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The Influence of Work Environment and Competence on Work Motivation

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Abstract: The purpose of this research is to determine and analyze: (1) Work Environment (2) Competence; (3) Work Motivation; and (4) the Influence of Work Motivation and Competence on Employee Performance at Dinas X West Java Province, both simultaneously and partially. The research methods used in this study are descriptive surveys and explanatory surveys, with the unit of analysis being the employees at the Dinas X West Java Province, with a sample size of 30 people. The type of investigation is causality, and the time horizon in this study is cross-sectional. Based on the research results, it was found that the Work Environment at Dinas X West Java Province is mostly rated quite well by the Employees; the competence of Employees at Dinas X West Java Province can generally be considered good, and the Work Motivation of Employees at Dinas X West Java Province is currently rated as good. Work environment and competence simultaneously affect work motivation at Dinas X West Java Province. However, partially, Work environment has a more dominant influence on work motivation than Competence. Because Work environment more dominantly influences performance, it becomes the top priority in improving work motivation. therefore, the Dinas X West Java Province is expected to improve work environment at Dinas X West Java Province by involving them in training and education, so that they can work more professionally.

Keyword: Work Environment, Competence, Work Motivation.

INTRODUCTION

Human resources are one of the important factors in a company to achieve its goals and objectives. The success or failure of a company depends greatly on its ability to manage human resources, including the right placement of employees. Good human resource management ensures that employees have the credibility and capacity to complete tasks according to their responsibilities, so that they can increase the effectiveness of the organization in achieving its stated goals (Wahyuni & Budiono, 2022). However, human resource management is not only limited to ensuring employees have adequate expertise and skills, but also requires high motivation.

Motivation is an important element that supports employee morale in carrying out their responsibilities. As a physiological and psychological condition that exists within a person, motivation encourages individuals to carry out certain activities in order to achieve the expected goals. Thus, motivation is not only a supporting factor, but also acts as the main driving force that helps the organization achieve its planned targets. The combination of effective human resource management and high motivation will create a productive work environment oriented towards achieving common goals (Fatma et al., 2024).

According to Mangkunegara (2012) in (N. Rahayu & Aprianti, 2020) explains that motivation is the energy or condition that moves employees to achieve an agency goal. Motivation is a very important factor that a person must have in the process of achieving a goal. High motivation will encourage individuals to work hard to achieve these goals, so that they can increase their productivity (S. Rahayu & Dahlia, 2023).

One important factor that companies must pay attention to in an effort to increase work motivation is the comfort of the work environment. According to Stewart (2009) in (M. S. Rahayu & Rushadiyati, 2021) explains that the work environment is a collection of conditions or situations around the work area of a company where employees carry out their duties. This is in line with (Kamil Hafidzi et al., 2023) who explains that the work environment is a place where employees carry out their daily activities. A comfortable and supportive work environment will provide a sense of security and enable employees to work optimally. A comfortable work environment will create enthusiasm and enthusiasm for work. Paying attention to working environmental conditions means trying to create working environmental conditions that suit the desires and needs of employees as work implementers at the workplace (Wahyuningsih, 2018).

Apart from the work environment, another factor that can influence work motivation is competence. Competency is a person's basic abilities or skills that cover several aspects. Good competency will result in good performance and bad competency will result in poor performance. Government organizations which basically provide services to the public will be required to be able to provide satisfactory services to the public. Of course, creating good service really requires good competence within each employee (Suwardi, 2023).

Competence is an individual's ability to carry out a job correctly and have excellence based on matters relating to knowledge, skills and attitudes (Srikaningsih & Setyadi, 2015) Competency is a person's ability to complete a task based on skills, knowledge and work attitudes. Competence is a key requirement for performance. Everyone must do more than just study, someone must be able to create a good process (Wahyuni & Budiono, 2022).

In order to achieve company goals, employees need motivation to be enthusiastic about working. Seeing the importance of employees in the company, employees need to pay more serious attention to the tasks given so that the company's goals are achieved. It is hoped that with a good environment and competence, it will foster high work motivation in employees so that they will work harder in carrying out their work. On the other hand, with a poor work environment and competence, there will be low work motivation so that employees do not have the enthusiasm to work, give up easily, and have difficulty completing their work (Iskandar & Anggraeni, 2018).

METHOD

The method used in this research is a descriptive and verification method with a quantitative approach. According to (Sugiyono, 2024) the verification method is research that aims to determine the relationship between 2 (two) or more variables. The descriptive method is a method used to analyze data by describing or illustrating the data that has been collected as it is without intending to make generally accepted conclusions or generalizations. According to (Sugiyono, 2024) quantitative research methods are research methods that are

based on the philosophy of positivism, used to research certain populations or samples, certain sampling techniques, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative with the aim of testing predetermined hypotheses.

Verification analysis is a research method that aims to test research material and produce new scientific information, in the form of the status of the hypothesis formulated in the conclusion, namely whether the hypothesis is accepted or rejected (Sugiyono, 2024). The following are several types of tests that will be applied in this verification analysis.

Path Analysis

This research uses the path analysis method. This method was chosen because it allows to identify causal relationships, both direct and indirect, between exogenous and endogenous variables. In this research, the author aims to analyze and confirm the influence of the work environment, work culture, and work motivation on employee performance. According to (Sugiyono, 2024), path analysis is part of the regression model which is used to analyze the cause-and-effect relationship between one variable and another variable. This technique involves the use of correlation, regression, and paths to identify influences leading to intervening variables. Population on this paper is 50 people that sampling is sensus. So, sample in this paper is 50 respondents.

Path Analysis Testing techniques

According to Juanim (Ghodang, 2020), the explanation of path analysis is as follows:

a. Basic concepts

Path analysis is a method in the regression model that is used to analyze the cause-and-effect relationship between one variable and another variable. In this method, the influence of the independent variable on the dependent variable can be direct or indirect. In other words, path analysis takes both types of influence into account.

b. Path Diagram (Path Diagram)

A path diagram is a graphical representation used to describe the structure of the causal relationship between independent, intervening and dependent variables. The path diagram model is prepared based on the variables studied. In this research, the variables analyzed include Work Environment (X1), Competence (X2), and Work Motivation (Y). The following path analysis model in research can be seen in the following picture:

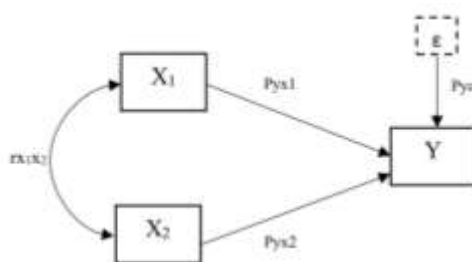


Figure 1. Image of the Structure Diagram of the Relationship Between Work Environment and Competence on Work Motivation

RESULT AND DISCUSSION

To reveal the influence of a variable or a set of variables on another variable, Pearson Correlation Analysis can be used, where the statistical test to be used is path analysis, where the path coefficient is essentially the correlation coefficient. To determine whether personnel (X1) and process (X2) affect Work Motivation (Y), Pearson Correlation analysis is conducted using SPSS release 12.0 software. The steps to calculate the Pearson Correlation are as follows.:

Table 1. Correlation Matrix Between Variables

		Correlations		
		Work Motivation	Work Environment	Competence
Pearson Correlation	Work Motivation	1.000	.653	.554
	Work Environment	.653	1.000	.478
	Competence	.554	.478	1.000
Sig. (1-tailed)	Work Motivation	.	.000	.000
	Work Environment	.000	.	.000
	Competence	.000	.000	.
N	Work Motivation	50	50	50
	Work Environment	50	50	50
	Competence	50	50	50

Source : SPSS Output

1. The relationship between the Work Environment variable (X1) and the Competence variable (X2) yielded a correlation coefficient of 0.478. Thus, it can be said that personnel and processes have a positive relationship with a low criterion.
2. The relationship between the personal variable (X1) and the Work Motivation variable (Y) yielded a correlation coefficient of 0.653. Thus, it can be said that personal with Work Motivation has a positive relationship with the Low criteria.
3. The relationship between the process variable (X2) and Work Motivation (Y) yielded a correlation coefficient of 0.554. Thus, it can be said that the Process with Work Motivation (Y) has a positive relationship with a low criterion. Based on the table above, it is a correlation matrix between variables that shows the strength of the relationship between both dependent and independent variables. The proportion for the path diagram is 2 independent variables (X1, X2) that have relationships between the variables, and each independent variable (X), as well as the correlational relationship of the external variables (X1, X2) residuals against the dependent variable (Y).

This means that the influence of variables X1 and X2, together on variable Y is 0.831 or 83.1%. Variables X1 and X2, together, influence Y, and the remaining 0.169 or 16.9% is influenced by other variables not included in the study.

Based on the theoretical framework that there is a positive influence between Work Environment and Competence on Customer Work Motivation, the overall hypothesis will be tested in the following form:

Simultaneous Hypothesis Testing

To determine whether the independent variables, namely the Influence of Work Environment and Competence on Work Motivation at Dinas X, West Java Province, where the hypothesis statistics can be stated in the following form:

Ho : = 0 There is no influence of Personnel and Process on Work Motivation.

Hi : = ≠ 0 There is an influence of Personnel and Process on Work Motivation

The hypothesis testing was conducted using the F-test statistic, with the condition to accept Ho if Fhitung < Ftabel and reject Ho if Fhitung > Ftabel. From the calculations using SPSS software, the following results were obtained:

Table 2. Simultaneous Testing

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	112.554	2	132.212	34.554	.000 ^b
Residual	341.331	47	25.331		
Total	453.885	49			

a. Dependent Variable: WORK MOTIVATION

b. Predictors: (Constant), COMPETENCE, WORK ENVIRONMENT

Source : SPSS Output

Based on the calculation results, it turns out that Fhitung of 34.554 is greater than ttabel 3.23 ($F_o > F_\alpha : (k,n-k-1)$ ($34.554 > 3.23$), thus the hypothesis is accepted or H_0 is rejected. This means that individual hypothesis testing can continue, namely:

Individual Hypothesis Testing

Individual testing is conducted when simultaneous testing rejects the null hypothesis, meaning at least one path coefficient is not equal to zero. This test is used to determine or test the influence of each independent variable to see if it is significant individually or not. Because the overall test yielded significant results, the subsequent analysis was conducted with individual tests (partial tests).

$H_o : = 0$, There is no influence of the Process on Work Motivation

$H_i : \neq 0$, There is an influence of Process on Work Motivation

Using the t-distribution table, the following was obtained: (SPSS results as per the attachment).

$t_{0,95(56-2-1)} = ttabel = 1.68$

Table 3. Testing the hypothesis X1 X2, to Y

Path Coefficient	t_{test}	t_{table}	Summary
PYX ₁	0.633	6.891	0.000 Ho Rejected There is an influence of Work Environment on Work Motivation.
PYX ₂	0.309	3.109	0.000 Ho Rejected There is an influence of Competence on Work Motivation

Source : SPSS Output

Based on the calculation results of the path coefficient values of variables X1 and X2, towards (Y), obtained using the SPSS program, according to the decision rules, the t-values fall in the H_0 rejection area, meaning the path coefficients are significant, thus the path diagram does not change. Conceptually, it can be explained that all aspects of Work Environment and Competence affect Work Motivation.

Next, the significance of the correlation coefficient between variables X1 and X2 with respect to (Y) will be tested with the following hypothesis:

With the following test statistics

Reject H_o If $t_{calculated} > t(1-\alpha/2;n-k-1)$ using the t-distribution table, it is obtained (according to the IBM SPSS appendix).

Table 4. Correlation Test between variable X

Koefisien Korelasi	T_{Count}	t_{table} $\alpha = 0,05$	Conclusion
0.478	3.453	0.000	Ho reject There is a significant relationship between X1 and X2

Source : SPSS Output

From the correlation test between variable X, it turns out that thitung > ttabel, so H_0 is rejected, meaning there is a direct relationship between the variables Work Environment and **Competence on Work Motivation.**

Completely, the causal relationship diagram of variables X1 and X2 towards Y is as follows:

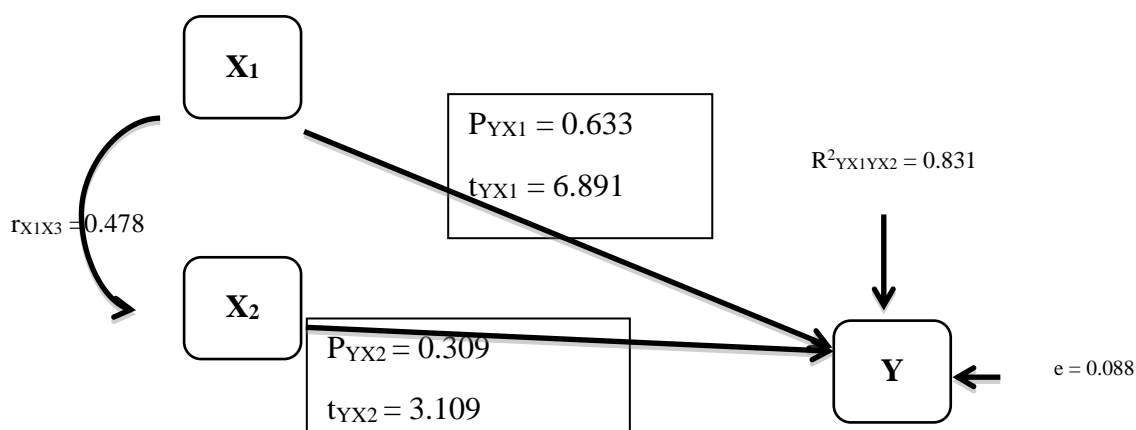


Figure 2. Causal Diagram between Work environment and Competence to Work Motivation

From the structural diagram of the relationship between variables with the above structural parameter values, the influence of the causal variables on the Work Environment and Competence on Work Motivation at Dinas X, West Java Province, is:

Table 5. Influence of Variables X₁X₂ on Y and Influence Outside Variables X and Y

Path Coefficient Interpretation		
Explanation	Influence	%
Influence X ₁ X ₂ , to Y	0.831	83.1
Outside Influence X ₁ X ₂ , and Y	0.169	16.9
total		100

Source : SPSS Output

From the test results, it can be seen that the Work environment and Competence towards Work Motivation at Dinas X, West Java Province, are at 83.1%, while the remaining 16.9% is influenced by other factors not examined by the author. However, when viewed partially, Competence has a more dominant influence on Work Motivation. This can be understood because each indicator of Work environment and Competence is used as an aspect of measuring Work Motivation.

CONCLUSION

Starting from the discussion of the problem, theoretical foundation, empirical data analysis, and hypothesis testing results, the final chapter of this research conducted at Dinas X, West Java Province, will present several conclusions as follows:

1. The Work Environment at Dinas X in West Java Province is already classified as good. This is evident from the overall indicators achieving a good final score. This condition explains that the X Department of West Java Province is capable of recruiting a premium quality work environment to serve the consumers.
2. The competence carried out by Dinas X of West Java Province still needs to be improved. This is evident from the overall indicators, which show a less than satisfactory final score. This condition explains that the Dinas X of West Java Province has not yet been able to provide overall premium quality competence to consumers.
3. Consumer Work Motivation towards Dinas X of West Java Province is already classified as good. This is evident from the overall Work Motivation based on the indicators

- (suggestions for physical infrastructure, reliability, responsiveness, service assurance, and empathy) which resulted in a good final score. This condition explains that the X Office of West Java Province chooses a premium Work Environment and Competence for consumers, thereby creating consumer Work Motivation.
4. Work Environment and Competence influence consumer Work Motivation, so if the Work Environment and Competence provided meet consumer expectations, consumers will feel satisfied with the services of Dinas X West Java Province.

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