

The Effect of Work Discipline, Work Motivation, And Work Environment on The Performance of Contract Employees In The Environmental Service of Gresik Regency

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, motivasi kerja, dan lingkungan kerja terhadap kinerja pegawai dinas lingkungan hidup kabupaten gresik. Penelitian ini termasuk dalam kategori penelitian asosiatif kausal dengan menggunakan pendekatan kuantitatif. Teknik Pengambilan sampel dalam penelitian ini menggunakan teknik *Non-Probability Sampling* dengan sampling jenuh yaitu teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel. Hal ini sering dilakukan bila jumlah populasi relative kecil, atau penelitian yang ingin membuat generalisasi dengan kesalahan yang sangat kecil. Istilah lain sampel jenuh adalah sensus, dimana semua anggota populasi dijadikan sampel, sumber data berjumlah 110 pegawai. Teknik analisis data menggunakan regresi linier berganda. Hasil analisis regresi linier berganda membuktikan bahwa disiplin kerja, motivasi dan lingkungan kerja terbukti mempunyai pengaruh signifikan secara parsial terhadap kinerja pegawai dinas lingkungan hidup kabupaten gresik. Hasil tersebut dapat diartikan bahwa adanya disiplin kerja, motivasi dan lingkungan kerja dapat meningkatkan kinerja pegawai dinas lingkungan hidup kabupaten gresik.

Say Key: disiplin, motivasi, lingkungan

ABSTRACT

This research aims to determine the influence of work discipline, work motivation, and work environment on the performance of Gresik district environmental service employees. This research is included in the category of causal associative research using a quantitative approach. The sampling technique in this research uses the Non-Probability Sampling technique with saturated sampling, namely the sampling technique when all members of the population are used as samples. This is often done when the population is relatively small, or the research wants to make generalizations with very small errors. Another term for a saturated sample is a census, where all members of the population are sampled, the data source is 110 employees. The data analysis technique uses multiple linear regression. The results of multiple linear regression analysis prove that work discipline, motivation and work environment are proven to have a partially significant influence on the performance of Gresik district environmental service employees. These results can be interpreted that the existence of work discipline, motivation and work environment can improve the performance of Gresik district environmental service employees.

Key words: Work Discipline, Motivation, Work Environment, Performance.

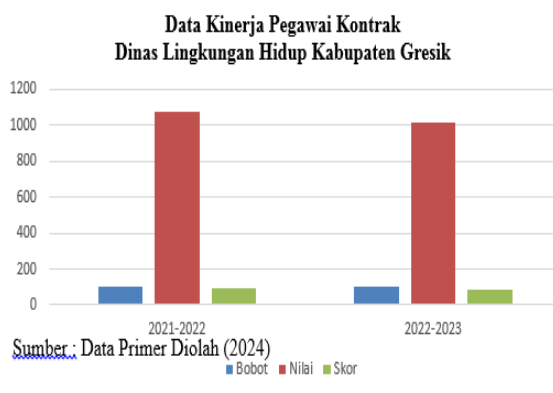
INTRODUCTION

The significance of human assets as the most driver of all exercises or exercises in accomplishing goals, as well as to preserve the company's presence beginning from endeavors to oversee human assets, particularly in expanding work viability and proficiency to the maximum so that execution can be accomplished within the Gresik Rule Natural Benefit .

Human resources in a company organization are an inseparable unit. If the goals and desires can be realized, then the human resources certainly hope for the results of their hard work in the organization. According to Hidayati (2019:10) The availability of the right human resources both in terms of quantity and quality will be able to create " *the right man in the right place* ", thus accelerating the achievement of the company or institution's goals. Therefore, the company must be able to manage its human resources well in order to achieve the company's goals.

To improve employee performance, employees should implement work discipline, motivation and a good work environment. Discipline is a tool used by management to change a behavior and as an effort to increase awareness and willingness of a person to obey all company regulations and applicable social norms (Afandi, 2016; 1). According to Hasibuan (2017: 10) states that the better the employee discipline, the higher the work performance that can be achieved.

Contract Employee Performance Data at the



Gresik Regency Environmental Service 2021 – 2023

Based on Figure 1.1, it is known that in the assessment of all employees at the Gresik Regency Environmental Service for the 2021-2023 period, there was an increase and decrease. Seen in 2021-2022, employees had a score of 1076, but in 2022-2023 employees experienced a decrease in value of 1017. The number of scores obtained also decreased even though it was still in category B. Thus, even though the percentage of employee performance assessments at the Gresik Regency Environmental Service who got a score of 90 in 2021-2022, in 2022-2023 there was a decrease in the number of scores, namely 85.

Work discipline is an attitude towards company regulations in the context of carrying out work, so work discipline is said to be good if employees... voluntarily follow the rules of his superiors and various company regulations. So it can be said to be disciplined when employees are aware and willing to obey the rules and are able to complete their tasks and all responsibilities well. Discipline must be implemented in every company. Without high employee discipline, the company will find it difficult to achieve its goals. The purpose of discipline itself is so that someone can maintain themselves against company regulations and can affect employee performance. The supporting data to continue the research later is the absence data of contract employees at the Gresik Regency Environmental Service as follows:

Table 1.1
Contract Employee Absence Recapitulation
Data at the Gresik Regency Environmental
Service July – September 2023

Bulan	Total Pegawai	Terlambat	Pulang Lebih Awal	Alpha	Total
Juli	110	6	5	11	22
Agustus	110	7	7	9	23
September	110	10	9	13	32

Based on table 1.1 above, it can be seen that in July to September, there were already indiscipline. In July, there were 6 employees who were late to work, 5 employees went home early and 11 employees were alpha, a total of 22 employees committed violations. In August, there was an increase, there were 7 employees who were late to work, 7 employees went home early and 9 employees were alpha, a total of 23 employees committed violations. In September, there was an increase again, there were 10 employees who were late to work, 9 employees went home early and 13 employees were alpha, a total of 32 employees committed violations. In July to September, there were increasingly high levels of indiscipline in each month. Many employees came late, went home early and did not come to work without any clear reason, this was considered very detrimental where many employees were incompetent.

The second factor that influences work performance is work motivation. Many factors influence employee performance, including motivation. Hafidzi et al (2019:53) state that motivation provides a driving force that creates individual work enthusiasm so they are able to collaborate, work effectively and with integrity to achieve satisfaction. Motivation is the main thing that drives someone to work. High work motivation. High work motivation, employees will work harder in carrying out their work. On the other hand, with low work motivation, employees do not have work enthusiasm, give up easily, and have difficulty completing their

work.

The third factor that affects work performance is the work environment. According to Sedarmayanti (2017:25), the work environment is a place for a group of people where there are facilities that can support the company to achieve its goals in accordance with its vision and mission. If the condition of the individual or group work environment in the organization is good, it can carry out its operational activities optimally, comfortably and safely. A good work environment is expected to help improve employee performance and accelerate company goals. The following is data from the work environment at the Gresik Regency Environmental Service:

Table 1.3
Environmental Work Data of the Gresik
Regency Environmental Service

No	Nama	Keterangan			
		Fasilitas	Bagus	Kurang Bagus	Tidak Bagus
1	Pencahaya	Ada		√	
2	Tata Ruang	Ada	√		
3	Ventilasi Udara	Ada		√	
4	Fasilitas	Ada			
	1. AC	Ada	√		
	2. Wifi	Ada	√		
	3. Komputer	Ada			√
	4. Printer	Ada			√
	5. Meja	Ada	√		
	6. Kursi	Ada	√		
5	Tempat Parkir	Ada		√	
6	Kesamanan	Ada		√	
7	Kantin	Ada		√	
8	Toilet	Ada	√		
9	Mushola	Ada		√	
10	Kendaraan	Ada	√		

Based on table 1.3, the work environment data at the Gresik Regency Environmental Service provides quite complete and adequate facilities for its employees, ranging from room lighting to the provision of office vehicles. In working, a pleasant working atmosphere is also needed in the sense of having good relationships between fellow employees and between employees and superiors, so that with a good work environment, employees will be motivated to carry out their duties and responsibilities for the purposes of the Gresik Regency Environmental Service. However, there are several facilities of the Gresik Regency Environmental Service that are not good, including lighting in the room that is not bright enough, there are only a few old lamps and several lamps in the main work room that are not working, then poor air ventilation in the bathroom

which makes employees uncomfortable, for the parking area and security is not good because there is no proper canopy and it is not wide enough so that many guests of employees from other services park carelessly, then the canteen which should be a place for employees to rest is considered not good because the area is not clean so that employees often rest outside the office, for the prayer room is also not good because the place is dirty and full of dust, besides that like computers and printers that often error so that it interferes with employee operational activities and makes employee performance lazy.

METHOD

This study uses a quantitative method. According to Sugiyono (2020:16) quantitative research methods are research methods based on reality, symptoms or phenomena used to research a particular population or sample by collecting data using research instruments and analyzing quantitative or statistical data with the aim of testing the established hypothesis. The selection of this type of quantitative research is because the focus of this research problem is to measure the influence of work discipline, motivation and work environment on employee performance.

The approach in this study uses a descriptive approach. According to Sugiyono (2018:64) a descriptive approach is "Descriptive research is conducted to determine the value of independent variables, either one or more variables (independent) without making comparisons, or connecting with other variables."

According to Sugiyono (2018:117) population is a generalization area consisting of objects or subjects, population is not only nature but also objects and other natural objects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. In accordance with this opinion, the population referred to in this study is the contract employees of the Gresik Regency Environmental Service totaling 110.

According to Sugiyono (2019:149) a sample is part of the number and characteristics

of the population. If the population is large, and researchers cannot possibly study everything in the population, for example because of limited funds, manpower and time, then researchers can use samples taken from the population only. The use of this method applies if the population members are relatively small (easy to reach).

Sampling in this study used the *Non-Probability Sampling*. According to Sugiyono (2019:84) defines *Non-Probability Sampling* as: A sampling technique that does not provide equal opportunities or chances for each element or member of the population to be selected as a sample. This sampling technique includes: systematic, quota, accidental, purposive, saturated and snowball sampling. In this study, the author used the saturated sampling technique found in *Non-Probability*.

According to Sugiyono (2019: 85) defines saturated sampling as a sampling technique when all members of the population are used as samples. This is often done when the population is relatively small, or research that wants to make generalizations with very small errors. Another term for saturated sampling is census, where all members of the population are sampled. With, the sample taken from this study was 110 contract employees at the Gresik Regency Environmental Service. In this case, the sample taken was contract employees because they came from different backgrounds so they could provide a broader perspective.

To obtain data, researchers in data collection techniques use questionnaires. Questionnaires are a method of collecting data by distributing a list containing a series of written questions that are arranged systematically, which are submitted directly to respondents who will be studied to be filled in. Respondents are people who provide responses or responses, answering the questions asked. In connection with this study, researchers distributed questionnaires to 110 employees of the Gresik Regency Environmental Service. Measurement of the research variables was carried out using a personal questionnaire.

The questions in this questionnaire were created using a scale of 1-5. The following is an explanation of the 5-point Likert scale by

Sugiyono (2018:152):

1. Strongly Agree (SS) = score 5
2. Agree (S) = score 4
3. Disagree (DS) = score 3
4. Don't agree (TS) = score 2
5. Strongly Disagree (STS) = score 1

In this study, the questionnaire used is a closed and direct questionnaire so that respondents only need to choose the available answers to obtain information and the questionnaire is given directly to respondents. Closed questions are answers to closed questions that have been provided in advance by the researcher, respondents only need to choose the answer. This study uses a Likert scale, this scale measures respondents' agreement or disagreement with a series of statements that measure an object, which can later use scoring/value per item, from the answers.

Sugiyono (2016:147) stated that data analysis is an activity after which information is collected from all respondents or other data sources. In this study, the analysis is quantitative data obtained from respondents using a questionnaire. After that, an instrumental test must be carried out so that the information obtained is relevant and accurate. Therefore, the following data analysis methods are used:

Validity test is the similarity of data reported by researchers with data obtained directly that occurs in research subjects, Sugiyono (2018; 267). Validity test is used to measure the validity of a questionnaire. A questionnaire is said to be valid if the statements in the questionnaire are able to reveal what will be measured by the. Validity test on each question, the results of the calculated rare compared with the table r where $df = n-2$ for a significance of 5%. Can be compared between calculated r and table r for degrees of freedom (df) = $n - 2$, with n = number of samples. The results of the data validity test indicate validity if the calculated r is greater than the table r .

According to Ghozali (2018:45) reliability test or reliability test is a tool to measure a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable if a person's answer to the statement is

consistent or stable over time. Therefore, we need to assess how far the "goodness" of the developed measure is. So we need to make sure that the instrument that will measure what variables we want to measure and measure them accurately. To measure reliability, you can use the help of the SPSS program with the *Cronbach Alpha* (α) *statistical test*. A construct or variable is said to be reliable if it provides a *Cronbach Alpha* value > 0.60 Ghozali (2018:46).

According to Ghozali (2018:161) states that the normality test aims to test whether in the regression model, the interfering variables or residuals have a normal distribution. According to Ghozali (2018:161), *Alpha* (α) is a maximum error limit that is used as a benchmark by researchers. For example, when conducting a study, researchers set alpha at 5% or 0.05 with the decision rule if it is significant more than $\alpha = 0.05$ then it can be said that the data is normally distributed.

Multicollinearity test is used to test whether a research regression model has a correlation between independent (free) variables. A good regression model is one that does not have a correlation between independent and free variables from multicollinearity symptoms. Knowing whether or not there are symptoms of multicollinearity is by looking at the magnitude of the VIF value and also the *Tolerance value*. *Tolerance* measures the variability of selected variables that are not explained by other independent variables. The values used to indicate the presence of multicollinearity symptoms are VIF values < 10.00 and *Tolerance* values > 0.10 Ghozali (2018:107).

According to Ghozali (2018:137), the heteroscedasticity test aims to test whether in a regression model there is inequality in the variance of the residuals of one observation to another. If the variance of the residuals of one observation to another remains the same, then it is called homoscedasticity and if different is called heteroscedasticity. A good model is a model that does not experience heteroscedasticity. To test the presence or absence of heteroscedasticity, the Glejser test is used, which is to regress the absolute value of the residual against the

independent variable. Heteroscedasticity does not occur if the significance value is >0.05. Conversely, heteroscedasticity occurs if the significance value is <0.05.

This analysis is used to determine how much influence the independent variables have, namely: Work Discipline (X1), Motivation (X2) and Work Environment. (X3) on the dependent variable, namely Performance (Y). The multiple linear regression equation is as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Y = Dependent variable (work performance)

a = Constant

b1 = Coefficient of work discipline variable

b2 = Motivation variable coefficient

b3 = Coefficient of work environment variables

X1 = Work discipline

X2 = Motivation

X3 = Work environment

e = Residual Value

The coefficient of determination (*adjusted R²*) measures how far the model's ability to explain the variation of the dependent variable with a value between zero and one (0<R²<1). A small *adjusted R²* value means that the ability of the independent variables to explain the variation of the dependent variable is very limited. A value close to one indicates that the independent variables provide almost all the information needed to predict the variation of the dependent variable (Ghozali, 2018:97).

The t-test is used to show how far the influence of one independent variable individually in explaining the dependent variable (Ghozali, 2018:99). The steps in conducting a t-test are:

- a. The significant value $t < 0.05$ means that H0 is rejected and H1 is accepted, this means that all independent variables individually and significantly influence the dependent variable.
- b. The significant value $t > 0.05$ means that H0 is accepted and H1 is rejected, this means that all independent variables individually and significantly do not affect the dependent variable.

RESULTS

Data Quality Test Validity

Test Results

The following are the results of observations of the questionnaire on validity testing taken from data processed through the SPSS application, the results of the processed data are shown in the table below :

Table 1
Recapitulation of Research Instrument Validity Test Results

No.	Butir Pertanyaan	r Hitung	r Tabel	Keterangan
1.	X1			
	X1.1	0,619	0,187	Valid
	X1.2	0,774	0,187	Valid
	X1.3	0,770	0,187	Valid
	X1.4	0,732	0,187	Valid
2.	X2			
	X2.1	0,781	0,187	Valid
	X2.2	0,622	0,187	Valid
	X2.3	0,738	0,187	Valid
	X2.4	0,657	0,187	Valid
3.	X3			
	X3.1	0,747	0,187	Valid
	X3.2	0,653	0,187	Valid
	X3.3	0,768	0,187	Valid
	X3.4	0,633	0,187	Valid
4	Y			
	Y1	0,521	0,187	Valid
	Y2	0,703	0,187	Valid
	Y3	0,740	0,187	Valid
	Y4	0,613	0,187	Valid
	Y5	0,723	0,187	Valid

, all variables obtained $r_{count} > r_{table}$ 0.187 . So all statement items from independent and dependent variables are proven valid.

Reliability Test

The reliability test in this study was used with the help of the SPSS program by means of *one shot* or measurement only once with the criteria that the variable is said to be reliable if it provides a *Cronbach Alpha value* > 0.6 (Nunnally in Ghozali, 2018; 45) . The results obtained are presented in the table below:

Table 2
Recapitulation of Research Instrument Reliability Test Results

No.	Variabel	Nilai Cronbach's Alpha	Keterangan
1.	Disiplin Kerja (X1)	0,790	Reliabel
2.	Motivasi Kerja (X2)	0,741	Reliabel
3.	Lingkungan Kerja (X3)	0,757	Reliabel
4.	Kinerja (Y)	0,674	Reliabel

Based on these results, it is known that the Cronbach's Alpha value of the variables of work discipline (X1), work motivation (X2), work

environment (X3) and performance (Y) > 0.6, which means that the questionnaire items of the variables of work discipline (X1), work motivation (X2), work environment (X3) and performance (Y) are said to be reliable or trustworthy as data collection tools in research.

Classic assumption test
Kolmogorov-Smirnov test

Table 3
Kolmogorov-Smirnov Test Results

		Unstandardized Residual	
N			110
Normal Parameters ^a	Mean		.0000000
	Std. Deviation		1.68624103
Most Extreme Differences	Absolute		.053
	Positive		.053
	Negative		-.043
Kolmogorov-Smirnov Z			.554
Asymp. Sig. (2-tailed)			.919

a. Test distribution is Normal.
Sumber: Lampiran 4

Based on table 3, it shows that the significance value is 0.919 > 0.05, so the regression model used in this study meets the normality assumption.

Multicollinearity Test

Table 4
Tolerance Value Coefficient and VIF of each foreign variable

Variabel Bebas	Tolerance	VIF	Keterangan
	Value		
Disiplin Kerja (X1)	0,465	2,152	Non multikolinieritas
Motivasi Kerja (X2)	0,630	1,587	Non multikolinieritas
Lokasi Kerja (X3)	0,453	2,209	Non multikolinieritas

From the results of data management, the VIF value is less than 10 and the tolerance value is more than 0.1, so it can be concluded that the regression model does not have multicollinearity problems.

Heteroscedasticity Test

Table 5
Glejser Test Value

VARIABEL	Sig	Kesimpulan
Disiplin Kerja (X1)	0,186	tidak terdapat gejala heteroskedastisitas
Motivasi Kerja (X2)	0,132	tidak terdapat gejala heteroskedastisitas
Lingkungan Kerja (X3)	0,709	tidak terdapat gejala heteroskedastisitas

Based on table 5 above, it shows that the Glejser work discipline test value (X₁) 0.186, work environment (X₂) 0.132 and work motivation (X₃) 0.709 this shows that there are no symptoms of heteroscedasticity because the sig.result > 0.05.

Multiple Linear Regression Analysis

Table 6
Multiple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.981	1.396		2.136	.035
	X ₁	.287	.087	.319	3.286	.001
	X ₂	.192	.086	.186	2.229	.028
	X ₃	.246	.072	.336	3.418	.001

From table 6, the multiple linear regression equation above can be explained as follows:

$$Y = 2.981 + 0.287 X_1 + 0.192 X_2 + 0.246 X_3 + e$$

1. The constant value of 2.981 shows that if Work Discipline (X₁), Work Motivation (X₂), Work Environment (X₃), the value is 0, then Performance Employees (Y) is 2,981. This means that without or before the variables of Work Discipline (x₁), Work Motivation (X₂), Work Environment (x₃) is 2,981.
2. The coefficient value b₁ = 0.287. The beta coefficient value shows a positive value, which means that the Work Discipline variable (x₁) increases the Performance of the Gresik Regency Environmental Service Employees (Y) will also increase, assuming the other independent variables remain constant.
3. The coefficient value of b₂ = 0.192. The beta coefficient value shows a positive value, which means that the Motivation variable Work (X₂) increases the Performance of the Gresik Regency Environmental Service Employees (Y) will also increase, assuming the other independent variables remain constant.
4. The coefficient value of b₃ = 0.246. The beta coefficient value shows a positive value, which means that the environmental variable Work (X₃) increases the Performance of the

Gresik Regency Environmental Service Employees (Y) will also increase , assuming the other independent variables remain constant.

Coefficient of Determination (R²)

Table 7
the Determination Coefficient (QUOTE R²R₂)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.733(a)	.537	.524	1.710

Based on the data above, the Adjusted R Square value = 0.524 can be said that the change in the dependent variable Employee Performance (Y) of 52.4 % is caused by the variables Work Discipline (X₁), Work Motivation (X₂) and Work Environment (X₃) while the remaining 47.6 % can be explained by other factors outside these variables.

Significance Level Test t Test (Partial)

Table 8
Results of Partial Coefficient Test Analysis (t-Coefficients^t)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.981	1.396		2.136	.035
	X ₁	.287	.087	.319	3.286	.001
	X ₂	.192	.086	.186	2.229	.028
	X ₃	.246	.072	.336	3.418	.001

Test)

1. The results of the research on the Work Discipline variable (X₁) obtained a significant value of t 0.001 < 0.05, so that H₀ d i t o l a k and H a d i t e r i a. Thus the results of statistical calculations show that the Work Discipline variable (X₁) has proven to have a positive and significant influence on Employee Performance. Gresik Regency Environmental Service (Y).
2. The results of the research on the Work Motivation variable (X₂) obtained a significant value of t 0.028 < 0.05, so that H₀ d i t o l a k and H a d i t e r i a. Thus the results of statistical calculations show that the Work Motivation variable (X₂) has proven to have a positive and significant influence on Employee Performance. Gresik Regency Environmental Service (Y).

3. The results of the research on the Work Environment variable (X₃) obtained a significant value of t 0.0 01 < 0.05, so that H₀ d i t o l a k and H a d i t e r i a. Thus the results of statistical calculations show that the Work Environment variable (X₃) has proven to have a positive and significant influence on Employee Performance. Gresik Regency Environmental Service (Y).

DISCUSSION

Based on the research and analysis that the researcher processed using the SPSS 21 for Windows tool, the researcher can interpret the results as follows:

work discipline variable questionnaire (X₁), the average response was obtained with a total score of 389 , which means that most respondents agreed that the work discipline of employees at the Gresik Regency Environmental Service was good . Work Discipline (X₁) obtained a significant value of t 0.001 < 0.05, so that H₀ rejected and accepted . Thus, the results of statistical calculations show that the Work Discipline variable () has proven to X₁ have a positive and significant effect on the Performance of Gresik Regency Environmental Service Employees (Y).

Based on the work motivation variable questionnaire (X₂), the average response was obtained with a total score of 402, which means that most respondents agreed that the work environment of employees at the Gresik Regency Environmental Service was good. Work Motivation (X₂) obtained a significant value of t 0.0 45 < 0.05, so that H₀ rejected and accepted . This, the results of statistical calculations show that the Work Motivation variable () has proven X₂ to have a positive and significant effect on the Performance of Employees of the Gresik Regency Environmental Service (Y).

work environment variable questionnaire (X₃), the average response was obtained with a total score of 389 , which means that most respondents agreed that the work environment of employees at the Gresik Regency Environmental

Service was good . Work Environment (X_3) obtained a significant value of $t_{0.044} < 0.05$, so that H_0 rejected and accepted . Thus, the results of statistical calculations show that the Work Environment variable () has proven X_3 to have a positive and significant effect on the performance of employees of the Gresik Regency Environmental Service (Y).

CONCLUSION

- 1 Work Discipline questionnaire (X1) , the lowest score was 374 for the item that I have the skills to complete the tasks that have become one's responsibility I answer . The Gresik Regency Environmental Service should be able to give awards to disciplined employees as a form of appreciation and motivation. The Gresik Regency Environmental Service can also give sanctions to undisciplined employees as a form of reprimand and learning. Awards and sanctions must be given fairly, clearly, and consistently so that employees feel fair.
- 2 Work Motivation questionnaire (X2) , the lowest score was 396 on the item that I feel that I have encouragement from my coworkers or superiors that motivate me to achieve a job. Every employee will definitely be happy if given a bonus or reward after completing their work. Therefore, the Gresik Regency Environmental Service should prepare a bonus program for employees who successfully complete their work and achieve company targets. Thus, employees will be enthusiastic in doing their work to achieve the targets that have been set.
- 3 Work Environment questionnaire (X3) , the lowest score was 379 for the item that security in my workplace is good. able to make me work with very comfortable . Employees may have different views on what safety precautions are needed in the workplace. This is why it is very important for the Gresik Regency Environmental Service to create training materials and communicate them clearly all employees. Employees will feel truly safe if the agreed procedures are followed by everyone.

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