

**EMPLOYEE PERFORMANCE STUDY DEPARTMENT OF PUBLIC WORKS
AND SPATIAL PLANNING BANJARNEGARA DISTRICT**

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Abstract : *This study aims to determine the effect of simultaneously (simultaneously) or partially the variables of motivation, discipline, compensation and work environment on the performance of the Public Works and Spatial Planning Office of Banjarnegara Regency. This research method uses descriptive quantitative research design. The population is employees who work in the Department of Public Works and Spatial Planning, Banjarnegara Regency, amounting to 198 people. The sampling technique used in this study was simple random sampling with a sample size of 81 respondents. Collecting data by using a questionnaire. The data analysis technique used is statistical analysis, namely multiple linear regression test, F test, t test, and the coefficient of determination. The results of the study indicate that motivation, discipline, compensation and work environment partially and significantly affect the performance of the Public Works and Spatial Planning Officers of Banjarnegara Regency. Suggestions from this research, employees of the Public Works and Spatial Planning Office of Banjarnegara Regency continue to improve motivation, discipline, compensation and the existing work environment, so that employee performance will increase and be better than before.*

Keywords: *Performance, Motivation, Discipline, Compensation, Work Environment.*

1. INTRODUCTION

Human resources are an important factor in an organization or company. In order for management activities to run well, companies must have knowledgeable and highly skilled employees and efforts to manage the company as optimally as possible so that employee performance increases. Human resources are one of the main assets in an organization, which can provide an invaluable contribution to the strategy for achieving organizational goals.

One example of the importance of the contribution of human resources in an organization can be seen from the performance process. When the organization already has strong finances and the latest technology but lacks good human resources, the performance process will not run smoothly.

Employee performance is a very important factor for the continuity of the organization. According to Moehariono (2012: 95), performance is a description of the level that has been achieved in the implementation of programs or policies aimed at realizing the goals, objectives and

vision, and mission of the organization. Performance is about doing work and the results achieved from that work. To achieve the targets set by the organization

(performance), employees must prioritize their interests and satisfaction by providing the best service, discipline, work well and innovatively so that they will produce good performance (Saputra and Dita 2018).

Motivation is one of the factors that can affect the performance of employees of an organization. A good employee will definitely continue to be motivated and contribute to the success of the company. The higher the motivation given by an employee for the achievement of increasing his company, the more the performance of employees in the company will increase. (Wijaya, *et al*, 2020). Motivation can also be an employee's race in improving performance, competitiveness, improving quality, and most importantly as a life principle applied by employees (Nelizulfa, 2018).

Creating maximum employee performance requires high discipline. Discipline is the awareness and strength that develops from within the individual to do work so that he is able to adapt voluntarily to the rules, decisions and the highest values of work and behavior. Individuals who have work discipline will appear orderly, obedience to regulations and the desire to work in harmony in achieving organizational goals. With high discipline, performance will increase significantly (Yuniarsih & Setyorini, 2020). Employee discipline can be built by creating unidirectional communication between leaders and employees. Good communication can create trust, respect, a high sense of responsibility, and strong loyalty between leaders and followers (Nelizulfa, 2018).

Creating maximum employee performance is also given compensation in the form of compensation. Compensation is a reward given by the company to employees for their services in carrying out the duties, obligations and responsibilities assigned to them in order to achieve company goals. Compensation is important for employees because the amount of compensation reflects a measure of the performance value of employees, namely colleagues, family, and society. An adequate compensation system, especially in relation to employee motivation, should be owned by a company or business unit with higher environmental uncertainty. (Saputra & Dita, 2019)

The work environment is something that is around the workers and that affects them in carrying out their duties. The work environment is one of the factors that affect the performance of an employee. An employee who works in a work environment that supports him to work optimally will produce good performance, on the contrary if an employee works in an inadequate and unsupportive work environment to work optimally will make the employee concerned become lazy, so that employee performance will decrease. (Idris, *et al*, 2020)

The Office of Public Works and Spatial Planning of Banjarnegara Regency has its address at the Office of Public Works and Spatial Planning of Banjarnegara Regency, Jl. Mayor Jenderal DI Panjaitan No.13, Kutabanjarnegara, Kec. Banjarnegara, Kab. Banjarnegara, Jawa Tengah 53418

Through the State Civil Apparatus Performance System listed, the performance of employees at the Banjarnegara Regency Public Works and Spatial Planning Office is quite good, but recently it has decreased. The decline in employee performance, lack of employee understanding of the motivation used in the work process, lack of enthusiasm for work in

employees, and a fairly large workload from within each employee make the performance of employees at the Banjarnegara Regency DPUPR Office less than optimal. Based on the existing problems, the researchers are interested in conducting more research with the title Measuring DPUPR Employee Performance through motivation, discipline, compensation and work environment at the Banjarnegara Regency DPUPR Office.

2. THEORETICAL BASIS

Performance

According to Moeheriono (2012: 95), performance is a description of the level that has been achieved in the implementation of programs or policies aimed at realizing the goals, objectives and vision, and mission of the organization.

Rivai (2013: 604), performance is a general term used in part or all of the actions or activities of an organization for a period concerning several standards such as past costs based on efficiency, management responsibility or accountability, and the like.

Motivation

According to Sulistiyani (2003: 58), motivation is the process of giving encouragement to subordinates so that subordinates can work in line with the given limits in order to achieve organizational goals optimally.

In addition, according to Siagian (2009: 102), states that motivation is the driving force for someone to make the greatest possible contribution to the success of the organization in achieving its goals.

Discipline

Rivai (2011: 825) that work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations.

Rivai (2011: 825) defines work discipline as a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations.

Compensation

Compensation is an expense and expense for the company, the company expects that the compensation paid will get a higher work performance reward from the employee. So, the value of the employee's achievement or work must be greater than the compensation provided by the company, so that the company gets (Hasibuan, 2015).

According to Dessler in Subekhi (2012) compensation is any form of award given by employees as a reward for the contributions they make to the organization.

Work Environment

According to Danang (2015, p.38) the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned.

According to Sedarmayanti in Desi (2015, p.25) the work environment is the overall equipment and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group.

Thought

To make it easier to understand the investigation path

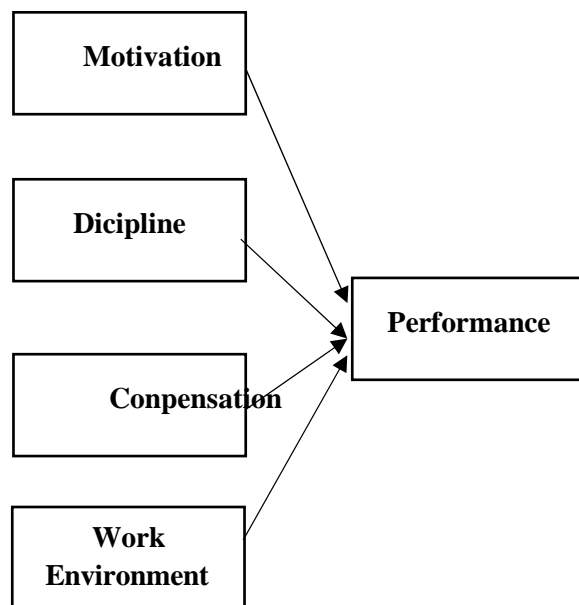


Figure 1 framework

3. RESEARCH METHODOLOGY

This study uses a quantitative descriptive approach. Quantitative research is a scientific method because it has fulfilled scientific rules, namely concrete or empirical, objective, measurable, rational and systematic (Sugiyono, 2019: 7).

The population is the entire research subject (Arikunto, 2019: 173). (Arikunto, 2019: 173). The population of employees who work in the Public Works and Spatial Planning Department of Banjarnegara Regency is 198 people. The sample is part or representative of the population to be studied (Arikunto, 2019: 179). The number of samples taken as many as 81 people or respondents. The sampling technique used in this research is *simple random sampling*.

4. RESULTS AND DATA ANALYSIS

Results Test Regresi Linier DoubleDependent Variable: Performance

Table 1.
Results F test

Coefficients^a

Model	Unstandardized Coefficients		Standard ized Coefficients
	B	Std. Error	Beta
(Constant)	5,215	, 881	
Motivation	, 408	, 056	, 608
Dicipline	, 269	, 0 67	, 175
Compensation	, 217	, 06 8	, 2 12
Work Envnm	,175		

Based on the table above, it can be seen have a fixed value from the regression model, then the performance value will increase by 0.269 and show positive results.

4. Compensation Coefficient (b 3) =0.217 that the regression equation formed is:

$$Y = 1.584 + 0.179 X_1 + 0.144 X_2 + 0.283 X_3 + 0.299 X_4 + e$$

This means that if the coefficient value of the discipline variable has increased, while the motivation, compensation and work From these equations it can be explained that:

1. Constant (a)= 5,215

This means that if the constant value (a) = 5.215 while the variables of motivation, discipline, compensation and work environment are considered constant or equal to zero, then the performance variable is 5.215 and shows positive results.

2. Training Coefficient (b 1) = 0.408

This means that if the coefficient value of the motivation variable increases, while the discipline, compensation and work environment variables are assumed to have a fixed value from the regression model, then the performance value will increase by 0.408 and show positive results.

3. Discipline Coefficient (b 2) = 0.269 environment variables are assumed to

This means that if the coefficient value of the compensation variable has increased, while the discipline, motivation and work environment variables are assumed to have a fixed value from the regression model, then the performance value will increase by 0.217 and show positive results.

5. Coefficient of work environment (b4) = 0.175

This means that if the coefficient value of the work environment variable increases, while

the motivation, discipline and compensation variables are assumed to have a fixed value from the regression model, then the employee performance value will increase by 0.175 and show positive

ANOVA ^b		
Model	F	Sig.
1 Regression	129,109	.000 ^b
Residual		
Total		

a. Predictors: (Constant), M,D,C,WE

b. Dependent Variable: KK

The results of data analysis that have been obtained, it can be seen that the calculated F value is 129.109, because $F_{\text{arithmic}} > F_{\text{table}}$ $129.109 > 2.34$ and a significance of $0.000 < 0.05$ then H_0 is rejected. It can be concluded H_a accepted, meaning that there is influence of motivation, discipline, compensation and working environments simultaneously and significantly to the performance of the Department of Public Works and Spatial Banjarnegara district.

Table 3.
Results of the T test Coefficients^a

Model	T	Sig.
1 (Constant)	3,759	.0 00
M	5,787	.00 0
D	3,623	.0 22
C	2,934	.000
WE	3,195	

- T count > t table ($5.787 > 2.377$) and 0.000 significance value < 0.05 then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant influence of motivation on the performance of the employees of the Banjarnegara Regency Spatial Planning and Public Works Service.
- T count > t table ($3.623 > 2.377$) and 0.000 significance value < 0.05 then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant influence of discipline on the performance of the employees of the Banjarnegara Regency Spatial Planning and Public Works Service.

- c. T count > t table (2.934 > 2.377) and 0.000 significance value < 0.05 then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant effect of compensation on the performance of the employees of the Banjarnegara Regency Spatial Planning and Public Works Service.
- d. T table > t count (3.195 > 2.377) and 0.000 significance value < 0.05 then H_0 is rejected and H_a accepted. It can be concluded that there is a positive and significant effect of the work environment on the performance of the Public Works and Spatial Planning Officers of Banjarnegara Regency.

B. The coefficient of determination (R^2)

Calculation of coefficient of determination as follows:

Table. 4. The coefficient of determination Model Summary

Model	R	RSquare	Adjusted R Square	Std. Error of the Estimate
1	.934 ^a	.872	.865	.84087

Based on the calculation results, the adjusted R square value is 0.872. It means that motivation, discipline, compensation and work environment variables contribute to performance by 60.9% while the remaining 39.1% is explained by other variables not proposed in this study such as: work ability, work productivity, information technology, training style and etc.

DISCUSSION

1. The Effect of Motivation on the Performance of the Banjarnegara Regency DPUPR
Based on the results of SPSS calculations obtained t arithmetic > t table (5.787 > 1.992) and sig. of 0.000 is smaller than 0.05, meaning H_0 is rejected and H_a is accepted, meaning that motivation has a positive and significant effect on the performance of Freelancers from the Department of Public Works and Spatial Planning in Banjarnegara Regency.
2. The influence of discipline on the performance of the Banjarnegara Regency DPUPR.
Based on the results of SPSS calculations obtained t count > t table (3.623 > 1.992) and sig. of 0.000 is smaller than 0.05, meaning H_0 is rejected and H_a accepts, meaning that discipline has a significant effect on the performance of Freelancers at the Public Works and Spatial Planning Office of Banjarnegara Regency.
3. The effect of compensation on the performance of the Banjarnegara Regency DPUPR.
Based on the results of SPSS calculations obtained t count > t table (2,934 > 1,992) and sig. of 0.000 is smaller than 0.05, meaning H_0 is rejected and H_a is accepted, meaning that compensation has a significant effect on the performance of Freelancers at the Public Works and Spatial Planning Office of Banjarnegara Regency.

4. The influence of the work environment on the performance of the DUPR of Banjarnegara Regency.

Based on the results of SPSS calculations obtained $t_{count} > t_{table}$ ($3.195 > 1.992$) and sig. of 0.000 is smaller than 0.05, meaning H_0 is rejected and H_a is accepted, meaning that the work environment has a significant effect on the performance of Freelancers at the Public Works and Spatial Planning Office of Banjarnegara Regency.

5. CONCLUSION

Based on the results of hypothesis testing and discussions that have been carried out, it can be concluded:

1. Motivation has a significant effect on employee performance at the Banjarnegara Regency DPUPR.
2. Information discipline has a significant effect on employee performance at the Banjarnegara Regency DPUPR.
3. Compensation has a significant effect on employee performance at the Banjarnegara Regency DPUPR.
4. The work environment has a significant effect on employee performance at the Banjarnegara Regency DPUPR.

SUGGESTION

Based on the conclusions above, in this study the authors provide useful suggestions, including:

1. Theoretically

It is hoped that further research will develop this research using other independent variables besides motivation, compensation discipline and work environment that can affect employee performance, considering that there is still an influence of 37.9% outside of this research variable such as work ability, work productivity, education and others.

2. Practically

- a. It is hoped that the employees of the Banjarnegara Regency Public Works and Spatial Planning Department in the future will maintain and improve the quality of motivation, discipline, compensation and the existing work environment. The high quality of motivation, discipline, compensation and work environment at the Banjarnegara Regency DPUPR makes employee performance also increase and become better than before.
- b. For other researchers, employee performance variables can also be used for research outside the organization or government agency because it can be used for the advancement of a careful object. Can also be used in companies, banks, factories and others.

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