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The Influence of Motivation, Competency, and Work Environment to The Work Achievement The Officer of The Hasanuddin University

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Survival Science

The Influence of Motivation, Competency, and Work Environment to The Work Achievement The Officer of The Hasanuddin University

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Abstract: The role of quality human resources is very important to direct and formulate policies needed by organizations/agencies. The purpose of this study was to determine the Effect of Motivation, Competence and Work Environment on Employee Job Performance at the Head Office of Hasanuddin University. The method in collecting data in this study is a questionnaire, observation (observation), interviews and documentation. The method of data analysis uses inferential statistical methods namely by using multiple linear regression statistical methods to measure the Effect of Motivation, Competence and Work Environment on Employee Job Performance at the Head Office of Hasanuddin University. Based on the F test the independent variables (motivation, competence and work environment) together have a positive and significant effect on the dependent variable (job performance). Through testing the correlation coefficient (R) obtained that the correlation level of the relationship between Motivation, Competence and Work Environment Against Employee Job Performance is a high relationship that is 67.2%, while the remaining 32.8% is influenced by other factors. And motivation is the most dominant factor affecting the Job Performance of Hasanuddin University Headquarters.

Keywords: Motivation, Competence and Work Environment, Work Achievement

1. Introduction

Development activities in all fields, which are increasingly serious at this time and in line with the progress of society and globalization that hit Indonesia, is a phenomenon that can cause problems, namely the need for human resource empowerment. This problem implies an increase in the independence of human resources based on one's own abilities.

The situation must of course be supported by high motivation from all levels of employees in the organization/agency. Efforts to change an old order to a new one that emphasizes aspects of the importance of human resources are not so easy to do drastically. Broadly speaking, that the paradigm of human resources in the past which was marked by being too impartial or always oriented to the current leadership of the organization/agency. Besides motivation, it is also important to pay attention to the competency and work environment. An employee who has certain competencies should get the attention of the leadership, especially the granting of certain authority where employees must have competence in accordance with the position or task given to him.

The role of quality human resources is very important to direct and formulate policies needed by organizations/agencies, as well as Hasanuddin University. Human resources are very valuable assets and play an important role for the balance and survival of the

organization/institution (Hasanuddin University) in other words that the role of human resource management is very important to improve the operationalization and management of human resources to be able to maintain and improve employee productivity and performance . One of the roles of human resource management that seems interesting to be the focus of the study, in addition to the utilization, development, management, and planning of human resources is related to aspects of improving the performance of human resources, especially at Hasanuddin University Headquarters.

In the author's observations at the Makassar Hasanuddin University Head Office which is a barometer in achieving work performance at the University level. However, the reality shows that employee performance is not optimal. This can be seen from the activities carried out by some unproductive civil servants, there are about 61 people out of 246 people or 25% of employees who are late for entering the office and not returning on time, training is only given to certain employees, not being professional in providing good services to students and cooperation in the work environment, there is a tendency for employees to postpone work, waiting for superiors' orders. This is the reason for the author to conduct research at the Hasanuddin University Headquarters.

In addition, promotions which are a form of appreciation or prizes are only given to employees who have a certain group so that even if there are employees who have good performance and can be promoted but have not yet reached the group cannot be promoted. This of course can affect work productivity, employee absenteeism (Robbins and Mary, 2007: 163). Furthermore, the work environment must also get the attention of the leadership, because the work environment can also stimulate employees to work better, if the work environment is fresh and pleases the employees. The work environment can affect human resources in carrying out tasks according to their position. Relationships with human resources or employees vertically and horizontally experience a safe and prosperous relationship (there is no conflict between employees horizontally and employees with their superiors vertically). Relationship with natural resources, where the working environment is fresh and fit, because the facilities and infrastructure in the work environment are in accordance with the wishes of the employees (employees feel at home working) because the environment is clean and pleasant.

Based on the background that has been stated, the formulation of the problem can be stated as follows: (1) Does motivation affect the work performance of human resources employees at Hasanuddin University Headquarters?; (2) Does competency affect the work performance of human resources employees at the Hasanuddin University Head Office?; (3) Does the work environment affect the work performance of employees of the Human Resources (HR) Headquarters of Hasanuddin University?

2. Literature Review

Kaswan (2012: 5) in Hardin (2019) that Human resource management is the most important asset related with humans from an organization, while effective management is important key to organizational success. Danial (2010) conducted a study entitled "The effect of work competence and motivation on employee performance at PT. Cirijasa Mandiri Design ". The competency variable consists of knowledge, skills and professional attitudes. While motivation consists of appreciation, social interaction, and incentives. The results of tests using multiple regression analysis models show that competence and motivation have a significant effect on employee performance. This is indicated by f ratio = 34.815 with a probability smaller than 0.05 or $p < 0.05$. Of the six variables selected, the relationship index value indicates that the strongest relationship is the skill variable with a value of 0.416,

following incentives with a value of 0.240, then an award with a value of 0.216, next is the professional nature with a value of 0.196, then knowledge with a value of 0.179, and finally is social interaction with a value of 0.176.

Motivation will support the success of the organization or company. Motivation is the willingness to spend a high level of effort toward organizational goals which is conditioned by the ability of the effort to meet individual needs. Based on Mc Clelland's research results Edward Murray, Miller and Gordon, W., in A. A. Anwar Prabu Mangkunegara (2011: 93), concluded that there is a positive relationship between achievement motivation and achievement of work performance. Someone who has high motivation will achieve high performance and vice versa whose low performance is due to low motivation. This agency can function as it should, if it has Human Resources (HR) who are passionate in carrying out their duties. This can happen if HR (Lecturers and Students) have motivation. Competence must get the attention of the leadership, especially to the employees of Human Resources (HR) who get the task/authority to handle Human Resources HR as well as the work environment must get the attention of the leadership, especially regarding security, welfare, comfort and welfare of the employees of Human Resources (HR) in the implementation of tasks assigned to him. Based on the formulation of the problem and theoretical framework shows that employee activities in strengthening motivation, competence and work environment have an influence on the work performance of Human Resources (HR) employees at the Hasanuddin University Headquarters.
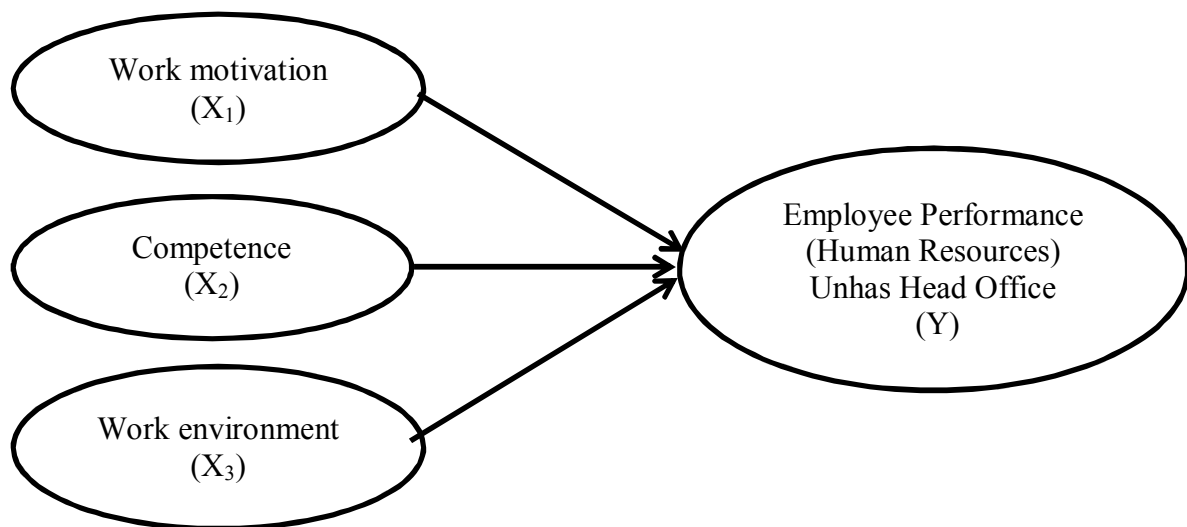
The Framework for Thinking from this research is:

Figure 1. Framework for Thinking

3. Methodology

This research was carried out at the Hasanuddin University Headquarters with the consideration that the data and information needed was easy to obtain and very relevant to the subject matter of the study. The population is the total number that will be the object of research, namely all employees of the Hasanuddin University Central Office, where there are 5 Administrative Bureaus as shown in table 1.

Table 1. Employee Data at the Hasanuddin University Headquarters

No	Bureau	Population (people)
1	Academic Administration Bureau	27 person
2	General Administration Bureau	107 person
3	Financial Administration Bureau	52 person
4	Alumni and Student Administration Bureau	21 person
5	Administrative Bureau of Planning and Information Systems	39 person
	Jumlah	246 person

Source: 2019 Interview Results

Based on the total population at the Hasanuddin University Headquarters, the determination of the sample uses the SLOVIN formula as follows:

$$n = \frac{N}{1 + N.e^2}$$

Information:

n = Number of samples
N = Number of population
e = Percentage of allowance for inaccuracy (precision) due to sampling errors that can be tolerated.

$$n = \frac{246}{1 + 246.(10\%)^2}$$

$$n = \frac{246}{3,46} \qquad n = 71,09 = 71 \text{ person.}$$

To fulfill scientific writing, this research uses an analysis model such as:
a. Statistical Infrential Analysis
Statistical infrential analysis is used to analyze the variables studied, to test the hypothesis in this case using formulas namely qualitative analysis. In this study using multiple linear regression statistical methods with equations like the following:

$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \varepsilon$

Where:

Y = Employee work performance
β_0 = constant
β_1-β_3 = Regression Coefficient
X_1 = Work Motivation
X_2 = Employee Competency
X_3 = Work Environment

ε =   Error Rate

b. Next to determine the effect of independent variables on the dependent variable, both together and individually the F-test, t-test and the coefficient of determination (R^2) and partially (r^2) are used.

4. Results and Discussion

4.1. Validity test

Table 2. Results of Validity Test Variables Employee Job Performance

Item Number	Corrected Item-Total Correlation (r count)	r table (n = 71; α = 0,05)	Status
1	0,716	0.230	Valid
2	0,664	0.230	Valid
3	0,649	0.230	Valid
4	0,736	0.230	Valid
5	0,744	0.230	Valid
6	0,562	0.230	Valid
7	0,586	0.230	Valid
8	0,435	0.230	Valid
9	0,438	0.230	Valid
10	0,390	0.230	Valid

Source: Processed SPSS output, 2019

Based on the results of the validity test seen in the Employee Performance Achievement table, a correlation number (r count) was obtained which turned out to be greater than the correlation table according to Pearson's correlation table (r table) for n = 71 at the α 0.05 level of 0.230. From the table above shows that the value of r count > r table 0,230 and shows that all items in the statement of work performance questionnaire are valid.

Table 3. Results of Motivation Variable Validity

Item Number	Corrected Item-Total Correlation (r count)	r table (n = 71; α = 0,05)	Status
1	0,562	0.230	Valid
2	0,603	0.230	Valid
3	0,725	0.230	Valid
4	0,558	0.230	Valid
5	0,322	0.230	Valid
6	0,364	0.230	Valid
7	0,708	0.230	Valid
8	0,512	0.230	Valid
9	0,570	0.230	Valid
10	0,505	0.230	Valid

Source: Processed SPSS output, 2019

Based on the results of the validity test seen in the motivation variable table, a correlation number (r count) was obtained which turned out to be greater when compared to the Pearson correlation table (r table) for n = 71 at the α 0.05 level of 0.230. From the table

above shows that the value of r coun t > r table 0,230 and shows that all items on the motivation questionnaire are valid.

Table 4. Test Results of Validity of Competency Variables

Item Number	Corrected Item-Total Correlation (r count)	r table (n = 71; α = 0,05)	Status
1	0,478	0.230	Valid
2	0,538	0.230	Valid
3	0,451	0.230	Valid
4	0,570	0.230	Valid
5	0,543	0.230	Valid
6	0,499	0.230	Valid
7	0,316	0.230	Valid
8	0,192	0.230	Valid
9	0,538	0.230	Valid
10	0,329	0.230	Valid

Source: Processed SPSS output, 2019

Based on the results of the validity test seen in the competency variable table, a correlation number (r count) was obtained which turned out to be greater when compared with the correlation table according to Pearson (r table) for n = 71 at the α 0.05 level of 0.230. From the table above shows that the value of r count > r table 0,230 and shows that all questions on the competency questionnaire are valid.

Table 5. Test Results of Validity of Work Environment Variables

Item Number	Corrected Item-Total Correlation (r count)	r table (n = 71; α = 0,05)	Status
1	0,434	0.230	Valid
2	0,456	0.230	Valid
3	0,579	0.230	Valid
4	0,579	0.230	Valid
5	0,566	0.230	Valid
6	0,457	0.230	Valid

Source: Processed SPSS output, 2019

Based on the results of the validity test seen in the table of work environment variables, the correlation number (r count) was obtained, which turned out to be greater than the correlation table according to Pearson (r table) for n = 71 at the α 0.05 level of 0.230. From the table above shows that the value of r count > r table 0,230 and shows that all questions in the work environment questionnaire are valid.

4.2. Reliability Test

Table 6. Results of Research Instrument Reliability Tests

Variable	Cronbach' s alpha	r_{table}	Status
Work performance	0,872	0,60	Reliable
Motivation	0,844	0,60	Reliable
Competence	0,771	0,60	Reliable
Work environment	0,764	0,60	Reliable

Source: Processed SPSS output, 2019

From the reliability testing table with the Cronbach Alpha method it can be seen that the value of the reliability of the count efficiency when compared with the calculated coefficient of the r count table > r table. Because the reliability coefficient of testing is greater than proven reliability. From the results of data processing in this reliability test obtained the value of the reliability coefficient (Cronbach's Alpha) for employee performance variables 0.872, motivation variables 0.844, competence variables 0.771, and work environment variables 0.764. A variable is said to be reliable if it gives a Cronbach's Alpha value > 0.60 (Sunyoto, 2011: 68). By comparing the value of the reliability coefficient with r table 0.60 shows that each variable is reliable because the value of the reliability coefficient of each variable is greater than the accumulative r table.

4.3. Hypothesis test

Table 7. Simultaneous Testing (F-Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	26,945	3	8,982	401,904	,000[b]
Residual	1,497	67	,022		
Total	28,443	70			

Source: Processed SPSS output, 2019

The data in the table above shows that the Fcount value obtained is 401.904, while the Ftable at a 95% confidence interval or error rate ($\alpha = 0.05$) will be obtained at 8.982. Thus, the value of Fcount < F table or 401.904 < 8.982 which means, the independent variable will influence simultaneously with the dependent variable. Significance is high because 0,000 is smaller than the alpha level of 0.05. It can be concluded that simultaneously variables of motivation, competence and work environment have a significant and positive effect on employee performance at the head office of Hasanuddin University.

Table 8. Partial Testing (t-test)

Variabel Independent	Regression Coefficient (B)	t - count	Sig
Motivation (X_1)	0,372	4,655	0,000
Competence (X_2)	0,400	3,534	0,001
Work Environment (X_3)	0,234	3,473	0,001
A constant (b_0)	-0,032		

Source: Processed SPSS output, 2019

Based on partial testing as in the table above shows that motivation, competence and work environment have a significant and positive effect on employee performance at the Head Office of Hasanuddin University Makassar. This can be seen from the value of t count obtained greater than t table or t count smaller than t table. The analysis also shows that of the three influential variables, it turns out that motivation variable has a dominant influence in improving employee work performance at the Hasanuddin University Makassar Headquarters, this can be seen from the t count of motivation 4.655, greater than the tcount of competence value of 3,534 and followed by t count of work environment 3,473.

Furthermore, in table 16, it can be seen that the results of the multiple linear regression equation from this research model are as follows:

$$Y = -0{,}032 + 0{,}372 \, X_1 + 0{,}400 \, X_2 + 0{,}234 \, X_3$$

Based on the multiple linear regression equation mentioned above, it can be interpreted as follows：

1. The constant (b_0) is obtained from the value of -0.032 which states that the amount of work performance of employees at the Hasanuddin University Head Office on motivation, competence and work environment is of constant value.
2. b_1 = 0.372 has a positive meaning which indicates that motivation has a positive and significant effect on the work performance of Hasanuddin University Headquarters employees, the coefficient of b1 is significant because the p value = 0,000 is smaller than 0.05. It can be explained that if there is an increase in motivation and other variables are constant, it will increase the work performance of Hasanuddin University Headquarters employees.
3. b_2 = 0,400, has a positive sign that shows that competence has a positive and significant effect on employee work performance at Hasanuddin University Headquarters. The coefficient b2 is significant because the value of p = 0.001 is smaller than 0.05. This can be explained if an increase in competence and other independent variables is constant, it can improve work performance at the Hasanuddin University Headquarters.
4. b_3 = 0.234 has a positive sign indicating that the work environment will have a positive effect on the work performance of Hasanuddin University Headquarters employees. The coefficient b3 is not significant because the value of p = 0.001 is greater than 0.05. It can be explained that if there is an increase in the work environment and other independent variables are constant, it will not affect the increase in employee work performance at the Hasanuddin University Headquarters.

The amount of contribution made from the variables of motivation, competence and work environment has an effect on employee performance and can be seen from the coefficient of determination. Obtaining the value of determination (R^2) can be seen in the table below:

Table 9. Test Results for the Coefficient of Determination (R^2)

Model	R	R Square	Adjusted R Square
1	0,973a	0,947	0,945

Source: Processed SPSS output, 2019

Based on the results of the determination table above, it can be explained that the magnitude of the coefficient of determination (R^2) is 0.947. The coefficient of determination states that the variables of motivation, competence and work environment can only explain or contribute to variations in changes in employee performance by 94.7%. While the remaining 5.3% is influenced by other variables not included in this study.

4.4. Discussion
4.4.1. Influence of Motivation (X_1) on Work Achievement of Employees of Hasanuddin University Headquarters

From the analysis of data using the Social Science Statistics Program version 21.0 indicates that the motivation variable with a partial r of 0.372 with sig 0,000, which means that motivation has a significant and positive influence on Employee Job Performance at the Hasanuddin University Headquarters. This shows that an increase in employee performance is largely determined by the motivation that must be owned by an employee in an agency. Good motivation will lead to an increase in employees' work abilities. According to Miftah Toha (2003: 316), ability which is one element of maturity is related to motivation that can be obtained from giving awards, incentives and so on. In general, the work done by someone is an embodiment of the motivation and skills they have. In this context, an employee's motivation will greatly affect employee performance. And it can be concluded that the higher the motivational factor given to employees will affect the increase in employee performance.

4.4.2. Influence of Competence (X₂) Against Job Performance Employees at Hasanuddin University Headquarters.

From the results of data analysis using the Social Science Program Social Science version 21 indicates that the competency variable with a partial r of 0.400 with a significance level of 0.001, which means that competence has an influence on employee performance at the Hasanuddin University Makassar Headquarters. It can be concluded that the more frequent trainings will affect the increase in employee work performance at the Hasanuddin University Headquarters. According to Wibowo (2010: 243) "Competence is an ability to carry out or do a job or task based on skills and knowledge and supported by the work attitude required by the job". This means that competence affects employee performance. From this context, an employee's competence will greatly affect employee performance. And it can be concluded that the higher the competency of an employee will affect the increase in employee performance.

4.4.3. The Influence of the Work Environment (X₃) on the Work Achievement of the Employees of Hasanuddin University Headquarters

From the results of data analysis using the Social Science Program Social Science version 21 indicates that the variable work environment with a partial r234 with a significance level of 0.001 means that the Work Environment has an influence on employee performance at the Hasanuddin University Makassar Headquarters. This means that the work environment influences employee performance. According to Alex S. Nitisemito (2000: 183) defines the work environment as follows: "The work environment is anything that exists around the workers who can influence themselves in carrying out the tasks being entrusted". Furthermore according to Sedarmayati (2009: 21) the definition of the work environment is as follows: "The work environment is the overall tools and materials faced, the surrounding environment in which a person works, the method of work, and work arrangements both as individuals and as groups". From the context of the two above, the work environment will greatly affect employee performance. And it can be concluded that the better working environment owned by an agency will affect the increase in employee performance.

5. Conclusion

Based on the analysis of the discussion of the research results, the research shows that motivation has a positive and significant effect on the work performance of Hasanuddin University Headquarters employees, competence has a positive and significant effect on employee work performance at Hasanuddin University Headquarters, so does the work environment having a positive and significant effect on work performance of Hasanuddin University Headquarters employees. In accordance with the results of the multiple regression calculation the coefficient of determination R^2 (R Square) shows that all independent variables jointly influence. While the correlation coefficient indicates a very strong relationship between the independent variable and the dependent variable. While simultaneous and parisal motivation, competence and work environment significantly influence employee performance at the Head Office of Hasanuddin University.

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