

Factors that Affect the Performance of Employees in the Secretariat of the DPRD of West Sumatra Province

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Abstract: This study aims to see the influence of (1) Work Environment on Employee Performance (2) Knowledge on Employee Performance (3) Work Motivation on Employee Performance (4) Influence of Work Environment, Knowledge, Work Motivation jointly on The Performance of Staff Secretariat of the Regional People's Representative Council of West Sumatra Province. The population in this study is all employees who work in the Secretariat of DPRD West Sumatra.. And data processing techniques using SPSS.

The results showed the Working Environment (X_1) influenced the Performance of Employees in the Secretariat of the DPRD Provision of West Sumatra. This means that if the Environment is managed properly will result in comfort in working so that it will be able to improve the performance of employees. Knowledge (X_2) influences the Performance of Employees in the Secretariat of the DPRD Provision of West Sumatra. This shows that knowledge is high, the quality of performance produced will be better.

Work Motivation (X_3) affects the Performance of Employees in the Secretariat of the DPRD Provision of West Sumatra. This shows that Motivation will improve the quality of Employee Performance performance at the Secretariat of DPRD Provision Sumatra Bara. Environment, Knowledge and Work Motivation together affect employee performance variables. This shows that (Environment, Knowledge and Work Motivation) can improve the performance of employees of the Secretariat of DPRD Provision Sumatra Bara.

Keywords: Environment, Knowledge, Work Motivation, Performance

1. INTRODUCTION

At the moment, human resources are one of the important resources. In order for human resources to be optimally functioned in an organization, it is necessary to be managed in such a way by the management in order to improve the effectiveness of the organization. The effectiveness of an organization shows whether or not the human resource management process is successful while measuring whether or not the manager manages the human resources owned.

Human Resource Management is indispensable for organizing and organizing every employee in each field. The task is one of which is carried out by the personnel field where it is assigned to organize employees in certain fields and organize them. In the era of globalization the field of personnel began to play a wider role for the selection, training, placement or promotion of employees. It is possible to provide maximum output results from the human resources potential of its employees. In this day and age employee performance becomes one of the motors in the movement of activities in the organization. This is important because every company has competitors, so every company will try to improve the performance of its employees so that it does not lag behind its competitors.

According to (Aji & Budianto, 2015) suggesting Performance is a word in Indonesian basic "work" that translates from a foreign language namely achievement, it can also mean the work. Understanding

performance in the organization is the answer to the success or not of the organizational goals that have been set by the bosses or managers often do not pay attention unless it has been very bad or things go awry. Too often managers don't know how poorly performance has slumped so agencies face serious crises, deep organisational bad impressions due to warning signs of a slumping performance. High performance individuals have several characteristics, including:

- a. Achievement
- b. oriented Have self
- c. confidence Self
- d. control Competency

Ahyari's opinion (1994:126) that the work environment is related to everything that is around the work and that can affect employees in carrying out their duties, such as employee services, working conditions, employee relationships within the company concerned. From this opinion, it can be explained that the creation of a work atmosphere is strongly influenced by the organizational structure in the organization.

According to Dale (Sudarmato, 2009:59) one's knowledge can be categorized into two types, namely: knowledge based and knowledge that is not based. When a person lives his or her life he will gather and learn facts, witness events, and obtain other pieces of information that are then added to the memory store and will be accessed when the person processes new information and/or prepares a reaction to another agency or organization. Motivation is also an effort that can cause a person or a certain group of people to move to do something because they want to achieve their desired goals or get satisfaction.

H1 : Work Environment Affects Employee Performance

According to (Alias, 2018) there is an Influence of Knowledge, Skills and Attitudes of Work on Employee Performance The results show that partial knowledge management does not have a significant influence on employee performance, while work ability and attitude partially affect employee performance. Simultaneously, knowledge management, work skills and attitudes have a significant impact on employee performance. The influence of knowledge, ability, work experience on employee performance is based on the results of research (Puspita, 2018). An employee's knowledge is indispensable in completing work tasks in order for the results to be maximized.

H2 : Knowledge Affects Employee Performance

According to (Anggraeni, 2011), Suggesting that work motivation has a positive effect on employee performance. If the work motivation is improved it will lead to an improvement in employee performance in the work environment. High motivation in a company is able to boost employee performance to the maximum. Meanwhile, according to Sutrisno., Azis, &Magdalena, (2016), suggested that work motivation has a positive effect on employee performance. If the motivation of work has increased then the performance of employees will increase as well. The better the company's treatment related to employee motivation, the efforts to improve the performance of employees will increase. And according to (Sriwidodo, 2010), Suggesting that work motivation has a positive effect on employee performance. This shows that with good motivation in work will get maximum employee performance while with less motivation will result in low employee performance, therefore motivation is one of the factors that can affect employee performance. motivated to work then the resulting performance will be optimal.

H3 : Work Motivation Affects Employee Performance

While according to (Sutrisno 2016), the work environment is the whole elements both inside and outside the boundaries of the organization, both directly and indirectly impacting managerial activities to achieve organizational goals. Attention to the management environment is important because each element of the environment affects either directly or indirectly to managerial activities. However, not all environments are the same and not all organizations have the same environment, while organizations do not have enough information about the state of their environment. They differ in terms of environmental character, i.e. one

condition in which the influence of an organization's future environmental circumstances cannot be accurately assessed and predicted.

H4: Work Environment, Work Knowledge And Motivation Affect Employee Performance

2. RESEARCH METHOD

The type of research used in this research is quantitative research. In this study, it will be known the relationship and influence of correlation and variables that have been determined, namely about the influence of the work environment, work discipline and work motivation on the performance of employees in the Secretariat of the DPRD West Sumatra. Sugiyono, (2017) suggests quantitative methods are determining problems or potentials and formulating problems, discussing theoretical studies and analyzing data for hypothesis testing, and can then be drawn conclusions based on the results of hypothesis testing. Population is a generalization area consisting of: objects or subjects that have certain qualities and characteristics set by researchers to be studied in the future and drawn conclusions Sugiyono, (2017). The population in this study is all employees who work in the Secretariat of DPRD West Sumatra.

1. Hypothesis test consists of:

Multiple Linear Regression Test

Multiple linear regression analysis is used to determine the linear influence or relationship between two or more variables i.e. independent variables with Priyatno dependent variables, (2014). Multiple linear regression equations with two independent variables as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Description:

Y : performance

a : Constant value, i.e. Y value, if $X_1, X_2, X_3 = 0$

b_1, b_2, b_3 : regression coefficient, i.e. the value of increasing or decreasing performance variables based on occupational environment usage variables, knowledge and work motivation

X_1 : work environment

X_2 : knowledge

X_3 : work motivation

Y : Performance

e : error

2. T-test (Statistical Test)

Suggesting that the T-test test is used to test how far the influence of independent variables used in this study individually in describing dependent variables can partially use priyatno t-test different tests, (2014). The basis of decision making used in t test is as follows:

1. The hypothesis is rejected if the probability value of significance > 0.05 . This means that independent variables have no significant effect on dependent variables.
2. If the probability value of significance < 0.05 , then the hypothesis is accepted. The hypothesis is not rejected meaning that independent variables have significance on dependent variables.

3. Coefficient of Determination (R^2)

R^2 test is a comparison between variable Y described by X_1, X_2 together compared to the total variation of Y. If the analysis used is a simple regression, then the value used is R Square. However, if the analysis used is multiple regression, then the value used is adjusted R Square. To measure the magnitude of the variable value X_1, X_2 against the variation (up and down) Y used goodness of fit R-Square (R^2) R^2 is also called the coefficient of determination, and the value ranges from 0 to 1 ($0 < R^2 < 1$) the closer the value of 1 means the more precise the regression line to predict the value of the related variable Y (Priyatno, 2014).

3. RESULTS AND DISCUSSION

Based on the kusioner that has been distributed as many as 93 kusioner to all employees of the Secretariat of dprd West Sumatra Province with the technique of sampling purposif sampling. The sample in this study was an employee who worked at the Secretariat of the Dprd of West Sumatra Province as many as 93 employees consisting of 32 men and 61 women.

Multiple Linear Regression Test Results

Table 1. Multiple linear regression test results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,557	2,797		4,132	,000
Work Environment	,320	,087	,331	3,679	,000
Knowledge	,194	,084	,204	2,312	,022
Work Motivation	,485	,138	,283	3,518	,001

.DependentVariable: Performance

In the table above can be seen in the form of equations below:

$$Y = 11,557 + 0,320X_1 + 0,194X_2 + 0,485X_3 + e$$

Based on the equation can be interpreted as follows:

1. From the equation, it can be seen that this constant of 11,557 indicates that without free variables (Work Environment, Knowledge and Work Motivation) there is an increase in Performance which is the value of constants produced by 11,557
2. Coefficient of regression $X_1 = 0.320$, meaning any increase in the variable working environment in the Secretariat of dprd West Sumatra. By 1 unit, it increases the Work Environment variable by assuming another variable in the constant model of 0.320.
3. Coefficient of regression X_2 of 0.194 means any increase in variable Knowledge in the Secretariat of dprd West Sumatra. of 1 unit, will enable the Performance variable by assuming another variable in the constant model of 0.194.
4. Coefficient of regression X_3 of 0.485 means that any increase in work motivation variable in the Secretariat of dprd West Sumatra by 1 unit, will enable performance variable by tapping other variables in a constant model of 0.485.

Hypothesis Test

Based on table 1 above, it can be concluded as follows:

- From table 1 above, it is known that t calculated value for Working Environment variable = 3,679 > 2,0484 with a significant value of 0.000 < 0.05 then H1 is accepted, meaning there is a significant influence between the Work Environment (X_1) on Employee Performance in the Secretariat of dprd West Sumatra
- For Knowledge variables there is a calculated T value of 2,312 > 2.0484 with a significant rate of 0.00 < 0.05. Therefore, H2 is accepted, meaning there is a significant influence between Knowledge (X_2) on Employee Performance at the Secretariat of dprd West Sumatra
- For the Work Motivation variable there is a calculated t value of 3,518 > 2.0484 with a rate of 0001 < 0.05. Therefore, H3 is accepted, meaning that there is a significant influence between Work Motivation (X_3) on Employee Performance at the Secretariat of dprd West Sumatra

Table 2. F Test Results

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	28.853	3	9.618	12,19	.000 ^a
Residual	265.878	89	2.987		
Total	294.731	92			

a. Predictors: (Constant), Work Motivation, Knowledge, Work Environment

b. Dependent Variable: Performance

In table 2 shows a calculated F result of 12.19 with a significant value of 0.000. Where this significant value is smaller than the alpha value of 0.05 means that independent variables (Environment, Knowledge and Work Motivation) jointly affect dependent variables (Employee Performance). This indicates that the regression model used is already good.

Test Adjusted R Square

Based on Table 3 the following shows Adjusted R Square

Table 3. R² Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.878 ^a	.772	.764	3.11107

a. Predictors: (Constant), Work Motivation, Knowledge, Work Environment

Adjusted R Square test that shows the coefficient of determination. This number will be converted to the percent form, which means the percentage of the contribution of the independent variable to the dependent variable. Adjusted R² value of 0.764 means that the percentage of contribution of the influence of occupational environment variables, Knowledge and Work Motivation on Employee Performance is 76.4%, while the remaining 23.6% is influenced by other variables not included in this model.

4. DISCUSSION

Work Environment to Employee Performance

From the results of data processing, it can be a significant influence between the Work Environment (X_1) on Employee Performance at the Secretariat of the DPRD of West Sumatra Province. This means that if the working environment conditions are good then the performance of employees in the environment of the Secretariat Office of the DPRD is getting better and improved (Katini, 2015). This can encourage the spirit and passion of employees in doing good work activities.

The work environment positively affects employee performance. This shows that with a good work environment in work will get good employee performance also while with a low work environment will result in low employee performance as well (Sidanti, 2015). The work environment positively affects the performance of employees also means a comfortable and conducive work environment is needed by employees to be able to improve their performance. It is expected that with a supportive environment, the performance achieved will also increase (Suddin, 2010).

Knowledge of Employee Performance

Data processing shows there is a significant influence between Knowledge (X_2) on Employee Performance at the Secretariat of DPRD Provision of West Sumatra. The influence of Knowledge, Skills and Work Attitudes on Employee Performance shows that partial knowledge management does not have a significant influence on employee performance, while work ability and attitude partially affect employee performance. Simultaneously, knowledge management, work skills and attitudes have a significant impact on employee

performance (Alias, 2018). The influence of knowledge, ability, work experience on employee performance is based on the results of research (Puspita, 2018). An employee's knowledge is indispensable in completing work tasks in order for the results to be maximized.

Work Motivation for Employee Performance

Work Motivation (X_3) has a significant effect on employee performance in the Secretariat of DPRD Provision of West Sumatra. If the work motivation is improved, it will lead to an improvement in the performance of employees in the work environment (Anggraeni, 2011). High motivation in a company is able to boost employee performance to the maximum.

Work motivation positively affects employee performance. If the work motivation has increased then the performance of employees will increase as well (Sutrisno., Azis, &Magdalena, 2016). The better the company's treatment related to employee motivation, the efforts to improve the performance of employees will increase. Work motivation positively affects employee performance (Sriwidodo, 2010). This shows that with good motivation in work will obtain maximum employee performance while with less motivation will result in low employee performance, therefore motivation is one of the factors that can affect employee performance. motivated to work then the resulting performance will be optimal. Motivation has a positive effect on employee performance. This means that high motivation will improve employee performance (Suddin, 2010). Good bad motivation of employees is one of the reasons for the low performance produced.

Work Environment, Knowledge and Work Motivation to Employee Performance

All Environment, Knowledge and Work Motivation variables) jointly affect Employee Performance variables. This indicates that the regression model used is already good. Work motivation and work environment are two factors of several actors that affect employee performance. (Andreani, 2015) Employee Performance is the result of work achieved by a person based on the requirements of the job. It can be known that a good motivation will result in the willingness and spirit for employees to work better.

5. INFERENCE

Based on the results of the study, it can be drawn conclusions as follows: The Work Environment (X_1) affects the Performance of Employees at the Secretariat of the DPRD Provision of West Sumatra. This means that if the Environment is managed properly will result in comfort in working so that it will be able to improve the Performance of Knowledge Employees (X_2) to influence the Performance of Employees in the Secretariat of the DPRD Provision of West Sumatra. This shows that knowledge is high, the quality of performance produced will be better. Work Motivation (X_3) affects the Performance of Employees in the Secretariat of the DPRD Provision of West Sumatra. This shows that Motivation will improve the quality of Employee Performance Environment, Knowledge and Work Motivation together affect employee performance variables. This shows that (Environment, Knowledge and Work Motivation) can improve Employee Performance.

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