
The Influence of Work Motivation and Work Environment on Employee Performance at the Office of the Administrative Personnel Education and Training Center, Ministry of Religion of the Republic of Indonesia, Ciputat, South Tangerang

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ABSTRACT

This research aims to analyze the influence of work motivation and work environment on employee performance at the Administrative Training Center Office of the Ministry of Religion, Ciputat, South Tangerang. Using a quantitative descriptive method, the study involves all 50 employees as the population and sample through saturated sampling. Data analysis includes multiple linear regression, correlation, and hypothesis testing. The results indicate that work motivation has a significant positive effect on employee performance, evidenced by a tcount of 5.012 > ttable 2.102 and a significance value of 0.000 < 0.05, with a contribution of 40.9%. Similarly, the work environment significantly influences performance, with a tcount of 6.016 > ttable 2.102 and a significance value of 0.000 < 0.05, contributing 44%. Simultaneously, work motivation and the work environment have a combined significant positive effect, shown by an fcount of 17.746 > ftable 3.195 and a significance of 0.000 < 0.05, with a combined contribution of 45.4%. The correlation coefficient of 0.656 indicates a strong relationship between work motivation, the work environment, and employee performance. Overall, the study confirms that these factors significantly enhance performance in the office.

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INTRODUCTION

Human resources are a fundamental aspect in the operation of an agency. The success of an organization is highly dependent on the performance of human resources who act as the main implementers in carrying out operational functions. The presence of competent human resources can encourage the organization to achieve its goals more effectively and efficiently. In managing human resources, an effective approach needs to be applied to ensure that employees feel comfortable working and are able to provide the best results.

Hasibuan, as quoted by Yoga et al. (2019), defines human resources as the science and art of managing work relationships to achieve effectiveness and efficiency.

The importance of human resources cannot only be seen from one dimension, but also needs to take into account the physical and mental aspects of the individual. This includes how organizations can improve human resource standards in order to have high competitiveness, even at the national level. Managing great employees is not an easy task. Companies must focus on developing skilled employees who make great contributions to the organization. They need to be trained, motivated, and developed in order to meet the needs of the organization. One of the main indicators for measuring this effectiveness is through employee performance.

Employee performance is an important metric that shows the extent to which a person has successfully carried out tasks according to organizational expectations. Mangkunegara, as quoted by Yogi et al. (2019), defines employee performance as the actual work results or work achievements achieved by individuals in carrying out their duties. However, the performance of each individual in a company can vary depending on various factors, including work motivation and the existing work environment.

One relevant case study related to human resource management is at the Ciputat Ministry of Religious Affairs Education and Training Center Office. This agency is tasked with formulating technical policies, organizing education and training, and developing technical personnel in education and religion. With around 50 employees, the Education and Training Center Office continues to strive to improve the performance of its employees through various assessments and management. One of the measuring tools used is the Key Performance Indicator (KPI). This assessment system includes aspects of work quality, accuracy, target achievement, timeliness, and responsibility in work.

However, performance appraisal data for the past three years shows a decline in several aspects. For example, in the aspect of responsibility, there is an increase in the number of employees who are in the poor assessment category. This shows that there are still challenges in ensuring consistency and optimization of employee performance. This decline is thought to be influenced by internal factors, such as low work motivation and a less than optimal work environment.

Work motivation is an important element that can drive an individual to achieve certain goals. According to Nabi et al. (2017), work motivation is a process in which a person is moved to carry out a series of activities to meet needs or achieve certain goals. Employees who have high motivation tend to be more productive, while employees with low motivation often do not have the drive to complete their tasks. Therefore, companies need to pay attention to the aspect of work motivation in order to be able to get positive contributions from each individual.

Work motivation can be influenced by various factors, including the compensation system implemented by the organization. Based on observations, it was found that the compensation in the form of wages given to employees at the Pusdiklat Office was still not optimal. Data shows a decline in the realization of overtime pay payments over the past three years. This condition causes dissatisfaction among employees and reduces their desire to make extra contributions. This indicates that compensation that is not in accordance with expectations can have a negative impact on employee work motivation.

In addition to work motivation, the work environment is also an important factor that influences employee performance. A comfortable work environment can create physical and psychological conditions that support productivity. The physical environment, such as lighting, layout, air temperature, and cleanliness, play a major role in creating comfort for employees. Meanwhile, the psychological environment includes harmonious work relationships, social support, and a conducive work atmosphere.

However, based on data collected from the Ciputat Ministry of Religious Affairs Education and Training Center Office, there are several problems related to the work environment. For example, there are still rooms with inadequate lighting, noisy sounds due to discussions between employees, and air conditioners (AC) that are not functioning properly. These problems cause discomfort and hinder employee productivity. Although several improvement efforts have been made, such as improving the office layout, there are still challenges in creating an optimal work environment.

From the various problems that have been described, it is clear that employee performance is influenced by a combination of work motivation and work environment. Low work motivation, such as that caused by an inadequate compensation system, can reduce employee enthusiasm for work. On the other hand, an unsupportive work environment can also reduce productivity and quality of work results. Therefore, companies need to address both of these factors simultaneously to ensure that employee performance remains optimal.

This study aims to understand more deeply how work motivation and work environment influence employee performance at the Ciputat Ministry of Religious Affairs Education and Training Center Office. The results of the study are expected to provide practical recommendations for companies in managing human resources more effectively. By increasing work motivation through providing fair compensation and creating a conducive work environment, companies can improve the overall quality of employee performance.

METHOD

This study uses a quantitative approach with an associative nature. The quantitative approach, as defined by Sugiyono (2021), is a type of research based on positivism, where data is collected using research instruments and analyzed quantitatively to test predetermined hypotheses. This approach aims to provide measurable, objective, and reliable results in answering the formulation of research problems. Meanwhile, associative research aims to determine the influence or relationship between two or more variables (Melisa, 2020). In the context of this study, the relationship between work motivation variables, work environment, and employee performance is the main focus of the study.

The research was conducted at the Office of the Administrative Personnel Education and Training Center of the Ministry of Religious Affairs of the Republic of Indonesia, Ciputat as the research location, which was chosen because of the relevance of its context to the research problem raised. This research location, as stated by Sugiyono (2017), is a scientific location to obtain objective and useful data for research. The research period began in October 2022 and was carried out in stages until the relevant data was met.

In this study, the variables studied consist of two types, namely independent variables and dependent variables. Independent variables include work motivation and work environment. Work motivation is defined as the driving force that creates work enthusiasm so that individuals are willing to work together, work effectively, and are integrated with efforts to achieve job satisfaction (Hasibuan, 2017). The work environment, as explained by Sedarmayanti in Anggreany (2020), includes tools, materials, work methods, and environmental arrangements that affect individual comfort and productivity. The dependent variable is employee performance, which is defined by Mangkunegara in Bukhari et al. (2019) as the results of work in terms of quality and quantity achieved by individuals in accordance with the responsibilities given.

The population of this study was all employees of the Office of the Administrative Personnel Education and Training Center of the Ministry of Religious Affairs of the Republic of Indonesia Ciputat, totaling 50 people. The sample selection was carried out using the saturated sampling method, where the entire population was used as a research sample. Sugiyono (2021) stated that saturated sampling is used when the population is relatively

small and all elements can be included as samples.

Data collection is carried out through two types of data sources, namely primary data and secondary data. Primary data is obtained through questionnaires and direct observation. According to Sugiyono (2021), questionnaires are an efficient technique for obtaining data if the variables being measured have been clearly determined. Observation, on the other hand, allows data collection from behavior or situations that are directly observed. Secondary data is obtained through literature studies, such as literature, journals, and relevant historical documents. Sugiyono (2017) emphasizes the importance of literature studies to provide a strong theoretical basis for research.

Data analysis was conducted using statistical techniques with the help of SPSS software version 26. Before the main analysis was conducted, the data was tested through validity and reliability tests. Validity, according to Sugiyono (2017), measures the extent to which a measuring instrument is able to represent the actual phenomenon. Reliability, as explained by Ghazali (2017), ensures the consistency of measurement results. The instrument used in this study uses a Likert scale with predetermined interpretation categories.

To ensure the suitability of the data with the research model, a classical assumption test was carried out which included normality, multicollinearity, and heteroscedasticity tests. The normality test was carried out to check the distribution of residual data, with the Kolmogorov-Smirnov approach as suggested by Ghazali (2017). The multicollinearity test aims to detect the presence of correlation between independent variables, using the tolerance value and Variance Inflation Factor (VIF). The heteroscedasticity test was carried out to ensure that the residual variance was consistent across the data.

The main data analysis was carried out using simple linear regression and multiple linear regression. Simple linear regression is used to test the effect of one independent variable on the dependent variable, while multiple linear regression is used to test the simultaneous effect of more than one independent variable on the dependent variable (Sugiyono, 2017). This regression model produces a coefficient of determination (R^2) which describes the contribution of the independent variable to the dependent variable. Hypothesis testing is carried out using the t-test for partial testing and the F-test for simultaneous testing. The formulation of the hypothesis is based on relevant theories, as explained by Sugiyono (2021).

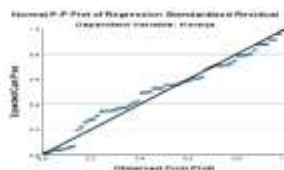
RESEARCH RESULTS AND DISCUSSION

Classical Assumption Test

1. Normality Test

A residual value from a regression is normally distributed or not, then the residual can be determined using a normality test. To find out whether the data is normally distributed or not. And what the author uses to find out the normality test is using the Kolmogorovo-Smirnov (KS) test. According to (Larasati, 2018:358) the provisions of the Kolmogorovo-Smirnov Test are as follows:

- A. If the statistical test value obtained is below 0.05, it means that the data to be tested has a significant difference with normal data, meaning that the data is not normally distributed.



- B. If the statistical test value obtained is above 0.05, then there is no significant difference between the data to be tested and the normal data, so the model has a normal distribution.

Below are the results of the Normality Test with the Kolmogorov Smirnov Test which have been processed using the SPSS ver 26 application:

Table 4.11
Results of Normality Test Using Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			50
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation	2	3.8939044
	Most Extreme Differences	Absolute	.120
		Positive	.120
		Negative	-.081
Test Statistics			.120
Asymp. Sig. (2-tailed)			.070 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Spss Ver 26

Based on table 4.11, it can be seen that the results of the Kolmogorov Smirnov Test show that the statistical test > 0.05 ($0.070 > 0.05$) means the data is normally distributed.

2. Multicollinearity Test

(Husain Arifudin, 2018: 10) argues that understanding the impact of colinearity can help overcome multicollinearity, which among other things aims to assess whether there is an influence or not.

The effect of multicollinearity can be identified as independent variables with very good or almost perfect correlation. It can be said to be strong or almost perfect because the value of the variance inflation factor (VIF) increases $<$ than 10. If the tolerance value for the independent variable is less than 10% the value of the independent variable is greater than 90%, then there is no correlation between the independent variables. Conversely, there will be a correlation between independent variables if the tolerance value is more than 10%. Below are the results of the Multicollinearity test:

Table 4.12
Multicollinearity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8,765	4,940		1,774	.082		
	WORK MOTIVATION	.042	.236	.042	.180	.858	.2268	4.41
	WORK ENVIRONMENT	.672	.251	.619	2.675	.010	.2268	4.41

a. Dependent Variable: EMPLOYEE PERFORMANCE

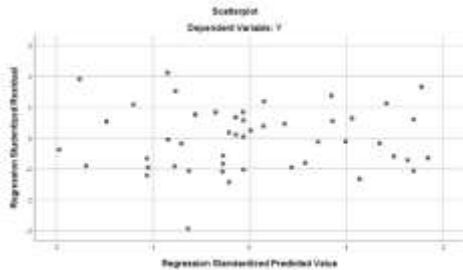
Source: Spss Ver 26

Based on table 4.12, it can be seen that the VIF value of Work Motivation (X1) and Work Environment (X2) is $4.418 > 10$ and the tolerance value is $0.226 > 0.1$, so it can be concluded that there is no correlation between the independent variables in this data.

3. Heteroscedasticity Test

According to (Husain Arifudin, 2018:10) said that the Heteroscedasticity Test is used to determine whether there is a residual difference between studies. Below are the results of the Heteroscedasticity Test:

**Table 4.13
Heteroscedasticity Test Results**



Source: Spss Ver 26

Based on table 4.13, it can be seen that the heteroscedasticity test of the scatterplot graph shows that the points are spread randomly and are spread both above and below the number 0 on the Y axis, and the distribution of data points does not form a pattern. This means that there is no heteroscedasticity in the regression model, so the regression is suitable for use.

4.2.4 Correlation Coefficient Test

According to Sugiyono (2016: 184) "The Correlation Coefficient is used to determine the strength or weakness of the relationship between independent and dependent variables, the relationship in question is not a causal relationship that applies to the regression method. The magnitude of the correlation coefficient (r) between two variables is to provide an interpretation of the strength or weakness of the influence, so the following guidelines are used:

**Table 4.16
Guidelines for Interpreting Correlation Coefficients**

No	Coefficient Interval	Relationship Level
1.	0.00 to 0.199	Very Low
2.	0.20 to 0.399	Low
3.	0.40 to 0.599	Currently
4.	0.60 to 0.799	Strong
5.	0.80 to 1,000	Very strong

Source: Sugiyono (2018:242)

The results of the correlation coefficient test using the SPSS 26 application obtained the following correlation coefficient test results:

**Table 4.17
Correlation Coefficient Analysis Test Results**

Correlations			
	X1	X2	Y

X1	Pearson Correlation	1	.880**	.586**
	Sig. (2-tailed)		.000	.000
	N	50	50	50
X2	Pearson Correlation	.880**	1	.656**
	Sig. (2-tailed)	.000		.000
	N	50	50	50
Y	Pearson Correlation	.586**	.656**	1
	Sig. (2-tailed)	.000	.000	
	N	50	50	50
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Spss Ver 26

Based on the test results in table 4.17, it can be seen that the correlation coefficient value between the Work Motivation variable and Employee Performance is 0.586, which is at a moderate correlation level. And the work environment variable on Employee Performance is 0.656, which is at a strong correlation level.

4.2.5 Test of Determination Coefficient

According to Mardiatmoko (2020:96) the Determination Coefficient Test is used to determine the percentage of influence of independent and dependent variables.

Based on the analysis test carried out using the SPSS 26 application, the results of the determination coefficient test were as follows:

Table 4.18

Results of the Test of the Determination Coefficient of Work Motivation Variables on Employee Performance

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.639a	.409	.396	3.927	2.487
a. Predictors: (Constant), X1					
b. Dependent Variable: Y					

Source: SPSS Ver 26

It is known that the R square value for the Work Motivation variable on performance is 0.409 or 40.9% ($0.409 \times 100\% = 40.9\%$). This proves that the Work Motivation variable contributes 40.9% to employee performance.

Table 4.19

Results of the Test of the Determination Coefficient of Work Environment Variables on Employee Performance

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.663a	.440	.428	3,822	2.322
a. Predictors: (Constant), X2					
b. Dependent Variable: Y					

Source: SPSS Ver 26

It is known that the R square value of the work environment variable on performance is 0.440 or 44% (0.440 x 100% = 44%). This proves that the work environment variable contributes 44% to employee performance.

Table 4.20

Results of the Test of the Coefficient of Determination of Work Motivation and Work Environment on Employee Performance

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.673 ^a	.454	.430	3.815	2,340
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Source: Spss Ver 26

Based on the test results in table 4.18, it is known that the Determination Coefficient/R Square is 0.454 or 45.4% (0.454 x 100% = 45.4%), so the work discipline and work environment variables have a strong influence of 45.4% while the remaining 54.6% (100% - 45.4% = 54.6%) is influenced by other variables that were not studied by the author.

4.2.6 Linear Regression Test

1. Simple Linear Regression Test

According to Sugiyono (2017:174), the Simple Linear Regression Analysis Test is used to estimate the magnitude of the coefficient resulting from the linear equation of the independent variable to be used as a prediction tool for the magnitude of the dependent variable.

Based on the analysis test conducted using the SPSS 26 application, the results of the simple linear regression analysis test were obtained as follows:

Table 4.21

Results of Simple Linear Regression Analysis Test on Work Motivation Variable (X1)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,754	4.677		3.155	.003
	X1	.597	.119	.586	5.012	.000
a. Dependent Variable: Y						

Source: Spss Ver 26

Based on table 4.21, the simple linear regression equation formula for the Work Motivation variable is as follows:

$Y = a + bx$

$Y = 14,754 + 0.597x1$

- Based on the significance of the coefficients table, a significance of 0.000 < 0.05 can be obtained, so it can be concluded that the work discipline variable has an effect on the Employee Performance variable.
- From the simple linear regression analysis test equation, it is known that the constant value (a) is 14.754. This means that if the Work Motivation value has a value of 0, then the Employee Performance value has a value of 14.754.

- The Work Motivation variable (X1) has a positive regression coefficient value of 0.597, which shows that for every 1 unit increase in work discipline, performance will increase by 0.597 units.

Table 4.22

Results of Simple Linear Regression Analysis Test on Work Environment Variable (X2)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,784	4.888		1,797	.079
	X2	.712	.118	.656	6.016	.000

a. Dependent Variable: Y

Source: Spss Ver 26

Based on table 4.22, the simple linear regression equation formula for the work environment variable is as follows:

$$Y = a + bx$$

$$Y = 8.784 + 0.712x_2$$

- Based on the significance of the coefficients table, a significance of 0.000 < 0.05 can be obtained, so it can be concluded that the work discipline variable has an effect on the Employee Performance variable.
- From the simple linear regression analysis test equation, it is known that the constant value (a) is 8.784. This means that if the work environment variable has a value of 0, then the Employee Performance value has a value of 8.784.
- The Work Environment variable (X1) has a positive regression coefficient value of 0.712, which shows that for every 1 unit increase in work discipline, performance will increase by 0.712 units.

2. Multiple Linear Regression Analysis Test

To find out how much influence the independent factors have on the dependent variable, multiple linear regression analysis is used. How much influence do the independent variables have on the dependent variable: Work Motivation (X1), Work Environment (X2) on Employee Performance (Y). Below are the results of the Multiple Linear Regression Analysis Test.

Table 4.23

Multiple Linear Regression Analysis Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,765	4,940		1,774	.082
	X1	.042	.236	.042	.180	.858
	X2	.672	.251	.619	2.675	.010

a. Dependent Variable: Y

Source: Spss Ver 26

Based on table 4.23, it can be written in the form of a multiple linear regression equation as follows:

$$Y = a + bX_1 + bX_2$$

$$Y = 8.765 + 0.042X_1 + 0.672X_2$$

From the regression equation above, it can be interpreted as follows:

- The value of a of 8.765 is a constant or condition when the Employee Performance variable has not been influenced by other variables, namely Work Motivation (X1) and work environment (X2). If there is no independent variable, then the Employee Performance variable is not influenced.
- The b1 value (correlation coefficient value of the Work Motivation variable) of 0.042 shows that Work Motivation has a positive influence on Employee Performance, which means that every 1 unit increase in the Work Motivation variable will affect Employee Performance by 0.042, assuming that other variables were not studied by the author.
- The b2 value (correlation coefficient value of the work environment variable) of 0.672 shows that the work environment has a positive influence on employee performance, which means that every 1 unit increase in the work environment variable will affect employee performance by 0.672, assuming that other variables were not studied by the author.

4.2.7 Hypothesis Testing

1. t-Test (Partial)

The t-test is used to assess the level of significance of the influence of each independent variable on the dependent variable assuming that the other independent variables are considered constant. Using a significance level of 5%.

The output from testing using the SPSS 26 application is as follows:

Table 4.24

Results of the t-test (partial) of the work motivation variable (X1)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,754	4.677		3.155	.003
	WORK MOTIVATION	.597	.119	.586	5.012	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Spss Ver 26

Based on table 4.24, it can be seen that the results of the above test have a positive and significant influence, because the calculated t value on the Work Motivation variable is greater than the t table (calculated t 5.012 > t table 2.102) where the t table is obtained from $df = nk - 1$ where $n = 50$ and $k = 2$, so $df = 50 - 2 - 1 = 47$ by looking at the significance level of 0.05 and the calculated df value, the t table is obtained at 2.102 and the level for the significance level is smaller than 0.05 ($0.000 < 0.05$), then it can be concluded that H_0 is rejected and H_a is accepted, which means that Work Motivation (X1) has an effect on Employee Performance (Y).

Table 2.25
Results of the t-test (Partial) of the Work Environment Variable (X2)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,784	4.888		1,797	.079
	WORK ENVIRONMENT	.712	.118	.656	6.016	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Spss Ver 26

Based on table 4.25, it can be seen that the results of the above test have a positive and significant influence, because the calculated t value on the Work Motivation variable is greater than the t table ($6.016 > 2.102$) where the t table is obtained from $df = nk - 1$ where $n = 50$ and $k = 2$, $df = 50 - 2 - 1 = 47$ by looking at the significance level of 0.05 and the calculated df value, the t table is obtained at 2.102 and the level for the significance level is smaller than 0.05 ($0.000 < 0.05$), then it can be concluded that H_0 is rejected and H_a is accepted, which means that the work environment (X2) has an effect on Employee Performance (Y).

2. f-test (Simultaneous)

The use of the F Test here is to test how much influence the independent variables including Work Motivation (X1) and Work Environment (X2) have together (Simultaneously) on the dependent variable, namely Employee Performance (Y), and to find out whether the influence is positive or negative. This test is carried out using a significance level of 5% or 0.05 with the criteria obtained $f_{count} < f_{table}$ then H_0 is accepted, and if $f_{count} > f_{table}$ then H_0 is rejected.

Table 4.26
F Test Results (Simultaneous)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	561,038	2	280,519	17,746	.000b
	Residual	742,962	47	15,808		
	Total	1304,000	49			

a. Dependent Variable: EMPLOYEE PERFORMANCE

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

Source: Spss Ver 26

Based on table 4.26, it can be seen that the test results obtained the simultaneous influence of the variables Work Motivation (X1) and Work Environment (X2) where the F_{count} value is 17.746 which is greater than F_{table} of 3.195 ($17.746 > 3.195$) and the significant value is smaller than the value of 0.05 ($0.000 < 0.05$), then it can be concluded that H_0 is rejected and H_a is accepted which means that Work Motivation (X1) and work environment (X2) have a positive and significant effect on Employee Performance (Y). And to determine the f table can be seen with the value of $df = nk - 1$ ($df = 50 - 2 - 1 = 47$) then we can see in the f table with a df value of 47 and a significant level of 0.05.

DISCUSSION

Based on the model used in data regression to estimate the influence of Work Motivation (X1) and Work Environment (X2) on Employee Performance (Y) at the Ciputat Ministry of Religion Education and Training Center Office, it can be described as follows:

1. The Influence of Work Motivation on Employee Performance

In the Work Motivation variable, it has a positive and significant influence on employee performance, this can be seen in the results of the t-test of the Work Motivation variable, which shows a t-value of 5.012, where the t-value is greater than the t-table, which is 2.102 ($5.012 > 2.102$) and the significance value is smaller than 0.05 ($0.000 < 0.05$), then H_0 is rejected and H_a is accepted, which means that Work Motivation (X1) has an effect and is significant on employee performance (Y). Based on the results of the adjusted R square, it is known that the Work Motivation variable has an influence and contribution to employee performance of 0.409 or 40.9%.

This shows that Work Motivation is an important element in improving employee performance, because Work Motivation is an important thing in humans that plays a role in realizing success in business or human work. It is very important for leaders and companies to provide Work Motivation because it is very important to increase the work spirit of their employees. David Clelland in Mangkunegara (2013:68) stated that there is a positive relationship between achievement motives and performance achievement.

The results of this study are supported by previous research conducted by (Bukhari & Pasaribu, 2019), (Dinantara, 2020) & (Hustia, 2020), which states that Work Motivation has a significant effect on employee performance. This means that Work Motivation is an element that can improve employee performance.

2. The Influence of Work Environment on Employee Performance

The work environment variable has a positive and significant influence on employee performance, this can be seen in the results of the t-test of the work environment variable showing a t-value of 6.016 where the t-value is greater than the t-table, which is 2.102 ($6.016 > 2.102$) and the significance value is smaller than 0.05 ($0.000 < 0.05$) then H_0 is rejected and H_a is accepted, which means that the work environment (X2) has an influence and is significant on employee performance (Y). Based on the results of the adjusted R square, it is known that the work environment variable has an influence and contribution to employee performance of 0.440 or 44%.

This shows that the work environment is one of the factors that can affect employee performance. The condition of the company where someone works has a big impact on their condition. Both the physical environment and the non-physical environment have the potential to directly affect this. Employers must be able to make their staff members feel comfortable in the work environment provided by the company. If the company does not create a supportive environment, this will significantly hinder the ability of employees to focus on their work, which will eventually reduce their performance levels.

According to Wibowo (2014:35), a comfortable work environment or work situation will encourage employee performance. Including the condition of interpersonal relationships within the organization, both between superiors and subordinates and between co-workers.

The results of this study are supported by previous researchers, namely (Nurhajjah, 2022), (Patience & e.al) & (Risky Nur Adha, 2019) which states that the work environment has a significant effect on employee performance. This means that the work environment is one of the factors that can improve employee performance.

3. The Influence of Work Motivation and Work Environment on Employee Performance

From the results of the study above, it shows that simultaneously the variables of Work Motivation and work environment have a positive and significant effect on Employee

Performance, which can be seen from the simultaneous F test which shows that the significance value in this test is $0.000 < 0.05$ and the calculated f is $17.746 > f$ table of 3.195, then H_0 is rejected and H_a is accepted, which means that the variables of Work Motivation (X1) and work environment (X2) simultaneously have a significant effect on employee performance (Y). Based on the results of the adjusted R square, it is known that the variables of Work Motivation and work environment have an influence and contribution to employee performance of 0.454 or 45.4%. This proves that Work Motivation and work environment are factors that can affect employee performance. Work Motivation is an important element in improving employee performance, because Work Motivation is an important thing in humans that plays a role in realizing success in business or human work. And also a conducive work environment can affect employee performance because if the work environment provided by the company is inadequate, it can hinder employees' ability to focus on their work, which will later reduce their performance level, and vice versa if the company can provide a conducive work environment, employees feel safe and comfortable when doing their work which will later improve the performance of the employees themselves.

Therefore, it is very important for leaders and companies to provide work motivation and a conducive work environment because both of these things are very important to increase the work enthusiasm of their employees.

The results of this study are supported by previous researchers, namely (Mitri & et.al, 2021), (Judge, 2021), (Gabriella & Valentine, 2021) & (Hasibuan & Hutasuhut, 2021), which states that work motivation and work environment can strengthen the influence of employee performance:

CONCLUSION

The conclusion of this study shows that there is a significant influence of Work Motivation and work environment on employee performance at the Ciputat Ministry of Religious Affairs Education and Training Center Office. In the Work Motivation variable, the t-test results show a t-value of 5.012 which is greater than the t-table of 2.102, with a significance value of 0.000 which is less than 0.05. This proves that Work Motivation (X1) has a significant effect on employee performance (Y), with a contribution of 40.9% based on the adjusted R square value. Furthermore, the work environment variable also has a significant effect on employee performance, with a t-value of 6.016 which is greater than the t-table of 2.102, and a significance value of 0.000 which is less than 0.05. The work environment (X2) contributes 44% to employee performance. Simultaneously, Work Motivation and work environment have a significant influence on employee performance, as evidenced by the results of the F test showing a significance value of 0.000 which is smaller than 0.05, and f count of 17.746 which is greater than f table of 3.195. Based on the adjusted R square value, the combination of these two variables contributes 45.4% to employee performance.

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