

Employees' Performance Review at the Office of the District of IDANO TAE-NIAS Selatan and the Variables That Influence IT

Timotius Duha ¹

Departement of Management, Universitas Nias Raya, Indonesia

Corresponding Author: timotiusduha@uniraya.ac.id

ABSTRACT

This study aims to determine the effect of three independent variables in this research model on the performance of employees at the Idano Tae sub-district office in South Nias Regency. All employees (30 people) in the research object are designated as respondents. The type of data is primary data, data collection using a questionnaire distribution method which is then processed with the help of Smart PLS software. The analysis tool used is simple and multiple linear regression. The results of partial testing show that the t count value \geq t table value, (work environment and discipline on performance. While for the partial test of motivation on performance t count \leq t table value. Simultaneous testing shows that the three independent variables together have a positive effect on performance.

Keywords: Work Environment, Motivation, Discipline, Performance

INTRODUCTION

Employee performance is one of the hopes and objectives that an corporation wants to reap (Apriansyah et al., 2024), inclusive of government groups on the sub-district stage. The sub-district office has a strategic function in organizing public offerings which might be at once in touch with the network, inclusive of populace administration services, licensing, and correspondence, in addition to village government development. therefore, the fulfillment of the sub-district workplace in sporting out its responsibilities and capabilities is largely decided by the great of its personnel' performance. personnel who've high-quality performance because they're capable of excel and meet the mounted paintings requirements. (Panjaitan & Fernandes Sinaga, 2022) then again, the community might be beaten if personnel do now not offer exact carrier. however, in fact, various challenges are nonetheless discovered inside the sub-district workplace environment.

In fact, if understood in depth, worker overall performance is a key component inside the success of the company. (Listiani & Apriliyani, 2024) numerous signs of issues that often rise up and emerge as demanding situations to clear up consist of delays in finishing obligations, low paintings productiveness, loss of initiative in working, and much less than most effective provider to the network. these problems can be a mirrored image of inner factors that influence overall performance, which includes paintings surroundings situations, employee motivation degrees, and paintings subject. In this situation, overall performance can be equated with productivity (Windarko et al., 2023)

First, an amazing operating environment produces worker enthusiasm and luxury. The running environment not simplest includes physical situations including lighting, air flow, cleanliness, and workplace facilities, however also includes psychological elements including relationships between personnel, verbal exchange with superiors, and the overall running environment. in the meantime, an uncomfortable running environment can reason pressure and reduce work enthusiasm. as a result, a conducive environment wishes to be maintained as it will usually encourage productiveness and improve work exceptional. So the running

surroundings is a demand of employees that should be met by using the agency (Azmy, 2019) for the sake of the sustainability of constant employee overall performance. The running environment is a assisting issue for employee enthusiasm. If employees are obsessed on running with the guide of a secure running surroundings, then the employees will also have correct overall performance. The working surroundings stimulates worker paintings effectiveness which then leads them to achieve excellent performance. (Shammout, 2021) that is similar to the knowledge thats a good work surroundings can assist personnel to be stimulated and enthusiastic about running (Waimuri et al., 2024) however, in truth, many physical paintings environments appear to pressure personnel to compromise with slightly uncomfortable conditions, consisting of restrained facilities and infrastructure and wish that with these situations, employees will perform properly.

Second, paintings motivation is an inner factor that still determines employee overall performance. paintings motivation can come from in the man or woman (intrinsic motivation), inclusive of a feel of duty, private pride, and delight in paintings, or from outside (extrinsic motivation), inclusive of awards, advantages, career paths, and incentives. without sufficient motivation, employees tend to work only to fulfill minimum responsibilities and do now not display most appropriate performance, let alone marvelous. Many leaders recognise that motivation is very good, due to the fact it is a pressure that drives people to efficaciously meet paintings targets. (Qomariah et al., 2024) but that is precisely the largest weakness, due to the fact occasionally this motivation is handiest a supporter, not the main motive force of performance. So once in a while motivation is given and from time to time it isn't given. This inconsistency can motive a decline in worker performance because personnel experience left out despite the fact that they may be usually observed.

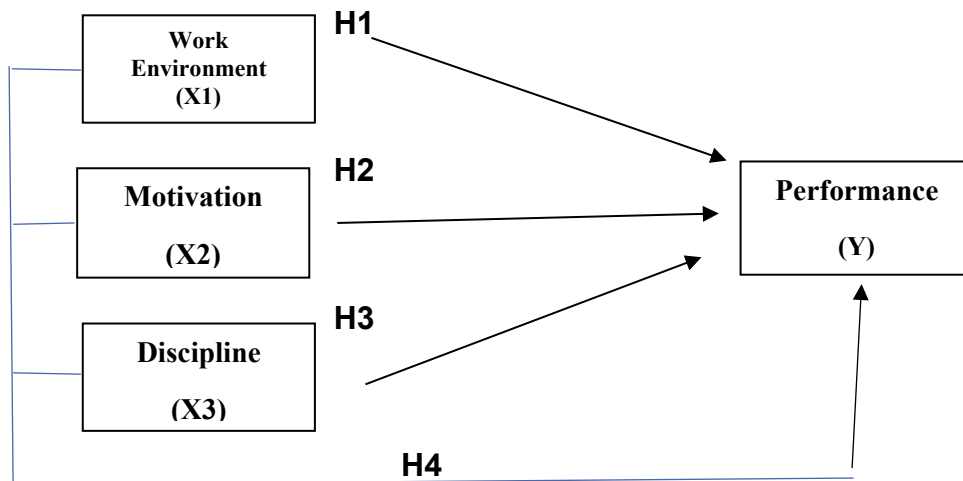
third, work discipline displays the extent of worker compliance with the guidelines, regulations, and paintings ethics that apply within the business enterprise. subject has a noble purpose to alternate conduct and lift employee cognizance to obey all applicable policies and organizational norms. (Marendra & Aryata, 2024) subject isn't always something scary to put in force, however as a substitute a belief that if disciplined, it'll make it easier for them to obtain their goals, particularly performance. high quality area is a person's expectation to succeed in their work, so that they need to be orderly in their work. (Safrida et al., 2023) exact field is reflected in punctual attendance (whilst arriving and going domestic), compliance with completing obligations and duties, and a pro mind-set at paintings (sporting uniforms, running according to essential tasks and functions, now not doing paintings that is not their activity. Undisciplined employees have the capacity to lower the image of presidency corporations in the eyes of the public and avert the achievement of organizational desires.

Given the significance of those three variables (work environment, motivation, and subject) in influencing worker performance, a systematic take a look at is needed to determine how a lot impact each of these elements has on performance. This observe is anticipated to offer a clearer picture of the dominant elements that impact overall performance, as well as provide optimistic enter for sub-district heads in figuring out managerial policies to improve the performance and fine of public offerings inside the businesses they lead. on this way, the sub-district office can layout inner development techniques in a greater centered and statistics-based totally manner, in

order that a professional, responsive state civil apparatus is created that is able to meet the expectations of the community.

Research Model

Figure 1. Framework of Thought



Primarily based on the findings of the problem and supported by the results of the literature review, the researcher examined the research issue by formulating the following hypotheses: (Ho) Work environment, motivation, and discipline partially (three separate tests) do not have a positive and significant influence on employee performance; (Ho) Work environment, motivation, and discipline simultaneously (composite test) do not have a positive and significant influence on employee performance; (Ha) Work environment, motivation, and discipline partially have a positive and significant influence on employee performance; and (Ha) Work environment, motivation, and discipline simultaneously have a positive and significant influence on employee performance. Based on these hypotheses, the researcher determined the topic of this study as the influence of the work environment, motivation, and discipline on the performance of employees at the Idano Tae District Office, South Nias Regency.

METHOD

This study is part of quantitative studies because it uses number one information within the form of numbers to be able to be processed through statistical evaluation. The population determined become all employees of the South Nias Regency local catastrophe control agency office, totaling 30 employees while the questionnaire was allotted and had been back with the aid of respondents with the identical number, specifically 30 copies. The questionnaire used a Likert scale (Budiaji, 2013) The studies sample became drawn the use of a census sample, the populace length is similar to the sample length. due to the fact the population length is small, or less than 100 humans, the complete population is used as a pattern and there is no need to use a sampling technique. The studies facts comes from the answers chosen by using respondents on the

questionnaire that has been disbursed to each worker. The facts is processed with the help of SmartPLS software program to identify or analyze causal relationships among variables in this research version. (Iba & Wardhana, 2024)

More than one linear regression evaluation is one of the implemented evaluation equipment. This regression analysis suggests the usage of one structured variable (Y) as a linear characteristic of several unbiased variables (X). (Gunandi & Kismiantini, 2023) on this have a look at, before studying the studies statistics, a declaration item device take a look at was first performed at the dispensed questionnaire, then a Classical Assumption pass test turned into completed, to make certain that the research records changed into definitely healthful and worth of continuing statistical checking out (Partial Test).

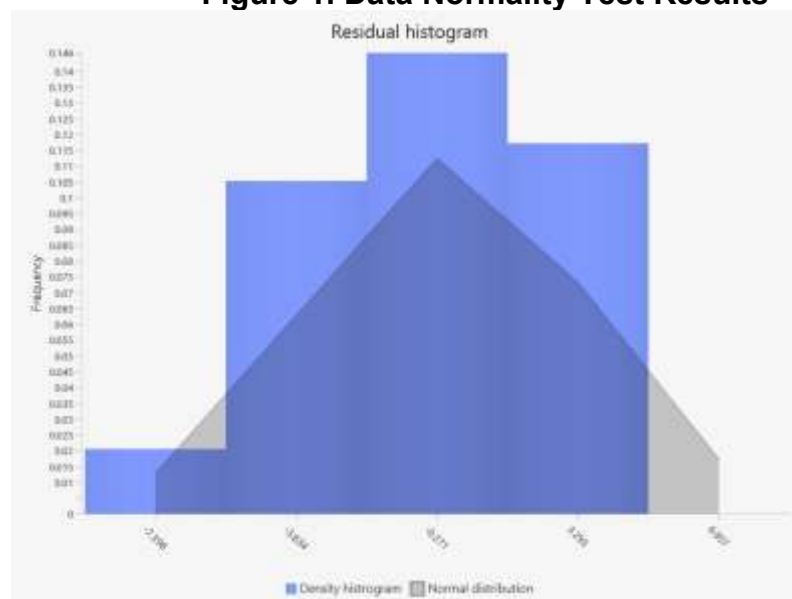
RESULTS AND DISCUSSION

1. Classical Assumption Test

This test aims to check whether the research data is worthy of being continued to statistical testing. If the research data has passed the classical assumption test after being tested in several types of tests, then the data can be tested to the statistical test stage. This classical assumption test uses two tests.

a. Data Normality Test

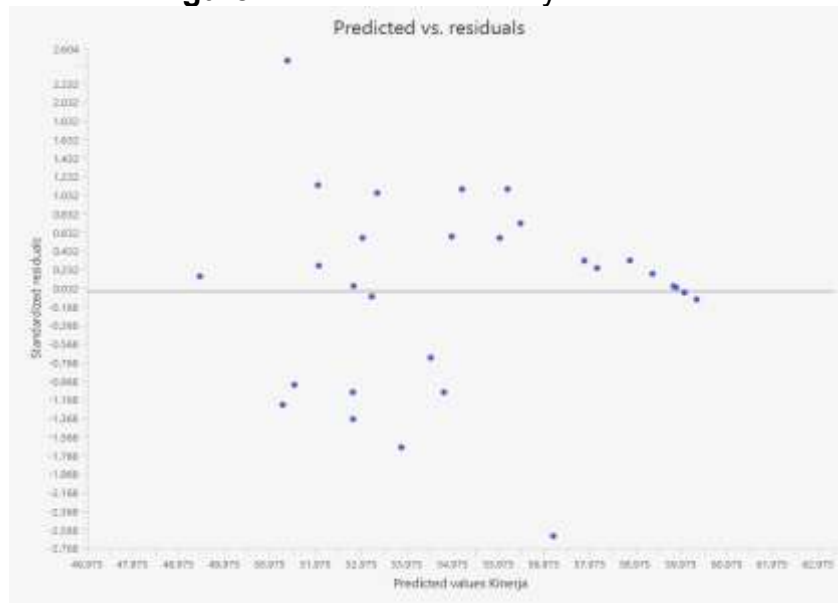
Figure 1. Data Normality Test Results



The histogram of residuals (in blue) appears to approximate a normal distribution (bell shape), although it is not completely symmetric. The Y-axis (frequency) shows that most of the residuals are in the middle range (around 0), with the highest frequencies between -2.27 and 0. The histogram of residuals shows a distribution that is close to normal, with a peak around zero and a decrease to the left and right. Although there is some asymmetry (skew to the right) and a few outliers, overall the residuals are spread out well enough to support the assumption of normality. This indicates that the regression model used is likely quite valid, and that the prediction errors do not show any significant systematic patterns.

b. Heteroscedasticity Test

Figure 2. Heteroscedasticity Test Results



The residual points are randomly scattered around the zero horizontal line without any clear pattern. The Predicted vs. Residuals graph shows that most of the residuals are scattered around the zero line without any noticeable outliers. Each point is divided above and below the horizontal line, indicating that the assumptions of homoscedasticity and linearity may not be completely met, but are still acceptable.

c. Multicollinearity test

Table 1. Multicollinearity Test Results

Collonierity Statistics-VIF	
	VIF
Discipline	1.412
Work Environment	1.353
Motivation	1.150

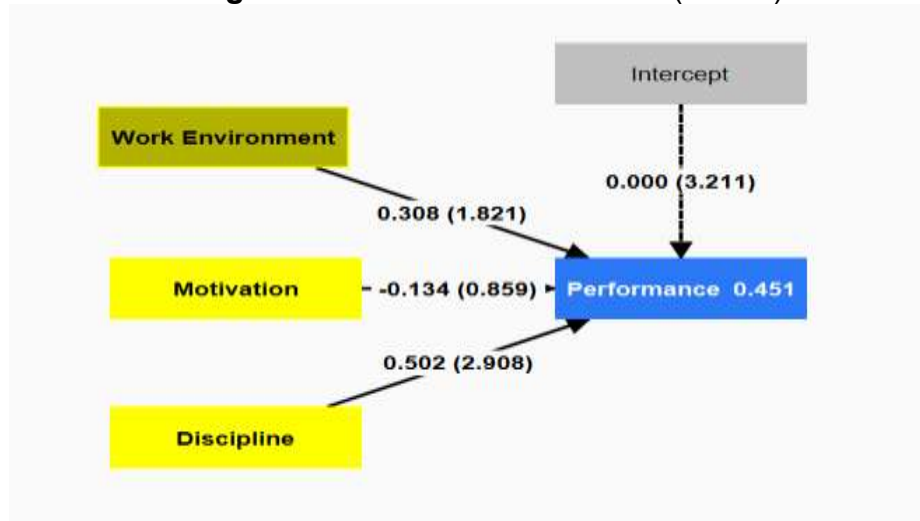
all VIF values < 2, meaning there is no multicollinearity problem in this research model. The independent variables do not significantly influence each other. Thus, the results of the VIF analysis indicate that there is no multicollinearity problem between the independent variables Discipline, Work Environment, and Motivation. so that the regression model is feasible to continue without the need to delete or revise these variables.

Statistical Test

Statistical testing using a single hypothesis test, a very simple linear regression analysis (because there is only one independent variable). So the researcher's focus is to see the calculated t output value and compare it with the t table. The value of a variable, in this case the dependent variable (Y) can change (increase or decrease) because it is influenced by the independent variable (X).

a. Simple Linear Regression Test

Figure 3. Statistical Test Results (Partial)



Based on the results in the table above, it can be seen that:

1. The calculated t value is $1.821 \geq t \text{ table } 1.697$ (t table value $n = 30/2$ tailed / 0.05)
 = The work environment has a positive effect on performance.
2. The calculated t value is $0.859 \leq t \text{ table } 1.697$ (t table value $n = 30/2$ tailed / 0.05)
 = Motivation does not have a positive effect on performance.
3. The calculated t value is $2.908 \geq t \text{ table } 1.697$ (t table value $n = 30/2$ tailed / 0.05)
 = Discipline has a positive effect on performance.

In this situation, leaders are not only required to pay attention to comfort (work environment) and orderly and well-implemented work processes (discipline), but also to their employees, as the main executors in every job and task in the sub-district office. The motivational side is very crucial in building employee enthusiasm and self-confidence in working through a persuasive approach from a superior.

b. Multiple Linear Regression Test

Table 2. Summary ANOVA

	Sum square	Df	Mean square	F	P value
Total	662.300	29	0.000	0.000	0.000
Error	363.848	26	13.994	0.000	0.000
Regression	298.452	3	99.484	7.109	0.000

Based on the ANOVA results, the overall regression model is significant, with an F value of 7.109 and a P-value of 0.000. This shows that the three independent variables used in the model (Discipline, Work Environment, and Motivation) together are able to explain significant variations in the dependent variable (performance). Because data processing uses Ordinary Least Square (OLS) based regression with the aim of seeing the smallest error rate (usually below 0.05%), the regression model in this study is:

$$\hat{Y} = a + bX_1 + bX_2 + bX_3$$

$$\hat{Y} = 29.072 + 0.239X_1 + (-0.132)X_2 + 0.409X_3$$

The value of 29.072 is a constant/fixed value when the Y variable (performance) is not at all or has not been influenced by any independent variables (either variables inside or outside the research model). This means that performance is very weak and needs support from independent variables to be able to improve or boost

employee performance, so the researcher decided to choose three independent variables, namely work environment, motivation, and discipline. With the following description:

1. Leadership style variable coefficient (b1) 0.239 = if the work environment is improved by 1 unit or its implementation is maximized by 100%, it will increase performance by 0.239 or 23.9%.
2. Leadership style variable coefficient (b2) (-0.132) = if motivation is increased by 1 unit or its implementation is maximized by 100%, it will increase performance, but it turns out that performance does not increase, instead it decreases by -0.132 or -13.2%. This shows that unmotivated employees can cause decreased performance. For this reason, a special strategy is needed for the sub-district office leadership to increase the amount of motivation or vary the type of motivation, as well as the time of motivation that will be given to employees.
3. Leadership style variable coefficient (b3) 0.409 = if leadership style is increased by 1 unit or its implementation is maximized by 100%, it will increase performance by 0.355 or 35.5%.
4. From the explanation above, it is known that a comfortable work environment has a contribution in improving performance. Because disciplined employees have been able to be implemented properly according to the situation and conditions that develop in the workplace, causing employees to have good performance. So that employees will be helped and the employee is able to reduce the risk of errors in their work, which leads to employees being able to have good performance. But this has an impact on employees who feel "burdened" to always work at high performance with good results, so that the "attention" to the employees themselves is forgotten through motivation. For example, the concern of the leader to buy food when employees are still working after working hours end.

c. R Test

Table 3. R-Square

	Performance
R-square	0.451
R-square adjusted	0.387
Durbin-Watson test	2.314

The coefficient of determination value of 0.451 means that the Performance variable can be explained by the work environment, motivation, and discipline variables with a percentage of 45.1%. In other words, the independent variables in the model play a fairly good role because they are able to explain the dependent variables in the model by 45.1%. Of course, if you look at the output above, this is a figure that is far below ideal. Because a model is said to be good if the independent variables in the model (the three free variables) are more dominant in explaining the dependent variables in the model. However, in reality, the independent variables outside the model (which are not yet known and determined) are more dominant in influencing the dependent variables in the model with a difference of 45.1% compared to 54.9%.

CONCLUSIONS AND RECOMMENDATIONS

a. Conclusion

1. The work environment has a positive effect on performance
2. Motivation does not have a positive effect on performance
3. Discipline has a positive effect on performance
4. The work environment, motivation, and discipline based on the F test value, together have a positive effect on performance

b. Recommendations

1. So far, the work environment has always been kept clean, always arranged in a layout that makes employees comfortable working and their mobility is not disturbed due to irregularities, for that it is maintained
2. Leaders need to provide additional or special incentives, at least by providing food and drinks while working during additional working hours, rotating work when work piles up to avoid work fatigue that has the potential to reduce employee motivation.
3. Discipline must still be carried out so that the organization's reputation is not disturbed, but it is also necessary to have flexibility in working hours.

Reference

- Apriansyah, A., Ardyanti, A., Djastuti, I., & Hidayati, R. (2024). Exploring Leadership Effectiveness and Its Impact on Performance: A Systematic Literature Review. *JPBM (Jurnal Pendidikan Bisnis Dan Manajemen)*, 10(1), 71–100. <https://doi.org/10.17977/um003v10i12024p071>
- Azmy, A. (2019). Employee Engagement Factors in A Higher Education Institution. *Binus Business Review*, 10(3), 187–200. <https://doi.org/10.21512/bbr.v10i3.5857>
- Budiaji, W. (2013). Skala Pengukuran dan Jumlah Respon Skala Likert (The Measurement Scale and The Number of Responses in Likert Scale). *Jurnal Ilmu Pertanian Dan Perikanan*, 2(2), 127–133. <https://doi.org/10.31227/osf.io/k7bgy>
- Firmansyah, D., & Dede. (2022). Teknik Pengambilan Sampel Umum dalam Metodologi Penelitian: Literature Review. *Jurnal Ilmiah Pendidikan Holistik (JIPH)*, 1(2), 85–114. <https://doi.org/10.55927>
- Gunandi, A., & Kismiantini. (2023). PENERAPAN ANALISIS JALUR PADA FAKTOR-FAKTOR YANG MEMENGARUHI INDEKS PEMBANGUNAN MANUSIA DI INDONESIA. *Jurnal Statistika Dan Sains Data*, 1(1), 20–39. <https://journal.student.uny.ac.id/index.php/jssd>
- Iba, Z., & Wardhana, A. (2024). *Analisis Regresi dan Analisis Jalur Untuk Riset Bisnis menggunakan SPSS 29.0 & SMART-PLS 4.0* (M. Pradana, Ed.; 1st ed.). PENERBIT CV.EUREKA MEDIA AKSARA.
- Listiani, D., & Apriliyani, D. (2024). Faktor Penentu Kinerja Karyawan: Bukti Dari UD Putra TS. *International Journal of Business, Law, and Education*, 5(1), 1440–1448.
- Marendra, I. G., & Aryata, I. M. (2024). The Influence of Discipline on Employee Performance which is Strengthened through Work Motivation in the General Section of the Directorate General of Infrastructure Financing of the Ministry of PUPR Using the Structural Equation Modeling (SEM) Method. *Jurnal*

- Manajemen Dan Organisasi*, 15(4), 371–384.
<https://doi.org/10.29244/jmo.v15i4.58757>
- Panjaitan, F., & Fernandes Sinaga, Y. (2022). THE EFFECT OF CAREER DEVELOPMENT, COMPETENCE AND COMPENSATION ON JOB SATISFACTION AND THEIR IMPACT ON EMPLOYEE PERFORMANCE AT THE NATIONAL UNIT AND POLITICAL AGENCY OF NORTH SUMATRA PROVINCE. *SULTANIST: Jurnal Manajemen Dan Keuangan*, 10(2), 187–199.
<https://sultanist.ac.id/index.php/sultanist>
- Qomariah, N., Suryandari, A., Martini, N. N. P., & Sari, M. D. (2024). The Synergy of Work Allowances, Sports Facilities, and Motivation in Enhancing Athlete Achievement. *Jurnal Aplikasi Manajemen*, 22(3), 713–732.
<https://doi.org/10.21776/ub.jam.2024.022.03.08>
- Safrida, Wasesa, S., Yudha, T. K., & Simbolon, R. (2023). UNDERSTANDING HOW JOB STRESS, ACHIEVEMENT MOTIVATION, WORK DISCIPLINE, AND EMOTIONAL INTELLIGENCE IMPACT EMPLOYEE JOB SATISFACTION. *JURNAL RISET BISNIS DAN MANAJEMEN*, 16.
<https://journal.unpas.ac.id/index.php/jrbm/index>
- Shammout, M. (2021). THE IMPACT OF WORK ENVIRONMENT ON EMPLOYEES PERFORMANCE. *International Journal of Current Research in Science Engineering & Technology*, 3(11). www.irjmets.com
- Waimuri, V. L. K. K. M. J., Setyadi, S., & Triatmanto, B. (2024). The Impact of Work Motivation and Work Environment towards Employee Performance with Job Satisfaction as Intervening Variable (Case in Kaliwatu Basecamp Center, Batu City). *International Journal of Social Science and Human Research*, 07(10).
<https://doi.org/10.47191/ijssshr/v7-i10-01>
- Windarko, Lastro, D., Iskandar, Y., & Matari Fath Mala, C. (2023). THE IMPACT OF EMPLOYEE PERFORMANCE ON EMPLOYEE PRODUCTIVITY: BASED ON THE WORK ENVIRONMENT, STANDARD OPERATING PROCEDURES (SOP), AND WORK DISCIPLINE. *International Journal of Business, Law, and Education*, 4(2), 961–970.