

Effect of Income Improvement Allowance, Physical Work Environment, and Work Motivation on the Performance of Civil Servants of Solok City Transportation Office of West Sumatra Province

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Abstract: This study aims to see the effect of the income repair allowances, the physical work environment and work motivation on the performance of civil servants at the Department of Transportation of Soolok City, West Sumatra Province. Which is still low for civil servants at the Department of Transportation of Solok City, West Sumatra Province. This type of research uses a quantitative approach with multiple linear regression methods. Data interview techniques using questionnaires, observation and interviews. Respondents of this study were 42 civil servants at the Department of Transportation of Solok City, West Sumatra Province. The sampling method used was the total sampling method where the entire population in this study was used as the research sample. Hypothesis testing was calculated with IBM's Statistical Package for Social Sciences (SPSS) program version 24.0. From the results of the study it was found that partially repair allowances have a significant effect on employee performance, work environment has a significant effect on employee performance, work motivation has a significant effect on employee performance and stage improvement, physical work environment, and work motivation together have a significant effect on performance. civil servants at the Department of Transportation of Solok City, West Sumatra Province.

Keywords: income repair allowance, physical work environment, work motivation, civil servant performance.

1. INTRODUCTION

State Civil Apparatus (PNS) is an employee who has fulfilled the requirements stipulated in the applicable laws and regulations, appointed by authorized officials and assigned duties in state departments or assigned other state duties stipulated based on a statutory regulation and paid according to applicable regulations.

Performance assessment of civil servants has certainly been done by looking at the achievements of targets that have been set at the beginning of the planning year to improve welfare. Performance can be interpreted as the result of one's efforts achieved by the ability and manufacture in certain situations. The performance of civil servants is an overview of the level of achievement of the target or objectives of government civil servants as a jabaran of the vision, mission and strategy plan of government civil servants that indicates the success rate and failure of the implementation of activities in accordance with the programs and policies that have been set. According to Mangkunegara (2012) performance is defined as the result of work in quality and quantity achieved by a civil servant in carrying out tugPNSya in accordance with the responsibilities given to him.

The provision of additional income as part of efforts to prevent corruption among the government bureaucracy and can be a motivation to improve the performance of the apparatus. The provision of additional

income should be in line with the improvement of civil servant performance. Therefore, all civil servants must improve work skills, work discipline, work achievement (performance), cooperation among civil servants, and increase commitment and motivation. From the data in the staffing department of the Pupr Office dharmastraya district is known that the level of accuracy of the presence of civil servants before receiving additional income is quite low. Civil Servants Of Solok City Transportation Office many who arrived late and came home sooner than the hour should be for various reasons.

The environment is one of the factors that affect a person. The function of the environment for a person is very large in living life, survival, community or in work as well as the work environment. The work environment of an organization is very important to be considered by management because the work environment has a direct influence on civil servants in completing work. Sedarmayanti (2011: 21), stated that the work environment is the whole tooling tools and materials faced, the surrounding environment in which a person works, his working methods, and his working arrangements both as an individual and a group.

Motivation as a willingness that arises in a person that can influence the behavior of a person in an agency that is needed to improve the performance of a person himself in organizing. However, so that his wishes and needs can be met is not easy to obtain if without maximum effort. In fulfilling his needs, a person will behave according to the impulses he has and what underlies his behavior. Seeing the meaning of motivation, then people without motivation, do not have high work results. Motivation is a condition or energy that moves civil servants who are directed or targeted to achieve the objectives of the company's organization. The mental attitude of civil servants who are pro and positive towards the work situation is what strengthens his work motivation to achieve maximum performance (Mangkunegara 2014: 61).

2. THEORY

Performance

Performance is a work achieved by a person in carrying out tasks that are burdened on him based on skill, experience and seriousness and time (Hasibuan, 2010). Meanwhile, according to Simamora (2012), performance assessment is a useful tool not only to evaluate the work of employees, but also to develop and motivate employees. In the assessment of the performance of civil servants not only assess physical results, but the implementation of work as a whole that concerns various fields such as ability, craft, discipline, working relationships or special things according to the field of tugas PNSya all worth assessing.

Income improvement allowance

According to (Sarinsong, 2014) in addition to salaries, compensation also includes coverage of benefits. Employee allowance (employee 19ahasa) is payments and services that protect and supplement the basic salary, and the government pays all or part of the allowance. In the Great Dictionary of Indonesian Language, the definition of allowances adjusted topic 19 ahasa nini is: "Additional income outside the salary as support assistance." Based on the results of research conducted by Latu et al (2016) stated that income improvement allowances have a positive effect on the work motivation of employees of temanggung district health office. In line with the results of research conducted by Madjid (2016) that income improvement allowances have a positive and significant influence on the performance of employees in BAPPEDA Morowali Regency. And research from Suharjo (2013) that income improvement allowance (TPP) has a significant effect on performance.

Work environment

Some experts define the work environment, among others as follows Sedarmayanti (2011:21), suggesting that the work environment is the whole tooling tools and materials faced, the surrounding environment in which a person works, his working methods, and his working arrangements both as individuals and groups. And the physical work environment is all physical circumstances that exist around the workplace that can affect employees both directly and indirectly. While Nitisemito (2011:183) also stated that the work environment as everything around the workers that can influence him in carrying out the tasks charged. Dan Sihombing (2010:134) also suggested that the work environment is factors outside of human beings both physical and non-physical in an organization.

Motivation

Motivation is a driver or mobilizer of a person to a certain behavior that can arise from inside or outside the individual. The motivation of the latin word *movere* means encouragement, desire, cause, or reason for someone to do something. Robbins and Judge (2012:222), argue that motivation as a process that explains an individual's intensity, direction, and perseverance to achieve his goals. While motivation is generally related to achieving a goal, the discussion is narrowed and focuses on the objectives of achieving the organization to reflect our interest in work-related behavior.

3. RESEARCH METHODS

Multiple Linear Regression Analysis

This analysis is used to determine the effect of free variables on dependent variables. The amount of influence of free variables with bound variables can be calculated through a multiple regression equation using SPSS. Here is the recap table for the results of the coefficient values of regression, thitung, signification value, Fhitung value, and R Square value (R^2). The results can be seen in the following table:

Table 1. Recap of Multiple Linear Regression Analysis Test Results

Variable	Koef. Regression	t Count	Sig.
Constant	53,221		
Income improvement allowance	0,362	3,903	0.002
Physical work environment	0,085	2,623	0.037
Work motivation	0,242	3,279	0.002
F Count = 22,389	Sig. 0,021		
$R^2 = 0,762$			

Source: Primary Data, Processed with IBM SPSS 24.0 2020.

From table 1 above, the form of regression equation model for the effect of income improvement allowance, physical work environment, and work motivation on the performance of employees of Solok City Transportation Office of West Sumatra Province are as follows: $Y = 53,221 + 0,362X_1 + 0,085X_2 + 0,242X_3$

$\alpha = 53,221$; meaning that without the influence of income improvement allowances, physical work environment, and work motivation, performance already exists of 53,221 units.

$b_1 = 0,362$; means that there is a positive influence between the variable income improvement allowance (X_1) on performance (Y). This indicates that the increasing or increasing income improvement allowance, it will improve performance. The coefficient of regression of income improvement allowance is 0.162 meaning that every increase of one unit of income improvement allowance then the performance increases by 36.2%.

$b_2 = 0,085$; means that there is a positive influence between physical work environment variables (X_2) on performance (Y). This indicates that the increasing or increasing physical work environment, it will improve performance. The coefficient value of regression of the physical work environment is 0.085 meaning that each increase of one unit of physical work environment then the performance increases by 8.5%.

$b_3 = 0,242$; means that there is a positive influence between work motivation variables (X_3) on performance (Y). This indicates that the increasing or increasing work motivation, it will improve performance. The coefficient value of work motivation regression is 0.242 meaning that every increase of one unit of work motivation then inerja increases by 24.2%.

T (partial) test

This t (partial) test is intended to partially determine the effect (individual) of income improvement allowances, physical work environment, and work motivation on performance. From table 1 can also be done partial test (t test) of each cause variable (free) against the result variable (bound) as follows:

1. Effect of Income Improvement Allowance (X_1) on Performance (Y) The result of analysis of the effect of variable income improvement allowance (X_1) on Performance variable (Y) obtained thitung value =

3,903 with total = 2.02269); (thitung > ttabel), with a significant level of $0.002 < 0.05$, meaning that there is partially a significant influence between variable income improvement allowances on the performance of employees of the Solok City Transportation Office of West Sumatra Province. Pengaruh Lingkungan Kerja Fisik (X_2) terhadap Kinerja (Y)

2. The result of analysis of the effect of physical work environment variable (X_2) on performance variable (Y) obtained thitung value = 2.623, tyable = 2.02269); (thitung > ttabel), with a significant level of $0.037 < 0.05$, meaning that partially there is a significant influence between the variables of the physical work environment on the performance of employees of the Solok City Transportation Office of West Sumatra Province.
3. Effect of Work Motivation (X_3) on Performance (Y) The result of analysis of the influence of work motivation variables (X_3) on performance variables (Y) obtained thitung value = 3.279 ttabel = 2.02269); (thitung > ttabel), meaning that partially there is a significant influence between the variables of work motivation on the performance of employees of the Transportation Office of Solok City, West Sumatra Province.

F test (simultaneous)

Test F (feasibility model) is intended to know the effect of free variables simultaneously (together) on bound variables. From table 1 can also be done simultaneous test (test F) of free variables together against bound variables. The results of analysis of the effect of income improvement allowance (X_1), physical work environment (X_2), work motivation (X_3) simultaneously (together) on performance (Y), obtained Fhitung > Ftabel or $22,389 > 2.85$, as a result simultaneously (together) there is a significant influence between variable income improvement allowance, physical work environment, and work motivation on the performance of employees of the City Transportation Agency Solok Province West Sumatra Province. The results of the fifth hypothesis test summary can be shown in Table 1.

Coefficient Testing Determination (R^2)

Analysis of coefficient of determination for variable income improvement allowance, physical work environment, and work motivation to the performance of employees of Solok City Transportation Office of West Sumatra Province was conducted using SPSS:

Table 2. R Square results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.762	.547	2,33381

Source: Primary Data, Processed with IBM SPSS 24.0 2020

Based on the calculation of regression estimation, obtained the value of the coefficient of determination adjusted or R Square is 0.762 meaning that 76.2% variation of all free variables can explain the variable is not free, while the remaining 23.8% is explained by other variables not studied in this study.

4. DISCUSSION

Effect of Income Improvement Allowance on Employee Performance

The first purpose of this study was to find out the effect of income improvement allowance on employee performance. The results of statistical analysis using multiple linear regression showed that the first hypothesis was accepted. The result of analysis of the effect of variable income improvement allowance (X_1) on Performance variable (Y) obtained thitung value = 3,903; ttabel = 2.02269) (thitung > ttabel), with a significant level of $0.002 < 0.05$, consequently the zero hypothesis (H_0) is rejected and an alternative hypothesis (H_a) is accepted. The results of the analysis showed that partially there is a significant influence between variable income improvement allowances on the performance of employees of the Solok City Transportation Office of West Sumatra Province.

The results of this study give an indication that income improvement allowances have a significant effect on employee performance. Thus, it can be concluded that the performance of employees of the Solok City Transportation Office of West Sumatra Province is determined by income improvement allowances.

According to (Sarinsong, 2014) in addition to salaries, compensation also includes coverage of benefits. Employee benefits (employee 83ahasa) are payments and services that protect and supplement the basic salary, and the government pays all or part of the allowance. In the Great Dictionary of Indonesian Language, the definition of allowances adjusted topic 83 ahasa nini is: "Additional income outside the salary as support assistance."

Based on the results of research conducted by Latu et al (2016) stated that income improvement allowances have a positive effect on the work motivation of employees of temanggung district health office. In line with the results of research conducted by Madjid (2016) that income improvement allowances have a positive and significant influence on the performance of employees in BAPPEDA Morowali Regency. And research from Suharjo, Y, (2013) that income improvement allowance (TPP) has a significant effect on performance. So that it can be concluded that the income improvement allowance will improve the performance or performance of employees.

Effect of Physical Work Environment on Employee Performance

The second purpose of this study was to find out the effect of physical work environment on employee performance. The results of statistical analysis using multiple linear regression showed that the second hypothesis was accepted. The result of analysis of the effect of physical work environment variable (X_2) on employee performance variable (Y) obtained thitung value = 2,623 > ttabel = 2.02269; with a significant level of $0.037 < 0.05$, consequently the zero hypothesis (H_0) was rejected and an alternative hypothesis (H_a) accepted. The results of the analysis showed that there was a significant influence between the variables of the physical work environment on employee performance. The results of this study give an indication that the physical work environment has a significant effect on employee performance. Thus, it can be concluded that the performance of employees of the Solok City Transportation Office of West Sumatra Province is determined by the physical work environment.

Based on the results of research conducted by Latu, et al (2016) that the work environment has a positive and significant influence on the work motivation of employees of temanggung district health office. In line with the results of research conducted by Josephnie and Harjanti., (2017) stated that the work environment affects the work motivation of PT. Tricopla, what's going on? As well as the results of research conducted by Novyanti, (2015) that the work environment has a significant effect on the performance of bappeda office employees of Central Sulawesi Province. So that it can be concluded that the physical work environment will improve the performance or performance of employees.

The Effect of Work Motivation on Employee Performance

The third purpose of this study was to find out the effect of work motivation on employee performance. The results of statistical analysis using multiple linear regression showed that the third hypothesis was accepted. The result of analysis of the influence of work motivation variable (X_3) on performance variable (Y) obtained thitung value = 3.279 > ttabel = 2.02269 with a significant level of $0.002 < 0.05$, consequently the zero hypothesis (H_0) was rejected and an alternative hypothesis (H_a) was accepted. The results of the analysis showed that partially there is a significant influence between work motivation variables on the performance of employees of the Solok City Transportation Office of West Sumatra Province.

The results of this study give an indication that work motivation has a significant effect on employees. Thus, it can be concluded that employee performance is determined by work motivation. Motivation is a driver or mobilizer of a person to a certain behavior that can arise from inside or outside the individual. The motivation of the latin word movere means encouragement, desire, cause, or reason for someone to do something. Robbins and Judge (2012:222), argue that motivation as a process that explains an individual's intensity, direction, and perseverance to achieve his goals. While motivation is generally related to achieving a goal, the discussion is narrowed and focuses on the objectives of achieving the organization to reflect our interest in work-related behavior.

Effect of Income Improvement Allowance, Physical Work Environment, and Work Motivation together on Employee Performance

The fourth purpose of this study was to find out the effect of income improvement allowance, physical work environment, and work motivation on employee performance. Based on the research, employee performance is good judging by the respondent's response (TCR) of 81.33%, stating that performance is good. This means that the employees of Solok City Transportation Office of West Sumatra Province are very serious enough in doing their work and trying to finish it on time.

Hypothetical testing, from the ANOVA test (Simultaneous Test / F Test) obtained the value of $F_{hitung} > F_{tabel}$ or $22,389 > 2.85$, as a result H_0 was rejected and H_a received. The results of the analysis showed that simultaneously (together) there is a significant influence between variable income improvement allowances, physical work environment, and work motivation on employee performance can be concluded that the fourth hypothesis (H4) which reads income improvement allowance, physical work environment, and work motivation to employee performance. Solok City Transportation Office of West Sumatra Province was accepted, therefore the fourth hypothesis (H4) is acceptable.

The term performance comes from the word Job Performance or Actual Performance which is a work achievement or actual achievement achieved by a person. Mangkunegara (2012:67) said the performance is the result of work in quality and quantity achieved by an employee in carrying out the duties pnsya in accordance with the responsibility given to him.

5. CONCLUSION

Based on the results of testing and discussion of hypotheses that have been described in previous chapters, can be drawn some conclusions as follows:

"Income improvement allowances have a significant effect on employee performance. The physical work environment has a significant effect on employee performance. Work motivation has a significant effect on employee performance. Variable income improvement allowances, physical work environment, and work motivation together have a significant effect on the performance of employees of the Solok City Transportation Office of West Sumatra Province".

6. ADVICE

Based on the findings and conclusions of the study. Therefore, the author proposes the following:

1. The author suggested to employees of the Solok City Transportation Office of West Sumatra Province to be able to understand and master the tasks given by the Solok City Transportation Agency, and always maintain good communication because it is very necessary in teamwork.
2. The author suggested to the Transportation Department of Solok City, West Sumatra Province, to provide additional income based on the place of duty given to employees who are in areas that have high difficulty and remote areas.
3. The author suggested to employees of the Solok City Transportation Office of West Sumatra Province to maintain good relations with superiors in the Solok City Transportation Office of West Sumatra Province.
4. The author advises employees of the Solok City Transportation Office of West Sumatra Province to always be serious in completing the work, so that the work can be done with young tap tenacity of each employee.

7. LIBRARY

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