



**THE INFLUENCE OF MOTIVATION AND WORK
ENVIRONMENT OF EMPLOYEES WORK ACHIEVEMENT
THE OFFICE OF THE DISTRICT OF SAMPANG REGENCY
PANGARENGAN**

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AUTHORS' CONTRIBUTIONS

This work was carried out in collaboration between all authors. Author ZME has written the first chapter of the introduction and research methods. Author DTWW wrote the theoretical basis and the results of previous studies while author Priyono did the data and concluding suggestion. All authors read and approved the final manuscript.

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ABSTRACT

The purpose of this research is to know and test whether the motivation and work environment influence simultaneously on the work achievement, a motivation and working environment does influence partially the work achievement employees, is there between motivation and work environment the dominant influence on the work achievement.

This research is explanatory study of explanation, which explains the causal relationships among variables through hypothesis testing. The research was held at the Office. Officials at the Office of the District of Sampang Regency, Pangarengan the sample in this research are 30 respondents. Independent variable: motivation (X 1), environment work (X 2) and the dependent Variable is the accomplishment of work employees (Y), while the technique. Analysis of the multiple linear regression used is. ..

Results of statistical tests of F does not support the hypothesis of this research which is thought to be X 1 (motivation) and X 2 (working environment) do not have a positive and significant effect simultaneously on the work achievement employees, in other words, the hypothesis is not accepted or not proven, and the results of statistical tests t do not support the hypothesis of this research that is suspected to be the work environment does not have a positive and significant effect of partially against the achievements of the work of employees.

Keywords: Motivation; work environment; work achievement.

1. INTRODUCTION

The term employee motivation is complicated and difficult to define; Therefore the exact definition of this concept is difficult to grasp as the idea of individual characteristics and situations as well as the perception of the situation by the individual (Ifinedo, [1]; Rosenfeld & Wilson [2]. The motivation has been defined in several ways. This can be described as a need or drive that encourages people to take action or behavior, says "motivate" means to give reasons for the action. Motivation is very important and it is important in everything that we do, especially in the workplace. If we do not feel encouraged to do the job, then the job will not complete successfully.

The basic motivation is the psychological process. A comprehensive analysis based on the latest data conclude that motivation is a person's competitiveness [3]. Along with perception, personality, attitudes, and learning, motivation is a very important element of behavior. However, the motivation is not the only explanation of behavior, and the story in relation to other cognitive processes. Motivate is a behavior management process based on knowledge of what makes people tick [4]. Motivation and motivating both deal with a wide range of human behavior are aware of somewhere between the two extremes: reflex actions such as sneezing or vibrating of the eyelids; and • learn habits like brushing teeth or hand writing style (Wallace and Szilag 1982: 53).

There are two factors that motivate the work observed by some researchers [5,6]; Bakay and Huang, 2010), the latter variable, separated as intrinsic and extrinsic variable variables. Wong et al. [5], says of the intrinsic variables contain a feeling of involvement, job, career, and exciting promotions. And extrinsic variables, they are jobs, security, pay, discipline, wise and good working conditions (Curtis et al. [7]). Petition (1975) describes the intrinsic motivation as actions or behaviors that are "people who are engaged in felt able and determine your self". And Extrinsic Motivation is defined by (Mahaney and Lederer [6]) according to their extrinsic motivation tools that include these factors are job security, pay, promotion, a private office building and social climate. Furthermore they include competitive salary, merit pay raises, bonuses and other forms of direct payments such as vacation and compensatory time off and out of work itself. Determinants of motivation based on literature: the meaning of employee motivation is understandable. It was a factor in the employee reaches the target and goals of their organization (Berman, Bowman, Western & warts) [8]. Employee motivation improves employee satisfaction and involve them in their work, by being

creative and their employees can improve the performance of their organization [9,10,11]. So, there are two determinants of motivation: 1) the involvement of jobs, 2) incentives.

A pleasant working environment is very important as an incentive for the most effective performance of the employees. Intense interactions that occur on a daily basis between superiors and subordinates will produce a variety of positive feedback or negative perceptions of the subordinates. Work environment, generally determined by six dimensions: coordination, responsibility, team spirit, gift, standards and organizational clarity (Timpe, 2002: 6) [12]. These six dimensions when done correctly, will lead to job satisfaction of employees. Job satisfaction will lead to higher work motivation, thus leading to a commitment to achieve maximum performance. Sims and Kroeck (1994: 939-947) [13] suggested that the working environment is made up of: decision making, risk, openness, warmth, rewards and organizational structure. Determinants of individual in the organization performance factor is individual and environmental factors. Environmental factors work wherever the organization is very profitable for individuals to achieve the performance of the work. Sims and Kroeck (1994: 939-947) [13] suggest that environmental factors work consisting of: decision making, risk, openness, warmth, rewards and organizational structure. The work environment can be measured through a variety of factors, namely through the forms of centralized/decentralized way, decision making, organizational structure of the openness of the system, the relationship between a subordinate and supervisor, the relationship between employees.

2. THE CORNERSTONE OF THE THEORY

2.1 Understanding Motivation

Etymologically, the motif in English motive, derived from motion, which means the movement or something that moves, which refers to human movement as behavior. In psychology, motif means stimulation of power generation for the occurrence of that behavior. In motive, in general there are two main elements, namely, needs and objectives. The process of reciprocal interactions between these elements occur in the human body, although it can be affected by things outside of himself to man. Therefore, the motivation changes may occur in a short time.

Dessler [14] says that motivation is every human behavior is the result of a reciprocal relationship between three factors, namely: (1) Spontaneous Impulse of man, namely the encouragement not

inflicted deliberately as the sexual drive, appetite and the need for sleep. (2) The human ego, which approved the human urge to keep his last spontaneous, so it became an event. For example, by delaying a meal, even though she was hungry, (3) Human living environment.

According to Robbins (2003: 208) [15], motivation is a process that produces the intensity, direction and individual perseverance in the pursuit of goals.

Luthans (2006: 270) [16] stated that the motivation is a process that starts with the lack of physiological or psychological or behavioral compulsion that drives intended for the achievement of the objectives or incentive.

Gupta [17] that the motivation was to give a boost to individuals to steer his behavior; this will cause the individual to work and encouraged him to work better. In the end there is an interest to improve its performance.

Maslow (2001: 78) [18] says that motivation is a human behavior is determined by motives that encourage the occurrence of such action. This motif depends on the needs of the person who will perform the action.

So it can be inferred, the motivation is an urge from within and from outside of one's self to work on a task with an as well as possible. Or in other words, the willingness of someone's efforts, encouragement and directing his behavior to carry out duties and responsibilities properly measured through indicators: earn rewards, the establishment of cooperation, respect, self-actualization and fulfillment in your work environment.

2.2 The Work Environment

Siswanto [19] classifies the interaction of factors of psychology and Physiology in the Office environment into four, namely environmental vision (factor of light, color), atmospheric environment (humidity, temperature, water circulation), surface environment (cleanliness), and the auditory environment (silencers). Light and lighting had a huge influence on the durability of the work. Dim work spaces make less passionate employees to work, so that its performance will decrease. Different in a work environment is bright enough, the employee's performance will be the better. So it is with the temperature too extreme (too hot or too cold) will also lose productivity employees. Therefore it needs to be arranged so that the temperature is quite convenient for employees.

Ahyari agus [20] stated that the work environment is the environment where the employees of his officers were working. An employee within an organization should be able to cooperate with others in carrying out tasks given by the President of the Office, one of the things that are important in the effort to move the human resources to do the job is the relationship between the leadership with a subordinate. To nurture the relationships between fellow then needed understanding and wisdom of the leaders and subordinates.

Alex S Nitisemito (in his book called personnel management, 2003) [21] the working environment is everything that exists around the workers that can affect him in the exercise of duties charged.

From some of the opinions above it can be concluded that the atmosphere of the work environment is a condition or circumstance in a work environment, both in terms of physical or psychic that affects the mood of the people who are working.

2.3 Work Achievement

The term work achievement or performance is discussion of switcher from the word performance. According to Bernardin and Ruky (2002) the definition of performance is a note about the results obtained from certain job functions or specific activity during a given time. As a result of understanding emphasize accomplishments or what comes out of a job and their contribution to the organization.

Malayu Hasibuan [22] the achievements of the work is a work that is a person in carrying out the duties charged to him based on skills, experience and seriousness. Work achievement is a combination of three important factors, namely the ability and interest of a worker, ability and acceptance of task delegation's explanation, seta role and motivation levels a worker.

Sondang Siagian P [23] stated that the achievements of one's work is essentially the work of an employee during a certain period, for example with the target/targets have been determined in advance and agreed upon together.

Moenir [24] defines that the work achievement was as a result of a person's work on the unity of time and a certain size. And Faustino Cardoso Gomes (2002) work achievement is a record of the results obtained from certain job functions or specific activity during a given time. Assessment of the achievements of the work can be done based on the description of a specific behavior.

Richard William [25] revealed the existence of the criteria of assessment factors work achievement employees, namely: work and achievement should measure the results objectively, rationally should be associated with a work activity, All work behavior and work that can be identified, work Behavior and work that matters should be covered in the comprehensive criteria, there is no overlap between the criteria work, behavior and the results of the work are not essential should be issued The criteria must be described and named in a comprehensive manner, the criteria should be in accordance with the objectives and organizational culture.

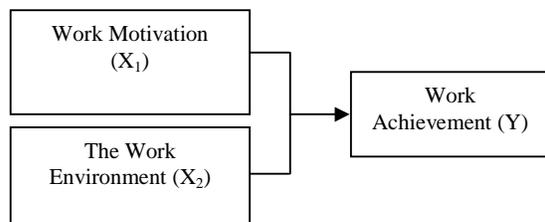
2.4 Employee Work Performance Measurement

Work achievement employees who each other are not the same, because each employee has the ability to vary but in general it can be said both officials say work achievement, if the employee's work performance can be met that are desired by the Organization in question to passed the purpose. The level of ability of the employees to achieve the job requirements has been directed and determined by the Chairman, for assessment of the employee's work performance is assessed by the leadership/supervisor is directly taken from the DP-3 employees, with the following indicators: 1) Fidelity 2) Work achievement, 3) Responsibility, 4) Obedience, 5) Honesty, 6). Cooperation, 7) The initiative, 8) Leadership

3. A CONCEPTUAL FRAMEWORK AND HYPOTHESES

3.1 A Conceptual Framework

Conceptual framework in the form of this scheme reflects the relationship of mutual influence between the motivation of the work, the work environment and work achievement. To develop an organization that more advanced officers must have the motivation of work and a great work environment that makes these taste so employees gain great work achievement also:



The conceptual framework of model pictures

3.2 The Hypothesis

As for the hypothesis that authors submit based on the above problem formulation is as follows:

1. Motivation Predictably and influential work environment simultaneously against the achievements of the Office of the District Clerk work Pangarengan Sampang Regency.
2. Motivation Predictably and influential partially working environment to employees working on the achievements of the Office of the District of Sampang Regency Pangarengan.
3. Motivation Predictably the dominant influence on the work achievement employees at the Office of the District of Sampang Regency Pangarengan.

4. RESEARCH METHODS

Research on the type of research is explanatory research and this research using a quantitative approach to the survey method. According to Masri Singarimbun [26] survey of the research method is the research that takes samples from a population and use questionnaire as the principal means of data collection. This research will be aware of the influence of variables that have the specified explains the influence of motivation, work environment and employee achievements in Sampang District Pangarengan District Office.

This research was conducted at the Office of the District of Sampang Regency Pangarengan. The population in this study as many as 30 people. Samples taken as many as 30 people, with the base according to the Suharsimi Arikunto [27] is in the population of less than 100 then all made sample, when the population of more than 100 can be 25% or 10% according to the ability of the researcher. For it is because population numbers are only 30, then all the population sample was made using the technique of sampling, saturated (samples total) where between the populations with the same number of engineering sample data collection method survey using a questionnaire.

The instruments that are used in collecting data must meet two conditions, namely the validity and reliability. And the results were all valid and reliability. So that the instrument can be used in the research. Methods of analysis in this research is descriptive and statistical analysis of inferential using Multiple Linear Analysis, and test the hypothesis (F-test and t-test).

4.1 Variable

4.1.1 The independent variables

(X 1) Motivation, with indicators as follows: physiological Needs, safety Needs, social Needs, the need for Recognition, the need for self-actualization.
 (X 2) The working environment with the charge indicators will as follows: physical work environment or a real, physical or non working environment are not real.

4.1.2 Bound variable (dependent)

(Y) is the work achievement. With indicators as follows: loyalty, work achievement, responsibility, Dedication, honesty, cooperation, Initiative. Leadership.

on a questionnaire that was distributed on 30 respondents descriptive analysis show that variable motivations, work environment and employee achievements well responded to complaints by employees. Aspects of motivation has been rated good especially on supplementary compensation and salary elements, while the elements of the facility include vehicles and shelter tend to be assessed needs to be improved the working environment of employees rated moderate, particularly on spatial employee Achievements while also responded very positive element that is almost in the third the timeliness, quality and quantity of work.

5. RESULTS OF THE RESEARCH AND THE DISCUSSION

5.1 Characteristics Respondents

Characteristics of respondents most respondents are men with a total of 18 respondents (59,1%) while for women amounted to 40,9%) of respondents (12. Data characteristics of respondents based on the range at most ages 41-50 years old with as many as 10 men was 36.4 percent), followed by (respondents aged up to 30 years by as much as 9 people (25%) and the rest by as much as 5%) of the respondents (15.9 aged 31-40 years old and 6 respondents (22.7%) were aged over 50 years. Educational level of respondents researched is diverse ranging from upper level secondary school (SLTA) to the S-1 degree. The uneven composition of education respondents with High School education at the level of dominance that totaled 17 people (38.6%) and Bachelor S-1 with the number of respondents (34,1%) of 13.

5.3 Statistical Analysis of Inferential

5.3.1 Regression analysis

Multiple regression analysis was used to describe the shape of the relationship between the independent variable (non) towards the dependent variables (bound). The things important in regression analysis regression equation, among others: the determination coefficient (R²), test results and test-F-t. From the regression equation note that variables bound employee accomplishments (Y) value will be free variables that predicted by motivation (X 1), environment (x 2) the working coefficient of regression on the two variables are marked positive, this could meant that increased motivation, and positive impact on the work environment work achievement employees.

A regression equation with coefficient (beta) component as follows:

$$Y = 0,411X_1 + 0,306X_2 + 0,323X_3$$

$$R^2 = 60,7\%$$

5.2 Data Analysis

5.2.1 Descriptive analysis

A descriptive analysis was intended to describe the frequency distribution of answers respondents based

5.4 Test Results F

This test is used to test the significance of regression coefficients so that the known whether the simultaneous influence of X 1 (Motivation) and X 2 (working environment) to Y (work achievement) is indeed true or only obtained by chance alone.

Table 5.4.1. ANOVA^b

Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	7.528	2	3.764	.571	.571 ^a
	Residual	177.839	27	6.587		
	Total	185.367	29			

a. Predictors: (constant), work environment, work motivation,
 b. dependent variable: working honors

Table 5.4.2. Coefficients^a

Model	Un standardized coefficients	Std. error	Standardized Beta	t	Sig.	95% confidence interval for B		Correlations		
						Lower bound	Upper bound	Zero-order	Partial	Part
1 (Constant)	79.420	6.771		11.729	.000	65.527	93.313			
Work motivation	.313	.308	.201	1.015	.319	-.319	.944	.163	.192	.191
Work environment	-.435	.688	-.125	-.632	.533	-1.847	.978	-.063	-.121	-.119

a. Dependent variable: Working honors

The calculation result in the above obtained F-count = 0,571 with sig. 0,571, this means there is no positive and significant effect simultaneously between X 1 (motivation) and X 2 (working environment) on the work achievement (Y). Results of statistical tests of F does not support the hypothesis of this research which is thought to be X 1 (motivation) and X 2 (working environment) do not have a positive and significant effect simultaneously on the achievements of the work of employees.

5.5 Test t

This test is used to test for significant regression coefficients, respectively, so that the influence of partially unknown (individual) between X 1 (motivation) and X 2 (working environment) on the work achievement is indeed a real place (significant) or simply obtained by chance.

5.5.1 The influence of motivation (X 1) on the work achievement (Y)

The calculation result obtained t-count = 1,015 with sig. 0,319, this means there is no positive and significant influence partially free among variables (X 1) versus variable (Y). Results of statistical tests t from this research that motivation does not have a positive influence and significant accomplishment to partially work.

5.5.2 The influence of the working environment (X 2) towards the accomplishment of work (Y)

The calculation result obtained t-count = 0,632 with sig-0,533., this means there is no positive and significant influence partially free among variables (x 2) to the variable (Y). Results of statistical tests t from this research that the working environment is not positive and significant influence partially the accomplishment of work employees.

5.6 Proving the Hypothesis and Discussion

5.6.1 The first hypothesis

Results of the analysis of the data indicates that X 1 (motivation) and X 2 (working environment) does not have the effect of simultaneously or together against the work achievement (Y). This is demonstrated by the results of the calculations on the above obtained F-count = 0,571 with sig. 0,571, this means there is no positive and significant effect simultaneously between X 1 (motivation) and X 2 (working environment) on the work achievement (Y). Results of statistical tests of F does not support the hypothesis of this research which is thought to be X 1 (motivation) and X 2 (working environment) do not have a positive and significant effect simultaneously on the achievements of the work of employees.

5.6.2 The second hypothesis

The calculation result obtained t-count = 1,015 with sig. 0,319, this means there is no positive and significant influence partially free among variables (X 1) versus variable (Y). Results of statistical tests t do not support the hypothesis of this research which is allegedly the motivation did not have a positive influence and significant accomplishment to partially work.

5.6.3 The third hypothesis

The calculation result obtained t-count = 0,632 with sig-0,533., this means there is no positive and significant influence partially free among variables (x 2) to the variable (Y). Results of statistical tests t do not support the hypothesis of this research that is suspected to be the work environment does not have a positive and significant effect of partially against the achievements of the work of employees. Positive signs on the beta coefficient showed a direct relationship means the higher the working motivation thus formed will improve

employee job performance. Because X 1 (motivation) has partial correlation coefficients of the highest value that is compared with the variable X 2 0,201 (work environment) of-0.125 then it can be said that the dominant influence on the motivation variables bound to the achievements of the work of employees.

6. CONCLUSION

Based on the results of the data analysis presented in the previous chapter, the conclusions to be drawn as follows:

1. Based on the results of testing simultaneously (simultaneous) Note that the results of the above calculation of the obtained F-count = 0,571 with sig. 0,571, this means that there is no positive and significant effect simultaneously between X 1 (motivation) and X 2 (working environment) on the work achievement (Y). Results of statistical tests of F does not support the hypothesis of this research which is thought to be X 1 (motivation) and X 2 (working environment) do not have a positive and significant effect simultaneously on the work achievement employees, in other words, the hypothesis is not accepted or not proven.
2. Based on testing of partially variable motivations can be in does not have a positive and significant influence on the work achievement. Evident from the results of the calculation obtained t-count = 1,015 with sig. 0,319, this means that there is no positive and significant influence partially free among variables (X 1) versus variable (Y). Results of statistical tests t doesn't support of this research which is allegedly the motivation did not have a positive influence and significant accomplishment to partially work. Whereas the calculation result obtained t-count = 0,632 with sig-0,533., this means there is no positive and significant influence partially free among variables (x 2) to the variable (Y). Results of statistical tests t do not support the hypothesis of this research that is suspected to be the work environment does not have a positive and significant effect of partially against the achievements of the work of employees.
3. Because X 1 (motivation) has partial correlation coefficients of the highest value that is compared with the variable X 2 0,201 (work environment) of-0.125 then it can be said that the working environment variables have no effect against the dominant variable bound to the achievements of the work of employees.

6.1 Advice

Based on this research, the authors put forward a few suggestions include:

1. To achieve the accomplishment of work employees at the Office of the District should be Pangarengan district should pay attention to everything that is needed by employees in the form of facilities and infrastructure.
2. With the creation of a conducive work environment, it is very good for the development of employee labor power in order to achieve employment results they expect.
3. The District should provide encouragement or enthusiasm in order to increase the motivation of working employees. Because with this much needed to improve the quality of service of the Office of the District as well as looking for other factors that can support the employee's work performance.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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