

**INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT
WORKING ON THE PERFORMANCE OF EMPLOYEES ON
MINISTRY OF EDUCATION
(Case Study on Planning Departament, Vila-Verde Dili)**

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ABSTRACT

The high level of competition demands also an organization or company to optimize human resources, because human resources is a major asset in a company or organization. Bersarkan backdrop described above, researchers are interested to write scientific papers. This type of research used in this paper is a type of survey used while the population is the total number of objects of research and sampling techniques 60. The analytical tool used in this research is multiple linear regression. $+b_1x_1 + b_2x_2$ formula $y = a + e$, it can generate multiple linear regression as follows $y = 1.636 + 0.267x_1 + 0.619x_2 = 1636$ means a average yield of Work performance before, influenced by motivation and work environment has a fixed value (value constanta) of 1636, at a rate of persentasi at 16:36 $b_1 = 0.267$ is the regression coefficient of the motivation (X1) means that any change regarding the motivation of improving work performance (Y) of 0.267 or 26.7 with the assumption that the working environment (X2) is constant. $b_2 = 0.619$ is the regression coefficient of the working environment (X2) means that any changes regarding work environment, can affect the performance of the work (Y) of 0.619 or 61.9 with the assumption that the motivation (X1) is constant.

Keywords: Motivation, Work Environment Working performance

INTRODUCTION

Motivation means giving a motive, a motive or the onset of stimulation. Motivation is always used as a tool pendorrng as applied by a human resources manager who understands perananan of this motivation. If an employee performance did not achieve the results desired by the organization and not supported by encouragement or motivation which is often the responsibility of a leader of the organization, then it will be detrimental to the interests of organizations and governments who are called servants of the State and public servants. Employee should receive encouragement in various ways, either in the form of the provision of material and money, bonuses, and non-material benefits such as promotion, promotion, and received the award. With high motivation will produce optimum work performance both in quality and quantity.

The work environment is a condition of internal and external education ministry allows the effort to improve morale and motivation to every employee. Leadership education ministry should memperhartikan work environment factors that exist in the ministry of education or an organization that is either external working environment ministry of education and the internal work environment. A working environment is said to be good or as if men can carry out activities in an optimal, healthy, safe and comfortable. To maintain a working environment that is then to note the ministry of education, especially improving work performance.

Work performance is the result of the quality and quantity of work achieved an employee in performing their duties in accordance with the responsibilities given to him. In improving employee performance organizations must be able to know the factors that can mempengaruhi employee performance, to solve the problems associated with increased employee performance there are some possibilities that can be done by the Ministry of Education, among others melaluipemberian motivation and job training, substance of this factor is a factor detrerminate in resolve some of the problems that often arise in the organizational unit.

At umumnya in a company's lack of attention to the motivation and work environment on the performance of employees working as one factor supporting the passage of the activities of a company it would appear such problems, the problem of motivation in terms of physical bond and a broad knowledge between leaders and subordinates, communication links, self-motivation in achievement. Besides leadership must also be concerned about the working environment at the company's general working conditions are less healthy, less harmonious will mempengaruhi employee performance. Konsekuwansi decrease in work performance, decreased achievements not finish the job on time, quality of the work that is less well increase the level of frequency of negligent employee level, the conflict between pegawai increasingly sharp.

The problems that occur in the Departament of Planning leadership less professional in making decisions that will impact on the company / organization, if the company is paying less attention to the working environment of internal and external, it will cause down the job performance of each employee in the Ministry of Education especially in Departament of Planning.

LITERATURE REVIEW

Definition of Human Resource Management

Companies use labor in society means have shown increased attention to the human aspect. Human values increasingly be adjusted with the technological aspects of economic maupoun. Thus, the focus of which studied human resource management is only a matter relating to human labor alone. Manullang M, Personnel Management (2003: 17) gives the definition of human resource management states that human resource management is the art and science of planning, organizing, preparing and monitoring of human resources to achieve the goals set in advance. Alex S. Nitisemito, Personnel Management (2000: 10) argues that human resource management is a science and an art to implement, among others, planning, organizing, leading, controlling, so

the effectiveness and efficiency of human resources can be increased as much as possible and achieve the goals.

By paying attention to the above description, it is clear that the principal in the management of human resources is the goal set in advance, to achieve that goal then use force against other people using other sources, namely natural resources. Thus a manager in an effort to achieve the goals set are not working alone but uses the power of others or subordinates. And business as it is a systematic process of doing things. Therefore, according to the above description, planning, organizing, leading and controlling the functions of the human resource management.

Definition of Work Performance

Performance is a very important thing in a company to achieve its objectives. The performance of employees is one of the most dominant factor in improving the performance of the office. Mathis, (2006: 65) there are three main factor mempengaruhi performance, (1) capabilities include: talent, enthusiasm, factor personality (2) efforts devoted includes: training and development, equipment and technology, performance standards, as well as management and associates work. In addition to the performance of many experts who use this term view with work performance, and performansi.

Motivation definition.

Hasibuan (2008: 219) motivation is powering the motion of a person who created excitement to get them to cooperate, to work effectively, and terinterigasi with all its efforts to achieve satisfaction.

Motivation is a tendency for activity, ranging from a boost in self (Drive) and ends with self adjustment Mankunegara (2003: 67). motivation is the process of giving encouragement to employees so that employees can work in line with the restrictions provided in order to achieve optimal organizational goals Moslow, Sulistiyani & Rosidah, (2009: 76).

Definitions related to motivation, namely: the term is synonymous with the word motif motive, impulse, reason and driving force.

Definition of Work Environment.

The work environment is a condition internal to the organization that allow for efforts to improve morale and motivation to employees in carrying out daily activities Simonora Henry (2004: 142).

From concept definition and understanding expressed by the experts mentioned above, the writer can draw the conclusion that the work environment is a condition that can mempengaruhi work processes of every employee there so every company must pay attention to every working environment so that employees used to work more effectively. inerja work.

RESEARCH METHODS

Population

Kooper and Emory (1995: 214), said population is all the component elements that can be to make some conclusions. while Arikunto (1998: 115), states that the overall object of the population in this study is the Employees in the Ministry of Education Planning Departament sections totaling 100 people.

Samples

Samples are part of the population is taken through a certain way that is considered to be representative of the population. Samples in this study are some employees at the Ministry of Education Planning Departament part Dili East Timor. So the number of samples taken as many as 60 people the reason was because of the time and costs are very limited or not possible to take the entire population.

Test Validity.

A questionnaire in katakana valid if the question on the questioner able to mengungkapkan something that will be measured by the questionnaire Widodo, (2001: 142). Test validity in this research used product moment correlation em by performing the correlation between the scores of the questions with a total score of the items in a variable concept.

Test Reliabilitas

A questionnaire was said reliable or reliable if someone answers to questions are consistent or stable over time (Widodo, 2001; 40). Reliability testing used Cronbach Alpha coefficient (α). If value greater than 0.60 can be interpreted a relatively consistent measurement results when measuring on repeat twice or more in other words, the instrument can count (Nunnally, 1996; Gazoli (2001; 140).

RESULT

Classification of Respondent

At each distribution data obtained, the authors will provide an overview of the distribution of respondents by sex, level of education and age. To more clearly can be seen in Table 1 below description

Table 1. Distribution of Respondents by Level Sex

No	Gender	Amount	Percentage (%)
1	Male	30	50
2	Female	30	50
Total		60	100

Based on Table 1 shows that most respondents were male thirty (30) people with a percentage of 50 % and female respondents also thirty (30) people with a percentage of 50 % .

Table 2. Distribution of Respondents by Level of Education

No	level of education	Amount	Percentage (%)
1	S2	5	8
2	S1	25	42
3	Diploma	11	18
4	SMA	17	28
5	SMP	2	4
Total		60	100%

Source : The raw data are processed

Table 2 shows that the education level of respondents indicated that the average educated S1 as many as twenty- five (25) people with a percentage of 42 % and the respondents were educated diploma eleven (11) people with a percentage of 18 % , SMA seventeen (17) with a percentage of 28 % . Then from S1 -educated respondents were more dominant than the other by 25 people with a percentage rate of 42 % .

Table 3. Age Distribution of Respondents by Level

No	Age	Amount	Percentage (%)
1	20 th – 29 th	19	32
2	30 th – 39 th	24	40
3	40 th – 49 th	17	28
Amount		60	100

Source : The raw data are processed

Based on Table 3 show that the respondents the average answer was aged 30 th - 39 th as many as twenty- four (24) persons with a percentage of 40 % , while those who did respond were aged 20 th - 29 th as many as nineteen (19) people with a percentage of 32 % .serta between 40 th - 49 th seventeen (17) with a percentage of 28 %

Table 4. Test of Variable Data Reliability and Quality of work motivation (X1)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.935	.937	5

In Table 5 it appears that the validity of the 5 grains of variable Motivation is valid with the validity indicated by item total correlation greater than 0.30 . where according Nunally (2002) argued that an instrument is said to be valid when the value corrected item total correlation must be greater than 0.30. While realibilitasnya indicated by Cronbach alpha reliability coefficient of 0935 or 93.5 % . therefore the instrument to measure motivation is valid and realibel on the category of reliability satisfactory .

Table 5. Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
motivasix1.1	17.08	9.705	.821	.874	.921
motivasix1.2	17.12	10.376	.838	.805	.920
motivasix1.3	17.23	9.843	.744	.792	.937
motivasix1.4	17.18	9.610	.898	.840	.907
motivasix1.5	17.18	9.237	.858	.923	.915

**Table 6. Test Reliability and Quality of Work Environment Variable Data (X2)
Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.764	.768	4

In Table 7 it appears that the validity of the 4 items of the Work Environment variables are valid with the validity indicated by item total correlation greater than 0.30. where, according to Nunally said that an instrument is said to be valid when the value haruslebih corrected item total correlation of 0.30. While realibilitasnya indicated by Cronbach alpha reliability coefficient of 0764 or 76.4 % . therefore an instrument to measure the work environment is valid and realibel on the category of reliability satisfactory .

Table 7. Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance If Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
LKx2.1	12.63	4.270	.671	.470	.661
LKx2.2	12.67	4.362	.505	.310	.738
LKx2.3	12.50	3.576	.659	.455	.651
LKx2.4	12.35	4.503	.447	.231	.768

**Table 8. Test Reliability and Quality of Data Variable Employee Performance (Y)
Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.841	.846	4

In Table 9 below appears that the validity 4 grains of variable Employee Performance is valid with the validity indicated by item total correlation greater than 0.30. where, according to Nunally said that an instrument is said to be valid when the value harus lebih corrected item total correlation of 0.30. While realibilitasnya indicated by Cronbach alpha reliability coefficient of 0.841 or 84.1 % . therefore the instrument to measure employee performance is valid and realibel on the category of reliability satisfactory .

Table 9. Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KPy1.1	12.47	7.067	.687	.473	.799
KPy1.2	12.50	6.356	.629	.594	.823
KPy1.3	12.20	5.925	.842	.729	.723
KPy1.4	12.03	6.846	.574	.489	.844

Conclusions and Suggestion

Conclusion

Motivation (X1) as measured by the Job Performance (Y) has a positive and significant effect on the level of performance of employees Working on the ministry of education institutions. Thus the level of employee performance dapat dijelaskan by motivation. The magnitude of the effect of work motivation on the job performance of 0.267 or 26.7%. based on the findings of this study can be concluded that the hypothesis which states that "The motivation in a positive and significant effect on the performance of employees at the Ministry of Education Institutions unacceptable".

Working Environment Safety (X2) as measured by employee performance (Y) have a significant effect on the level of performance of the employee. It can be concluded that the level of employee job performance can be explained by the Work Environment. The magnitude of the effect of the work environment on the performance of employees is; 0619 or 61.9%.

Simultaneously, work motivation (X1) and the Working Environment (X2) are bersama-sama influence on employee performance (Y) of 0665, or 66.5%. with a significant level of 0.000. while the remaining 33.5% is the influence that comes from factors other than this model. Based on the findings of this study can be concluded that the hypothesis which says "Work motivation and work environment" simultaneous and significant effect on the performance of employees working in the ministry of education institutions can be accepted.

Suggestion

Motivation positive and significant impact on employee job performance, this means that the motivation of employees should be increased by superiors and the institution where the employee works. With the motivation of the employee can improve performance, so that the company or organization can achieve the set targets together.

Results of processing and data analysis showed that the working environment results were positive and significant influence on employee performance. Therefore, to improve the performance of employees then one of them, the employee must be disciplined in the work he does.

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