EFFECT OF MOTIVATION, SATISFACTION, WORK ETHIC AND ENVIRONMENT ON EMPLOYEE PERFORMANCE THE KLATEN REGENCY REGIONAL SECRETARIAT

Zaenal Arifin 1,a, Sudarwati 2b,*, Istiatin 3,c

1, 2, 3, Program Studi Manajemen, Universitas Batik Surakarta
a, b, c, d, e, f Email: zaenal201290@gmail.com, sudarwatuni@uniba@gmail.com, istiatinumi@gmail.com
*Correspondent Email: zaenal201290@gmail.com

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Abstract
The purpose of this research is to determine the relationship between employee performance in the Regional Secretariat of Klaten Regency and factors like motivation, job satisfaction, work ethic, and work environment. This style of research makes use of a structured quantitative study strategy. The Regional Secretariat of Klaten Regency is home to 94 employees. In this study, 94 participants were selected using the Census technique. Collecting data with the use of a worksheet. Analyses of the data were performed using statistical methods such multiple linear regression testing, F tests, t tests, and coefficients of determination. Based on the numbers, it's clear that the Regional Secretariat of Klaten Regency benefits from a healthy dose of inspiration, positivity, hard work, and a pleasant...
office environment. The study's findings have informed efforts by the Regional Secretariat of Klaten Regency to boost morale, productivity, and the office environment. Employee output will increase and become superior as a result of this

Keywords: Employee Performance, Discipline, Competence, Work Environment, Motivation

1. Introduction

They were implementing office service activities to achieve efficiency and effectiveness of work. Efficiency relates to the means used to achieve a predetermined goal. The method can be either the fastest way or the longest way, but the achievement of the same goal while the effectiveness is related to the achievement of predetermined goals. The agency's success in achieving these goals reflects the civil servant (State Civil apparatus) as a government machinery and in the capacity of a public official. They are also obliged to constantly work with a in order to stay away from a high degree of excitement in order to giving the impression that they are sluggish, lethargic, or unwilling while delivering services to the community.

The efficiency with which the bureaucratic machinery or civil servants carry out their duties is an essential component of government bureaucracy. This is due to the fact that civil officials are responsible for carrying out the components and functions of government operations, including those involved in service activities. Each OPD must be fast and precise because the faster and more accurate the service provided, the greater the overall quality of the service that is delivered more accurately, increasing the likelihood that the consumer will be satisfied. can be achieved. Performance is the end outcome of someone's job accomplished while carrying out their responsibilities, and it is based on abilities, effort, and opportunity. The performance of An employee is the product of someone carrying out their responsibilities. their responsibilities work activities and responsibilities in an organization (Astrinasari, 2019).

Performance results from work in The level of quality and quantity that an officer is able to accomplish in the performance of his duties is directly related to the obligations that have been assigned to him. (Nurjaya et al., 2021). An employee's performance may be measured in terms of both the amount and quality of the work that he or she produces in the course of fulfilling the obligations that have been assigned to them by the organisation. (Sherlie & Hikmah, 2020). Performance is one of the elements that may be affected by factors includes motivation, satisfaction, work ethic and environment.

Motivation may originate from inside a person, which is often referred to as internal motivation. On the other hand, motivation can also come from outside forces that push a person to act in accordance with the objectives that they have set for themselves. The method that may be used to describe the degree of a person of intensity, direction, and tenacity in order to attain his objectives is referred to as motivation. (Andayani & Tirtayasa, 2019). Motivation results from a set of internal and external pressures that lead people to pick the best route of action and adopt particular behaviors in their daily job. (Juliyanti & Onsardi, 2020). Motivation is an impetus, either internal or external, that drives a person to engage in productive activity in order to fulfil their need. (Sherlie & Hikmah, 2020).

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Satisfaction is also a component that contributes to the production of a successful performance. Satisfaction is not how diligently or well a person works, but rather how much enjoyment a person derives from their profession that is the most important factor. Satisfaction is a pleasant psychic state workers feel in a work environment due to adequate fulfillment of needs (Nabawi, R. 2019). The difference between the actual reward obtained by the worker and the reward that is perceived to be earned is what constitutes satisfaction. Satisfaction may be defined as a general attitude towards one's job. (Usoh et al., 2020). When an employee feels satisfaction in his work, he will make an effort to do as much as they can with all his abilities to complete his work. Because it may have an effect, Making sure that employees are content in their positions is one of the primary focuses of human resource management. It is possible that this will have an impact, either directly or indirectly, on the productivity of an employee.

Work ethic is, of course, also one of the contributing aspects that may help ensure successful performance. Work ethic may be defined as a collection of good work behaviors that are based on a deep awareness and core values, as well as a complete commitment to a holistic work paradigm, in this case, described in 8 (eight) indicators, Work is grace, faith, a calling, actualization, worship, honor, and service, to mention a few of its many meanings. (Nurjaya et al., 2021). Work ethic is a major factor that defines how well a person performs their responsibilities and fulfills their commitments. If a person is in the condition of having a strong work ethic, then the job that needs to be done will be easily performed. On the other hand, if he has a work ethic that is less than ideal, then it is likely that his performance will also decrease when it comes to carrying out his responsibilities. Work ethic may be defined as a set of appropriate actions and foundations that comprise the reason that pushes them, the key characteristics, the core spirit and mind, a Code of ethics, a moral Code, a Code of conduct, attitudes, goals, beliefs, values, and standards. A work ethic may be defined as a collection of admirable traits and principles. A work ethic may be defined as a collection of admirable traits and principles. (Usoh et al., 2020).

The environment, in addition to factors such as motivation and contentment with one's job, and work ethic, is another component that may help the production of optimal performance. The environment consists of all items or aspects that have the potential to have a direct or indirect effect on the organization or firm, which may have a positive or negative influence on the workers' level of performance and happiness in their jobs. A pleasant environment is particularly crucial in enhancing the performance of workers, and hence, an environment is considered to be positive when employees have the opportunity to significantly contribute, either directly or indirectly, to the development of the organization. The environment surrounds the workers and can persuade them to do their jobs (Weeks et al., 2019). This includes things like cleanliness, music, lights, and other things. The term "work environment" refers to everything both physically and non-physically, that influences how employees perform their tasks. A good work environment will boost employee morale, which will help them be more satisfied with their jobs. (Nabawi, R. 2019).

The study was executed at the Klaten Regency Regional Secretariat, which is addressed at Jalan Pemuda No.294, Tegalyoso, South Klaten, Klaten Regency, Central Java 57424, Indonesia.
Performance

Performance is a term that expresses the relationship between input and output, and sometimes formally said that performance is the amount of input per unit of output. Qualified employees will always provide the best performance for the success of their work, and for their agencies. The phrase "work environment" refers to everything that is either physically or non-physically surrounding the employees and that has an effect on the duties that are imposed. A work environment that is conducive will promote and enhance employee morale, which will allow for more job satisfaction to be achieved procedure that pertains to and is time-based measurements taken over a certain period on terms or agreements that were negotiated in advance.

Motivation

Motivation is the factor that drives individuals to behave in a certain manner. Motivation is always associated with the words: desire, desire, Hope, goal, goal, drive and incentive. In doing every job given, employees must be serious and eager in order for the task to done can be finished in a short amount of time. Motivation is the Motivation is the spark that ignites a person's interest in their job, allowing them to collaborate, perform efficiently, and maintain their integrity in all of their endeavors to reach a sense of accomplishment. (Hafidzi et al., 2019). Motivation is a condition in which a person is encouraged or moved to behave and putting forth hard labor in order to accomplish organizational objectives.

Satisfaction

According to Sutrisno (2019, P.75), A condition of emotional well-being that may be either pleasurable or distressing, depending on how workers evaluate their jobs. The degree to which an individual enjoys his or her work and is content with all aspects of the setting in which it is performed is reflected in job satisfaction. It may be deduced from what has been discussed up to this point that a person's sentiments toward the job they do constitute contentment. Employees are said to be in a state of emotional satisfaction when there is, or there is not, a congruence between the value of the work recompense they get from the company and the value of the payment that they anticipate receiving.

Work Ethic

Work ethics are norms that are binding and implicitly emphasized, as well as practices that are accepted and recognized as reasonable habits to maintain and establish in the life of the wealth of the members of an organization (Sutrisno, 2016, p. 105). Work ethic is a set of attitudes or fundamental views employees hold to assess work as a positive thing for improving the quality of life, thus influencing their work behaviour in the organization (Priansa, 2018, p. 283). Based on the definitions above, the definition of work ethic shows that one and the other provide a different understanding but, in principle, has the same goal, which is concentrated on basic human attitudes.

Working Environment

According to Amirrullah (2015), the environment is a place and dynamic elements around a person working. The environment is not only about the physical environment of work but also about the psychological elements that occur in work. From the above references, the author believes that the environment refers to anything in the surrounding environment that has the potential to have an effect, on a person or group of people as they go about their everyday lives, either directly or indirectly, depending on the nature of the impact.
Hypothesis
H1: Motivation affects the performance of employees in the Regional Secretariat of Klaten Regency.
H2: Satisfaction affects the performance of employees in the Regional Secretariat of Klaten Regency.
H3: Work ethic affects the performance of employees in the Regional Secretariat of Klaten Regency.
H4: The environment affects the performance of employees in the Regional Secretariat of Klaten Regency.

2. Research Methods
A quantitative methodology was used for this investigation. The author made the decision to analyze the data using the quantitative descriptive approach in order to ascertain the degree of relevance and effect that the factors of motivation, contentment, work ethic, and environment have on the output produced by workers in the Regional Secretariat of Klaten conducted for 6 (six) months. The population in this study are employees who work in the Regional Secretariat of Klaten regency totaling 94 people. In this particular research, a sampling approach known as a census approach was used. This research makes use of a total of two variables for its analysis, namely the independent variable (X) and the dependent variable (Y). Independent variables consist of motivation (X1), satisfaction (X2), work ethic (X3), environment (X4) and the dependent variable is employee performance (Y).

3. Results and discussion
Multiple Linear Regression Test
	Table 1. Multiple Linear Regression

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Unstandardized B</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>4.980</td>
<td>Positive</td>
</tr>
<tr>
<td>2</td>
<td>Motivation</td>
<td>0.163</td>
<td>Positive</td>
</tr>
<tr>
<td>3</td>
<td>Satisfaction</td>
<td>0.151</td>
<td>Positive</td>
</tr>
<tr>
<td>4</td>
<td>Work Ethic</td>
<td>0.211</td>
<td>Positive</td>
</tr>
<tr>
<td>5</td>
<td>Environment</td>
<td>0.258</td>
<td>Positive</td>
</tr>
</tbody>
</table>

Source: appendix VIII

It can be observed from the table that is located above that the regression equation that was constructed is:
\[ Y = 4.980 + 0.163 X_1 + 0.151 X_2 + 0.211 X_3 + 0.258 X_4 \]
From these equations, it is possible to deduce that:

a. Constant (a)
The constant value of 4.980 indicates that the variables motivation, satisfaction, work ethic and work environment, if the value is 0, then the performance of employees in the Regional Secretariat of Klaten regency has a performance level of 4.980.

b. Coefficient of motivation (b1)
The value of the coefficient of motivation or motivation variable (b1) of 0.163 with positive IndiGo. This means that for every increase in motivation by 1 time, the performance of employees in the Regional Secretariat of Klaten regency will increase by 0.163, assuming the other variables are constant.

c. Coefficient of satisfaction (b2)
The coefficient of satisfaction or satisfaction variable (b2) is 0.151 with a positive value. This means that every increase in satisfaction by 1 time the performance of employees in the Regional Secretariat of Klaten regency will increase by 0.151, assuming the other variables are constant.

d. Coefficient of work ethic (b3)
The value of work ethic or work ethic variable (b3) is 0.211 with a positive value. This means that for every increase in work ethic by 1 time, the performance of employees in the Regional Secretariat of Klaten regency will increase by 0.211, assuming other variables are constant.

e. Environmental coefficient (b4)
The value of the environment or the environment variable (b3) of 0.258 with a positive value. This means that for every increase in the environment by 1 time, the performance of employees in the Regional Secretariat of Klaten regency will increase by 0.258, assuming the other variables are constant.

**Hypothesis Test**

**T test**

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>tcount</th>
<th>ttable</th>
<th>Sig.</th>
<th>Standard</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1</td>
<td>2.974</td>
<td>&gt;1,987</td>
<td>0,044</td>
<td>0,05</td>
<td>Ha Approved</td>
</tr>
<tr>
<td>H2</td>
<td>2.953</td>
<td>&gt;1,987</td>
<td>0,002</td>
<td>0,05</td>
<td>Ha Approved</td>
</tr>
<tr>
<td>H3</td>
<td>2.204</td>
<td>&gt;1,987</td>
<td>0,030</td>
<td>0,05</td>
<td>Ha Approved</td>
</tr>
<tr>
<td>H4</td>
<td>2.991</td>
<td>&gt;1,987</td>
<td>0,004</td>
<td>0,05</td>
<td>Ha Approved</td>
</tr>
</tbody>
</table>

Source: appendix VIII

The following hypothesis, which may be derived from the findings of the t-test shown in the table above, can be stated as follows:

a. Effect of motivation on employee performance
   The motivation variable has value count> table (2.974 > 1.987) and significance 0.044 < 0.05 then Ho rejected, and Ha accepted. Motivation has a positive and significant influence on employee performance in the Regional Secretariat of Klaten Regency.

b. Effect of satisfaction on employee performance
   The satisfaction variable has value count> table (2.953 > 1.987) and significance 0.002 < 0.05 then Ho rejected, and Ha accepted. There is a positive influence and significant satisfaction with the performance of employees in the Regional Secretariat of Klaten Regency.

c. Influence of work ethic on employee performance
The work ethic variable has value count > table (2.204 > 1.987) and significance 0.030 < 0.05 then Ho is rejected, and Ha is accepted. There is a positive and significant influence of work ethic on the performance of employees in the Regional Secretariat of Klaten Regency.

d. Environmental influences on employee performance

Environmental variable has value count > table (2.991 > 1.987) and significance 0.004 < 0.05. Then Ho is rejected, and Ha is accepted. There is a positive and significant influence of the environment on the performance of employees in the Regional Secretariat of Klaten Regency.

**F Test**

<table>
<thead>
<tr>
<th>Model</th>
<th>Fcount</th>
<th>Ftable</th>
<th>Sig.</th>
<th>Standard</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>31.670</td>
<td>2.48</td>
<td>0.000</td>
<td>0.05</td>
<td>Model Layak</td>
</tr>
</tbody>
</table>

Based on the results of the model's feasibility test, H0 was rejected, and Ha was acceptable, since the value of Fcount > Ftable was 31.670 > 2.48, with a significance of 0.000. To put it another way, the Regional Secretariat of the Klaten regency cannot meet the requirements of the feasibility test model without a significant and synchronized effect between motivation, contentment, work ethic, and environmental influence on the productivity of its employees.

**Coefficient Of Determination (R2)**

<table>
<thead>
<tr>
<th>Model</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.766</td>
<td>0.587</td>
<td>0.569</td>
</tr>
</tbody>
</table>

Following completion of the calculations, an adjusted value for R square was found to be 0.569. The remaining 43.1% of the variance in Employee Performance may be explained by other features that, due to the limitations of this research, were not taken into consideration. The means variables motivation, satisfaction, work ethic, and environment each contribute 56.9% to Employee Performance.

**Discussion**

The effect of motivation on employee performance in the Regional Secretariat of Klaten Regency.

According to the results of the tests that are detailed in Table IV.10, the motivation variable has a value count > table (2.974 > 1.987) and significance 0.044 < 0.05, then Ho rejected, and Ha accepted. Motivation has a strong and favorable impact on the performance of employees working at the Regional Secretariat of Klaten Regency.

Motivation is essential to moving one's creativity and ability to do a job, and always excitement in carrying out the work. Motivation from leaders in an organization has a crucial
role in increasing employee loyalty in the Regional Secretariat of Klaten Regency. If there is
a link between behavior or a harmonic relationship between behavior and excellent
communication between superiors and subordinates, then the function of the leader will be
achieved. The existence of coordination meetings either routinely or at certain times (urgent
conditions) related to the implementation of activities or daily work in which the
Coordination of the leadership always convey motivation in the implementation of the work.
Leaders always encourage employees to increase creativity and innovate to complete work
well and quickly.

According to the findings of Susanto (2019), Juliyanti and Onsardi (2020), and
Kristianti et al. (2017), the findings of research on Employee motivation has a positive and

**The effect of satisfaction on employee performance in the Regional Secretariat of Klaten
Regency.**

According to the results of the tests that are provided in Table IV.10, This is a
reasonable inference to make that the satisfaction variable has a value count\(>\) table (2.953 \(>\)
1.987), and its significance is 0.002 0.05. In this case, Ha accepted, whereas Ho did not. The
personnel of the Regional Secretariat of Klaten Regency have a favorable effect, and there is
a substantial level of satisfaction with the performance of those individuals.

Satisfaction has various purposes, namely the spirit of achievement to achieve work
targets. The satisfaction that must be owned by employees of the Regional Secretariat of
Klaten regency is discipline, hard work, good communication, understanding of
Technology/IT capabilities, risk analysis, ability to coordinate and technical skills, primarily
operating financial technology.

The results of research on satisfaction according to the findings of study done by Astiti
et al., have a beneficial and noticeable influence on performance of employees. (2019),
Nabawi (2019), Usoh et al. (2020) and Susanto (2019).

**The effect of work ethic on employee performance in the Regional Secretariat of Klaten
Regency.**

According to the results of the tests that are provided in Table IV.10, the variable
representing work ethic has a value count\(>\) table (2.204 \(>\) 1.987), and its significance falls
between the range of 0.030 and 0.05. The solution to this problem is to choose Ha rather than
Ho. The work ethic of workers in the Regional Secretariat of Klaten Regency has a
substantial and beneficial impact on the performance of those individuals.

Work ethic is something that has already been instilled in the staff of the Regional
Secretariat of Klaten Regency. Indirectly, a leader gives an example to subordinates both
time discipline, clothing or completion of work (targets and mitigation). Where we prioritize
employee discipline, namely, employees come and go on time under predetermined working
hours by conducting attendance through the SAENAGA system that has been integrated into
the calculation of additional income allowances, employees wear clothes according to the
rules and discipline related to work targets.

According to studies carried out by Nurjaya et al. (2021) and Usoh et al. (2020), the
findings of study on The work ethic of an individual has a substantial impact on the
performance of that person.
Environmental influences on the performance of employees in the Regional Secretariat of Klaten Regency.

According to the results of the tests that are provided in Table IV.10, the variable representing the working environment has a value count> table (2.991 > 1.987), and its significance is 0.004 0.05. In this case, Ha accepted, whereas Ho did not. The work environment has a positive and significant effect on the performance of personnel at the Regional Secretariat of Klaten Regency.

Environmental conditions of the Regional Secretariat of Klaten Regency. Being comfortable positively affects employees because it becomes an effective way to improve cooperation between teams or fields and is a driving factor in the success and goals of our agency. A comfortable environment is also an incentive to work well and immediately complete the work on target.

The results of According to studies conducted by Solihin et al. (2019), Astrinasari (2019), and Nabawi, R. (2019), Environmental Research have a favorable and substantial influence on employee performance.

4. Conclusion

Conclusion

The following conclusion may be drawn from the results of confirming the hypothesis and the subsequent discussion:
1. Motivation has a positive and significant effect on employee performance.
2. Satisfaction positively and significantly affect employee performance.
3. Work ethic has a positive and significant effect on employee performance.
4. The environment has a positive and significant effect on employee performance.

Advice

In light of the findings shown above, the authors of this research provide a number of useful recommendations, including the following:
1. In the Interest of Future Researchers It is anticipated that more study will be conducted in order to develop this research by making use of other independent factors that might effect employee performance in addition to the motivation, contentment, work ethic, and environment variables.
2. The Klaten Regency Regional Secretariat a. It is anticipated that it will sustain and increase the level of satisfaction, work ethic, and the environment that is already present or that has been developed.
3. Should also improve motivation in order to make workers feel more happy, confident, and enthusiastic about working to reach the goal.

5. Thank You

The author would like to thank you very much for all your prayers and support and apologize profusely. Hopefully all the goodness, help and good deeds of the parties mentioned above get a commensurate reward from Allah SWT and the author always hopes that it can be helpful for various parties.
6. Reference


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