

The Influence Work Environment, Supervision, and Motivation on Employee Performance at The Human Resources Development Agency of North Sumatra Province

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ABSTRACT

This study means to decide if there is an impact of the workplace, management, and inspiration on worker execution at the HR Advancement Organization of North Sumatra Area. The methodology utilized is an affiliated methodology. The populace in this study were all long-lasting workers of the HR Advancement Organization, adding up to 82 individuals. the example was taken utilizing the immersed inspecting strategy (complete testing), the all-out populace was just 82 workers, so it is plausible to take the entire to be examined without taking a specific number of tests. What's more, utilized various straight relapse strategy, old style supposition test, t test (halfway), f test (synchronous), and coefficient of assurance with the assistance of SPSS 24.00 programming (statical item and administration arrangement). In view of the consequences of the review, it tends to be reasoned that to some degree, workplace, management, inspiration affect worker execution at the HR Improvement Organization of North Sumatra Region. All the while, workplace, management, inspiration essentially affect representative execution at the HR Advancement Organization of North Sumatra Region.

Keywords: Workplace, Oversight, Inspiration, Execution

INTRODUCTION

The ability of a company to develop is very dependent on the ability of its human resources, to utilize existing resources in the company, to carry out work tasks within a directed framework for organizational development. The success of all the work tasks of a company is largely determined by the availability of quality human resources (Mukmin, 2021). With the support of quality human resources, of course, it is expected to play an active role as planners, implementers as well as supervisors for all company management activities. Not only improving the quality of human resources, the company is also required to continue to improve its competitiveness through improving the quality of management (Jasman Saripuddin Hasibuan, 2021).

Quality human resources can only be obtained through planned and directed planning and guidance, this can be realized by effective leadership and how to provide the right motivation so that it will improve employee performance. Employee performance is an important thing for the organization to pay attention to, because it can affect the achievement of organizational goals and progress in a global competition that often changes. According to (Bangun, 2012, p. 231) defines performance (performance) is the result of work achieved by a person based on job requirements (job requirements). A job has certain requirements to be carried out in achieving goals which are also known as job standards.

The success of a company is strongly influenced by the performance of its employees. Employees who have high performance will always be fully aware of their respective responsibilities and try to carry out all the tasks assigned to them properly according to their abilities to get maximum work results (Nadia Ika Purnama, 2021).

Employee performance is influenced by several factors, namely salary, work environment, organizational culture, leadership and work motivation, work discipline, job satisfaction, communication and other factors. Of the several factors above, to improve employee performance, one of them is to pay attention to work environment factors. The organization as the parent company must provide a comfortable and conducive work environment so that it can spur employees to work productively (Siagian, 2015).

In the performance of the work environment and supervision factors are the most important factors in order to improve the results obtained in an organization to achieve goals within a certain time in the right way (Muslih, 2021).

In an effort to improve the performance of employees, an organization must pay attention to the work environment, because the work environment has a great influence on workers in carrying out their duties. Therefore, every company must make sure that the factors included in the work environment are considered carefully so that they have a positive influence on the performance of their employees.

LITERATURE REVIEW

According to (Sedarmayanti, 2015, p. 23) states that: "The work environment is a place where there are a number of groups in which there are several supporting facilities to achieve company goals in accordance with the company's vision and mission". A good work environment can

improve employee performance, otherwise an inadequate work environment can reduce morale. Because, the work environment has a direct influence on employees who are working. Supervision or controlling can be considered as an activity to find, correct important deviations in the results achieved from planned activities. Failures and instructions that are not effective until there are unwanted deviations from the goals to be achieved.

According to (Daulay, R., Pasaribu, H. K., Putri, L. P., & Astuti, 2017, p. 218) states that: "Supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out goes according to a predetermined plan. Supervision is all efforts or activities to find out and assess the actual facts regarding the implementation of tasks or activities, whether they are in accordance with what they should be or not (M Kadarisma, 2013).

In order for the company's operational activities to run well, supervision is needed. The purpose of supervision is for employees to be careful at work. Supervision is important, because with supervision, employees are serious at work (Jufrizen Jufrizen, 2021).

In addition, the lack of motivation given in the form of enthusiasm for work, this can be seen from the lack of awareness of employees to work professionally in carrying out the assigned tasks, for example there are still many employees who lack confidence and there are still many employees who do not have responsibility for their work. For example, the lack of motivation given by superiors to employees such as giving awards to employees who excel. (Badriyah, 2015)

The Human Resources Development Agency of North Sumatra Province is one of the official State-owned agencies under the auspices of the North Sumatra Provincial Government. In the course of history, the establishment of the Human Resources Development Agency of North Sumatra Province experienced growth and decades of development with several stages. Starting in 1973, SELAPUTDA (Secondary School Level II) was established under the coordination of the Regional Secretariat of the Province of North Sumatra which was established on May 15, 1973 led by a Head, until the issuance of PP No. 18 of 2016 concerning Regional Apparatus Organizations, as well as Regional Regulation No. 6 of 2016 concerning the Formation and Composition of the Regional Apparatus of the Province of North Sumatra underwent a nomenclature change to become the HUMAN RESOURCES DEVELOPMENT AGENCY OF NORTH SUMATRA PROVINCE, and North Sumatra Governor Regulation No. 20 of 2017 Duties, Functions, Job Descriptions and Work Procedures of BPSDM North Sumatra Province. And currently the Human Resources Development Agency of North Sumatra Province is led by the Head of the Agency, namely Dr. Asren Nasution, MA

Based on observations and interviews conducted by researchers, they found the phenomena of problems in this company. The problem found is the performance of employees who are not in accordance with what the company wants (Arifin N, 2013). This can be seen from the declining performance of employees, where there are still employees who take advantage of working time to do things outside of work. For example, for example, the work given by superiors to employees is not done directly by the employee but rather does the employee's personal matters first (Muhammad Busro, 2018). Because according to him the work given is not too difficult to do so that the work is not completed on time. An example of his work is to recap the salary list for each employee and record the attendance list for every employee's working hour.

The problems related to the work environment in agencies that are still less effective. This ineffectiveness can be seen from the work environment that is not fully supported, namely

unhealthy air circulation caused by the lack of awareness of employees who still smoke in the room, and also the uneven distribution of facilities provided by the company such as air conditioners which should be optimized to make Employees feel comfortable carrying out the tasks assigned to them (Fahmi, 2017). Because, the comfort of employees at work will determine the success of the company

The phenomenon that occurs regarding supervision is that there is still a lack of supervision carried out to determine employee performance, namely the leader rarely interacts directly with his subordinates to see whether each employee has completed their respective duties properly and on time or not, in fact there are still employees who do their job. relaxed when not supervised by superiors (Mulyadi, 2011).

In addition, the lack of motivation given in the form of enthusiasm for work, this can be seen from the lack of awareness of employees to work professionally in carrying out the assigned tasks, for example there are still many employees who lack confidence and there are still many employees who do not have responsibility for their work (Irham Fahmi, 2014). For example, the lack of motivation given by superiors to employees such as giving awards to employees who excel.

This needs to get attention from the leadership at the Human Resources Development Agency of North Sumatra Province so that the performance of its employees increases, in this condition it is very necessary for leaders to apply leadership in leading their subordinates and provide good motivation to all employees because employees who have leaders and Good motivation will try to improve its performance so that the work can be successful as well as possible.(Handoko, 2016)

RESEARCH METHOD

The research approach used in this study is to use an associative approach. Associative research according to (Sugiyono, 2019, p. 36) is "research that aims to determine the relationship between two or more variables".

RESULTS

Multiple linear regression

Based on the calculation of multiple linear regression analysis carried out through statistics, the following results are obtained:

Table 1
Multiple linear regression

Coefficients^a				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	10.665	3.804	
	Work Environment (X1)	.399	.091	.428
	Supervision (X2)	.034	.071	.047
	Motivation (X3)	.279	.086	.307

a. Dependent Variable: Employee Performance (Y)

Data Source Processed SPSS 24. (2022)

From table 1 above, it is known that the multiple linear regression values are as follows:

- a) Constant = 10,665
- b) Work Environment = 0.399
- c) Supervision = 0.034
- d) Motivation = 0.279

These results are entered into the multiple linear regression equation so that the following equation is known:

$$Y = 10,665 + 0.399 + 0.034 + 0.279$$

Where the statement is:

- a) The constant of 10,665 indicates that if the value of the independent variable is considered constant, then the Employee Performance at the Human Resources Development Agency of North Sumatra Province will increase by 10.065.
- b) Work Environment (X1) of 0.399 with a positive direction indicating that if the work environment increases it will be followed by an increase in employee performance of 0.488 with the assumption that other independent variables are held constant.
- c) Supervision (X2) of 0.034 with a positive direction indicating that if supervision increases it will be followed by an increase in employee performance of 0.034 with the assumption that other independent variables are held constant.
- d) Motivation (X3) is 0.279 with a positive direction indicating that if motivation increases it will be followed by an increase in employee performance of 0.279 with the assumption that other independent variables are considered constant.

Partial Test (t Test)

The t test used in this analysis is used to assess the capacity of each independent variable. Another explanation of the t-test is to test whether the independent variable (X) has a significant or insignificant relationship, either partially or independently, to the dependent variable ((Y) with a significance level in this study using an alpha of 5% or 0.05.

The method in determining the t table uses the provisions of a significant level of 5% with $df = n - k - 1$ (in this study $df = 82 - 2 - 1 = 79$), so that the t table value is 1.66437.

Based on the t-test table data, it can be seen that the coefficients obtained are as follows:

- a) If the value of $Sig < 0.05$ or $t_{count} > t_{table}$ then there is an effect of variable X on Y
- b) If the value of $Sig > 0.05$ or $t_{count} < t_{table}$ then there is no effect of variable X on variable Y

Table 2
Partial Test (t-test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.665	3.804		2.804	.006
	Work Environment (X1)	.399	.091	.428	4.379	.000
	Supervision (X2)	.034	.071	.047	.478	.634
	Motivation (X3)	.279	.086	.307	3.253	.002

a. Dependent Variable: Employee Performance (Y)

Data Source Processed SPSS 24. (2022)

The results of the t statistical test in the table above can be explained as follows:

The Influence of the Work Environment on Employee Performance

The t-test is used to determine whether the work environment has an individual (partial) effect on a significant relationship or not on employee performance where $t_{count} = 4,379$. and $t_{table} = 1.66437$. If $t_{count} > t_{table}$ then there is an influence between the environment and employee performance, and vice versa if $t_{count} < t_{table}$ then there is no influence between the environment and employee performance (Azuar Juliandi, Irfan, 2015).

In this case $t_{count} 4.379 > t_{table} 1.66437$. This means that there is a positive influence between the influence of the environment and the performance of the employees of the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.634 while the significant level previously set is 0.05, then the sig value is $0.634 > 0.05$, so H_0 is accepted, this means that there is no significant positive effect between the environment and the performance of the Human Resources Development Center employees. North Sumatra Province Man.

The Effect of Supervision on Employee Performance

The t-test is used to determine whether supervision has an individual (partial) effect on a significant relationship or not on employee performance. where $t_{count} = 0.478$. and $t_{table} = 1.66437$. If $t_{count} > t_{table}$ then there is an influence between the environment and employee performance, and vice versa if $t_{count} < t_{table}$ then there is no influence between supervision and employee performance.

In this case $t_{count} 0.478 < t_{table} 1.66437$. This means that there is no positive influence between the influence of supervision and the performance of the employees of the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.000 while the significant level previously set was 0.05, then the sig value is $0.000 < 0.05$, so that H_0 is rejected, this means that there is no significant positive effect between supervision and the performance of the Human Resources Development Center employees North Sumatra Province.

The Effect of Motivation on Employee Performance

The t-test is used to determine whether motivation has an individual (partial) effect on a significant relationship or not on employee performance. where $t_{count} = 3.253$. and $t_{table} = 1.66437$. If $t_{count} > t_{table}$ then there is an influence between motivation and employee performance, and vice versa if $t_{count} < t_{table}$ then there is no influence between motivation and employee performance.

In this case $t_{count} 3.253 > t_{table} 1.66437$. This means that there is a positive influence between the influence of motivation and employee performance at the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.002 while the significant level previously set is 0.05, then the sig value is $0.002 < 0.05$, so H_0 is rejected, this means that there is a significant positive effect between motivation and employee performance at the Human Resources Development Center. North Sumatra Province.

Simultaneous Test (F Test)

The F test or also called the simultaneous significant test is intended to see the overall ability of the independent variables, namely incentives and motivation to be able to explain the behavior or diversity of the dependent variable, namely work productivity. The F test is also intended to determine whether all variables have a regression coefficient equal to zero. Based on the results of data processing with the SPSS version 24.00 program, the following results were obtained:

- If $F_{hitung} > F_{tabel}$ or $-F_{hitung} < -F_{tabel}$, then H_0 is rejected because there is a significant correlation between variables X_1 and X_2 with Y .
- If $F_{hitung} \leq F_{tabel}$ or $-F_{hitung} \geq -F_{tabel}$, then H_0 is accepted because there is no significant correlation between variables X_1 and X_2 with Y .

Table 3
Simultaneous Test (F Test)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	197.968	3	65.989	13.382	.000 ^b
	Residual	384.629	78	4.931		
	Total	582.598	81			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Motivation, Work Environment, Supervision						

From table 3 above, it can be seen that the F value is 13,382, then the sig value is 0.000. The significant level used is 5%, two-sided test and $dk = n - k - 1$

Based on table 3 above, the calculated F for the incentive and motivation variable is 13,382 for an error of 5%.

$$F_{table} = n - k - 1 = 82 - 2 - 1 = 79$$

$$F_{count} = 13,382 \text{ and } F_{table} = 3.11$$

In this case $F_{count} 13,382 > F_{table} 3,11$. This means that there is a positive influence between the work environment, supervision and motivation on the performance of the employees of the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.000 while the significant level previously set is 0.05, then the sig value is $0.000 < 0.05$, so that H_0 is accepted. This means that there is a significant positive influence between the work environment, supervision and motivation on the performance of Balai employees. Human Resources Development of North Sumatra Province.

Coefficient of Determination Test (R²)

The test of the coefficient of determination (R^2) is used to measure the percentage of the independent variable that is accurate to the variations in the ups and downs of the dependent variable. The coefficient of determination ranges from zero to one ($0 \leq R^2 \leq 1$). This means that $R^2 = 0$ indicates that there is no influence between the independent variables on the dependent variable, if R^2 is closer to 1, it shows the stronger the influence of the independent variable on the dependent variable and if R^2 is smaller, it is close to zero, it can be said that the smaller the influence of the independent variable on the variable. dependent.

Table 4 Coefficient of Determination Test (R)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.583 ^a	.340	.314	2.22062
a. Predictors: (Constant), Motivation, Work Environment, Supervision				
b. Dependent Variable: Employee Performance				

The higher the R-square value, the better for the regression model, because it means the ability of the independent variable to explain the dependent variable is also getting bigger. R-square value of 0.340 or 34% indicates that 34.00% of employee performance variables (Y) are influenced by the work environment, supervision, and motivation. The remaining 66% is influenced by variables not examined in this study.

DISCUSSION

The Influence of the Work Environment on Employee Performance

This Work Environment Variable tcount 4,379 > ttable 1,66437. This means that there is a positive influence between the influence of the environment and the performance of the employees of the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.634 while the significant level previously set is 0.05, then the sig value is 0.634 > 0.05, so H0 is accepted, this means that there is no significant positive effect between the environment and the performance of the Human Resources Development Center employees. North Sumatra Province Man.

The Effect of Supervision on Employee Performance

Supervision variable has tcount 0.478 < ttable 1.66437. This means that there is no positive influence between the influence of supervision and the performance of the employees of the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.000 while the significant level previously set was 0.05, then the sig value is 0.000 < 0.05, so that H0 is rejected, this means that there is no significant positive effect between supervision and the performance of the Human Resources Development Center employees North Sumatra Province.

The Effect of Motivation on Employee Performance

Motivation variable has this tcount 3.253 < ttable 1.66437. This means that there is a positive influence between the influence of motivation and employee performance at the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.002 while the significant level previously set is 0.05, then the sig value is 0.002 < 0.05, so H0 is accepted, this means that there is a significant positive effect between motivation and employee performance at the Human Resources Development Center. North Sumatra Province.

The Influence of Work Environment, Supervision and Motivation on Employee Performance

The variables of work environment, supervision and motivation have F count 13,382 > F table 3. This means that there is a positive influence between the work environment, supervision and motivation on the performance of the employees of the Human Resources Development Center of North Sumatra Province.

Furthermore, it is also seen that the sig value is 0.000 while the significant level previously set is 0.05, then the sig value is 0.000 < 0.05, so that H₀ is accepted. This means that there is a significant positive influence between the work environment, supervision and motivation on the performance of Balai employees. Human Resources Development of North Sumatra Province.

CONCLUSION

Based on the results of research and discussion that have been stated previously, the following conclusions can be drawn: Based on the results of the study, it shows that partially supervision has no significant effect on employee performance at the Human Resources Development Agency of North Sumatra Province. Based on the results of the study showed that partially motivation had a significant positive effect on employee performance at the Human Resources Development Agency of North Sumatra Province. Based on the results of the study showed that partially the Work Environment, Supervision and Motivation had a significant positive effect on Employee Performance at the Human Resources Development Agency of North Sumatra Province.

LIMITATION

This problem must of course be resolved if this continues it will certainly affect the continuity of the company's operations. Employee dissatisfaction at work greatly affects the results of their performance and the company's goals to be able to achieve work productivity in accordance with company expectations.

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DECLARATION OF CONFLICTING INTERESTS

We declare that we have no conflict of interest with the BEFIC Bali 2022 committee or staff from AIBPM or any conflict regarding this article.

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