

THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE ENVIRONMENT AND FORESTRY SERVICE OF NORTH SUMATRA PROVINCE

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Abstract

The purpose of this study is to explain whether there is a positive influence between the work environment and work motivation on employee performance at the Environmental and Forestry Service of North Sumatra Province, Medan. In addition, this study is also intended to determine the condition of the Work Environment and Work Motivation on employee performance at the Environmental and Forestry Service of North Sumatra Province, Medan. Research on the work environment and work motivation on employee performance at the Environmental and Forestry Service of North Sumatra Province, Medan with the type of research used in this study is descriptive and verification using the Explanatory Survey research method. The author uses quantitative research techniques, because the research conducted is related to statistical tools to process the results of the questionnaire so that it can be known whether or not there is an influence between the work environment and work motivation on employee performance at the Environmental and Forestry Service of North Sumatra Province, Medan. The data analysis method used in this study is The data analysis technique used is multiple regression. The results of the study 1) Work environment on employee performance at the Environmental and Forestry Service of North Sumatra Province, Medan. From the calculation results obtained 0.482 or 48.2% Work environment on performance. 2) Work motivation on employee performance with a result of 0.596 or 59.6%. 3) The magnitude of the influence of the work environment and work motivation together on the performance of employees of the Environment and Forestry Department of North Sumatra Province Medan is 0.865 or 86.5% while the remaining 13.5% is influenced by other variables not tested in this study.

Keywords: *Work environment, work motivation and employee performance*

A. INTRODUCTION

The Head of the Environment and Forestry Service of North Sumatra Province, Medan, plays a crucial role in achieving organizational goals, particularly in improving employee performance. Employee performance, which encompasses work results achieved in accordance with authority and responsibility, is a crucial indicator in assessing how effectively an organization or agency is achieving its goals. This achievement depends not only on the tasks assigned but is also influenced by various factors, such as the work environment and work motivation. The work environment encompasses the physical and psychological conditions within an organization, which can directly impact employee performance. A conducive work environment, adequate facilities, and relationships between coworkers and between employees and management significantly influence employee morale and productivity. Conversely, a poor work environment can hinder performance and even decrease employee motivation. Besides the work environment, work motivation is also a crucial factor in determining employee performance. Motivation, which is the drive or desire within a person to perform a task with enthusiasm, plays a crucial role in achieving optimal performance. Motivated employees tend to be more productive, disciplined, and enthusiastic in carrying out their duties. Conversely, a lack of motivation can potentially reduce the quality and quantity of work produced. However, at the North Sumatra Provincial Environment and Forestry Service in Medan, several phenomena indicate issues related to employee performance. These include a slow mindset in completing tasks, procrastination, and a mismatch between employee skills and the positions they hold. Furthermore, the work environment at this agency is poorly organized, both physically and non-physically, which can impact employee

comfort and performance. In order to achieve organizational goals, serious attention is needed to two key factors: the work environment and work motivation. This study aims to analyze the extent to which the work environment and work motivation influence employee performance at the Environment and Forestry Service of North Sumatra Province, Medan. By understanding these factors, it is hoped that appropriate solutions can be found to improve employee performance in the agency and realize the organization's vision and mission more effectively and efficiently.

B. THEORETICAL REVIEW

Performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is the level of achievement of results from carrying out certain tasks. Employee performance is greatly influenced and even depends on the quality and competitive capabilities of the human resources he has. Mangkunegara (2017:67) says, "Performance (work achievement) is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him." The work environment is defined as everything around workers that can influence their performance in carrying out assigned tasks. The work environment is a crucial component in employees' work activities. By ensuring a positive work environment or creating working conditions that motivate employees, it can impact employee morale. According to the Big Indonesian Dictionary (KKBI), motivation is "an impulse that arises within a person consciously or unconsciously to carry out an action with a certain goal." Fahmi (2017:100) states that "motivation is defined as a behavioral activity that works in an effort to fulfill desired needs.

C. RESEARCH METHODOLOGY

The research location was conducted at the Environmental and Forestry Service of North Sumatra Province, located at Jl. Sisingamangaraja Km.5,5 No.14 Marindal, Medan, 20147, Harjosari II Medan Amplas. The objects of this research were the Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y) at the Environmental and Forestry Service of North Sumatra Province.

D. Data Analysis Techniques

t-Test (Partial)

The t-test is used to determine whether the independent variable partially has a significant influence on the dependent variable. The t-statistical test is used to determine the extent to which an individual independent variable influences the variation in the dependent variable.

$$t_{hitung} = \frac{r\sqrt{(n-2)}}{\sqrt{1-r^2}}$$

Sugiyono, (2016:108)

Information:

t : correlation test statistic (t_{hitung})

r : correlation coefficient

n : number of samples

r²: coefficient of determination

Based on the formula above, the hypothesis testing criteria used are:

H₀₁ : b₁ = 0; meaning the work environment does not have a significant effect on employee performance.

H_{a1} : b₁ ≠ 0; this means that the work environment has a significant influence on employee performance.

H₀₂ : b₂ = 0; meaning that work motivation does not have a significant effect on employee performance.

H_{a2} : b₂ ≠ 0; this means that the work motivation element has a significant influence on employee performance.

Based on the statement above, the decision-making criteria are:

a. If t_{count} > t_{table} then H_{a1}, H_{a2} are accepted and H₀₁, H₀₂ are rejected.

b. If t_{count} < t_{table} then H_{a1}, H_{a2} are rejected and H₀₁, H₀₂ are accepted.

F-Test (Simultaneous)

The F test is used to test the level of significance of the regression coefficients of independent variables simultaneously on the dependent variable. The F statistical test is used to determine whether all independent variables included in the regression model have a joint (simultaneous) influence on the dependent variable (Ghozali, 2018:176).

$$F_{\text{count}} = \frac{R^2(nk-1)}{k(1-R^2)}$$

Information:

R² : Coefficient of determination

n : number of respondent data

k : number of independent variables

Based on the formula above, the hypothesis testing criteria used are:

H₀: b₁, b₂ = 0 means that the work environment and work motivation simultaneously do not have a significant effect on employee performance.

H_a: b₁, b₂ ≠ 0 means that the work environment and work motivation are simultaneous has a significant impact on employee performance

Based on the statement above, the decision-making criteria are:

a. If F_{count} > F_{table} then H_a is accepted and H₀ is rejected.

b. If F_{count} < F_{table} then H_a is rejected and H₀ is accepted.

3.7.3. R² Determination Coefficient Test

The R² test is used to measure the proportion or percentage contribution of the independent variable being studied to the fluctuations in the dependent variable. To determine the extent of the independent variable's contribution to the dependent variable, a coefficient of determination analysis is used, with the calculation steps as follows.

$$Kd = r^2 \times 100\%$$

Information:

Kd = Coefficient code

r² = Coefficient of Determination

Based on the formula above, the decision-making criteria are if 0 ≤ R² ≤ 1, then there is a simultaneous influence between the independent variables on the dependent variable.

D. RESULTS AND DISCUSSION

In this study, the sample or response was from employees of the Environment and Forestry Service of North Sumatra Province, the sample in this study was 34 people who work at the Environment and Forestry Service of North Sumatra Province.

Test ResultsMultiple Linear Regression Calculation Coefficientsa

Table 5. Results of Multiple Linear Regression Calculation Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1	(Constant)	2,875	.933	3,082	.004
	Work environment	.395	.052	.482	.000
	Work motivation	.457	.074	.596	.000

a. Dependent Variable: Employee performance

b. Data Source Processed by SPSS 25. Year 2025

Based on Table 5, it can also be seen that a general equation can be made for the influence of the work environment and work motivation on employee performance as follows:

$$Y = 2.875 + 0.395X_1 + 0.457X_2$$

- 1) The constant value of 2.875 means that if the work environment and work motivation values are 0, the employee performance value will remain at 2.875.
- 2) The regression coefficient value of the work environment variable is 0.395, meaning that every 1 unit increase in the work environment weight will increase the employee performance weight by 0.395 units.
- 3) The regression coefficient value of the work motivation variable is 0.457, meaning that every 1 unit increase in the work motivation weight will increase the employee performance weight by 0.457 units.

t-Test Results (Partial)

Partial tests are conducted to determine the partial influence between independent variables on the following dependent variables:

t-Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	2,875	.933		3,082
	Work environment	.395	.052	.482	6,362
	Work motivation	.457	.074	.596	7,823

- a) Dependent Variable: Employee performance

From Table 4.15 shows that

- 1) The correlation coefficient between the work environment and employee performance is 0.482 or 48.2%. The correlation coefficient is positive (+), meaning that the better the work environment, the higher the employee performance. The t-value for the work environment variable is $6.362 > 2.052$ with a significance level of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted. Thus, partially, the work environment variable has a significant influence on employee performance.
- 2) The correlation coefficient between work motivation and employee performance is 0.596 or 59.6%. The correlation coefficient is positive (+), which means that the better the work motivation, the higher the employee performance. The t-value for work motivation is $7.823 > 2.052$ with a significance level of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted. Thus, partially, the work motivation variable has a significant influence on employee performance.

f Test Results

This test is used to analyze how independent variables simultaneously influence dependent variables. The results of the regression test in this study using SPSS version 25 are as follows:

f Test Results

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	359,075	4	179,538	17,080	,000b
	Residual	325,866	30	10,512		
	Total	684,941	34			

- a) Dependent Variable: Employee performance
b) Predictors: (Constant), Work motivation, Work environment

The F test value is 17.080 with a significance of 0.000, where the F significance < 0.05 is required for the hypothesis to be accepted. Thus, it can be concluded that all independent variables in this study, namely the work environment and work motivation variables, jointly influence the employee performance variable of the Environment and Forestry Service of North Sumatra Province, Medan.

THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE ENVIRONMENT AND FORESTRY SERVICE OF NORTH SUMATRA PROVINCE
Nilfaujia et al

Coefficient of Determination (R2)

The results of the coefficient of determination test with SPSS can be seen in the following table:

**Determination Test
Model Summary**

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.921a	.840	.865	3,053

Predictors: (Constant), Work motivation, Work environment

Based on the table above, the coefficient of determination (R2) in this study shows that the correlation between the independent and dependent variables is 0.840, or 84.0%. The remaining 16% (100% - 84.0% = 16%) is influenced by other factors not included in this study.

E. CONCLUSION

- 1) Work environment with indicators include work equipment, employee services, working conditions, and employee relationships. Based on the results of research that has been conducted and data processing, the results show that the work environment has an effect on employee performance at the Environmental and Forestry Service of North Sumatra Province, Medan, by 0.482 or 48.2% with a moderate category. So it can be concluded that the work environment has a significant effect on employee performance. If the work environment provided to employees is good, the Environmental and Forestry Service of North Sumatra Province, Medan, will be more enthusiastic in working.
- 2) Based on the results of the hypothesis test, it was concluded that work motivation had a significant effect of 0.596, or 59.6%, on the performance of employees at the Environment and Forestry Service of North Sumatra Province, Medan, with a moderate effect. This means that any increase in work motivation will result in increased employee performance.
- 3) Collectively, the work environment and work motivation influence employee performance by 0.865, or 86.5%, categorized as very strong. The remaining 13.5% comes from factors outside this study.

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