

PROSIDING

8th MANAGEMENT DYNAMIC CONFERENCE

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TAS EKONOMI DAN



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About Madic 8 2023

Management Dynamics Conference (MADIC) ke-8 adalah seminar nasional yang diselenggarakan oleh Fakultas Ekonomi dan Bisnis Universitas Hasanuddin bekerja sama dengan Forum Pengelola Jurnal Manajemen (FPJM). Tema seminar “*Penguatan Manajemen UMKM sebagai Motor Penggerak Pemulihan Ekonomi Nasional*”. Konferensi ini bertujuan untuk menghimpun berbagai pandangan dan pengalaman empiris dari para praktisi dan akademisi ekonomi mengenai penguatan UMKM sebagai pilar ekonomi utama serta memberikan solusi untuk tujuan ketahanan keberlanjutan (SDGs) Indonesia. Para akademisi, praktisi, peneliti telah berkontribusi dalam pengembangan penelitian manajemen dengan berpartisipasi dalam MADIC 8.

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Sambutan Dekan Fakultas Ekonomi dan Bisnis Universitas Hasanuddin

Selamat datang di Management Dynamics Conference (MADIC) ke-8 diadakan pada tanggal 16 – 17 maret 20223 di Makassar, Indonesia. Konferensi ini diselenggarakan untuk mempromosikan diskusi antara berbagai pemangku kepentingan tentang, manajemen dan bidang ekonomi. Kali ini, Fakultas Ekonomi dan Bisnis, Universitas Hasanuddin menjadi tuan rumah bekerja sama dengan Forum Pengelola Jurnal Manajemen (FPJM). Melanjutkan tradisi menyatukan penelitian, pembuat kebijakan, akademisi dan berbagai pemangku kepentingan untuk mempresentasikan dan mendiskusikan isu terkini terkait perkembangan ekonomi nasional. Untuk memperkuat pembahasan tentang manajemen, ekonomi dan bidang akuntansi, kami sepakat mengangkat topik konferensi tahun ini berjudul “*Penguatan Manajemen UMKM sebagai Motor Penggerak Pemulihan Ekonomi Nasional*”. Untuk memberikan informasi terbaru mengenai topik kepada pembaca dan peserta, kami ingin menyampaikan apresiasi dan terima kasih kepada 3 narasumber dihadirkan dalam acara ini yaitu M. Fankar Umran CEO BRI Insurane, Causa Iman Karana Kepala Perwakilan Bank Indonesia Provinsi Sulawesi Selatan, dan Darwisman Kepala OJK Regional Sulampapua atas wawasan dan dukungan mereka selama konferensi. Kami berharap acara ini sangat mendorong diskusi tentang peningkatan kualitas UMKM di Indonesia. Selain itu kami ingin menyampaikan terima kasih dan dukungan kami kepada

Terakhir, kami ingin mengucapkan terima kasih sekali lagi atas kontribusi dan kerja sama yang sangat baik di antara kami para peserta konferensi. Selain itu, kami mengucapkan terima kasih atas kerjasama semua pihak panitia dalam menyelenggarakan konferensi. Kami berharap dapat bekerja sama dengan semua pemangku kepentingan yang terlibat dalam acara ini. Kami berharap proses ini akan menyediakan berbagai manuskrip unggulan yang dapat memberikan kontribusi besar dalam bidang ekonomi, manajemen dan akuntansi.

Prof.Dr.Abd. Rahman Kadir, M.Si., CIPM
Dekan Fakultas Ekonomi dan Bisnis
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Sambutan Ketua panitia Management Dynamic Conference ke - 8

Saya sangat senang bahwa acara Management Dynamic Conference ke-8 dengan tema "Penguatan Manajemen UMKM sebagai Motor Penggerak Pemulihan Ekonomi Nasional" telah terlaksana dengan sukses. Semoga acara ini memberikan banyak manfaat dan inspirasi bagi semua peserta yang hadir.

Saya ingin mengucapkan selamat dan mengapresiasi seluruh panitia yang telah bekerja keras dan dedikasi tinggi dalam menyelenggarakan acara ini. Tanpa upaya mereka, acara ini tidak akan mungkin terwujud. Terima kasih atas kerja keras dan komitmen yang telah diberikan.

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Saya berharap bahwa acara ini menjadi awal dari langkah-langkah konkret dalam memperkuat sektor UMKM sebagai motor penggerak pemulihan ekonomi nasional. Mari kita terus bekerja sama, berinovasi, dan berkolaborasi dalam mendukung pertumbuhan UMKM dan memajukan ekonomi kita.

Terima kasih kepada semua yang telah berpartisipasi dalam acara ini, termasuk peserta, narasumber, dan semua pihak yang telah memberikan dukungan. Semoga kita dapat melanjutkan semangat dan energi positif ini untuk memperkuat sektor UMKM dan membangun ekonomi yang lebih kuat.

Sekali lagi, selamat atas kesuksesan acara Management Dynamic Conference ke-8. Semoga langkah-langkah yang dihasilkan dari acara ini dapat memberikan dampak yang positif bagi penguatan manajemen UMKM dan pemulihan ekonomi nasional.

Insany Fitri Nurqamar, S.E.,M.M.

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**WORK ENVIRONMENT AND MOTIVATION'S IMPACT ON
EMPLOYEE PERFORMANCE IN UPT WASTE
MANAGEMENT AREA IV CIAMPEA.**

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Abstract

This research examines the impact of the work environment and motivation on employee performance. The study utilizes simple linear analysis and multiple linear analysis, preceded by classic assumption tests such as normality, multicollinearity, and heteroscedasticity tests. The population consists of 30 employees from UPT Waste Management Region IV Ciampea, selected through purposive sampling based on specific criteria. The findings reveal that the work environment (X1) significantly influences employee performance (Y), as evidenced by the t-value of 9.180 and a significant value of 0.000. Similarly, motivation (X2) also exerts a significant influence on employee performance (Y), with a t-value of 12.291 and a significant value of 0.000. Moreover, when examined together, the work environment (X1) and motivation (X2) collectively exhibit a significant impact on employee performance (Y), supported by an F-value of 104.301, surpassing the critical F-table value of 3.34, with a significance level of 0.000, indicating the relationship's statistical significance.

Keywords: *Employee Performance, Work Environment, Motivation*

Abstrak

Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja dan motivasi terhadap kinerja pegawai. Metode penelitian menggunakan analisis linear sederhana dan analisis linear berganda, dengan uji asumsi klasik sebelumnya seperti uji normalitas, multikolonieritas, dan heterokedastisitas (uji Glesjer). Populasi terdiri dari 30 pegawai UPT Pengelolaan Sampah Wilayah IV Ciampea, dipilih melalui metode purposive sampling berdasarkan kriteria tertentu. Hasil penelitian menunjukkan bahwa lingkungan kerja (X1) secara parsial berpengaruh signifikan terhadap kinerja pegawai (Y), dengan nilai t-hitung sebesar 9,180 dan nilai signifikansi 0,000. Begitu pula, motivasi (X2) juga memiliki pengaruh signifikan terhadap kinerja pegawai (Y), dengan nilai t-hitung sebesar 12,291 dan nilai signifikansi 0,000. Selain itu, ketika dilihat secara bersama-sama, lingkungan kerja (X1) dan motivasi (X2) secara kolektif berpengaruh signifikan terhadap kinerja pegawai (Y), dengan nilai F-hitung sebesar 104,301 melebihi nilai F-tabel kritis 3,34, dengan tingkat signifikansi 0,000, menunjukkan signifikansi statistik hubungan tersebut.

Kata Kunci: *Kinerja pegawai, Lingkungan Kerja, Motivasi*

1. Introduction

Organization is a unit consisting of parts (people and so on) in association to achieve certain goals. In an organization, humans play an important role that is closely related to the progress of an organization. An organization is said to be successful if it gets support from all levels of management who are members of the organization.

The growth and development of an organization or company depends on its human resources. Therefore human resources are assets that must be improved effectively and efficiently so that optimal performance is realized. To achieve a goal, an organization or company must be able to create situations and conditions that encourage and enable employees to develop their abilities and skills optimally, especially in this case performance. So the organization or company needs to pay attention to the work environment and employee motivation.

The work environment is everything that is around the workers and which can influence him in carrying out the tasks given. Work environment factors have an influence on employee performance. Organizational climate or work environment where the employee carries out his duties and responsibilities that are conducive to affect the productivity of a company or organization. Factors that influence the creation of an

organizational climate or work environment include the opportunity for promotions according to their achievements as well as the existence of an award and work cohesiveness.

Work motivation is a psychological drive to someone who determines the direction of behavior in the organization, the level of effort and the level of persistence in facing an obstacle or problem. A person's motivation is largely determined by the intensity of his motives in the form of needs and desires. People work to meet needs, both conscious and unconscious needs. The desires or needs of individuals in an organization with the desires or needs of the organization must be aligned and aligned so that it will have a broad impact on organizational achievements.

Performance is the actions or implementation of tasks carried out by someone within a certain time and can be measured. According to (Hasibuan, 2010), performance or work performance is a work result that is achieved by someone in carrying out the tasks assigned to him based on skill, experience and sincerity. It was further stated that work performance or performance is a combination of three factors, namely: 1) the ability and interest of an employee, 2) the ability and acceptance of explanations of task delegation and 3) the role and level of motivation of an employee. The higher these three factors, the higher the work performance of the employee concerned. High performance is a manifestation of employee quality.

UPT Waste Management Region IV Ciampea which is a technical implementing unit for the activities of the Bogor Regency Environmental Service which is engaged in providing services to the community in the waste sector. The high level of direct interaction between employees and the community makes UPT Waste Management Region IV Ciampea must consider the conditions of employees in order to achieve company goals by providing a comfortable work environment, increasing employee motivation and other factors such as stress levels, rewards for achievements and so on.

As for one of the problems that occur at UPT Waste Management Region IV Ciampea is the employee work environment which is not fully conducive as can be seen from inadequate facilities and infrastructure as well as office facilities and equipment which are still lacking, employees who are less motivated to finish work faster. Social relations between employees are not well established due to lack of communication, lack of appreciation from superiors or leaders and the infrequent awarding of employee performance such as promotion, provision of incentives, lack of self-actualization given to employees thereby affecting employee performance resulting in decreased employee productivity.

This study aims to determine the effect of the work environment (X1) and motivation (X2) on Employee Performance (Y).

2. Research Methods

UPT Waste Management Region IV Ciampea is a technical implementation unit for cleaning at the Environmental Service which was formed based on Regent Regulation Number 103 of 2016 dated 14 December 2017 concerning Organizational Formation and Work Procedures for the Cleaning Technical Implementation Unit at the Environmental

Service. UPT Waste Management Region IV Ciampea conducts cleaning services in 5 (five) sub-districts including Ciampea District, Dramaga District, Ciomas District, Tamansari District and Tenjolaya District.

This study used a quantitative method with a purposive sampling approach or sampling based on criteria. The research method used is simple linear analysis and multiple linear analysis by first carrying out the classic assumption test which includes the normality test, multicollinearity test, heteroscedasticity test (Glesjer test).

Based on previous research reviews and the framework of this research, the hypothesis proposed in this study is as follows:

H1: The work environment has a positive and significant effect on employee performance

H2: Motivation has a positive and significant effect on employee performance

H3: The work environment and motivation simultaneously have a positive and significant effect on employee performance.

3. Results

Based on testing using simple linear analysis methods and multiple linear analysis, it shows positive results and has a significant influence between the variables studied. The discussion is as follows:

a. The Effect of the Work Environment on Employee Performance

Based on the results of calculations using SPSS 26 that the tcount value is 9.180 with a significance of 0.000. It can be interpreted that the tcount value is $9.180 > t_{table} 2.0518$ then H_a is accepted (H_o is rejected) in other words there is a significant influence between the work environment and employee performance.

b. The Effect of Motivation on Employee Performance

Based on the results of calculations using SPSS 26, it can be seen in the table that the tcount is 12.291 with a significance of 0.000. It can be interpreted that the tcount value is $12.291 > t_{table} 2.0518$ then H_a is accepted (H_o is rejected) in other words there is a significant influence between work motivation and employee performance.

c. Effect of Work Environment and Motivation on Employee Performance

Based on the table above, it can be seen that the Fcount value is $104.301 > F_{table}$ of 3.34 with a significance of $0.000 < 0.05$, it can be concluded that H_o is rejected (H_a is accepted) thus the work environment and motivation simultaneously have a significant effect on employee performance.

4. Discussion

The influence of the work environment on employee performance.

There is a significant influence between work environment and employee performance. The results of this study are consistent with the results of research conducted (Yofanda Budi Pratama, 2015) which states that there is a significant influence between work environment variables and employee performance.

The Effect of Motivation on Employee Performance

There is a significant influence between work motivation and employee

performance. The results of this study are in line with the results of research conducted (Yofanda Budi Pratama, 2015) which states that there is a significant influence between the variable Motivation and Employee Performance the higher one's motivation at work the more it can affect Employee Performance so that organizational goals are achieved.

Effect of Work Environment and Motivation on Employee Performance

Work environment and motivation simultaneously have a significant effect on employee performance. According to (Nitisemito, 2012) the work environment is everything that is around the workers who play a very important role and can influence the workers themselves in carrying out the tasks given by the company. According to (Winardi, 2001) there are three main aspects that drive motivation including: 1. Desire, when a person has a desire, his motivation is motivated to do a job, 2. Need, high motivation arises when someone has a need, and 3. A sense of security, the reason someone does a good job when he feels safe.

5. Conclusions and Recommendations

A. Conclusions

From the results of the research that has been done to determine the effect of the work environment and motivation on employee performance, several conclusions can be drawn as follows:

1. There is a positive influence between the work environment and the performance of UPT Waste Management Region IV Ciampea employees and it can be concluded that the first hypothesis is accepted, so if the work environment is adequate, the relationship between employees is harmonious then it will be able to improve employee performance.
2. There is a positive influence between motivation and employee performance. If employees have high work motivation, they will have the urge to work and improve their work ethic.
3. The contribution of the work environment and motivation to employee performance is 48.1%. Based on this, it can be concluded that there is a positive influence of the work environment and motivation together on the performance of UPT Waste Management Region IV Ciampea employees and it can be concluded that the hypothesis is accepted. So, a conducive and harmonious work environment and high work motivation can encourage employees to improve their performance for the better.

B. Suggestions

Based on the results of the research, discussion, and conclusions obtained, the suggestions that can be given are as follows:

1. For Companies

UPT Waste Management Region IV Ciampea should pay attention to the facilities and infrastructure needed by employees and create a conducive environment so that employees enjoy their work more in order to improve employee performance. The absence of air conditioning, adequate lighting and adequate facilities and the absence of a canteen are factors that have quite an effect on employees.

2. For Further Authors

The next researcher can develop this research by having other factors that can affect employee performance because work environment and motivation factors have an effect of 88.5%, so there are still 11.5% of other factors that affect employee performance besides the variables studied. Future research can analyze other factors such as workload, satisfaction, self-development of employees who are able to contribute to employee performance at the company.

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