Green Inflation: International Journal of Management and Strategic Business Leadership
Volume. 1 No. 4 November 2024
e-ISSN : 3048-0612, and p-ISSN : 3048-0620, Page 73-89
DOI: https://doi.org/10.61132/greeninflation.v1i4.100
Available online at : https://international.arimbi.or.id/index.php/GreenInflation

The Influence of Work Motivation and Work Environment on the Performance of Employees of the UKM Cooperative Office of Kulon Progo District, Yogyakarta Special Region

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Abstract: *Organizational achievement is influenced by the work environment where employees carry out activities also have an important role in improving their performance. The work environment refers to the material and psychological conditions of employees in the organization. This study aims to determine the effect of work motivation and work environment on employee performance at the Kulon Progo Regency Small and Medium Enterprises Cooperative Office. In this study, the data collection techniques used were questionnaires, observation, documentation and literature study. The analysis used is instrument test, classical assumptions, multiple regression, hypothesis testing, and R2 estimation. Sampling by distributing questionnaires directly to 37 samples. The results of data processing from motivation (X1) have a positive and significant effect on employee performance, namely tcount 2.573> ttable 2.032 with a significance of 0.015 <0.05 and the work environment (X2) has a positive and significant effect on employee performance, namely tcount 2.903> ttable 2.036 with a significance of 0.006 <0.05. Fcount value 7.803> Ftable 3.28, with a significance value of 0.002 <0.05. This means that motivation and work environment simultaneously affect employee performance. The results of the coefficient of determination test obtained an R-square value of 0.315 or 31.5%, which means that the influence of the independent variables on the dependent variable and the rest is influenced by other factors outside the research variables.*

Keywords: *Motivation, Work Environment, Employee Performance.*

1. INTRODUCTION

Every government organization must be able to optimize human resources as well as possible. Optimization of human resources is inseparable from the involvement of employees in the agency to achieve the goals of government organizations.

Organizational achievement is influenced by motivation and work environment where employees carry out activities also have an important role in improving their performance. Motivation and work environment refer to the material and psychological conditions of employees in the organization.

The Office of Cooperatives and Small and Medium Enterprises is one of the technical agencies carrying out the mandate of the people of Kulon Progo Regency. The Office of Cooperatives and Small and Medium Enterprises in the implementation of programs and activities as well as the implementation of tupoksi always rests on the mechanism of governance in accordance with existing regulations. For performance achievement, measurable targets have been made by taking into account existing problems, opportunities and strategic issues.

Received; August 30,2024; Revised September 30,2024; Accepted; October 08,2024;
Online Available; October 14,2024

Based on Government Regulation of the Republic of Indonesia Number 6 of 2008 dated February 4, 2008 concerning Guidelines for Evaluating the Implementation of Regional Government and Government Regulation Number 38 of 2007 concerning the Division of Government Affairs between the Government, Provincial Regional Government and Regency / City Regional Government, each affair in the Government must have Key Performance Indicators (KPI).

This phenomenon is based on to improve performance, it is necessary to pay attention so that human resources can work efficiently and optimize performance that can contribute to productivity is a fundamental problem of various management and leadership concepts.

2. LITERATURE REVIEW

Definition of Human Resource Management

Human resource management is the art of planning, organizing, supervising the activities of human resources or employees, in order to achieve organizational goals. Human Resource Management is a field of management that specifically studies the relationship and role of humans in corporate organizations. Humans always play an active and dominant role in every organizational activity because humans become planners, actors, and determinants of the realization of organizational goals. Human Resource Management focuses more on managing the role of humans in realizing optimal goals.

Performance

According to Mangkunegara in Maryati (2021) Performance (work performance) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Cashmere in Maryati (2021) employee performance is the result of work that has been achieved in completing his duties and responsibilities given in a certain period.

Work Motivation

Motivation comes from the Latin word movere which means drive or move. Motivation (motivation) in management is only shown to human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates, so that they want to work together productively to achieve and realize predetermined goals. The importance of motivation is because motivation is what causes, channels, and supports human behavior, so that they want to work hard and enthusiastically to achieve optimal results.

A person's motivation to learn can come from social, occupational, or physical motivation. Motivation can be either intrinsic or extrinsic. Intrinsic motivation occurs when the nature of the work motivates a person, he is not motivated by other stimuli such as status, money or it can also be said that a person is practicing his past. Whereas extrinsic motivation occurs when factors outside the job and inherent to the job become the main factors that motivate a person, such as status or salary.

Work Environment

According to Nitisemito in Maryati (2021) the work environment is everything that surrounds workers who can influence them in carrying out their assigned tasks. According to Schultz in Maryati (2021) the work environment is a condition related to the characteristics of the place of work on the behavior and attitudes of employees related to psychological changes due to things experienced in their work or in certain circumstances that must continue to be considered by the organization which includes work boredom, monotonous work, and fatigue.

From several opinions about the work environment, the work environment can be defined as all physical conditions of the workplace, work infrastructure, relationships between employees, leadership that directly or indirectly affect employees in carrying out daily work related to work and tasks carried out which are related to the responsibilities of employees.

The Relationship Between Work Motivation and Work Environment to Employee Performance

A person's performance is less than satisfactory, often associated with a lack of work motivation. Human behavior in the organization is most strongly determined by needs, as well as the employee's work environment, without a comfortable and conducive work environment, it can reduce the quality of work and employee performance, and vice versa with a comfortable and conducive work environment, the quality of work and employee performance is satisfactory, and the standard of employee self-assessment increases. Empirical research conducted by (Raziq & Maulabakhsh, 2015) with the title “Impact of Working Environment on Job satisfaction”, in the results that there is a positive and significant influence between the work environment on employee job satisfaction.

3. METHODS

Data analysis as mentioned by experts in Misbahudin (2014), namely: According to Patton (1980), data analysis is the process of arranging the order of data, organizing it into a

pattern, category and basic description unit. According to Bohdan and Taylor (1975), data analysis is a process that details formal efforts to find themes and formulate hypotheses (ideas) as suggested by the data and as an attempt to provide assistance to these themes and hypotheses. The data analysis carried out by the author includes:

Instrument Test

The author distributed 37 questionnaires to test validity and reliability.

Validity test

The validity test is a valid device means that the meter used to collect data (measurement) is valid. valid means that the device can measure what it is intended to measure. a valid tape measure can be used to measure length accurately because the tape measure is really a tool for measuring length. the meter does not work when used to measure weight (Sugiyono, 2019).

Sujarweni (2015) defines that the results of r count are compared to r table where df = n-2 (n = number of samples), provided that if r table < r count then it is said to be valid and if r table > r count then it is said to be invalid.

Reliability test

Sugiyono (2019) defines that a reliable instrument is an instrument that when used several times to measure the same object, will produce the same data. rubber length measuring instrument is an example of an unreliable / consistent instrument.

Classical Assumption Test

The classic assumption test must be carried out to test whether the regression analysis model used in the study is feasible. This test includes:

Multicollinearity Test

This test aims to test whether the regression model found a correlation between the independent variables (Ghozali, 2018). A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between other independent variables is equal to zero.

In this study, the technique for detecting the presence or absence of multicollinearity in the regression model can be seen from the tolerance value and variance inflantion factor (VIF), a tolerance value above 0.1 and a VIF value below 10 indicates that there is no multicollinearity between the independent variables (Ghozali, 2018).

Normality Test

This test aims to test whether in the regression model the confounding or residual variables have a normal distribution. We can see it from the normal probability plot which compares the cumulative distribution with the normal distribution. The normal distribution forms a straight diagonal line, and plotting the residual data will be compared to the diagonal line. If the data distribution is normal, then the line describing the actual data will follow the normal line (Ghozali, 2018). The basis for decision making for the normality test is to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. The regression model requires that heteroscedasticity does not occur.

- If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution, then the regression model fulfills the normality assumption.
- If the data spreads far from the diagonal or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution, then the regression model does not meet the normality assumption.

Heteroscedasticity Test

Heteroscedasticity Test, like the Normality Test, the method often used in determining whether a model is free from heteroscedasticity problems or not is only by looking at the Scatter Plot and this method is seen to be fatal because making a decision whether a model is many statistical methods that can be used to determine whether a model is free from heteroscedasticity problems or not, such as the White Test, Park Test, Glejser Test, and others. This module will introduce one of the easy heteroscedasticity tests that can be applied in SPSS, namely the Glejser Test. The Glejser test is generally denoted as follows:

$$|e| = b1 + b2\ X2 + v$$

Description:

|e| = Absolute value of residuals resulting from model regression

X2 = explanatory variable

If the explanatory variables statistically significantly affect the residuals, it is certain that this model has a Heteroscedasticity problem (Priyatno, 2019).

Multiple Linear Regression Analysis

Multiple Linear Regression Analysis is a model used to analyze the influence of various independent variables on one dependent variable (Ghozali, 2018). The formula for multiple regression is as follows:

$$Y = \alpha + \beta 1X1 + \beta 2X2 + e$$

Information:

Y = Employee Performance

α = Constant

X1 = Work motivation

X2 = Work environment

β = regression coefficient

e = error.

4. RESULTS

Hypothesis Testing

a. T Test (Partial)

To determine which specific coefficients are not equal to zero, additional tests are needed, namely using the t test. The t statistical test basically shows how far the influence of an independent variable individually is in explaining variations in the dependent variable (Ghozali, 2018). The significance of this partial coefficient has a t distribution with nk-1 degrees of freedom, and is significant panda α = 0.005.

b. F Test (Simultaneous)

The F test is used to determine the level of significance of the influence of independent variables together (simultaneously) on the independent variable. (Ghozali, 2018)

The basis for decision making is to use significance probability figures, namely:

- If the significance probability is > 0.05, then Ho is accepted and Ha is rejected.
- If the significance probability <0.05, then Ho is rejected and Ha is accepted.

Coefficient of Determination Test (R2)

The value of the coefficient of determination is between 0 and 1. A value close to one means that the independent variables provide almost all the information needed to predict changes in the dependent variable. On the other hand, a small coefficient of determination value indicates that the ability of the independent variable to explain variations in the dependent variable is very limited. (Ghozali, 2018)

5. DISCUSSION

Description of Characteristics 1. Gender Based on gender, respondents consisted of two groups, namely male and female groups. The characteristics of respondents based on gender are shown in the following characteristic description: Table 1 Characteristics of

Table 1 Characteristics of Respondents Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	16	43,2	43,2	43,2
	Female	21	56,8	56,8	100,0
	Total	37	100,0	100,0	

Source: Primary Data Processed, 2024

Respondents Gender Frequency Percent Valid Percent Cumulative Percent Valid male 16 43.2 43.2 43.2 Female 21 56.8 56.8 100.0 Total 37 100.0 100.0 Source: Primary Data Processed, 2024 From table 1 and the results of research conducted on 37 respondents based on gender, it can be explained that 43.2% or 16 respondents were male and 56'8% or 21 respondents were female2. Age Based on age, respondents are divided into 3 age groups, namely 25-30 years old, 31-40 years old, 41-58 years old. The characteristics of respondents based on age are shown in the following characteristic picture: Table 2 Characteristics of

Table 2 Characteristics of Respondents Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-30 year	10	27,0	27,0	27,0
	31-40 year	6	16,2	16,2	43,2
	41-58 year	21	56,8	56,8	100,0
	Totally	37	100,0	100,0	

Source: Primary Data Processed, 2024

Respondents Age Frequency Percent Valid Percent Cumulative Percent Valid 25-30 years 10 27.0 27.0 27.0 31-40 years 6 16.2 16.2 43.2 41-58 years 21 56.8 56.8 100.0 Total 37 100.0 100.0 Source: Primary Data Processed, 2024 From table 5.1.2 and the results of research conducted on 37 respondents based on age / age, it can be explained that 25-30 years of age the percentage is 27.0% or 10 respondents, 31-40 years the percentage is 16.2% or 6 respondents, while 41-58 years of age the percentage is 56.8% or 21 respondents. 3 Last Education Based on the latest education, respondents are divided into 4 groups, namely high school, undergraduate, and postgraduate. The characteristics of respondents based on their latest education are shown in the following characteristics: Table 3 Characteristics of

Table 3 Characteristics of Respondents Last Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	8	21,6	21,6	21,6
	S1	22	59,5	59,5	81,1
	S2	7	18,9	18,9	100,0
	Total	37	100,0	100,0	

Source: Primary Data Processed, 2024

Respondents Last Education Frequency Percent Valid Percent Cumulative Percent Valid high school 8 21.6 21.6 21.6 S1 22 59,5 59,5 81,1 S2 7 18,9 18,9 100,0 Total 37 100.0 100.0 Source: Primary Data Processed, 2024 From table 5.1.3 and the results of research

conducted on 37 respondents based on their latest education, it can be explained that the last education for high school is 21.6% or 8 respondents, the last education S1 percentage is 59'5% or 22 respondents, and the last education S2 is 18.9% or 7 respondents. This means that respondents with the latest S1 education are more dominant than other levels of education 4. Employment Status Based on employment status, respondents are divided into 3 groups, namely permanent and contract. The characteristics of respondents based on employment status are shown in the following characteristics:

Table 4 Characteristics of Respondents Employment Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PNS	25	67,6	67,6	67,6
	PPPK	4	10,8	10,8	78,4
	CONTRACT EMPLOYEES	8	21,6	21,6	100,0
	Total	37	100,0	100,0	

Source: Primary Data Processed, 2024

Table 4 Characteristics of Respondents Employment Status Frequency Percent Valid Percent Cumulative Percent Valid civil servants 25 67.6 67.6 67.6 PPPK 4 10.8 10.8 78.4 CONTRACT PERSONNEL 8 21.6 21.6 100.0 Total 37 100.0 100.0 Source: Primary Data Processed, 2024 From table 4.4 and the results of research conducted on 37 respondents based on employment status, it can be explained that the employment status of civil servants is 67.6% or 33 respondents, the employment status of non-civil servants is 8.3% or 3 respondents. This means that respondents who have civil servant employment status are more dominant than those with permanent employment status levels.

6. CONCLUSION

Instrument Test 5 Validity Test The instrument test is said to be valid if it is able to achieve its measurement objectives. For the validity level, a significant test is carried out by comparing the calculated r value with the r table for degree of freedom (df) = n - 2. In this study, the amount of df can be calculated df = 37 - 2 = 35 with alpha 0.05, the r table is 0.324 if r count (for each statement item can be seen in the corrected item statement total correlation column) is greater than r table, the statement item is said to be valid.

Table 5 Job Motivation Validity Test Results

Variabel X1	Nilai r_{hitung}	Nilai r_{tabel}	Keterangan
MK1	0,478	0,324	Valid
MK2	0,510	0,324	Valid
MK3	0,556	0,324	Valid
MK4	0,655	0,324	Valid
MK5	0,617	0,324	Valid
MK6	0,638	0,324	Valid
MK7	0,380	0,324	Valid
MK8	0,546	0,324	Valid

Source: Primary Data Processed, 2024

Table 6 Results of the Work Environment Validity Test

Variabel X1	Nilai r_{hitung}	Nilai r_{tabel}	Keterangan
LK1	0,735	0,324	Valid
LK2	0,774	0,324	Valid
LK3	0,496	0,324	Valid
LK4	0,655	0,324	Valid
LK5	0,491	0,324	Valid
LK6	0,565	0,324	Valid
LK7	0,799	0,324	Valid
LK8	0,762	0,324	Valid

Source: Primary Data Processed, 2024

Table 7 Employee Performance Validity Test Results

Variabel X1	Nilai r_{hitung}	Nilai r_{tabel}	Keterangan
KP1	0,549	0,324	Valid
KP2	0,555	0,324	Valid
KP3	0,883	0,324	Valid
KP4	0,895	0,324	Valid
KP5	0,895	0,324	Valid
KP6	0,771	0,324	Valid
KP7	0,883	0,324	Valid
KP8	0,579	0,324	Valid
KP 9	0,579	0,324	Valid
KP10	0,782	0,324	Valid

Source: Primary Data Processed, 2024

Based on the table above, the results of data processing from all variables, namely work motivation (X1), work environment (X2) and employee performance (Y), show that all Pearson Correlation has a calculated r value greater than r table. This means that all of these statements are valid. All of these statements can be used as valid measuring instruments in the next analysis. 6.2. Reliability Test Reliability test is used to determine the consistency of measuring instruments. In testing the reliability of statement items on the Motivation variable (X1), Work Environment (X2), and Employee Performance (Y). The author uses the Cronbach's Alpha method. It is said to be valid if it has a Cronbach's Alpha value> 0.60.

Table 8 Reliability Test Results

Variables	N of Items	Cronbach's Alpha	Apha Standar	Keterangan
Motivation (X1)	8	0.811	0.60	Reliabel
Work Environment (X2)	8	0.875	0.60	Reliabel
Employee Performance (Y)	10	0.921	0.60	Reliabel

Source: Primary Data Processed, 2024

From table 8 it can be seen that all Cronbach's alpha variables> alpha standard (0.60). So the data can be concluded as follows: • Motivation Variable (X1) From the calculation results, it can be seen that the Cronbach's alpha value is 0.811> 0.60, so statements 1-8 on the motivation variable are declared reliable. • Work Environment Variable (X2) From the

calculation results, it can be seen that the value of Cronbach's alpha is 0.875> 0.60, so statements 1-8 on the work environment variable are declared reliable. • Employee Performance Variable (Y) From the calculation results, it can be seen that the Cronbach's alpha value is 0.921> 0.60, so statements 1-10 on the employee performance variable are declared reliable. 6.3. Classical Assumption Test Results 6.3.1. Multicollinearity Test Results The multicollinearity test aims to see whether or not there is a high correlation between the independent variables in a multiple linear regression model. If there is a high correlation between the independent variables, the relationship between the independent variable and the dependent variable is disrupted. To test multicollinearity, it can be seen from the tolerance value and VIF (Variance Inflation Factor) value. If the VIF value is not more than 10 and the tolerance value is greater than 0.1, the model can be said to be free from multicollinearity (Sugiyono, 2019). The results of multicollinearity testing can be seen in the following table:

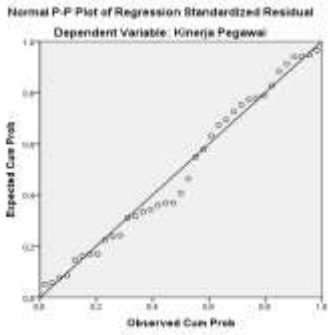
Table 9 Multicollinearity Test Results

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,178	,680		1,733	,092		
	Work Motivation	,244	,140	,260	1,741	,091	,996	1,004
	Work Environment	,379	,139	,408	2,736	,010	,996	1,004

a. *Dependent Variable:* Kinerja Pegawai

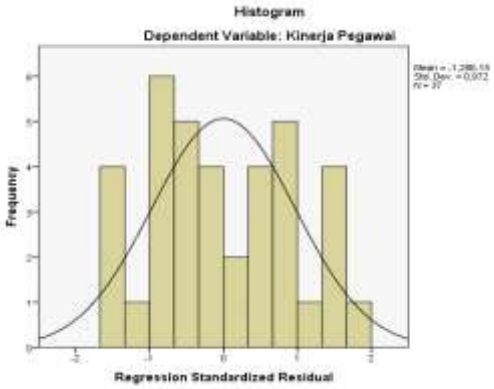
Source: Primary Data Processed, 2024

Based on the table above, it can be seen that the Motivation and Work Environment variables have a tolerance value above 0.1 and VIF is smaller than 10. This means that in the regression equation model there are no multicollinearity symptoms so that the data can be used in this study. 9. Normality Test Results The data normality test is used to determine whether in a regression model, the resulting error has a normal distribution or not. In this study, to test the normality of the data, the Normal P-P Plot of Regression Standardized Residual graph was used, the test results of which can be seen in the figure below:



Source: Primary Data, Processed 2024 Figure 6 Normal P-Plot Normality Test .

Based on the picture above, it can be seen that the points spread around the diagonal line, and the direction of the spread follows the direction of the diagonal line. This shows that the regression model is feasible to use because it fulfills the assumption of normality. The author tests with other methods to support or prove the results of the normality test of a normally distributed curve or not, namely the Kolmogorov-Smirnov method.



Source: Primary Data Processed, 2024 Figure Histogram of Dependent Variable The Kolmogorov-Smirnov test to test the normality of residual data, states that if in the Kolmogorov-Smirnov test a significant value is obtained above 0.05 then the residuals are normally distributed, otherwise if a value is obtained below the significant Kolmogorov-Smirnov below 0.05 then the residuals are not normally distributed. The following is the Kolmogorov-Smirnov table:

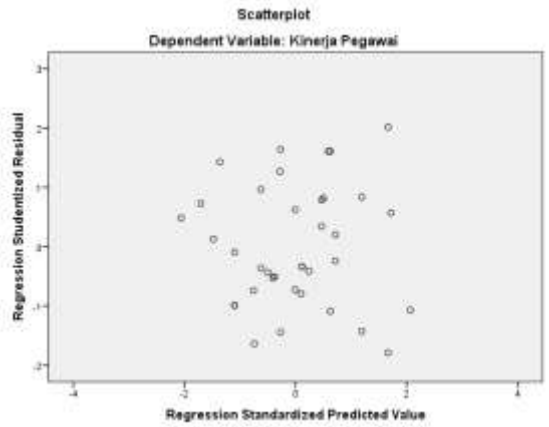
Table 10 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		37
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,22426074
Most Extreme Differences	Absolute	,121
	Positive	,121
	Negative	-,056
Test Statistic		,121
Asymp. Sig. (2-tailed)		,192[c]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Primary Data Processed, 2024

a. Test distribution is Normal. b. Calculated from data. c. Lilliefors Significance Correction. Source: Primary Data Processed, 2024 Based on table 4.10 on the normality test using the Kolmogorov-Smirnov method, it is significant at 0.192> 0.05, it can be concluded that the data used in this study have a normal distribution or pass the normality test. 6.3.3. Heteroscedasticity Test Results The heteroscedasticity test aims to see if there is an inequality of variance in the residuals from one observation to another. Detection of heteroscedasticity can be done by the scatterplot method where the distribution of the points generated is formed randomly, does not form a certain pattern and the direction of its

distribution is above or below the number 0 on the Y axis. The results of heteroscedasticity testing can be seen in the image below:



Source: Primary Data Processed, 2024 Figure Dependent Scatterplot Based on the picture above, the scatterplot graph shows that the data is spread over the Y axis and does not form a clear pattern in the distribution of the data. This shows that there is no heterokedacticity in the regression model, so the regression model is suitable for predicting Employee Performance with influencing variables, namely Motivation, Work Environment. 6.3.4. Multiple Regression Test This multiple regression analysis is used to determine the effect between Motivation (X1), and Work Environment (X2) on Employee Performance in the Waste Management Division of the Kulon Progo Regency Cooperative, Small and Medium Enterprises Office, Yogyakarta Special Region. This analysis is to determine the direction of the relationship between the independent variable and the dependent variable whether each has a positive or negative effect. The results of the test analysis can be seen in the following table:

Table 11 Multiple Regression Test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.062	6.531		1.234	.225
	Work Motivation	.431	.168	.366	2.573	.015
	Work Environment	.478	.165	.412	2.903	.006
a. Dependent Variable: Employee Performance						

Source: Primary Data Processed, 2024

From the results of multiple regression calculations in table 4.11, it can be seen that the relationship between the two dependent variables can be formulated in the following equation: Y = a + b1X1 + b2X2 = 8.062 + 0.431X1 + 0.478X2 From the regression equation above, it can be explained that: • The constant value has a positive value of 8,062. The positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable. This shows that if all independent variables including motivation (X1) and work environment (X2) are 0% or have not changed, if the value of employee performance (Y) is 8,062. • The regression coefficient value for the motivation variable (X1) has a positive value

of 0.431. This shows that if motivation increases by 1%, then employee performance will increase by 0.431, assuming other independent variables are considered constant. The positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable. • The regression coefficient value for the work environment variable (X2) has a positive value of 0.478. This shows that if the work environment increases by 1%, then employee performance will increase by 0.478 assuming other independent variables are considered constant. The positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable. 6.4. Hypothesis Test 6.4.1. T Test (Partial) The T (Partial) test aims to determine whether the Motivation variable (X1), and the Work environment (X2), individually / partially affect the Employee Performance variable (Y). The T test is carried out by looking at the calculated t value on each independent variable, then compared to the t table value. The t table value obtained based on this research is as follows: df = n-k-1 n = number of data / questionnaires
k = number of variables

Table 12 T Test Results (Partial)

Variabel	t hitung	t tabel	Sig
X1	2.573	2.032	0.015
X2	2.903	2.032	0.006

Source: Primary Data Processed, 2024

Variable t count t table Sig X1 2.573 2.032 0.015 X2 2.903 2.032 0.006 Table T Test Results (Partial) Source: Primary Data Processed, 2024 Then it will be obtained df = 37-2-1 = 34 and the t table obtained is 2.032 with a significance value used of 5% or 0.05. From the results of the t test calculation in table 4.11 above, it can be concluded that the effect of each variable of motivation and work environment on employee performance can be seen in the direction of the sign and significant level. The results of the t test output can be explained as follows: • The effect of motivation variables (X1) individually / partially on employee performance (Y). Based on the table above, it can be seen that the t count for the motivation variable (X1) is 2.573, this means that t count 2.573> t table 2.032 with a significance value of 0.015 < 0.05. Ketentuan pengambilan keputusan hipotesis diterima atau ditolak didasarkan pada besarnya nilai signifikansi. Jadi, H0 ditolak dan H1 diterima. Maka ada pengaruh positif dan signifikan antara motivasi (X1) secara parsial terhadap kinerja pegawai (Y) Dinas Koperasi Usaha Kecil dan Menengah Daerah Istimewa Yogyakarta. • Pengaruh variabel lingkungan kerja (X2) secara individu/parsial terhadap kinerja pegawai (Y). Berdasarkan tabel diatas, dapat dilihat bahwa t hitung untuk variabel lingkungan kerja (X2) sebesar 2.903. hal ini berarti t hitung 2.903 > t table 2.032 with a significance value of 0.006 <0.05. The provisions for making

decisions on whether the hypothesis is accepted or rejected are based on the magnitude of the significance value. So, H0 is rejected and H2 is accepted. So there is a positive and significant influence between the work environment (X2) partially on employee performance (Y) of the Kulon Progo Regency Small and Medium Enterprises Cooperative Office, Yogyakarta Special Region 12. F Test (Simultaneous) The F (Simultaneous) test aims to determine whether the Motivation variable (X1), and the Work environment (X2), together / simultaneously affect the Employee Performance variable (Y). For the calculation results can be seen in the following table:

Table 13 Simultaneous F Test Results

ANOVA[b]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	75.726	2	37.863	7.803	.002[a]
	Residual	164.977	34	4.852		
	Total	240.703	36			
a. Predictors: (Constant), Work Environment, Motivation						
b. Dependent Variable: Employee Performance						

Source: Primary Data Processed, 2024

The steps for conducting the F test are as follows: • Formulate a hypothesis HO: It is suspected that there is no simultaneous and significant influence of motivation and work environment on the performance of the Small and Medium Business Cooperative Office of Kulon Progo Regency, Yogyakarta Special Region. H1: It is suspected that there is a simultaneous and significant influence of motivation and work environment on the performance of employees of the Small and Medium Business Cooperative Office of Kulon Progo Regency, Yogyakarta Special Region. • Determining the level of significance The significance level uses =5% (0.05). Significance of 5% or 0.05 is a standard measure often used in research. • Determining F count From the results of the SPSS calculation, the Fcount value is 7.803 • Determining the F table Using a significance level of 95%, a = 5%, df1 = 3 - 1 = 2, df2 = 37 -3 = 34 (n is the number of respondents and k is the number of variables), the results obtained for Ftable are 3.28 • Determine the significance value From the results of the SPSS calculation, the Sig value is 0.002. • Testing criteria In this study using two test criteria, namely: H0 is accepted if Fcount < Ftabel H0 ditolak apabila Fhitung > Ftable H0 is accepted if the significance value> 0.05 H0 is rejected if the significance value < 0.05 Berdasarkan tabel 13 diperoleh nilai Fhitung sebesar 7.803 dengan nilai Sig sebesarr 0.002. Hal ini menunjukkan bahwa nilai Fhitung > Ftable (7.803 > 3.28) and Sig value 0.002 <0.05. Thus H0 is rejected and H1 is accepted. This means that there is a simultaneous and significant influence of motivation and work environment on the performance of employees of the Cooperative Office of Small and Medium Enterprises of Kulo Progo Regency, Yogyakarta Special Region.

13. Test Coefficient of Determination (R2) The coefficient of determination is used to measure how far the model's ability to explain variations in the dependent variable. For the calculation results can be seen in the following table:

Table 14 Test Results of the Coefficient of Determination (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.561[a]	.315	.274	2.20278
a. Predictors: (Constant), Work Environment, Motivation				

Source: Primary Data Processed, 2024

Based on table 14, it is known that the work motivation variable (X1) and the work environment variable (X2) have the ability to contribute to the employee performance variable (Y) by 31.5% while other variables outside this study have the ability to contribute to the employee performance variable (Y) by 68.5%. While the results of the correlation test (R) obtained a value of 0.561. This shows the effect of work motivation and work environment on the performance of employees of the Kulon Progo Regency Small and Medium Enterprises Cooperative Office, Yogyakarta Special Region, is in the coefficient interval, namely 0.40-0.599 and the interpretation is in the moderate category. And to determine which quadrant the correlation value is in using the reference from (Neoloka, 2014) the direction of the strength of the relationship between the variables is shown in the table below.

Table 15 Interpretation of R Value

Interval Koefisien	Relationship Level
0,00	No correlation
> 0,00-0,199	Very low
0,20-0,399	Low
0,40-0,599	Medium
0,60-0799	Strong
0,80-0,999	Very strong
1,00	Perfect correlation

Source: Primary Data Processed, 2024

Table Interpretation of R Value Interval Coefficient Level of Relationship 0.00 There is no correlation > 0.00-0.199 Very low 0.20-0.399 Low 0.40-0.599 Moderate 0.60-0799 Strong 0.80-0.999 Very strong 1.00 Perfect correlation Source: Secondary Data Processed, 2024

7. LIMITATION

6.4.1 Conclusion Based on the results and discussion in the previous chapters, the authors can draw the following conclusions: • Work Motivation individually / partially has a significant effect on employee performance. This can be seen from the results of data analysis which shows the value of tcount 2.573> t table 2.032 with a significance value of 0.015 < 0.05. This means that H0 is rejected and H1 is accepted, so motivation affects employee performance positively where work motivation is getting better, the performance of employees is increasing

at the Kulon Progo Regency Small and Medium Enterprises Cooperative Service, Yogyakarta Special Region. • Work Environment individually/partially has a significant effect on employee performance. This can be seen from the results of data analysis which shows the tcount value of 2.903> t table 2.032 with a significance value of 0.006 <0.05. This means that H0 is rejected and H2 is accepted, so the work environment affects employee performance positively where motivation is getting better, the performance of employees is increasing at the Kulon Progo Regency Small and Medium Enterprises Cooperative Service, Yogyakarta Special Region. • Work motivation and work environment simultaneously have a significant effect on employee performance. This can be seen from the results of data analysis which shows the value of fcount 7.803> ftabel 3.28 with a significance value of 0.002 <0.05. This means that motivation and environment have a significant effect on employee performance. This can be interpreted that motivation and work environment simultaneously affect employee performance. If the motivation and work environment are getting better, the performance of the employees of the Kulon Progo Regency Small and Medium Enterprises Cooperative Office, Yogyakarta Special Region will increase. 6.4.1. Suggestion From the research that has been done, researchers try to provide suggestions in the hope that they can be useful for readers and other researchers. These suggestions are as follows: • It is hoped that the leadership of the Cooperative Office of Small and Medium Enterprises of the Kulon Progo Regency, Yogyakarta Special Region can further improve the ability to work of employees by providing training and / or human resource development. • The performance of employees of the Kulon Progo Regency Small and Medium Enterprises Cooperative Service is the main thing that must be considered, so all factors that can affect performance must be improved, especially motivation and work environment factors. • Employees are expected to achieve employee performance to improve the quality of service of the Cooperative Office of Small and Medium Enterprises of Kulon Progo Regency, Yogyakarta Special Region. • Employees are expected to make a greater contribution to the organization in order to improve the individual abilities of each employee.

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