance of employees of the Public Works and Spatial Planning Department of Selayar Islands Regency.

- a. Based on the results of the partial test (T test) for the work motivation variable (X1) on employee performance (Y), the T value was **2.294 > 1.689** and the sig. **0.028 < 0.05**. So it can be concluded that Work Motivation has a partially significant positive influence on Employee Performance.
- b. Based on the results of the partial test (T test) for the work atmosphere variable (X2) on employee performance (Y), the T value was - **2.343 > 1.689** and the sig. **0.025 < 0.05**. So it can be concluded that the work atmosphere has a partially significant negative influence on employee performance.

4.2 Suggestion

From the results of research regarding the

influence of work motivation and work atmosphere on employee performance, the author makes several suggestions as follows:

- a. For the leadership of the Public Works and Spatial Planning Department of Selayar Islands Regency, it is best to increase work motivation among employees so that they can carry out their work well. Such as providing attention to comfortable working conditions and adequate facilities so as to speed up the completion of work and to increase employee work motivation, leaders must be fair and wise again, so that there is no social jealousy and leaders must pay maximum attention to employees, the purpose is to build trust and morale among employees.
- b. The working atmosphere in the Public Works and Spatial Planning Department is considered to be good and it would be even better if the working atmosphere was improved further. The importance of improving a good and conducive working atmosphere in helping improve employee performance in terms of air temperature in the workplace environment, and all forms of adequate work facilities and work equipment such as computers that are able to support and improve employee performance. As well as being able to teach a sense of openness between leaders and employees and establishing friendly relations between each employee, so that work is done well and improves.

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