THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

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ABSTRACT

This study aims to analyze the influence of women's per capita expenditure and women's expected years of schooling on the number of poor people in Indonesia. The research uses a quantitative approach with secondary time-series data obtained from official publications of the Badan Pusat Statistik covering the period 2014–2024. The data were analyzed using multiple linear regression after conducting classical assumption tests to ensure the reliability of the model. The results show that women's per capita expenditure has a negative influence on poverty, indicating that higher levels of women's economic welfare tend to reduce the number of poor people. Meanwhile, women's expected years of schooling show a positive but not significant relationship with poverty. Overall, both variables together contribute to explaining variations in poverty levels. These findings suggest that improving women's economic conditions plays an important role in poverty reduction efforts. However, this study is limited by the relatively short observation period. Therefore, future research is recommended to expand the observation period and include additional variables to obtain more comprehensive results regarding the factors influencing poverty in Indonesia.

Keywords: *Work Environment; Work Motivation; Employee Performance*

INTRODUCTION

The rapid advancement of information technology has compelled regional governments to deliver public services that are faster, clearer, and increasingly digitalized (Silaen et al., 2021). In this context, the Department of Communication and Informatics of East Kalimantan Province plays a strategic role in formulating and implementing policies related to public communication, information management, sectoral statistics, and the development of information and communication technology infrastructure (Kusmiyatun, 2021). As a key institution in supporting digital transformation at the provincial level, the agency is expected to ensure not only the availability of technological systems but also the effectiveness of its human resources in carrying out public service functions (Nurhandayani, 2022).

The success of the Department of Communication and Informatics of East Kalimantan Province is closely related to employee performance, as performance reflects how effectively and efficiently employees complete their duties, meet targets, and contribute to organizational goals. In this regard, two major factors are considered highly relevant to employee performance, namely the work environment and work motivation. A supportive work environment, both physical and non-physical, can create a sense of comfort, safety, and professionalism that enables employees to work more productively. Likewise, strong work motivation encourages employees to demonstrate discipline, responsibility, commitment, and initiative in accomplishing their tasks (Esisuami et al., 2024).

In practice, the agency has attempted to establish a conducive working environment through adequate facilities, harmonious workplace relationships, and opportunities for competency development (Adinda, 2023). However, employee motivation, particularly the motivation to gain recognition for performance, has not yet reached an optimal level. This condition is reflected in several organizational challenges, including limited technical personnel, varying levels of commitment among staff, and the placement of human resources that is not always fully aligned with employee competencies. These issues indicate that improving employee performance requires greater attention not only to institutional resources but also to organizational and motivational factors (Mumpuni, 2023).

Based on previous research studies, there are differences in research results regarding the influence of the work environment and work motivation on employee performance. Kusmiyatun (2021) That The work environment has a positive and significant effect on employee performance at PT Resindo, South Jakarta, while Nurhandayani (2022) shows that the work environment has an insignificant effect on employee performance at the Public Works and Public Housing Department of Aceh Tamiang Regency. These differences in findings indicate that the influence of the work environment on employee performance has not shown consistent results. The same thing was also found in the work motivation variable, where Adinda *et al.,* (2023) concluded that work motivation has a significant effect on employee performance at PT. Antam Tbk (UIBPEI) Pongkor, while Mumpuni (2023) found that work motivation did not have a significant effect on employee performance at the Karangantu Archipelago Fishing Port. The inconsistency in the research results shows that there is a research gap that needs to be studied further, especially in government agencies with complex and technology-based work demands, such as the East Kalimantan Province Communication and Information Service.The differences in findings in previous studies regarding the influence of the work environment and work motivation on employee performance shows that the relationship between these variables still does not produce a uniform

conclusion so it needs to be studied further. Therefore, this research was carried out at the East Kalimantan Province Communication and Information Service with the aim of analyzing in more depth the influence of the work environment and work motivation on employee performance.

LITERATURE REVIEW AND HYPOTHESES
Work Environment

The work environment encompasses all conditions and aspects present in an employee's surroundings while performing their responsibilities (Juliani et al., 2023) This environment encompasses both physical and non-physical elements that might foster a sense of safety and comfort, hence affecting how employees perform and fulfill their work responsibilities efficiently (Nurdin et al., 2023). A conducive work atmosphere enhances employee focus, boosts productivity, and facilitates optimal performance outcomes. The work environment greatly influences the quality of employee performance. When a working atmosphere is created that is safe, healthy and comfortable, employees can carry out their duties optimally so that organizational goals are more easily achieved (Hizbul, 2024).

Work Motivation

Motivation is the mechanism that offers encouragement, enhancing an individual's excitement for work, so enabling them to perform tasks optimally and successfully, utilizing their full capabilities to get job satisfaction (Farida & Hartono, 2016). Motivation is an internal energy that may originate autonomously or be stimulated by external influences, such as tangible incentives or intangible support, which can positively or negatively affect performance depending on the context. The motivation levels of employees vary, as they are affected by educational backgrounds and economic circumstances (Nurdin et al., 2023).

According to Silaen et al., (2021), work motivation is a condition that is able to encourage, direct and maintain employee behavior in carrying out their duties in accordance with the conditions of their work environment. Robbins & Judge (2023) explain that work motivation is described as a series of processes that explain the reasons a person works seriously, moves in the right direction, and maintains consistent efforts to achieve predetermined goals. This has an impact on increasing the company's productivity and operational efficiency.

Employee Performance

Employee performance shows the individual's capacity to carry out each assigned obligation and responsibility. This performance level shows how much contribution an employee can make to the organization. In general, performance is influenced by internal and external aspects. Internal aspects come from each individual employee, such as the level of job satisfaction and commitment to the organization (Harun, 2018). A person's ability and success in completing work based on predetermined responsibilities and standards. Performance can be seen from the achievement of work results within a certain period, including quality, quantity and timeliness of completion (Yuyun et al., 2024).

According to Ulhaq & Wahyuni (2023) Employee performance is a metric that reflects the extent to which an individual has successfully fulfilled assigned tasks and responsibilities. This performance is affected by the circumstances and degree of employee motivation. An environment conducive to performance, characterized by

adequate facilities, positive employee interactions, and a supportive work culture, fosters comfort, enhances concentration, and stimulates motivation (Mumpuni, 2023).

Influence of Work Environment on Employee Performance

Theoretically, the influence of the work environment on employee performance can be explained through the Individual–Environment Fit Theory proposed by Kristof-brown et al., (2005). This theory emphasizes that optimal performance will be achieved if there is a match between individual characteristics, such as abilities, needs and personal values, with work environment conditions which include physical, social and psychological aspects.

From the research results, working environmental conditions are proven to have a significant effect on the performance of PT employees. Kereta Api Indonesia (Persero) DAOP 8 Surabaya Office amounted to 28.8% (Ulhaq & Wahyuni, 2023). The work environment has a significant influence on improving employee performance in the Fashion and Footwear Division of PT Mitra Adi Perkasa (Setyawan & Zulganev, 2024). The research results according to Setyawan & Bagasworo (2020) confirmed that the work environment was not proven to have a significant impact on the performance of PT Bank X Area South Jakarta employees. Based on this, the first hypothesis is formulated:

> *H1 : The work environment has a significant influence on employee performance at the Communication and Informatics Service of East Kalimantan Province.*

Influence of Work Motivation on Employee Performance

Employee performance is a metric that reflects the extent to which an individual has successfully fulfilled assigned tasks and responsibilities (Nurhandayani, 2022). This performance is affected by the circumstances and degree of employee motivation. An environment conducive to performance, characterized by adequate facilities, positive employee interactions, and a supportive work culture, fosters comfort, enhances concentration, and stimulates motivation (Adinda, 2023).

Based on the research results, working environmental conditions are proven to have a significant effect on the performance of PT employees. Kereta Api Indonesia (Persero) DAOP 8 Surabaya Office a mounted to 60.1% (Ulhaq & Wahyuni, 2023). According to Setyawan & Zulganev (2024) work motivation influences employee performance in the Fashion and Footwear Division of PT Mitra Adi Perkasa. Meanwhile, research by Mumpuni (2023) shows that work motivation does not have a significant effecton employee performance at the Karangantu Archipelago Fishing Port. Based on this, the second hypothesis is formulated:

> *H2 : The work motivation has a significant influence on employee performance at the Communication and Informatics Service of East Kalimantan Province.*

Influence of Work Environment and Work Motivation on Employee Performance

According to Saputra et al., (2025) A supportive work environment and elevated job motivation significantly impact employee performance outcomes. These two variables can cultivate a supportive work environment, enhance excitement, and improve staff effectiveness and efficiency in attaining corporate objectives (Adinda, 2023). Research conducted by Setyawan & Zulganev (2024) confirmed that the work environment and work motivation greatly impact employee performance at PT. Mitra Adi Perkasa Tbk in the Bandung Area. As to Saputra et al., (2025), work motivation, compensation, and employment The environment significantly influences employee performance at PT. Eka Artha Buan in Badung Regency.

These findings indicate that a friendly work environment and a high degree of job encouragement significantly enhance employee performance. An structured work environment that fosters security and healthy employee interactions can enhance concentration and productivity in job execution (Yuyun et al., 2024). Additionally, a robust work ethic will cultivate a sense of responsibility, dedication, and zeal in task completion (Adinda, 2023). Proper management of these two areas will facilitate the organization's attainment of established aims, as personnel will be able to work optimally and efficiently in alignment with the defined direction and objectives (Setyawan & Bagasworo, 2020). Based on this, the third hypothesis is formulated:

> *H3 : The work environment and work motivation has a significant influence on employee performance at the Communication and Informatics Service of East Kalimantan Province.*

METHOD
In this study, information analysis is the central stage which allows researchers to find the desired results based on the data that has been obtained (Soesana et al., 2023). In this quantitative study, data is analyzed after all respondent data and other sources have been collected. Analysis and quantitative use statistical methods, which include inferential statistics, both parametric and non-parametric (Abdullah et al., 2022). This approach uses SPSS which utilizes the Statistical Package for the Social Sciences software as a tool in managing, analyzing and testing research data through statistical procedures to obtain objective analysis results.

The total number of individuals included in this research was 123 employees who worked at the East Kalimantan Province Communication and Information Service, both ASN and non-ASN, so that all individuals within the agency were part of the scope of the research subject. Population refers to a group of individuals or objects of a special nature determined by the researcher, so that they can be used as a reference in collecting data and drawing research conclusions (Sugiyono, 2019). This situation concerns not only individuals, but also various entities and other characteristics relevant to the research. Thus, population is not just the number of subjects or research objects, but also reflects the overall characteristics that are the focus of the study. the overall nature and attributes attached to them (Sihotang, 2023).

In quantitative research, when the population is known, Sugiyono (2019) explains that researchers can determine the sample using the Slovin formula applied in the context of probability sampling with Simple Random Sampling. From the formula used, it can be found that the number of samples used in this study amounted to 94 respondents.

RESULTS AND DISCUSSION
Validity Test
The number of respondents in this study was 94 people, so the degrees of freedom (df) were calculated using the formula n – 2, namely 94 – 2 = 92, at a significance level of 5% or 0.05. Based on these provisions, the r table value is 0.202. Therefore, each statement item is declared to meet the validity criteria if the calculated r value is greater than 0.202. (Soesana et al., 2023).

Table 1
Validity Test

Variable	Item	R Value	R Table	Conclusion
	X1.1	0.682	0.202	Valid
	X1.2	0.740	0.202	Valid
Work Environment	X1.3	0.611	0.202	Valid
	X1.4	0.730	0.202	Valid
	X1.5	0.733	0.202	Valid
	X2.1	0.723	0.202	Valid
	X2.2	0.693	0.202	Valid
Work Motivation	X2.3	0.650	0.202	Valid
	X2.4	0.667	0.202	Valid
	X2.5	0.700	0.202	Valid
	Y1	0.638	0.202	Valid
	Y2	0.765	0.202	Valid
Employee Performance	Y3	0.666	0.202	Valid
	Y4	0.670	0.202	Valid
	Y5	0.714	0.202	Valid

Source : Primary data, 2026

Based on the results of the validity test in the table above, it can be concluded that all statements are declared valid, because the correlation value (calculated r) for each item is consistently greater than the critical value used (r table = 0.202). There is not a single item that has a calculated r value below the r table, so that all statement items meet the validity criteria.

Reliability Test

A variable is declared reliable if the Cronbach's Alpha value is greater than the predetermined critical value. In this research, the critical value used is 0.60. If the Cronbach's Alpha > value is 0.60, then the instrument is declared to have an acceptable level of reliability (Soesana et al., 2023).

Table 2
Reliability Test

Variable	Cronbach Alpha	Conclusion
Work Environment	0,732	Reliable
Work Motivation	0,716	Reliable
Employee Performance	0,726	Reliable

Source : Primary data, 2026

Based on Table 2, it can be concluded that all variables in this study are declared reliable because they have a Cronbach's Alpha value above 0.60. This shows that the statement items in each variable have a good level of internal consistency. Thus, this research instrument can be trusted to measure the variables Work Environment, Work Motivation and Employee Performance. This good level of reliability ensures that the data obtainedis stable and consistent, making it suitable for use in further analysis.

Normality Test

The normality test aims to ensure whether the residuals in the regression model follow a normal distribution pattern. This test is part of the classic assumptions that must be met so that the results of the regression analysis can be declared valid. Determining whether the data is normal or not is seen through the significance value (Asymp. Sig.), provided that a value above 0.05 indicates the data is normally distributed. (Soesana et al., 2023). The result of normality test are summarized in table 3.

Table 3
Normality Test

		Unstandardized Residual
N		94
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.21442204
Most Extreme Differences	Absolute	.087
	Positive	.087
	Negative	-.057
Test Statistic		.087
Asymp. Sig. (2-tailed)[c]		.073

Source : Primary data, 2026

The test results show that the Asymp. Sig. (2-tailed) of 0.073. This value is greater than 0.05 soit can be concluded that the residual data in this study is normally distributed. Thus, the normality assumption has been met and the regression model is suitable for use in the next analysis stage.

Hypotesis Test (T-Test Result)

A partial test (t test) was carried out to determine the effect of each independent variable on the dependent variable individually. Decision making is based on the significance value (Sig.) with a significance level (α) of 0.05. If the Sig value. < 0.05, then the independent variable is declared to have a significant effect on the dependent variable. (Soesana et al., 2023). The result of T-Test result are summarized in table 4.

Table 4
T-Test Result

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7.766	2.230		3.482	<,001
Work Environment	.180	.089	.202	2.015	.047
Work Motivation	.253	.122	.208	2.076	.041

Source : Primary data, 2026

Test results show that the work environment variable has a T value of 2.015 with a significance value of 0.047. Because 0.047 < 0.05, it can be concluded that the work environment has a significant influence on the dependent variable. Likewise, the work motivation variable obtained a T value of 2.076 with a significance value of 0.041. This value is also smaller than 0.05 (0.041 < 0.05), so work motivation is stated to have a significant influence. Thus, the two independent variables in this research are proven to have a partially significant influence.

Hypotesis Test (F-Test Result)
The simultaneous test (F test) is used to find out whether all independent variables together have an effect on the dependent variable. The basis for decision making is seen from the significance value (Sig.) with a significance level (α) of 0.05. If the Sig value. < 0.05, then the regression model is declared significant, which means the independent variable simultaneously influences the dependent variable (Soesana et al., 2023). The result of F-Test result are summarized in Table 5.

Table 5
F-Test Result

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	46.172	2	23.086	4.607	.012[b]
	Residual	456.041	91	5.011		
	Total	502.213	93			

Source : Primary data, 2026

The test results show that the F value is 4.607 with a significance value of 0.012. Because 0.012 < 0.05, it can be concluded that the regression model in this study is significant. This means that theindependent variables together have a significant influence on the dependent variable.

Coefficient of Determination Result
The coefficient of determination (R Square) is used to determine how much the independent variable is able to explain variations in the dependent variable. The R Square value ranges from 0 to 1. The closer to 1, the greater the contribution of the independent variable in explaining changes in the dependent variable (Soesana et al., 2023). The result of Coefficient of Determination result are summarized in Table 6.

Table 6
Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.303[a]	.092	.072	2.239

Source : Primary data, 2026

Based on the test results, the coefficient of determination (R Square) value was 0.092. This value shows that the independent variable used in this research was only able to explain 9.2% of the changes that occurred in the dependent variable. This indicates that the level of contribution of the independent variable in explaining variations in the dependent variable is still relatively low. Meanwhile, most of the other variations, namely 90.8%, were influenced by other factors not included in the research model. These factors can come from internal or external aspects that have not been researched, so It is necessary to add relevant variables in further research so that the model's ability to explain the dependent variable becomes more optimal and comprehensive.

Influence of Work Environment on Employee Performance

Based on the results of the data analysis that has been carried out, it can be seen that the work environment has a significant influence on the performance of employees at the East Kalimantan Province Communication and Information Service. This is proven by the results of the regression test which shows a t value of 2.015 with a significance level of 0.047, where this value is smaller than 0.05. Thus, the proposed hypothesis can be accepted, so it can be interpreted that working environmental conditions have a real impact on improving employee performance. The better the atmosphere and working environment conditions are felt, the more optimal the work results will be achieved.

Factors such as comfortable work space, availability of facilities and infrastructure, harmonious working relationships, and effective communication are important aspects in supporting employee productivity. A conducive work environment encourages employees to work more focused, disciplined, and able to complete tasks accordingto predetermined targets.

In its implementation, the work environment at the East Kalimantan Province Communication andInformation Service is supported by the availability of adequate work facilities, such as a well-arranged work space, computer equipment and an internet network that supports employee operational activities. In addition, good coordination and cooperation between employees also creates a comfortable and orde rly work atmosphere. These conditions provide support for employees in carrying out their duties more effectively and purposefully.In general, the results of this research confirm that the work environment does not only act as a complementary factor, but also as a strategic element in supporting employee performance achievement.

Although its contribution does not fully explain all variations in performance, the existence of a comfortable and supportive work environment remains an important foundation in creating a productive work atmosphere. Thus, the findings of this research prove that the proposed hypothesis is acceptable, while strengthening empirical evidence from previous research, and is stated to be significant in explaining the influence of the work environment on employee performance at the East Kalimantan Province Communication and Information Service.

Influence of Work Motivation on Employee Performance

Based on the results of hypothesis testing, the work motivation variable obtained a t value of 2.076 with a significance level of 0.041. Because the significance value is smaller than 0.05 (0.041 < 0.05), H_0 is rejected and H_a is accepted. Thus, it can be concluded that work motivation has a significant effect on employee performance at the East Kalimantan Province Communication and Information Service. These results indicate that work motivation is an important factor that can improve the quality and quan tity of employee work output.

The higher the work motivation owned, the greater the effort made by employees in completing tasks optimally. Work motivation is not only related to internal drives such as the desire to achieve, a sense of responsibility, and commitment to work, but is also influenced by external factors such as leadership support, reward systems, career development opportunities, and a conducive work atmosphere. Employees who have high motivation tend to show a proactive attitude, are disciplined, and have initiative in completing work without always having to wait for directions.

In its implementation, employee work motivation at the East Kalimantan Province Communication and Information Service can be seen through internal encouragement of

employees in completing tasks and active participation in various work activities carried out by the agency. This motivation is also supported by the organization's form of appreciation for employee performance, such as giving awards for work results, opportunities to participate in training and competency development, as well as supportin carrying out daily tasks. Apart from that, good communication between employees and a conducive working atmosphere also encourage employees to work more disciplined, responsible and strive to achieve the work targets that have been set. In general, the results of this research show that work motivation has an important role in supporting increased employee performance.

Motivation is not only an encouragement for employees to carry out their duties with more enthusiasm, but also encourages commitment and responsibility in completingwork optimally. Although work motivation is not the only factor that influences employee performance, its existence remains an important element in creating better performance. Thus, the findings of this research show that the proposed hypothesis can be accepted and is declared significant in explaining the influence of work motivation on employee performance at the East Kalimantan Province Communication and Information Service.

Influence of Work Environment And Work Motivation on Employee Performance

Based on the results of the analysis that has been carried out, an F value of 4.607 is obtained with a significance level of 0.012. Because the significance value is smaller than 0.05, H_0 is rejected and H_a is accepted. This shows that the independent variables in this research simultaneously have a significantinfluence on employee performance. Thus, the regression model used is declared to meet feasibility because it is able to explain the relationship between the independent variable and the dependent variable together.

This influence confirms that the factors studied not only play a role individually, but also collectively contribute to improving performance. Theoretically, the results of simultaneous tests indicate that employee performance is influenced by a combination of several factors that interact with each other. If all these variables are managed in an integrated and consistent manner, their impact on performance will be more optimal. This shows the importance of comprehensive management in the organization so that everyone factors that support performance can run harmoniously and complement each other in achieving the goals that have been set.

This finding is in line with research by Setyawan & Zulganev (2024) which states that variables in the organization simultaneously have a significant effect on improving employee performance at PT. Mitra Adi Perkasa Tbk Bandung. In addition, Saputra et al., (2025) also emphasized that joint testing shows that there is a significant influence between independent variables on the performance of PT employees. Eka Artha Buana, Bandung Regency. Thus, the results of this research support the hypothesis that has been proposed, strengthen previous empirical evidence, and are declared significant in explaining the collective influence of research variables on employee performance.

CONCLUSION AND SUGGESTION

The conclusion of this study confirms that the work environment and work motivation play a significant role in improving employee performance at the Communication and Informatics Office of East Kalimantan Province. The results show that a safe and comfortable work environment, supported by adequate facilities and good working relationships, can help employees work more focused, effectively, and optimally. Furthermore, high work motivation has also been shown to encourage employees to

work with greater enthusiasm, discipline, responsibility, and productivity. Together, these two variables have a significant influence on employee performance, so improving organizational performance needs to be done by improving the work environment and strengthening work motivation.

However, this study also has limitations because it only examined two variables, was conducted at a single agency, and is still potentially influenced by the subjectivity of respondents' answers. Therefore, the recommendations given are for agencies to continue to improve the quality of the work environment, improve facilities, maintain harmonious working relationships, and strengthen employee motivation through appreciation, competency development, and good communication between leaders and employees. This study is also recommended to be the basis for human resource management policies, while future researchers are expected to add other variables such as leadership, compensation, work discipline, organizational culture, or workload to make the research results more comprehensive.

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