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THE INFLUENCE OF WORK ENVIRONMENT AND WORK FACILITIES ON EMPLOYEE PERFORMANCE THROUGH WORK MOTIVATION AT THE AJATAPPARENG FOREST MANAGEMENT UNIT (KPH) DEPARTMENT OF THE ENVIRONMENT AND FORESTRY OF SOUTH SULAWESI PROVINCE

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Abstract

This research aims to measure and analyze the work environment and facilities as well as motivation for employee performance, both directly and indirectly. This research method is quantitative. This research was conducted on 104 employees at the UPT Forest Management Unit (KPH) Ajatappareng Environment and Forestry Service of South Sulawesi Province. By using a saturated sample technique. The data collected by questionnaire was then analyzed using the Path Analysis method using the SPSS 23 application. Meanwhile, hypothesis testing used the t test and to test the direct and indirect effects of work environment variables, facilities, on performance through motivation using the sobel test.

From the research results, conclusions can be drawn: (1) There is a positive and significant influence between work environment variables on employee motivation at the UPT Forest Management Unit (KPH) Ajatappareng, South Sulawesi Province Environment and Forestry Service (2) There is a positive and significant influence between facility variables on employee motivation at the Ajatappareng Forest Management Unit (KPH) UPT, South Sulawesi Province Environment and Forestry Service (3) There is a positive and significant influence between work environment variables on employee performance at the Ajatappareng Forest Management Unit (KPH) UPT, Sulawesi Province Environment and Forestry Service South (4) There is a positive and significant influence between the facility variables on employee performance at the UPT Forest Management Unit (KPH) Ajatappareng, Environment and Forestry Service, South Sulawesi Province. (5) There is a positive and significant influence between motivation variables on employee performance at the Ajatappareng Forest Management Unit (KPH) UPT, South Sulawesi Province Environment and Forestry Service (6) Work environment variables on performance through motivation at the Ajatappareng Forest Management Unit (KPH) UPT South Sulawesi Provincial Environment and Forestry Service "accepted" (7) Variable facilities on performance through motivation At Ajatappareng Forest Management Unit (KPH) UPT South Sulawesi Provincial Environment and Forestry Service "accepted."

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Keyword :

Work Environment, Facilities, Motivation, Performance

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INTRODUCTION

Humans play a very important role in a company because humans plan, which determines the company's goals to be better. If employees are not active in a company, it is difficult to achieve goals even though the equipment the company has is very sophisticated. The focus of human resource management studies is the issue of labor being organized into its functions, so that it is effective and efficient in realizing the goals of the

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organization, employees and society. The demands of organizations to obtain, develop and maintain quality resources are increasingly urgent in accordance with environmental dynamics and ever-changing technology.

The concept of human resources was initially developed in accordance with the effective use of human resources and treating humans as resources aimed at an organization's strategy and vision and mission (Zhu, et., 2007). Brewster (2007) stated that *Human Resource Management* (HRM) helps to build a high-performance work system using several employees from various divisions in the same organization.

LITERATURE REVIEW

a. Work environment

The work environment is the atmosphere where employees carry out activities every day. A conducive work environment provides a sense of security and allows employees to work optimally. According to the survey institute, 6Q, the work environment is everything related to employee activities in the office. This starts from company culture, physical environment, to supporting facilities, such as health insurance, parking, and so on.

The work environment in a company is very important management pays attention. Although the work environment does not implement production process in a company, but the work environment has a direct influence on the employees who carry out the production process. The work environment is the atmosphere where employees carry out activities every day.

b. Facility

Facilities are anything that can facilitate and expedite the implementation of activities, which can facilitate activities can be in the form of facilities and infrastructure. Big Indonesian Dictionary (2008:389), "Facilities are a means of facilitating the implementation of functions". According to Youti (1997:12) Facilities are everything, both objects and services, that accompany the services provided by an agency or office, whether an agency or service office, trade or industrial agency or office. Facilities can also be interpreted as the facilities and infrastructure available in the environment or in the office, intended to provide maximum service so that the public or customers feel comfortable and satisfied. Facilities are the main supporting factor in public service activities.

c. Motivation

Pamela & Oloko (2015) in Sehaningtyas, et al (2017) Motivation is the main goal of a good company to maintain the implementation of work within the company with powerful methods and contributions to survive. Motivation is providing direction and guidance, resources and compensation so that employees are enthusiastic and work hard to work in their own way. Chukwuma & Obiefuna (2014) Motivation is a system for encouraging behavior, maintaining attitudes to progress and channeling specific attitudes towards action. In this way, motives (needs, hopes) encourage employees to act.

d. Performance

Performance (work performance) according to Mangkunegara (2009: 67) in Ningrum (2013) is what will occur in terms of quality and quantity of work achieved by an employee to carry out their work as mandated. It can be interpreted that employee performance means the development of performance that has been achieved by employees based on the trust that has been given, both in terms of quality and quantity, with the aim of achieving a company system, satisfaction in service and providing contributions to economic progress.

RESEARCH METHODS

Research design and approach

This research uses a survey method with a quantitative approach. According to Kerlinger in Sugiyono (2008), the survey method is a method carried out in research with large/small populations, but the data studied is data taken from samples. This research uses path analysis , namely looking for direct and indirect relationships between independent variables (Work Environment and Facilities) and dependent variables (Performance), and intervening variables (Motivation).

Research Location and Time

This research was conducted on employees at the UPT Forest Management Unit (K PH) Ajatappareng Environmental Service Life And South Sulawesi Province Forestry during 2 months, namely November to December 2023.

Population and Sample

The population in this study were employees of the UPT Forest Management Unit (K PH) Ajatappareng Environmental Service Life And South Sulawesi Province Forestry. The sample is the sum of the characteristics possessed by the population (Sugiyono, 2010: 62). Sampling in this research was a saturated sampling technique. According to Sugiyono (2019) saturated sampling is a sample selection technique if all members of the population are sampled. So, the number of respondents in this study is all employee on UPT Forest Management Unit (K PH) Ajatappareng Environmental Service Life And South Sulawesi Province Forestry .

RESULTS AND DISCUSSION

Validity and Reliability Test

Valid Questionnaire Test Results

Variable	Indicator	r count	r table	Information
Work environment (X1)	X1.1	0.505	0.3	Valid
	X1.2	0.457	0.3	Valid
	X1.3	0.555	0.3	Valid
	X1.4	0.420	0.3	Valid
Work Facilities (X2)	X2.1	0.591	0.3	Valid
	X2.2	0.732	0.3	Valid
	X2.3	0.644	0.3	Valid
	X2.4	0.413	0.3	Valid
Motivation (Y1)	Y1.1	0.817	0.3	Valid
	Y1.2	0.802	0.3	Valid
	Y1.3	0.718	0.3	Valid
	Y1.4	0.743	0.3	Valid
Employee Performance (Y2)	Y2.1	0.862	0.3	Valid
	Y2.2	0.790	0.3	Valid
	Y2.3	0.785	0.3	Valid
	Y2.4	0.648	0.3	Valid

Data sources processed in August 2023

Based on the validity test table above, it is known that all question items in this study are valid, which is indicated by the value of each question item having a positive *Corrected Item Total Correlation* value and greater than the r table value of 0.3 (two-way test).

Reliability Test

Questionnaire Reliability Test Results

Variable	Cronbach's Alpha	Cut of Point (0.6)	Information
Environment Work (X1)	0.738 _	0.6	Reliable
Facility Work (X2)	0,780 _	0.6	Reliable
Motivation (Y1)	0.823 _	0.6	Reliable

Employee Performance (Y2)	0.824 _	0.6	Reliable
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Data sources are processed August 2023

From the table above, the reliability values for each variable are obtained, namely; Work Environment variable (x1) is 0.738, Facilities Work (x2) is 0.780, Motivation (y1) is 0.823, and Performance (y2) is 0.824. This figure shows that the research instrument used is reliable, because the *Cronbach's Alpha* value of each variable is greater than >0.6, which means that all the statements tested have a good level of reliability.

Model I Path Coefficients

As for results calculation multiple linear regression on model 1 on part table 'coefficients' as following :

Results Analysis Multiple linear regression Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,188	2,300		3,125	,002
Environment Work	,313	,115	,257	2,730	,007
Facility Work	,275	,111	,233	2,475	,015

a. Dependent Variable: Motivation

Based on this table on The model I path equation can be created as follows:

$$Y_1 = 0.257X_1 + 0.233X_2 + e$$

Results equality the can interpreted as following :

- N coefficient value environment Work (X1) of 0.257 means that every change in the environment Work (X1) is one unit, then motivation (Y1) changes by 0.257
- Mark Coefficient Facility Work (X2) sebear 0.233 implies that every change in one unit of Facility Work (X2) Then motivation (Y1) changes by 0.233.

Results Test Coefficient Determination Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,379 ^a	,144	,127	1,819

a. Predictors: (Constant), Facilities Work , Environment Work

Source of processed data SPSS 23, 2021

The R Square value contained in the "Model Summary" table is 0.144, this shows that the contribution of the influence of X1 and study. Meanwhile, the value of e1 can be found using the formula $e1 = \sqrt{1 - 0.144}$ = 0.9252.

Model II Path Coefficients

coefficients" table as the following :

Results of Multiple Linear Regression Analysis Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-,544	2,188		-,249	,804

Environment Work	,227	,108	,166	2,107	,038
Facility Work	,217	,104	,164	2,087	,039
Motivation	,590	,090	,526	6,527	,000

a. Dependent Variable: Performance

Based on this table on can made equality regression As following :

$$Y = 0.166 X1 + 0.164 X2 + 0.526 Y1 + e2$$

Results equality the can interpreted as following :

- N environmental coefficient value Work (X1) of 0.166 means that every change in the environment Work (X1) is one unit, then Performance (Y2) changes by 0.166
- Mark Coefficient Facility Work (X2) is equal to 0.164, meaning that every change in one unit of Facility Work (X2) then Performance (Y2) changes by 0.164
- Mark coefficient motivation (Y1) as big as 0.526, which means that for every one unit change in motivation (Y1) , performance (Y2) changes by 0.526.

Coefficient of Determination Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,666 ^a	,444	,427	1,652

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

The R Square value contained in the "Model Summary" table is 0.444, this shows that the contribution of the influence of X1, included in the study. Meanwhile, the value of e1 can be found using the formula $e2 = \sqrt{1 - 0.444} = 0.7456$.

The Influence of the Work Environment on Motivation

From the results study This show environment Work influential to motivation At the Unitary UPT Management Ajatappareng Forest (KPH). Service Environment Life And Forestry South Sulawesi Province . Results This show that with exists environment conducive work _ so will provides a sense of comfort And possible employee For motivated And can Work optimally .

The results of this research are in line with the results of research conducted by Anwar (2013) in his research conducted at the Samarinda City Immigration Office involving 42 employees as participants. The results of the research conducted show that there is a significant relationship between the work environment and work motivation.

The results of research conducted by Sofyan (2013) in his research conducted at the BAPPEDA Office involving 40 respondents. The results of the research conducted show that there is a significant influence between the work environment on the motivation of BAPPEDA Office employees.

Effect of Facilities on Motivation

From the results study This show that There is unidirectional relationship _ between Work Facilities towards Motivation at the Ajatappareng Forest Management Unit (KPH) UPT, South Sulawesi Province Environment and Forestry Service . In matter This show that By providing adequate facilities that suit employee needs, it can trigger their motivation to work .

In this case, work facilities have a good impact on employee work motivation. So adequate work facilities to support work are really needed by employees. Because if the facilities needed for work are adequate to support the work, employees will get great encouragement to complete their work and can make it easier and smoother the implementation of the work process .

As research results (Santoso, 2019) show, office facilities have a significant effect on the work motivation of PT Suzuki Sejahtera Buana Trada Kejeran Surabaya employees. Likewise, the results of research by (Anggrainy, IF, Darsono, N., & Putra, 2018) and (Komalasari et al., 2022) obtained the same research results, namely that facilities have a positive and significant influence on employee work motivation.

The Influence of the Work Environment on Performance

From the results study This show that influential work environment to performance employee At UPT Ajatappareng Forest Management Unit (KPH), South Sulawesi Province Environment and Forestry Service . In matter This shows that the environment nice work _ will increase performance employee . A work environment condition is said to be good or appropriate if the people in it can carry out their activities optimally, healthily, safely and comfortably. The suitability of the work environment can have a long-term impact, as well as a bad work environment which will make it difficult to obtain an effective and efficient work system.

This research supports it study Ardana (2012:208) stated that "a safe and healthy work environment has been proven to have an effect on productivity". Apart from that, it was also stated that "pleasant working conditions can include a workplace and auxiliary facilities that speed up the completion of work". The success of developing morale and enthusiasm for work depends on quality supervision, pleasant working conditions, the opportunity to participate, harmonious and enjoyable human relations, and the existence of clear rules of the game that serve as a shared reference in carrying out work.

Effect of Facilities on Performance

From the results study This obtained results that Facility Work influential significant to Performance employee On Unitary UPT Management Ajatappareng Forest (KPH). Service Environment Life And Forestry South Sulawesi Province . This matter show that with exists facility complete work _ will support achievement performance employee . One of indicator facility is availability equipment office that is supporting facilities _ activity existing activities _ in the office .

Research conducted by Sirait (2013) states that work facilities have a positive and significant influence on employee performance. Researchers through their research provide suggestions that there is a need for self-awareness from each party in using and maintaining work facilities. Available work facilities must be used and maintained properly. This aims to ensure that the work facilities that have been provided can be used by employees according to their benefits and so that they can support employees' work optimally.

Influence Motivation To Performance

From the results study This show motivation to have influence to enhancement employee performance At the Unitary UPT Management Ajatappareng Forest (KPH). Service Environment Life And Forestry South Sulawesi Province . Employees who own high motivation _ tend own good performance , by _ Because That leader company or the head of the Office should be give motivation to his employees form praise And even appreciation to continue increase its performance .

This research supports it study (Potu, 2013) entitled The Influence of Work Motivation, Leadership, and Work Environment on Employee Performance (Case Study of Employees of the Contractor PT. Winch Pandawangi Semarang) obtained from the results that motivation has a positive and significant effect on employee performance.

There is also previous research that is not in line with this research, which was conducted by (Theodora, 2015) entitled The Influence of Work Motivation on Employee Performance at Pt. Sejahtera Motor Gemilang which shows that *existence motivation* has no significant effect on employee performance.

The Influence of the Work Environment on Performance Through Motivation

Based on the Sobel test, the calculated t value of the indirect influence of the work environment on performance through motivation at the Ajatappareng Forest Management Unit (KPH) UPT, South Sulawesi Province Environment and Forestry Service We can know that the work environment influences performance through motivation at the UPT Forest Management Unit (KPH) Ajatappareng, Environment and Forestry Service, South Sulawesi Province . In this case, it shows that the motivation variable is able to mediate between the two variables, namely the work environment on employee performance. With a good and comfortable work environment felt by employees, employees will be motivated to be more optimal at work, and vice versa.

The results of this research are in line with research conducted by Ferry Moulana, et al (2017) entitled The Influence of the Work Environment on Employee Performance Through Work Motivation Mediator Variables (Study on Employees of Pt. Telkom Indonesia, Tbk Witel South Jatim, Jalan A. Yani, Malang) the results show that there is a mediating/intervening effect of work motivation in the relationship between the work environment and employee performance.

Effect of Facilities on Performance Through Motivation

Based on the Sobel test, the calculated t value of the indirect effect of Work Facilities on performance through motivation at the Ajatappareng Forest Management Unit (KPH) UPT of the Environment and Forestry Service of South Sulawesi Province can be seen that work facilities influence performance through motivation at the Forest Management Unit UPT (KPH) Ajatappareng South Sulawesi Province Environment and Forestry Service. In this case, it shows that the motivation variable is able to mediate between the two variables, namely work facilities and performance. With adequate facilities in the company, employees will feel comfortable and will be motivated to maximize their respective performance.

Good work facilities owned by the company will increase employee motivation at work in order to achieve better employee performance results (Sukaesih et al., 2019). Based on previous research conducted (Sukaesih et al., 2019), it is stated that there is a positive and significant influence between work facilities on performance through work motivation.

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSION

Based on the research results obtained conclusion that is with exists environment good work _ will make We like And motivated For work , facilities available work _ Enough will give encouragement motivation For finish work , environment nice work _ will make employee feel safe And comfortable in Work so that can increase performance employee that . Availability facility complete work _ will support achievement performance employees , and employees who have high motivation _ can increase performance employee At the Ajatappareng Forest Management Unit (KPH) UPT, South Sulawesi Province Environment and Forestry Service .

With a good and comfortable work environment felt by employees, employees will be motivated to be more optimal at work so that productivity increased , facilities Work yeah available will make employee comfortable And more Spirit in Work so that performance employee can increase on UPT Forest Management Unit (KPH) Ajatappareng Environment and Forestry Service of South Sulawesi Province .

SUGGESTION

Based on the conclusions and research results, suggestions can be given in this research, as follows:

1. Based on the research results, it was found that for the work environment variable the lowest average value was found in the cleanliness indicator. Companies should pay more attention to cleanliness in the office, especially in each room, because cleanliness also greatly affects employees' work. With a clean room, employees will also be comfortable and happy to work. Vice versa, if the space is less clean or dirty, employees will be less comfortable and happy at work. This will influence motivation to work. The impact will reduce performance.
2. Based on the research results, it was found that for the facilities variable the lowest average value was found in the office equipment indicator. To improve employee performance, it is recommended that companies provide or equip each employee with office equipment so that employees are more comfortable at work because of the office equipment provided by the company. This will encourage employees to be more active in completing their respective jobs.
3. Based on the research results, it was found that for the performance variable the lowest average value was found in the working time indicator. Employees are expected to be disciplined in the working hours determined by the agency and carry out their respective tasks according to the deadlines given by the leadership. This is intended so that the performance provided is also maximized.

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