THE WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE: WHAT IS THE IMPACT? (CASE STUDY AT THE MANGGARAI REGENCY LIVESTOCK SERVICE OFFICE, RUTENG NTT-INDONESIA)

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ABSTRACT

Employee performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization. The purpose of this study is to determine the influence of the work environment and work motivation on the performance of employees of the Livestock Office of Manggarai Regency, East Nusa Tenggara. The sample in this study was 50 employees who worked at the Ruteng Livestock Office, because all populations in this study were sampled, the sampling method was using census sampling techniques. Data collection techniques using questionnaires, interviews and documentation. The analysis techniques used are descriptive statistics, multiple linear regression, classical assumption testing, and hypothesis testing. The results showed that the work environment did not affect employee performance. While work motivation has a significant and positive influence on employee performance.

Keywords: Work environment, work motivation and employee performance.

1. INTRODUCTION

To create high performance, it is necessary to increase optimal work and be able to utilize the human resource potential of employees to create organizational goals, thereby actively contributing to organizational development. In addition, organizations need to pay attention to various factors that can influence employee motivation. In this case, the role of the organization is needed to increase motivation and create a conducive work environment to encourage the formation of professional attitudes and actions in completing work in accordance with their respective fields and responsibilities.

Source Power man have role transform and use source power and materials up to become product . Therefore that , for increase performance , necessary confirmed that source Power man can Work in a way effective and show possible performance contribute to productivity , which is problem fundamental in draft management and leadership. Performance refers to an employee's job performance as measured based on standards or criteria set by the organization. Successfully achieved very high employee performance, especially improving overall organizational performance.

The Livestock Service of Manggarai Regency, Ruteng, East Nusa Tenggara (NTT) is one of the government agencies which has the task of carrying out preparation, policy, implementation, needs planning, guidance development, disease control, distribution supervision, monitoring, evaluation and reporting in the livestock sector . However, in efforts to create employee performance at the Manggarai Regency Livestock Service, Ruteng, East Nusa Tenggara (NTT), it seems that there are still many obstacles that make it difficult to achieve organizational goals. Non-ideal conditions still occur at the Ruteng NTT Livestock Service. Where there are still other obstacles at the Manggarai Regency Livestock Service, Ruteng NTT, including employees coming to work late, resting early, there are merchants come into the room offering products, lack thereof facilities and infrastructure, leaving work early. This causes a decrease in employee performance due to low employee motivation in carrying out work and an uncomfortable work environment so that employee work cannot be carried out as expected.

The actual condition that occurs at the Manggarai Regency Livestock Service, Ruteng, NTT, is that employee performance does not fully represent optimal performance. Because the work was not completed on time, completely and accurately, the Ministry's achievement of minimum service standards did not meet expectations. Regarding employee performance, this problem certainly needs to be addressed immediately so that the Ministry's leadership and subordinates can provide excellent service to the community in a more professional manner. This research was conducted to find out whether motivation and work environment have a significant effect on employee performance in a government organization.This research is expected to provide benefits to organizations by motivating employees to be able to achieve organizational goals

researcher For learning and interesting conclusion (Suwati 2013). Definition operational is something studies structural or studied characteristics For become something variables that can be measured :

a. Variable Independent (Variable Independent) Variables that influence change or appearance something variable bound (dependent) or the cause is variable free . Variable free study This is :

1) Environment work (X_1)

Environment Work is all something that 's around workers and can influence it in carry out Assigned job . Indicators of the work environment are; work atmosphere, work relationships and co-workers, and availability of work facilities.

2) Motivation work (X_2)

Motivation Work is giving Power the driving force that creates excitement Work somebody , so that they Want to Work The same , Work effective And integrated with all Power his efforts For reach satisfaction .

Indicator from motivation Work that is ; Power driving force , will , willingness , forming skills , abilities skills , responsibility responsibilities , obligations , and goals .

b. Variable Bound (Dependent Variable) Variable bound is influenced variables or is consequence from variable free . Variable bond is used in study This is performance employee (Y).

Employee performance is results work done by someone in something organization so that achieved objective Which desired something organization and losses . Indicators of employee performance are; timeliness, job description, quantity, and quality.

1.1 Research Scope

In research this , writer review room scope study management source Power man about influence environment work and motivation Work to performance employee . Each variable the is factor important in increase performance effective employees .

1.2 Research Site

This research was conducted at the Manggarai Regency Livestock Service Office, Ruteng City, which is located on Jl. A Yani, No. 1 Ruteng Flores (NTT).

The reason the researcher chose this agency was because he wanted to know more about the influence of the work environment and work motivation on employee performance at the Ruteng City Animal Husbandry office.

1.3 Population

Population is an area consisting of objects/subjects with certain numbers and characteristics to be investigated and conclusions drawn by researchers (Dahlan, 2022) . This research uses a population of all employees in the service Farm Regency Manggarai , Ruteng City that is totaling 50 people.

1.4 Sampling technique

This sample represents a small part of the population and characteristics (Dahlan 2022). The sampling technique used in this research was a census. The reason for using this census method is because it uses the entire population as a sample. All samples collected in this research were employees of the Animal Husbandry Service office with a total of 50 respondents.

1.5 Data collection technique

For take data And gather information done in study This so writer use method as following :

a. Interview

Data Which collected through interview direct with submit question to leader agency or do ask answer to various party or employees who become deep data sources company which become object study

b. Questionnaire

Something technique collection data with method compile list question Which has writer prepare And submit list question the to para respondents For answer question which has provided .

c. Documentation

Documentation is notes past events passed in form of writing, pictures or work work historical from somebody . In this research, researchers carry out documentation when collecting data which can be used as evidence of research implementation.

2. TECHNIQUE OF DATA ANALYSIS

Sugiyono (2017 In analyze data to data Which obtained , writer use method descriptive And quantitative . Method descriptive intended For explain in a way detailed about variable study Which researched based on data Which obtained And connect with theories Which relevant with problem Which Then can taken something conclusion . For change the result data questionnaire into quantitative data so done scoring use ordinal scale from likert as following :

a.   Answer strongly disagree   = Score 1

b.   Answer No agree   = Score 2

c.   Answer neutral   = Score 3

d.   Answer agree   = Score 4

e.   Answer very agree   = Score 5

Descriptive Test

Ghozali (2013) explains that analysis statistics descriptive give description or description of data that can be be measured with average (mean), minimum, maximum values as well as standard existing deviations in study . On research This technical analysis of the data used is statistics purposeful descriptive For know description variable variable study in a way short in form table .

1)   Validity test

    In research This is the validity test used For judge valid or or not something questionnaire . Questionnaire can is said to be valid if the question in questionnaire the capable answer something that is measured (Ghozali , 2013). In research This technical analysis used that is coefficient product moment correlation of pearson , with conclusion if r count > r table , with significant 5% then considered valid, however if r count < r table so considered invalid .

2)   Reliability test

    Reliability test is tests carried out For measure reliable or or not something questionnaire (Ghozali , 2016). Something questionnaire said reliable or reliable If answer somebody to statement the consistent or stable from time to time . Reliability test used in research This aim For evaluate something stability or reliability and consistency respondents in answer existing questions in which questionnaire questionnaire the related with variables that will tested . Technique used in study This is Cronbach's Alpha technique with criteria if Cronbach's Alpha value is more big or The same with 0.60 then questionnaire the said realistic . On the other hand , if Cronbach's Alpha l value is more small of 0.60 then questionnaire the No reliable . (Ghozali , 2016:45-46).

3)   Multiple linear regression test

    In research This use analysis multiple linear regression For know influence variable independent to variable dependent . Equality linear regression multiple is as following :

$Y = a + b_1 X_1 + b_2 X_2 + e$

Information:

Y   = Employee Performance

a   = Constant

$b_1 b_2$ = Regression Coefficients

X_1 = Work Environment

X_2 = Work motivation

e   = error

For Know is variable independent influential or No on the dependent variable, it can be seen from the level of significance with standard significance is 5%. If the level of significance obtained from the results more than 5% then the hypothesis is rejected, conversely if the hypothesis test results are between 0-5% then the hypothesis is accepted. Meanwhile, to see the regression generated influential positive or negative through coefficient beta( ). If The beta coefficient has a minus sign (-) meaning the resulting influence is negative, conversely if the beta coefficient does not have a minus sign (-), then direction The resulting effect is positive (+) (Ghozali, 2011).

4)   Test assumptions classic

    Test assumption classic done For know is results estimation regression carried out true, true free from exists symptom multicollinearity , autocorrelation , and symptoms heteroscedasticity .

a)   Normality test

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Test normality according to Ghozali , (2013) Purposeful For test is in a regression model , variables dependent , variable independent , or both of them have distribution normal or No . Model regression Which Good is distribute normal or approach normal. Something data said follow normal distribution is seen from spread of data on the diagonal axis of graph . Basis for taking decision is as following :

(1) If data spread around line diagonal And follow direction line diagonal, so regression model fulfil normality .

(2) If data spread Far from the diagonal line and No follow direction line diagonal, then model regression No fulfil normality

b) Multicollinearity test

Multicollinearity Test according to Ghozali (2013) aims For test what is the regression model found exists correlation between variable free (independent). Multicollinearity can seen from mark tolerance and variance inflation factor (VIF) . Mark cutoff generally used For show exists multicollinearity is mark Tolerance ≤ 0.10 or The same with VIF value ≥ 10.

c) Heteroscedasticity test

Test heteroscedasticity according to Ghozali (2013) aim test is in the regression model happen inequality of variance of residuals One observation to observation Which other. Base analysis test heteroscedasticity that is If There is pattern certain , like existing points form pattern certain regular (wavy , wide Then narrowed), so indicated has happen heteroscedasticity .

(1) If number DW under -2 means there is autocorrelation positive.

(2) If number DW between -2 until 2 means it doesn't exist autocorrelation

(3) If number DW on 2 means there is negative autocorrelation

5) Hypothesis testing

a) Partial test (T test)

Test t used For test significance connection between variables X And Y, is variable (environment Work And motivation Work) truly influential to variable Y (performance employees) in a manner separated or Partial Ghozali (2011).

b) Simultaneous test (F test)

The f test has objective For know is there is influence variable independently (X) independently simultaneous to the dependent variable (Y) with tariff real level significant 5%. The following are the criteria for testing significance simultaneously (together) to test the calculated f:

(1) If the calculated f is smaller than the table f, then the independent variables (X) together do not have a significant influence on the dependent variable (Y).

(2) If the calculated f is greater than the f table and the significant rate is smaller than 0.05 then the independent variable (X) together (simultaneously) has a significant influence on the dependent variable (Y).

c) Coefficient test determination (R2)

Coefficient determination multiple stated (R2) is used For do testing multiple linear regression with more from two variable . Coefficient determination aim For know how much percent influence variable independent (X) against variable dependent (Y). If mark Coefficient determination the more big so influence variable independent (X) against variable dependent (Y) increases big likewise on the contrary .

3. RESULTS AND DISCUSSION

3.1 Research Result

3.1.1 Brief History Object Study

The Ruteng Livestock Service, Manggarai Regency, East Nussa Tenggara province is on Jalan Ahmad Yani Number 11, Ruteng. The Livestock Service's work program includes secretariat, infrastructure, facilities and development of livestock resources, livestock breeding and production, animal health and veterinary public health, agribusiness and livestock institutions as well as livestock breeding UPT based on applicable provisions and procedures for the realization of resource-based, resilient livestock development. local.

Regency Manggarai is A districts on the island Flores , province East Nusa Tenggara , Indonesia . Capital regency Manggarai namely Ruteng City HYPERLINK "https://id.wikipedia.org/wiki/ Ruteng,Manggarai" \o "Ruteng, Manggarai" which is located in Langke Rembong District . The area is wide is 2,096.44 km², with amount population in year 2021 as many as 325,530 people . Regency Manggarai is also one of districts in the province East Nusa Tenggara is located to the west of Flores Island . Regency Manggarai have The area is 2,096.44 km² consisting of from mainland

Flores Island and islands small that is Molas Island . By astronomical , Regency Manggarai located between 08°14'27.32" to 08°54'57.17" South Latitude and 120°13'41.34" to 120 °32'47.22" East Longitude .

By topographic , Regency Manggarai is area plain height dominated by form surface bumpy land with slope land ≥40% (mountainous) ie area of 38.36% and slope land between 15%-40% ie covering an area of 55.41% of area of the district Manggarai . Meanwhile, the remaining 6.23% is lowland with a land slope of between 8%-15%. Organizational Structure of Research Objects

3.1.2 Structure Organization Object Study

The organizational structure is a framework that shows activities for goals through the chosen strategy. Likewise, at the Ruteng Livestock Service Office, Manggarai Regency, East Nussa Tenggara province, to expedite and clarify the activities to be carried out, the Ruteng Livestock Service Office has a structure to have effective and efficient coordination.

The following is the organizational structure of the Ruteng Livestock Service Office, Manggarai Regency, East Nussa Tenggara province.
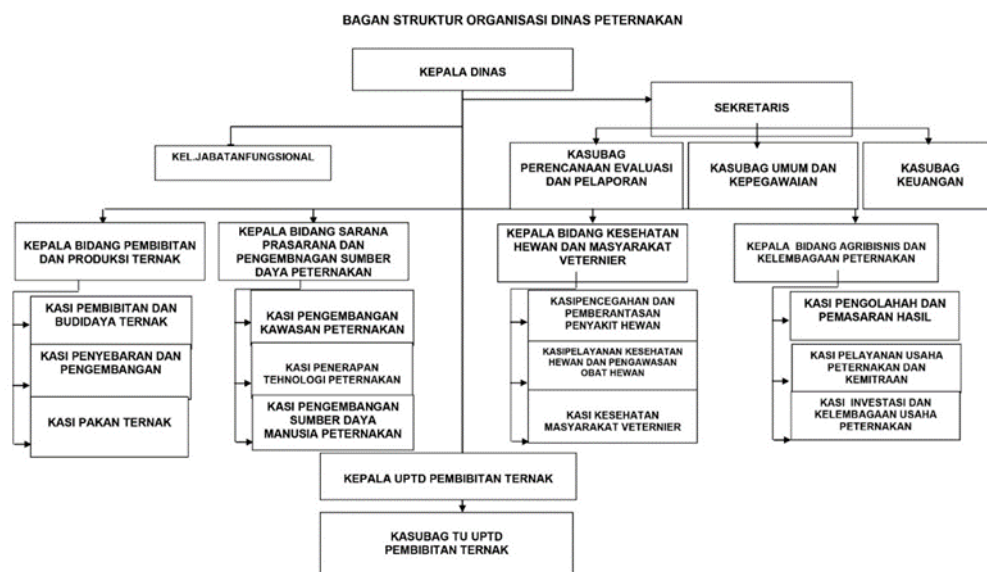
Figure 2. Organizational Structure

3.1.3 Job and Function

3.1.3.1 Animal Husbandry Department

1) The Formulate a Plan Strategic (RENSTRA) Livestock Service based on Term Development Plan Regional Intermediate (RPJMD) Regency Manggarai as well as input from component society to become guidelines preparation performance annual ;

2) Formulate the Department's Annual Work Program based on Plan strategic (RENSTRA) Services and activities annual previously as well as existing data sources For used as material guidelines implementation task ;

3) Coordinate implementation task Secretary , Head Divisions and Heads of Service UPTD to be connected synchronization , synergy and integration as well as good and mutual cooperation support ;

4) Evaluate the implementation of the activities of the Secretary, Head of Division and Head of UPTD based on the work plan to find out existing problems in order to determine solutions;

5) Develop and motivate Heads of Divisions, Heads of UPTD and other subordinates through a humanitarian approach, advice and technical training to increase work productivity, career development and become role models and motivators for the community;

6) Fostering guide affairs secretariat for more efficient and effective ;

7) Formulate plan policy field farm covers secretarial , infrastructure, facilities and development resource farm, breeding and production of livestock, animal health and veterinary public health, agribusiness and institutions livestock and UPTD based applicable provisions to realize Resilient livestock - based development resource local;

8) Coordinate cooperation field animal husbandry and health animal with agency or institutions and parties related other Good center nor area in frame program synchronization;

9) Directing the business recommendation process in the fields of animal husbandry, animal health and veterinary public health in Manggarai district to safeguard livestock businesses;

10) Fostering livestock development, animal health, livestock empowerment and veterinary community health in Manggarai district to safeguard livestock and food products of animal origin;

11) Directing the establishment of technical standards, guidelines, quality control of seeds and animal products in the district to ensure the preservation of the quality of animal products and products of animal origin;

12) Directing the establishment and supervision of livestock areas and livestock pastures in the district for livestock development;

13) Evaluate regional revenues and income in the field of animal husbandry and animal health based on applicable provisions to increase Regional Original Income (PAD);

14) Directing the application of technology, engineering, use and utilization of livestock tools and machines as well as breeder institutions to create independent livestock systems and businesses;

15) Directing the determination and implementation of information, communication and education in the fields of animal husbandry, animal health and veterinary public health to increase public awareness and participation;

16) Formulate and determine reports on the implementation of Work Culture, Inherent Supervision, Government Performance Accountability, LKPJ, LPPD, Financial and Asset Performance Reports and Service Performance Reports in accordance with applicable procedures and provisions to be used as accountability material for performance implementation;

17) Evaluate the results of the implementation of the Livestock Service's duties based on the work plan to determine successes and problems and determine alternative problem solutions;

18) Coordinate programs and/or activities of the Livestock Service with related agencies or parties to create synchronization in the implementation of programs and / or activities ;

19) Building subordinate related to discipline in accordance regulation applicable legislation to create reliable , professional and moral civil servants ;

20) Report and be accountable for the implementation of official work programs and other official duties;

21) Carry out other official duties given by superiors both verbally and in writing according to their duties and functions for the smooth implementation of their duties.

3.1.3.2 Secretariat

1) The Plan activities of the Program Subdivision, Evaluation and Reporting based on steps operational secretariat and results evaluation year previously as well as existing data sources For become guidelines in implementation task ;

2) Share tasks and checking Work subordinate Good in a way written nor oral in accordance with problems and areas each task to be achieved effectiveness implementation task ;

3) Check and implement results preparation and elaboration of programs based on applicable regulations so that accommodative programs and activities are arranged ;

4) Collect and process as well as analyzing data from each work unit within the Animal Husbandry Service so that data bases and department statistics are available as needed

5) Prepare performance reports and other service reports according to performance targets or work results as input for superiors ;

6) Evaluating programs and activities according to performance targets so that they can be used as input for programs and activities for the following year ;

7) Reporting the results of the implementation of data and evaluation program activities based on the work plan as accountability material and input for superiors;

8) Conduct consultations on the implementation of activities with related units/agencies or institutions to obtain input for the smooth implementation of tasks;

9) Guide subordinate in upholding discipline in accordance with applicable regulations to create civil servants who are reliable , professional , ethical and moral ;

10) Carry out other official duties given by superiors either verbally or in writing according to their duties and functions for the smooth implementation of their duties .

3.1.3.3 Field infrastructure , facilities and development source Power farm

1) Planning the activities of the Livestock Area Development Section based on steps operational fields and results evaluation year previously as well as existing data sources For become guidelines in implementation task ;

2) Share assignment and giving instruction to subordinate through guidance and direction in a way oral nor written in accordance with problems and areas each of them has a duty to achieve it effectiveness implementation task ;

3) Inspect results Work subordinate based on plan activity To use improvement more carry on ;

4) Collect and learn regulation legislation as well as material others related with development area sustainable animal husbandry and land protection through guidelines , operational guidelines and technical guidelines For material preparation plan development area farm ;

5) Prepare materials for formulating policies, procedures and provide technical guidance and evaluation in the expansion and management of land and water in livestock areas ;

6) Collecting and processing data and related information with task development area farm through identification potency area farm For determination location commodity superior farm ;

7) Prepare materials for drafting livestock area development policies through the preparation of operational and technical guidelines for implementing technical guidance and outreach in districts/cities ;

8) Carrying out identification of areas/locations for livestock development through surveys , analysis and design of potential areas for determining livestock development areas.

9) Carry out guidance and development of livestock areas and prepare guidelines for determining grazing areas through the distribution of operational and technical guidelines to increase the use of land, water and development areas for livestock areas;

10) Carry out preparation of areas and farmer breeders at livestock area development locations through technical guidance and internships to increase the knowledge and skills of farmer breeders;

11) Carrying out socialization regarding the certainty of the function and use of livestock land ;

12) Carry out potential mapping of livestock areas to determine livestock development areas;

13) Evaluate the implementation of the tasks of the Livestock Area Development Section through meetings, discussions and according to the results carried out to find out problems and find solutions.

3.1.3.4 Field breeding and production cattle

1) I 'm planning Nursery and Cultivation Section activities Cattle based on l steps operational field from results evaluate extensively iyear previously as well as existing data sources For become guidelines in implementation task ;

2) Share assignment and giving instruction to subordinate through guidance and direction Good in a way oral nor written in accordance with problems and areas each task to be achieved effectiveness implementation task ;

3) Inspect results Work subordinate based on plan activity To use improvement more carry on ;

4) Collect and learn regulation legislation as well as other related materials with task breeding and cultivation cattle small and fowl

5) Collect , synchronize and process data and information breeding and cultivation cattle in a way periodically monthly , semester, yearly ;

6) Prepare policy preparation materials, implementation guidelines and technical instructions for livestock breeding and cultivation;

   Carry out management and utilization of genetic resources and standardize livestock quality through mapping of seed source areas;

3.1.3.5 Field of animal health and veterinary society

1) Plan the activities of the Animal Health Services and Veterinary Medicine Section based on field operational steps and evaluation results from the previous year as well as existing data sources to serve as guidelines for carrying out tasks;

2) Dividing tasks and giving instructions to subordinates through guidance and direction both verbally and in writing according to the problems and areas of their respective duties in order to achieve effective implementation of tasks;

3) Checking subordinates' work results based on activity plans for further improvement;

4) Collect and study legal regulations and other materials related to the duties of animal health services and veterinary medicine;

5) Collect, systematize, process data and information on animal health services and veterinary medicines through tabulation and data analysis for the preparation of animal health service programs and policies, distribution and allocation of animal medicines as well as veterinary medical facilities and infrastructure in provinces and districts/cities;

6) Prepare materials for preparing policies and technical instructions for animal health services and animal medicines through the process of issuing licensing documents and recommendations for the distribution of animal medicines and veterinary medical equipment and animal health services;

7) Prepare materials for the preparation and implementation of policies, preparation of norms, standards, procedures and criteria as well as implementation of analysis, provision of technical guidance and evaluation of animal health institutions and resources;

8) Carry out guidance and supervision over the distribution of the use of veterinary medicines and animal health equipment through monitoring, reporting and evaluation to improve prevention services, identification and treatment of sick animals, as well as animal health logistics facilities in preparation for dealing with outbreaks in Provinces and Districts/Cities.

3.1.3.6 Field agribusiness and institutions farm

1) Plan activities of the Investment and Institutional Section of Livestock Business based on steps operational fields and results evaluation year previously as well as existing data sources For become guidelines in implementation task ;

2) Share assignment and giving instruction to subordinate through guidance and direction Good in a way oral nor written in accordance with problems and areas each task to be achieved effectiveness implementation task ;

3) Inspect results Work subordinate based on plan activity To use improvement more carry on ;

4) Collect and learn regulation legislation as well as materials others related with task institutional farm through preparation and data collection investment and institutional For material / ingredients implementation tasks / activities .

5) Collecting, processing data and information on livestock investments and institutions through identification surveys;

6) Prepare materials for preparing policies and technical instructions for investment and animal husbandry institutions through compiling and collecting data on investment and animal husbandry institutions for materials/materials for implementing tasks/activities.

3.1.4 Description Respondent

The following is a detailed table spread questionnaire :

Table 1 Details spread questionnaire

No	Information	Amount
1	Questionnaire spread	50
2	Questionnaire rejected	0
3	Questionnaire No can processed	0
4	Questionnaire can processed	50

Source : Primary data processed , 2024

Based on table . 2 can be explained distributed questionnaires as many as 50 questionnaires , questionnaires rejected 0. Questionnaire No can processed 0, questionnaire that can be processed 50 times whole questionnaire filled with true and correct so that can processed .

General description respondents can seen from description respondents consisting of from type gender , age respondents , education Lastly , work units . Following table details respondent :

Table 2 Details Respondent

No	Information		Amount	Percentage
1	Gender	Woman	16	0, 32 %
		Man	34	0, 68 %
2	Last education	S1	47	0, 94 %
		S2	0	0%
		S3	3	0.06 %
3	work unit	Officer	22	0.44 %

		PNS	28	0.56 %
4	Age respondents	20-30 years	8	0.16 %
		31-40 years old	10	0.2 %
		41-50 years old	14	0.28 %
		>55 years old	18	0, 36 %
Total			**50**	**100%**

Source : Primary data processed , 2024

3.1.5 Statistical Test Results Descriptive

Statistic test descriptive used For changing research data to matter more easy For understand what is seen from minimum, maximum, mean and standard deviation . Variables used in study This is environment work and motivation Work as variable independent . Whereas performance employee as variable dependent . The following is the data from statistical tests descriptive description in table following :

Table 3 Statistical test results descriptive

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
environment Work	50	23.00	35.00	31.2800	3.13010
motivation Work	50	45.00	75.00	61.5800	6.79463
performance employee	50	40.00	65.00	53,0000	6.27271
Valid N (listwise)	50				

Source : Primary data processed , 2024

Based on table . 6 shows value N or the amount of data studied as many as 50 samples , below is explanation results statistics descriptive every variables :

On variables environment Work respondents give the total answer minimum value 23.00, maximum 35.00 with average value (Mean) 31, 2800 as well mark standard deviation 3.13010.

On variables motivation Work respondents give the total answer minimum value 45.00, maximum 45.00 with average value (Mean) 61.5800 as well mark standard deviation 6.79463.

On variables performance employee respondents give the total answer minimum value 40.00, maximum 65.00 with average value (Mean) 53, 0000 as well mark standard deviation 6.27271.

3.1.6 Data Instrument Results

a. Validity test results

Validity test used For knowing valid or No questionnaire given to 50 respondents . Questionnaire can is said to be valid if question in questionnaire capable answer something that is measured (Ghozali, 2013). Analysis techniques used is Pearson product moment correlation with provision For measure validity test is if r count more big from r table , then instrument study declared valid, otherwise if r count more small from r table so instrument stated invalid . Deployment respondents given to 50 respondents , with table r value based on provisions df= N-2 or 50-2= 48 with tariff significant 5% or 0.05 so table r value is = 0.2787

Table 4 Validity Test Results

Variable	Items	r count	r table	Information
Environment Work (X1)	X1.1	0.675	0.2787	Valid
	X1.2	0.684	0.2787	Valid
	X1.3	0.738	0.2787	Valid
	X1.4	0.756	0.2787	Valid
	X1.5	0.699	0,2787	Valid
	X1.6	0,793	0,2787	Valid

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	X1.7	0,626	0,2787	Valid
Motivasi Kerja (X2)	X2.1	0,739	0,2787	Valid
	X2.2	0,643	0,2787	Valid
	X2.3	0,693	0,2787	Valid
	X2.4	0,364	0,2787	Valid
	X2.5	0,714	0,2787	Valid
	X2.6	0,355	0,2787	Valid
	X2.7	0,813	0,2787	Valid
	X2.8	0,621	0,2787	Valid
	X2.9	0,647	0,2787	Valid
	X2.10	0,547	0,2787	Valid
	X2.11	0,688	0,2787	Valid
	X2.12	0,701	0,2787	Valid
	X2.13	0,682	0,2787	Valid
	X2.14	0,622	0,2787	Valid
	X2.15	0,764	0,2787	Valid
Kinerja Pegawai (Y)	Y1.1	0,731	0,2787	Valid
	Y1.2	0,652	0,2787	Valid
	Y1.3	0,631	0,2787	Valid
	Y1.4	0,577	0,2787	Valid
	Y1.5	0,493	0,2787	Valid
	Y1.6	0,556	0,2787	Valid
	Y1.7	0,727	0,2787	Valid
	Y1.8	0,636	0,2787	Valid
	Y1.9	0,628	0,2787	Valid
	Y1.10	0,650	0,2787	Valid
	Y1.11	0,813	0,2787	Valid
	Y1.12	0,689	0,2787	Valid
	Y1.13	0,607	0,2787	Valid

Source : Primary data processed , 2024

Information table above showing that each statement item variable independent and variable dependent can declared valid, because calculated r value more big of 0.2787 or r table so that every statement can used in study This .

b. Reliability test

In research this is a reliability test used For measure stability and consistency respondents in answer statement questionnaire related with the variable being tested . Technique used in test reliability is Cronbach Alpha > 0.60, then question questionnaire considered reliable . Reliability test results as following .

Table 5 Reliability test

Variable	Cronbach Alpha	Information
Environment Work	0.776	Reliable
Motivation Work	0.754	Reliable
Employee Performance	0.757	Reliable

Source : Primary data processed, 2024

Information table above show that Cronbach's Alpha value for each variable more big of 0.60 then can concluded that instrument stated reliable and capable used For study .

3.1.7 Regression test linear multiple

In research This use analysis regression multiple . Multiple linear analysis used For know influence variable independent (X) ie environment work and motivation Work to variable dependent (Y) ie performance employee . Multiple linear regression results as following :

Table 6 Regression test linear multiple

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,845	6,970		1,556	.126
	environment Work	,187	,267	,094	,703	,486
	motivation Work	,589	.123	,638	4,794	,000

Source : Primary data processed , 2024

From the results If you process the data above , you can used formula regression multiple as follows $Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$ Therefore that is , the equation model resulting regression based on table on is :

$Y = 10.845 + 0.094 X_1 + 0.638 X_2 + e$

Y   : Employee performance

X 1   : Work environment

X 2   : Work motivation

Multiple linear equations can explained as following :

a.   A constant of 10.845 means that if the work environment and work motivation are absent or have a value of 0, then employee performance is 10.845.

b.   The work environment regression coefficient is 0.094, meaning that every one unit increase in the work environment will increase employee performance by 0.094. And conversely, every one unit decrease in the work environment will reduce employee performance by 0.094.

c.   The regression coefficient for work motivation is 0.0638, meaning that every one unit increase in work motivation will increase employee performance by 0.0638. And conversely, every one unit decrease in work motivation will reduce employee performance by 0.0638.

3.1.8 Test assumptions classic

a.   Normality test

According to Ghozali (2013) normality test is tests carried out For know is something like a regression model variable the intruder (residual) has normal distribution or No . In research This is a normality test using the Kolmogorov-Smirnov test with objective For detect normality of data using graph . If mark Asymp . Sig. (2-tailed) > or more of 0.05 (α) then the data distribute normally . Results for normality test is as following :

Tabel 7 Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	4.47636098
Most Extreme Differences	Absolute	.102
	Positive	.102
	Negative	-.092
Test Statistic		.102
Asymp. Sig. (2-tailed)		.200c,d

Source : Primary data processed , 2024

Table 8 shows mark Asymp . Sig. (2-tailed) of 0.200. The alpha value is 0.05. This matter show mark Asymp . Sig. (2-tailed) more large > alpha (0.200 > 0.05). It proves No happen symptom normality so that analysis regression multiple daoat next .

b. Multicollinearity test

In the multicollinearity test, the results can be seen in the coefficient table (tolerance and VIF values). If all output output shows a tolerance value of more than 0.1 and a Variance Inflation Factor (VIF) value of less than 10, then multicollinearity does not occur. Multicollinearity test results as following

**Table 8** Multicollinearity Test

Model	Collinearity Statistics		
	B	Tolerance	VIF
(Constant)	10,845		
environment Work	,187	,611	1,636
motivation Work	,589	,611	1,636

Source : Primary data processed , 2024

Test result multicollinearity in table 9 can be seen that each variable own more tolerance value big of 0.1 and VIF value for each variable not enough of 10. This proves that there are no symptoms of multicollinearity, so the regression analysis can be continued.

c. Heteroscedasticity Test

Heteroscedasticity test used For know does residual have homogeneous (constant) variety or No . Testing heteroscedasticity expected residuals to have homogeneous variety . Testing heteroscedasticity can seen via scatter plot. Residuals are said own homogeneous variety if the residual points on the scatter plot are spread out in a way random .
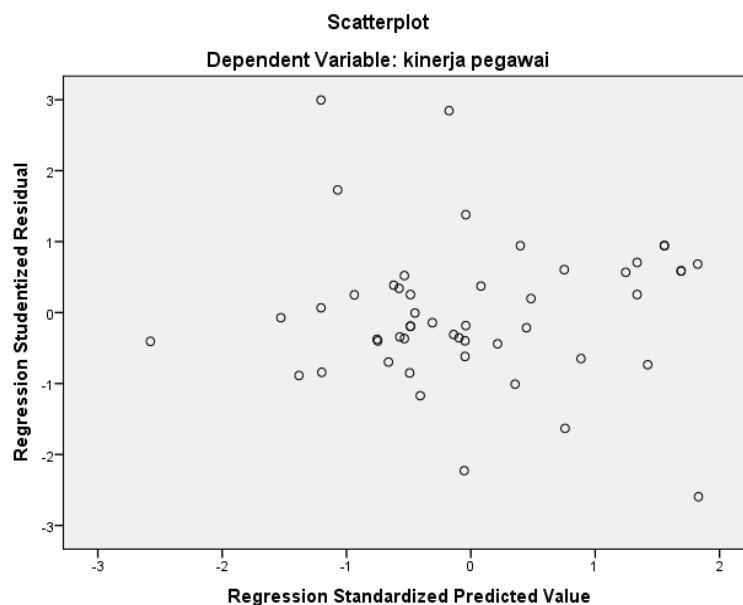
Figure 3 Heteroscedasticity test

Source : Primary data processed , 2024

scatterplot graph shows scatter data points above and below or around number 0. Dots No gather just above or below just . Deployment data points do not form pattern wavy widened Then narrowing and widening return . The distribution of data points is not patterned . This matter prove No happen symptom heteroscedasticity . So analyze regression linear multiple can next .

3.1.9 Hypothesis testing

a. Simultaneous Test (f test)

According to Ghozali (2013) explains that the F test is used For measure function regression from sample in interpret goodness of fit (actual) value . The F test is purposeful For know There is or or not influence silmutan (together) given variable independent to variable dependent . The F value test results are as follows following :

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Table 9 Simultaneous Test (f test)

ANOVA a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	946.147	2	473,074	22,645	,000 b
Residual	981,853	47	20,890		
Total	1928,000	49			

Source : Primary data processed , 2024

Table 10 shows a significance of 0.000. The alpha value is 0.05. This proves that the significant value is smaller than alpha (0.000 < 0.05). This shows that the work environment and work motivation simultaneously or together have a significant effect on employee performance.

b. Partial test (t)

Purposeful partial test For know There is or or not influence partial (own) given variable free (x) against variable bound (Y). The partial test (t-test) is sought at α= 0.05 with testing onetailed . The t test results are as follows following :

Table 10 Partial test (t test)

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,845	6,970		1,556	.126
	environment Work	,187	,267	,094	,703	,486
	motivation Work	,589	.123	,638	4,794	,000

Source : Primary data processed , 2024

results show a significant work environment value of 0.486. This significant value is greater than alpha (0.05). This proves that the work environment does not have a significant effect on employee performance at the Ruteng NTT Livestock Service Office.

The significant value for work motivation is 0.000. The significant value is greater than alpha (0.000 < 0.05). So work motivation has a significant effect on employee performance at the Ruteng NTT Livestock Service Office.

c. Test R 2 (Coefficient Determination)

Coefficient determination aim For know big contribution variable independent that is environment work (X1) and motivation work (X2) against variable dependent that is performance employee (Y). The calculation results from study This can seen in table 12 below This :

Tabel 11 Uji R2

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.701a	.491	.469	4.57061	2.227

Sumber: Data primer diolah, 2024

Test results determination (R 2) is obtained mark amounted to 0.491 (49.1%). This matter mean environment work and motivation Work contribute to performance employee at the Livestock Service Office Ruteng (East Nusa Tenggara) was 0.491 (49.1%). Meanwhile 0.509 (50.9%) performance employee influenced variables other .

4. DISCUSSION OF RESEARCH RESULTS

Study This aim For find influence of independent variables that is environment work and motivation Work to performance employee as variable dependent on the Animal Husbandry Service Office Ruteng (East Nussa Tenggara). Retrieved object in study This is all over employees who work at the Animal Husbandry Service Office Ruteng , Regency Manggarai , East Nusa Tenggara province . Samples used in study This as many as 50 respondents with amount distributed questionnaires as many as 50. Collection sample used in study This is census . Reason for use method census This is Because use all over population as sample .

Study This test influence environment work and motivation Work to performance employee at the Livestock Service Office , District Ruteng Regency Manggarai , East Nusa Tenggara.

4.1 Influence environment work and motivation Work influential positive to performance employee

Based on results data analysis of hypothesis first (H1) ie environment Work with t test results produce value 0.486 > 0.05. This matter show environment work (X1) no influential in a way significant to performance employee in Service Farm Regency Manggarai , Ruteng, East Nussa Tenggara. Whereas motivation Work with t test results produce value 0.000 < 0.05. This matter show motivation Work influential in a way significant to performance employee in Service Farm Regency Manggarai , Ruteng, East Nussa Tenggara.

4.2 Environment Work influential positive and significant to Performance Employee

Based on the results of data analysis on the second hypothesis (H2), the work environment obtained a t value of 0.0486 > 0.05. From these results it can be concluded that the work environment has no effect on employee performance at the Ruteng Livestock Service Office, Manggarai Regency, East Nusa Tenggara. The results of this research are in line with research conducted by Rizal Nabawi (2018) showing that the work environment does not have a significant effect on employee performance.

Furthermore, the results of interviews conducted by researchers with employees at the Manggarai Regency Livestock Service Office explained that the working environment conditions support employee performance because it can be seen from the buildings, facilities and infrastructure, relationships between fellow employees and employees with leadership. Regarding maintenance or repairs to the physical and non-physical environment, this is usually carried out on Fridays or at a certain time that has been mutually agreed upon.

4.3 Motivation Work influential positive and significant to Performance Employee at the Animal Husbandry Department Manggarai Regency , Ruteng, East Nussa Tenggara.

Results of data analysis of hypothesis third (H3) motivation Work get t value of 0.000 < 0.05. From the results the can concluded that motivation Work influential significant to performance employee at the Livestock Service Office Ruteng , Regency Manggarai , East Nusa Tenggara. Research result This in line with research that has been done by Sembiring (2020) shows that motivation Work influential significant to performance employee .

The results of the interviews that have been carried out carried out at the Livestock Service Office Ruteng , Regency Manggarai explain that motivation Work be measured with attendance list , completion work seen from fast or slow in finish work with goals and hopes results work the can give benefit to public . Then method leader For give motivation to subordinates , like when Apple Morning usually give motivation and appropriate warnings build and who can accepted by employees . Leaders also provide facility such as laptops, motorbikes and goods other For help in expedite work . The usual bonuses given leader every end year . The bonus No in the form of money but it is a small event held in the office . Frequent obstacles happen that is late come Work Because bad weather support (rain). For overcome consequence from constraint that , the employees must report to leadership not to get penalty . And if Rain long-term and employee No had time enter office , then employee usually do work office from House .

4.4 Environment Work and motivation dominant work influential positive and significant to performance employee at the Animal Husbandry Department Manggarai Regency , Ruteng, East Nussa Tenggara.

Based on the results of data analysis on the fourth hypothesis (H4), the dominant positive and significant influence is work motivation with a t value of 0.000 <0.05. From these results it can be concluded that work motivation influences employee performance at the Ruteng Livestock Service Office, Manggarai Regency, East Nusa Tenggara.

5. CONCLUSIONS & SUGGESTIONS

5.1 Conclusions

The results of research conducted by researchers regarding the influence of the work environment and work motivation on employee performance . This research was carried out at the Ruteng Livestock Service Office. The number of respondents in this study was 50 employees. Data collection techniques were taken through documentation, interviews and distributing Google form questionnaires. Based on the results of data analysis and discussions that have been carried out, the author draws several conclusions as follows:

1. Simultaneously, the results of this research show that the environment and work motivation jointly influence employee performance. This shows that the work environment can influence employee performance.
2. The work environment has no effect on employee performance. This shows that the working atmosphere, working relationships with co-workers and the availability of work facilities do not affect employee performance.
3. Work motivation has a significant and positive effect on employee performance. This shows that driving force, willingness, willingness, forming skills, skill abilities, responsibilities, obligations and goals can influence employee performance.

5.2 Suggestions

5.2.1 For future researchers

It is hoped that the results of this research will provide insight, especially knowledge regarding the influence of the work environment and work motivation on employee performance and can be used as a reference in the field of research in further research.

5.2.2. For tInstitutions

It is hoped that this research will be a useful reference for the Manggarai Regency, Ruteng City (NTT) Animal Husbandry Service and other agencies to observe, consider and develop their human resources. As well as as a guide in motivating performance for leaders, managers, employees in agencies.

6. LIMITATIONS

This research focuses on work environment variables and work motivation on employee performance. Still many other outside variables influencing research performance employee .

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