

## "ANALYSIS OF THE WORK ENVIRONMENT AND WORK MOTIVATION OF EDUCATION, YOUTH AND SPORTS OFFICES IN BANDUNG CITY"

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### **Abstract**

*Human resources have a major role in every company activity. Human resources are still the main focus and foundation for companies to survive in the era of globalization. Some HR management activities such as procurement, assessment, protection, motivating employees, empowering employees, improving discipline, guidance, etc. One of the ways to improve employee performance is to pay attention to environmental factors and work motivation. The organization as the parent company must provide a comfortable and conducive work environment that is able to provoke employees to work productively. This means that every employee must be motivated at work. Facing the current era of globalization which demands high employee productivity, there are still many obstacles in the field so that it can hinder the vision of DISPORA Bandung City. Work Environment and Work Motivation jointly*

affect employee performance by  $1.9\% + 34.2\% = 36\%$  ( $R^2 = 0.3603$ ). The magnitude of the proportional influence caused by other variables outside of the work environment and work motivation variables, is expressed by  $\square^2_{Y_{\square}}$ , that is equal to  $(0.799791223)^2 = 0.639666$  or equal to 63.97%.

**Keywords:** Work environment, Work Motivation, Employee Performance

### **Introduction**

Human resources play an important role in every activity of the company. Despite the support of modern facilities and infrastructure, the company's activities will not be able to complete normally. In a rapidly changing environment, the need for companies to obtain and maintain high-quality human resources is becoming increasingly urgent. There are several interrelated and influential factors in an organization's activities to achieve its goals. Therefore, organizations need to manage and optimize human resources. Regardless of form and purpose, organizations are built based on various visions for the benefit of mankind, and are managed by humans when performing tasks [1].

Opinion (Karyawan and Kembang, nd), argues that human resources are the most valuable organizational assets because human resources are an asset for companies to realize the company's vision and mission and greatly affect other resources as well as results and profits for the organization or company. Some HR management activities such as procurement, assessment, protection, motivating employees, empowering employees, improving discipline, guidance, etc. In other words, the continuity of an organization is determined by the performance of its employees [2]. Performance is basically something that employees give in determining how much they contribute to the company in the form of production results and services provided. One of the most populous big cities in Indonesia is Bandung City. The target of the main performance indicators for the development of Bandung City in 2019 - 2023 is based on the results of the evaluation of local government performance achievements from 2013 to 2018 and taking into account the opportunities and challenges over the next five years until 2018 by 2023. How much the Key Performance Indicators are achieved depends on the size specified. One of the ways to improve employee performance is to pay attention to environmental factors and work motivation. If comfort in the work environment and work motivation are provided properly, then this has the ability to give workers satisfaction with the work activities they carry out and give a good impression to the workers so as to increase the performance of the workers [3].

Motivation is important in increasing self-confidence and encouragement in a person. Motivation is a change in energy in a person's personality which is characterized by the emergence of affection and reactions to achieve goals, the formation of motivation can arise because everyone has a variety of basic needs such as the need for physiology, security, socializing and realizing themselves. Physiologically needed are basic things such as consuming food and drink, getting a place to settle down and various other similar things. Social needs include giving and receiving love and friendship. This means that every employee must be motivated at work. People can be driven by extrinsic motivation or intrinsic motivation. But if an employee is more driven by extrinsic motivation [4],

Unhealthy working environment conditions will cause employees to be easily stressed, unenthusiastic at work, and late. On the contrary, if the working environment is healthy, employees must be enthusiastic at work, not easy to get sick, and easy to concentrate. Companies are required to be able to provide these things as well as possible in order to make work always do work with good productivity and cooperate with each other with other workers or superiors in order to achieve goals in the company. The Bandung City Department of Education, Youth and Sports is the government agency engaged in education. In the face of today's globalized era with

high requirements for employee productivity, there are still many obstacles in this field that hinder the vision of DISPORA Bandung [5].

In the annual Strategic Plan in [6]. Stating that Policies, Plans and Programs related to the development of Youth and Sports are basically closely related to environmental problems as well as in the City of Bandung. The need for sports and youth facilities and infrastructure in the city of Bandung in order to make Bandung a champion is important, because the development of youth and sports activities will be better and holistic, considering that for a coaching that has a champion target it requires continuous, measurable, and continuous concentration. and directed. With the availability of sports and youth facilities based on the sub-district area in the city of Bandung [7], it is hoped that a continuous development can be realized because it will bring the distance closer to citizens who have interests and talents so that they can be directed to excel in the field of youth and sports. The policy on the availability of youth and sports facilities with a sub-district approach pattern will have a direct impact on the environment. The direct impact on the environment can be predicted with changes in the ecosystem of an area, the concentration of human activities in one area which results in an increase in socio-cultural life activities and will invite economic actors to the area. The policy on the availability of youth and sports facilities with a sub-district approach pattern will have a direct impact on the environment. The direct impact on the environment can be predicted with changes in the ecosystem of an area, the concentration of human activities in one area which results in an increase in socio-cultural life activities and will invite economic actors to the area. The policy on the availability of youth and sports facilities with a sub-district approach pattern will have a direct impact on the environment. The direct impact on the environment can be predicted by changes in the ecosystem of an area, the concentration of human activities in one area which results in an increase in socio-cultural life activities and will invite economic actors to the area [8].

Another thing that has an impact is, if the user uses a vehicle, a parking area is needed, while we know that land in urban areas is getting more expensive, and the parking area itself will require land that is at least as large as the building in existing sports facilities. As a result of parking, it will invite various interests in parking problems, and will become a serious problem if the parking area is not adequate. The impact that is also a trend due to the concentration of activities in an area, in this case due to the existence of SOR in an area, is that it will provoke business actors to open businesses in that area [9].

To anticipate the occurrence of several impacts that will occur with the Policies, Plans, and Programs of the Youth and Sports Office, several mitigation efforts are needed which are cross-sectoral work (between SKPD), namely: a field or moor that has been used as a Green Open Space and is not located in a traffic-congested area. The design/design of a sports/youth facility building is an environmentally friendly building by taking into account the carrying capacity and capacity of the environment, and it is planned not to use equipment that becomes a burden on the environment. After operating, the management must be carried out professionally and the manager must pay attention to the conditions of the surrounding environment.

In addition, employee performance is still not in line with the expectations of the institution, it can be seen when employees cannot meet the target for completing tasks that should be according to the deadline, it takes a long time when there are people who want to take care of files regarding school, etc. In the Journal (Rumah and Nelongso, nd)(Management, nd). Stating that to improve the quality of employee performance the company can pay attention in the form of work motivation to all its employees. According to Richard in the journal [10]. Revealing there are two kinds of motivation, namely intrinsic and extrinsic. Intrinsic rewards are the success of a worker in doing something, extrinsic is the motivation given by the company for the success of employees to keep the spirit in carrying out their work.

### ***Problem Formulation***

The existing archive management is not organized properly, then the room temperature and space are limited, there are still employees who do not understand information technology and communication between employees is less stable, the employees' work motivation is low, and the level of employee discipline is still lacking. In order to focus more on the problem in this study, the problem is limited to the influence of the work environment and work motivation on employee performance. Thus, this research has problem formulations, including:

1. How does the work environment affect employee performance at the Bandung City Education, Youth and Sports Office?
2. How does work motivation affect employee performance at the Bandung City Education, Youth and Sports Office?
3. How is the influence of the work environment and work motivation on the performance of employees in the Department of Education, Youth and Sports of Bandung?

### ***Study Objectives***

#### **a. General Purpose**

The implementation of this research has the aim of collecting, processing and analyzing data and providing an explanation of the analysis of the work environment and work motivation of the Bandung Education, Youth and Sports Office on employee performance [8].

#### **b. Special Purpose**

Specifically, the implementation of this research aims to:

1. How does the work environment affect employee performance at the Bandung City Education, Youth and Sports Office?
2. How does work motivation affect employee performance at the Bandung City Education, Youth and Sports Office?
3. How is the influence of the work environment and work motivation on employee performance at the Bandung City Education, Youth and Sports Office?

### ***Benefits of Study***

The resulting research are expected can be useful in theory and practice.

#### **c. Theoretical benefits**

The resulting research are expected can be useful for:

Applying the results of theoretical studies from university that are implemented in the Institution/Organization.

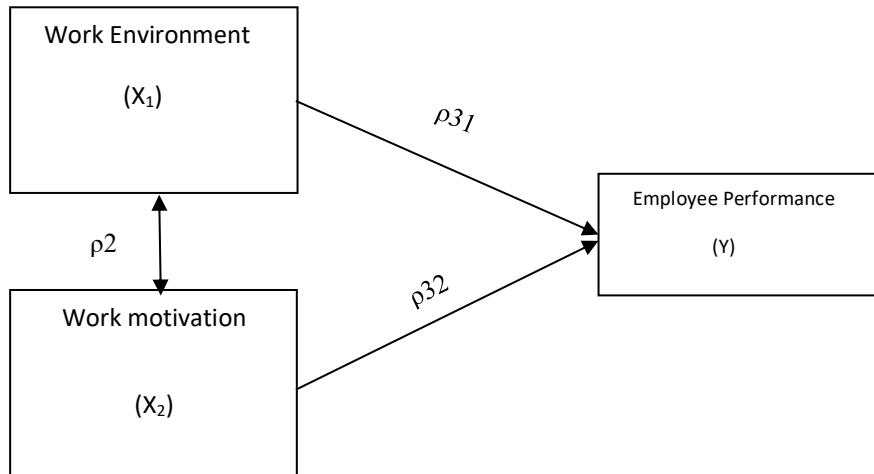
#### **d. Practical Benefits**

The resulting research can be a suggestion for agencies to be able to apply planning procedures in carrying out work environment analysis and work motivation on the performance of employees at the Bandung City Education, Youth and Sports Office.

### ***Research Framework***

The organization is a core company that demands every employee to always do work with good productivity. As an effort to realize employees who do work with good productivity, namely providing a work environment with comfort and safety. Comfort and safety in the work environment can include several things that affect, including the color of the room, a clean room, circulation of air, light, sounds that appear in the work area. Thus, it is necessary to pay attention to preparation and planning as well as possible because it can have an impact on the workforce from a physical and psychological perspective. Likewise, the interaction of fellow employees who should be given attention where each worker should have good relations between

colleagues or to higher positions, can communicate in a team and have a good attitude.



**Figure 1. Research paradigm**

**Results and Discussion**

*Table 1.*

Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		68
Normal Parameters, b	mean	23.4309
	Std. Deviation	4.85473
Most Extreme Differences	Absolute	,081
	Positive	0.054
	negative	-,081
Test Statistics		,081
asymp. Sig. (2-tailed)		,200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Based on table 1 above, the results of the normality test using the Kolomogrov Smirnov method obtained a significance result from the normality test of 0.200 where the result is greater than the 0.05 significance so that Based on this study, normality can be explained by the fact that it is normally distributed.

*Table 2*

Multicolonearity Test

Model	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Toleranc e	VIF
1	(Constant)	6,165	3,691	1,670	,100		
	Work Environment (X1)	0.051	,112	0.053	,453	,720	1.389
	Work Motivation (X2)	,775	,159	,571	4,879	,720	1.389

Based on the data in table 2 above, it can be explained that the variables of work environment knowledge and work motivation have a tolerance value of  $0.720 > 0.10$  and a VIF of  $1.389 < 10$ , thus in this regression model there is no multicollinearity problem, this means that between variables independent correlation does not occur [11, 12].

Table 3

Heteroscedasticity Test Results

Coefficients <sup>a</sup>						
Model		Standardized Coefficients			t	Sig.
		Beta				
1	(Constant)	4.242	2,670		1,589	0.117
	total_X	-0.073	0.071	-0.154	-1.033	0.306
	total_M	0.063	0.100	0.094	0.633	0.529

According to the data in table 3, the results of the multicollinearity test using the glejser test indicated that the independent variable or variable x was significant shows 0.306 and 0.529 above the standard value of 0.05 significance so that it can be explained that there is no heteroscedasticity problem.

Table 4

Autocorrelation Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,600a	,360	,341	3.94205	2,208

Based on the results of table 3, it is known that the autocorrelation test for the value of  $DW = 2.208$  is then compared with the value of the significance table of 5% (0.05) with a sample size of 68 and the number of independent variables 2 ( $K = 3$ ) = 3.68 So that the results of dU are obtained. from the table  $r = 1.696$  DW is greater than the limit dU and less than  $(4-Du) = 4-1.696 = 2.304$  so it can be explained that the results are out of sync.

Table 5

KMO and Bartlett's . Test Results

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,629
Bartlett's Test of Sphericity	Approx. Chi-Square	50,550
	df	3
	Sig.	,000

In Table 5, KMO and Barlett's test show the KMO Measure of Sampling Adequacy (MSA) value of 0.629. And this value is above the value of 0.5, it means that the set of variables can be processed further. The Barlett's Test score is expressed by the Chi Square value and a very real significance value is shown at 0.000. This supports the conclusion from the MSA figures.

Table 6

Correlations Path Analysis

Correlation Matrix				
		Work Environment (X1)	Work Motivation (X2)	Employee Performance (Y)
Correlation	Work Environment (X1)	1,000	,529	,355
	Work Motivation (X2)	,529	1,000	,599
	Employee Performance (Y)	,355	,599	1,000

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 7

Coefficients Path analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,165	3,691		1,670	,100	
	Work Environment (X1)	0.051	,112	0.053	,453	,652	1.389
	Work Motivation (X2)	,775	,159	,571	4,879	,000	1.389

With structural equation

$$Y = \beta_{yx1}X_1 + \beta_{yx2}X_2 + \epsilon$$

The proposed Hypothetical Proposition is not entirely acceptable, because based on the test, only the path coefficients from X<sub>1</sub> to Y and from X<sub>2</sub> to Y are statistically significant.

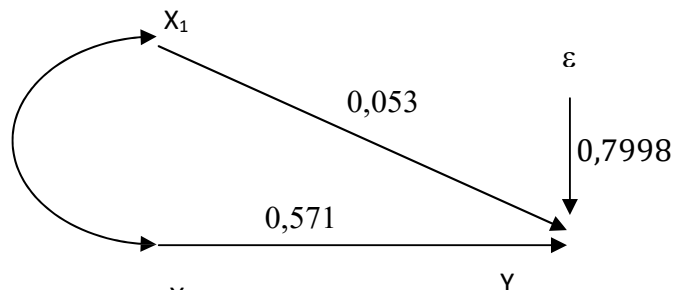


Figure 2. Structural relationship between X<sub>1</sub>, X<sub>2</sub>, and Y

Then the path diagram represented by the figure can be taken, which will be accompanied by the values of the path coefficients and their structural equations.

performance = 0.053\*ling\_kerj + 0.571\*mot\_kerj, Errorvar.= 0.7998, R<sup>2</sup> = 0.360344

Table 8.

Path Analysis Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	,600a	,360344	,340652	3.94205	,360	18,308	2	65	,000	2,208

a. Predictors: (Constant), Work Motivation (X2), Work Environment (X1)  
 b. Dependent Variable: Employee Performance (Y)

The Model Summary table shows R Square or R<sup>2</sup> or the Coefficient of Determination is 0.360.

1) The power of X<sub>1</sub> which directly determines the changes in Y is 0.3% (0.003), and that through its relation to X<sub>2</sub> is 1.6% (0.016). thus, in total X<sub>1</sub> determines the changes in Y by 1.9%

2) In total 34.2% (0.342) of the changes in Y are the effects of X<sub>2</sub>, of which 32.6% (0.326) are direct effects and 1.6% (0.016) are related to X<sub>1</sub>.

3) X<sub>1</sub> and X<sub>2</sub> together affect Y by 1.9% + 34.2% = 36% (R<sup>2</sup> = 0.3603).The magnitude of the proportional effect caused by other variables outside the X<sub>1</sub> and X<sub>2</sub> variables, is expressed by  $1 - R^2_{Y\Box}$ , which is equal to  $(0.799791223)^2 = 0.639666$  or equal to 63.97%.

4) The magnitude of the influence received by Y from X<sub>1</sub> and X<sub>2</sub>, and from all variables outside X<sub>1</sub> and X<sub>2</sub> (which is expressed by the residual variable

$\square$ ) is  $R^2_{Y(X_1X_2)} + \square^2_{Y\square} = 36.03\% + 63.97\% = 100\%$ .

### **6.1 the work environment affects employee performance at DISPORA Bandung**

Answering the issue number 1, employee performance at the Bandung City Education, Youth and Sports Office is positively impacted by the surrounding environment. This statement is evidenced by the results of the t-test calculation which produces tcount of 3.105 while ttable with a significance level of 5% is 1.671 then  $t_{\text{statistical}} > t_{\text{critical}}$ , this comparison means that  $H_0$  is rejected and  $H_a$  is accepted, that is, there is a positive and significant relationship between the work environment and employee performance. at the Department of Education, Youth and Sports Bandung. Using the correlation coefficient value of 0.357 based on table 20 as a basis for the t-test calculation, it appears that there is a strong relationship between the variables of the work environment and employee performance. In light of table 20, the coefficient of determination is 0.127 and the effective contribution to the work environment is 12.7%. Therefore, the coefficient of determination based on table 20 is 0.358, and the effective contribution of work motivation is 35.8%.

### **6.2 work motivation affects employee performance at DISPORA Bandung**

To answer the formulation of problem number 2 that the variables of work environment knowledge and work motivation have a tolerance value of  $0.720 > 0.10$  and a VIF of  $1.389 < 10$ , thus in this regression model there is no multicollinearity problem, meaning that there is no correlation between independent variables.

### **6.3 the influence of the work environment and work motivation on employee performance at DISPORA Bandung City**

To answer the formulation of problem number 3 there is a positive and significant influence between the environment on employee performance at the Bandung City Education, Youth and Sports Office. This statement is evidenced by the results of the t-test calculation which produces tcount of 3.105 while ttable with a significance level of 5% is 1.671 then  $t_{\text{statistical}} > t_{\text{critical}}$ , this comparison means that  $H_0$  is rejected and  $H_a$  is accepted, that is, there is a positive and significant relationship between the work environment and employee performance. at the Department of Education, Youth and Sports Bandung [13, 14].

Then the value of the coefficient of determination based on table 20 is 0.127 and the effective contribution to the work environment is 12.7%. So that the price explains that there is an influence of the work environment on employee performance at the Bandung City Youth and Sports Education Office, and the correlation coefficient value based on table 20 is 0.358 indicating that there is a close relationship between the work environment variables and employee performance. A comfortable work environment will have a direct impact on employees, especially in terms of completing the work given. Data from the Department of Education, Youth and Sports of the City of Bandung are in the good category and 24% are very good, then 49% of the respondents from the Department of Education, Youth and Sports of the City of Bandung are in the category of very good performance and 42% of respondents are in the good category.

## **7. Conclusion and Recommendation**

### **a. Conclusion**

The conclusion in this study based on data analysis in the previous chapter explains that there is a positive and significant influence between the environment on employee performance at the Bandung City Education, Youth and Sports Office. This statement is evidenced by the results of the t-test calculation which produces tcount of 3.105 while ttable with a significance level of 5% is 1.671 then  $t_{\text{statistical}} > t_{\text{critical}}$  ( $3.105 > 1.671$ ), this comparison means that  $H_0$  is rejected and  $H_a$  is accepted, that is, there is a positive and significant relationship between work environment with



employee performance at the Department of Education, Youth and Sports Bandung. the calculation of the t test which produces tcount of 6.069 while ttable with a significance level of 5% is 1.671 then  $t_{\text{statistical}} > t_{\text{critical}}$  ( $6.069 > 1.671$ ), This comparison means that  $H_0$  is rejected and  $H_a$  is accepted, that is, there is a positive and significant relationship between work motivation and employee performance at the Bandung City Education, Youth and Sports Office. Then that the variables of work environment knowledge and work motivation have a tolerance value of  $0.720 > 0.10$  and a VIF of  $1.389 < 10$ , thus in this regression model there is no multicollinearity problem, this means that there is no correlation between independent variables and there is a positive influence. and significant based on the results of the t-test calculation is strengthened based on the value of the correlation coefficient based on table 20 of 0.357 indicating that there is a close relationship between the work environment variables and employee performance.

### **b. Recommendation**

In preparing this research, the researcher tried to do this research carefully and thoroughly, but the researcher realized that this research also had limitations. Limitations in this study are as follows.

1. Researchers do not consider a person's tenure working in the Department of Education, Youth and Sports even though it greatly affects the performance of an employee.
2. There are other variables that affect employee performance other than work environment and work motivation which were not examined in this study.
3. There is a shortage of samples in the field so that they can be used as references in further research.

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