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The Effect of Physical Work Environment and Work Motivation on The Performance of Civil Servants in South Sumatra Province Forestry Service

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Abstract---This research aimed to determine the effect of the work environment and work motivation on the performance of civil servants at the Forestry Service of South Sumatra province. The population in this study was 127 civil servants at the South Sumatra Provincial Forestry Service. The sampling method used in this study is the saturated sample method. The results of the multiple linear regression analysis that has been carried out show that the work environment has a positive and significant effect on the performance of civil servants at the South Sumatra Provincial Forestry Service. Work motivation has a positive and significant effect on the performance of civil servants at the Forestry Service of the province of South Sumatra. Physical work environment, there need to be regular checks on air-conditioning facilities such as air conditioners and fans; there is a need for additional air-conditioning facilities in every room that has many people and adjusted so that the work environment is more comfortable as well as checking the condition of the walls in each room either changing the color of the paint or wallpaper replacement that needs attention so that the atmosphere in the room is more pleasing to the eye. For work motivation, it is hoped that there will be rolling with several parts of the work unit so that good relations are maintained between employees; additional activities outside office hours, such as eating together and family gatherings, aim to provide a more harmonious relationship between fellow employees and superiors.

Keywords---civil servants, employee performance, forestry service, work environment, work motivation

Introduction

The South Sumatra Provincial Forest Service Regional Apparatus Working Unit was formed based on the South Sumatra Province Regional Regulation Number 8 of 2008 concerning the Organization and Work Procedure of the South Sumatra Province Regional Office. The duties, functions, and structure of the South Sumatra Provincial Forestry Service are based on South Sumatra Governor Regulation 64 of 2008 concerning the Description of the Duties and Functions of the South Sumatra Provincial Forestry Service. The South Sumatra Provincial Forestry Service has the main task of fostering, coordinating, and providing services in institutional development and

operation of forest and land fires in South Sumatra so that the work units of the South Sumatra Provincial Forestry Service are spread across several districts/cities in South Sumatra (Provincial Forestry Service South Sumatra, 2020).

Table 1. 1
Performance Assessment of South Sumatra Province Forest Service Employees

No.	score	Total (Org)	Presentations (%)
1	75.00- 80.99	5	4.67
2	81.00 – 85.99	34	31.77
3	86.00 – 90.99	45	42.05
4	91.00 – 95.99	22	21.49
5	96.00 – 100	0	0
Total		106	100

Source: Processed Data from the Forestry Service of South Sumatra Province

Table 1.1 shows that no employees evaluate the performance of employees at the South Sumatra Province Forestry Service who show a performance value of 100%. Assessment of employee performance on a score of 75.00- 80.99 indicates that there are as many as five employees with a percentage of 4.67%. The weight value of 81.00 - 85.99 shows 34 employees with a percentage of 31.77%. The weight value of 86.00 - 90.99 shows as many as 45 employees with a percentage of 42.05%. The weight value of 91.00 - 95.5 indicates that there are 22 employees with a percentage of 21.49% (Bushiri, 2014; Cote, 2019; Hidayati et al., 2019; Ivancevich et al., 1990). This assessment is an assessment weight to assess and promote positions or competency adjustments. Therefore only a few employees get an assessment score of 91.00 - 95.5. This performance appraisal is assessed by the performance appraisal officer and is carried out annually; it does not include the head of the service as a leader or high official (Bedarkar & Pandita, 2014; Eliyana & Ma'arif, 2019).

Table 1.2
Data on the Percentage of Attendance of Civil Servants at the Service Forestry of South Sumatra Province

No	Information	year 2019 (%)	year 2020 (%)	year 2021 (%)
1	Present Officer	99.10	99.30	98.72
2	Employee Absent	0.90	0.70	1.28
3	Late Entry Hours	2.03	1.87	2.80
4	Late Return Hours	0	0	2
5	Unspecified Employee	0.67	0.79	0.65
6	Absent Employees Go Home and Go	96.00	97.33	95.40

Data Source: Internal Data of the South Sumatra Provincial Forestry Service.

The data in Table 1.2 shows data on the percentage of presence of Civil Servants at the South Sumatra Provincial Forestry Service for 2019-2021. In the employee attendance category, the attendance percentage has reached 100%. The percentage of employee absences in 2021 shows the highest percentage compared to the previous year, at 1.28 %. The late entry hour category shows that in 2021 the highest percentage is 2.80 %, and the late return category is 2%. The category of employees without information in 2020 showed the highest percentage of 0.79%, while in the category of employees absent going home and going, the highest occurred in 2020 at 97.33% (Sekine et al., 2009; Pratama et al., 2015).

Literature Review

Work environment

The work environment is a condition related to the characteristics of the workplace towards the behavior and attitudes of employees. This is related to psychological changes due to things experienced at work or under certain circumstances that the organization must pay attention to, including boredom, monotonous work, and fatigue (Schultz & Schultz, 2010). According to Sedarmayanti & Haryanto (2017), indicators of the physical work

environment include: 1) environmental cleanliness, 2) lighting or light in the workplace, 3) air circulation in the workplace, 4) color layout in the workplace, 5) music in the workplace work, 6) temperature at work, 7) decoration at work (Figuepron et al., 2013; Andelman et al., 2004).

Work Motivation

Motivation is a desire to cause that person to take action. Someone takes action for something to achieve goals. Therefore, motivation is the driving force that leads to goals. It rarely appears in vain (Dessler, 2015). According to McClelland (2008), the dimensions of work motivation have several components, namely as follows: 1) the need for achievement, 2) the need for affiliation, and 3) the need for power (Cummings et al., 2010; Raziq & Maulabakhsh, 2015).

Employee Performance

Performance is the result achieved by employees in their work according to specific criteria that apply to a job (Robbins & Coulter, 2014). According to Robbins & Coulter (2014), there are six indicators for measuring individual employee performance, namely: 1) quality, 2) quantity, 3) timeliness, 4) effectiveness and 5) independence (Agbozo et al., 2017; Al-Omari & Okasheh, 2017; Steiner et al., 2022).

Research Method

The population in this study were all Civil Servants at the South Sumatra Provincial Forestry Service, totaling 127 people, except the Head Office. The sample determination method used in this study was the saturated sample method. In this study, all Civil Servants at the South Sumatra Provincial Forestry Service made up a population of 127 employees, all of whom were the respondents in this study (Dwivedula & Bredillet, 2010; Furnham et al., 1999).

Result and Discussion

Model	Coefficients		
	Unstandardized Coefficients	std. Error	standardized Coefficients
1	B		Betas
	Constant	2,161	.342
	Physical Work Environment	.320	.079
	Work motivation	.507	.079

$$Y = 2,161 + 0,320X_1 + 0,507X_2 + e$$

1. The constant value shows a positive value with a value of 2.161. This shows that the level of employee performance at the South Sumatra Provincial Forestry Service is considered that without a physical work environment and work motivation, the magnitude of the employee performance variable is 2.161.
2. The regression coefficient value of the work motivation variable is 0.320, with a positive value indicating that the physical work environment positively affects employee performance. This shows that the more one unit of physical work environment increases, the more experienced an increase in performance.
3. The regression coefficient value of the work motivation variable is 0.507 with a value t count of 6.401, indicating that work motivation positively affects employee performance. This shows that with increasing work motivation, it will experience an increase in performance of 0.507.

The Influence of the Physical Work Environment on Employee Performance at the Forest Service of South Sumatra Province

The analysis results in this study indicate that the physical work environment has a positive and significant effect on employee performance so the first hypothesis can be accepted. Based on the results of the respondent's responses to the physical work environment variable in Table 4.3, the Respondent's responses to the dimensions of environmental cleanliness show an average percentage of answers Strongly Disagree (0.40 %), Disagree (2.75%), Neutral (22.05%),

Agree (31.90%), and Strongly Agree (42.90%). This shows that environmental cleanliness at the South Sumatra Provincial Forestry Service creates a clean, tidy, organized work environment. This will also provide comfort for employees, supported by a clean and tidy environment (Rivas et al., 2021; Chica et al., 2017).

Respondent's responses to the lighting/light dimension showed an average percentage of answers Disagree (7.05%), Neutral (24.4%), Agree (36.2%), and Strongly Agree (32.25%). This shows that the lighting at the South Sumatra Provincial Forestry Service is already in the "Good Enough" category. Lighting and lighting facilities in the workspace are sufficient with the provision of lighting such as lamps suitable for room conditions so that they can support employees in working and carrying out activities in the office. Respondent's responses to the dimensions of air circulation showed an average percentage of answers Strongly Disagree (1.2%), Disagree (5.5%), Neutral (26%), Agree (29.5%), Strongly Agree (37, 8%). This shows that air circulation at the South Sumatra Provincial Forestry Service provides good air circulation besides air conditioners such as air conditioners and fans, which are also provided in each room and have been adjusted to room conditions will make the employee's work space feel cooler and make employees will be more comfortable at work (Ek & Mukuru, 2013; López-Cabarcos et al., 2022; Maslow, 1984; Mathews & Khann, 2016).

Respondent's responses to the color dimension showed an average percentage of answers Strongly Disagree (2.4%), Disagree (8.25%), Neutral (28.75%), Agree (34.65%), strongly Agree (25.95%). This shows that the color scheme at the South Sumatra Provincial Forestry Service shows that the selection of paint/wallpaper colors for the walls in each room and the colors of work support facilities have been adjusted to the needs of employees. However, with the presence of respondents who stated "Strongly Disagree" and "Disagree," there is an indication that some employees still feel that the color of the walls and wallpaper in the workspace needs to be updated because some employees state that there are several walls in the workspace. The colors were faded, and the wallpaper was peeling off (Mfinanga, 2018; Naharuddin & Sadegi, 2013; Nanzushi, 2015; Nzewi et al., 2018).

Respondent's responses to the temperature dimension showed an average percentage of answers Strongly Disagree (2.4%), Disagree (8.65%), Neutral (30.7%), Agree (23.2%), Strongly Agree (35,05%). This shows that the temperature in every room in the South Sumatra Provincial Forestry Service workspace has an ideal air temperature that makes employees feel comfortable while working. So there are indications that some employees still feel the temperature in the room which is sometimes not cold, because air conditioners such as air conditioners and fans are old or need to be serviced periodically, causing the room to feel a little hot. In addition, the number of people in the room differs from the limited number of air conditioners, making the existing air conditioners less than optimal.

Based on the overall results of Respondent's responses to the physical work environment variable (X1) could, it was concluded that of the five dimensions of the physical work environment, the most significant percentage for the answers "Agree" and "Strongly Agree" was 74.8%, namely on the environmental cleanliness dimension. At the same time, the lowest percentage is in the temperature dimension, which equals 58.25%. This means that the physical work environment at the South Sumatra Provincial Forestry Service still needs to be improved even though the environmental cleanliness dimension shows promising results. However, in this case, employees' physical work environment will impact their performance against agencies (Olusadum & Anulika, 2018; Paais & Pattiruhu, 2020; Pham et al., 2022; Rasool et al., 2021).

The Effect of Work Motivation on Employee Performance at the Forest Service of South Sumatra Province

The analysis results in this study indicate that work motivation has a positive and significant effect on employee performance, so the first hypothesis can be accepted. Respondent's responses to the need for achievement dimension showed an average percentage of answers Strongly Disagree (2.35%), Disagree (1.4%), Neutral (15.44%), Agree (38.97%), and Strong Agree (42.92%). This shows that the need for employee performance at the South Sumatra Provincial Forestry Service is included in the "Good" category. This means that employees will be serious about achieving targets, developing insights and knowledge, setting and achieving goals set by the agency, and providing good work results (Shahzadi et al., 2014; Akinyele, 2010; Tupti & Arif, 2020; Yusof, 2021).

Respondent's responses to the dimension of the need for affiliation showed an average percentage of answers Strongly Disagree (0.26%), Disagree (1.06%), Neutral (25.96%), Agree (42.26%), and Strongly Agree (30.43%). This shows that the need for affiliation with South Sumatra Provincial Forestry Service employees is already in the "Good Enough" category. Employees can enjoy working with others rather than alone, be responsible for work results, and provide good work results among colleagues. This positively impacts the agency because employees can work together to complete the tasks set by the agency to be completed together. Respondent's responses to the need for happiness dimension showed an average percentage of answers Disagree (3.16%), Neutral (132.03%), Agree (34.9%), Strongly Agree (29.9%). This shows that the need for happiness for the South Sumatra Provincial Forestry Service employees is average in the "Good Enough" category. A good relationship between fellow employees and

superiors will create a more comfortable working atmosphere. The impact of this will provide employee morale which will provide better performance results.

Based on the overall results of Respondent's responses to work motivation variables (X2) could, it was concluded that of the three dimensions of work motivation, the most significant percentage for the answers "Agree" and "Strongly Agree" was 81.89%, namely the need for achievement dimension. At the same time, the lowest percentage is in the dimension of the need to be happy, which is equal to 64.8 %. This means that work motivation at the South Sumatra Provincial Forestry Service is still considered lacking even though the dimensions of the need for achievement show "good" results. However, employee work motivation will impact performance against agencies in this case.

Conclusion

1. The physical work environment positively and significantly affects employee performance at the Forestry Service of South Sumatra Province.
2. Work motivation positively and significantly affects employee performance at the Forestry Service of South Sumatra Province.

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