



THE INFLUENCE OF MOTIVATION, WORK ENVIRONMENT AND PRODUCTIVITY ON THE PERFORMANCE OF HEALTH PERSONNEL

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ABSTRACT

Human Resources (HR) is a very important element in an institution. Factors that influence performance include discipline and skills, motivation, situational factors and system or work environment factors, work experience and productivity. The aim of this research is to determine the influence of motivation, work environment and productivity on the performance of Kangkung II Kendal Public Health Center employees. The method used in this research was descriptive quantitative, the number of samples used was 45 respondents from the total population using the total saturation technique at the Kangkung II Community Health Center. The research results showed that the three variables of motivation, work environment and productivity had a simultaneously positive effect on employee performance at the Kangkung II Kendal Community Health Center. The results of the motivation variable partially have a positive effect on the performance of Kangkung II Community Health Center employees. The results of the work environment variable partially have a positive effect on the performance of the Kangkung II Kendal Public Health Center employees. The results of the productivity variable partially have a positive effect on the performance of the Kangkung II Kendal Public Health Center employees. Suggestions are expected to use other independent variables, for example education, work discipline, work ethic, wages, leadership, workload and so on.

Keywords: motivation; performance; productivity; work environment

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INTRODUCTION

The results of other research conducted by Fajriansyah, Taufiq, Hamdat and Singkeruang (2022) show that the work productivity variable produces a probability value ($\text{sig} = 0.017 < 0.05$), so H_0 is rejected and H_a is accepted. Thus, the work productivity variable partially has a positive and significant effect on employee performance at the Makassar Regional General Hospital. Optimal implementation of tasks will also improve work productivity and can significantly improve employee performance. Productivity is very important for employees in a company. With work productivity, it is hoped that work will be carried out efficiently and effectively, so this is all very necessary in achieving the goals that have been set. Productivity is an important factor in determining a company's success. If employee work productivity always experiences a significant increase over time, then the company will easily achieve the goals that have been set. To form good productivity in improving employee performance, ability, task completion, work enthusiasm, work challenges, how to complete tasks, measurement of production costs are needed (Budi, 2022)

Community health centers or better known as Puskesmas are one of the most important public health service facilities in Indonesia. Apart from that, Puskesmas is a functional organization that carries out health efforts that are integrated, comprehensive, equitable and acceptable and affordable to the community. active participation of the community and using the results of appropriate technology and knowledge at a cost that can be met by the government and the

wider community in order to achieve optimal health without neglecting the quality of service to individuals (Rusmitasari & Mudayana, 2020). Factors that can influence performance include personal factors which include discipline and skills, motivation, situational factors and system or work environment factors, work experience and productivity (Sedarmayanti, 2015). The results of a study say that the factors that influence the performance of employees in a company are the work environment and work productivity (Nitro, 2020). Motivation is very important because it can make every employee enthusiastic and willing to work hard to achieve better performance. Goals and satisfaction, fulfilling high needs and desires are one of the things that are very influential in the emergence of motivation in employees where stimuli that arise from both outside and inside can create a strong urge in a person to carry out an activity (Wulandari & Bagia, 2020)

The creation of quality performance in employees can also be influenced by the work environment in which employees work, which is no less important in improving employee performance, where an appropriate work environment will be able to support the implementation of work so that employees will have enthusiasm and employee performance will increase, whereas if the work environment is supportive or creates discomfort for employees, then in carrying out their duties employees will feel discouraged and cause a feeling of laziness at work. A good environment will be able to support work implementation so that employees will have enthusiasm for work and improve employee performance. This is in accordance with research conducted by Nurhandayani (Nurhandayani, 2022) which states that the work environment has a significant effect on employee performance. A good work environment and climate will encourage employees to be happy at work and satisfied with their work, thus increasing their sense of responsibility to do their work well leading to increased performance (Masnah, Abidin, & Ukkas, 2020). Achieving a desired goal in a company cannot be separated from the presence of employees who have high productivity (Budi, 2022). Productivity is an attitude of mind that wants to continuously improve what has been done, so that one has confidence that one's work can provide the best that it has before (Megawaty, 2020).

Productivity, when viewed in terms of ability, can improve the results of employee performance, which can be seen from the resources possessed by each individual, where workers can produce more output than other workers in the same time, so that a worker is considered productive. Community Health Centers are one of the government agencies which can also experience an increase or decrease in employee performance. The many programs from the community health center that must be carried out by employees require all employees to have high performance. Employee performance can be said to be good if it is good in quantity, where the amount of work completed must be in accordance with the target, good in quality, namely the quality of work completion is good and good in terms of timeliness, namely in accordance with the planned time (Uma & Swati, 2024)

METHOD

This research will use a quantitative descriptive approach. The location of the research was carried out at the Kangkung II Community Health Center which is located in Sendang Kidul, Sendangkulon, Kangkung District, Kendal Regency, Central Java 51353. This research took place from January 2024 - July 2024. The population used in this research were 45 employees of the Kangkung II Community Health Center, namely 38 employees were female and 7 were male. The technique used to determine the sample in this research is the saturated sampling technique, where saturated sampling is a sampling technique when all members of the population are used as samples. The questionnaires used have all been validated and reliable with a validity value of <0.05 and a reliability value of >0.60 (0.624, 0.680, 0.809, 0.652).

RESULT

Respondent Characteristics

Table 1.
Characteristics of Respondents (n=45)

Variable	f	%
Gender		
Man	7	15,6
Woman	38	84,4
last education		
D3	32	71,1
S1	12	26,7
S2	1	2,2
Length of work		
<2 Years	7	15,6
2-5 Years	18	40,0
6-10 Years	13	28,9
11-15 Years	5	11,1
>15 Years	2	4,4
ASN status		
Civil servants	29	
PPPK	16	64,5
Non ASN	0	35,5

Table 1 shows that the average age of 45 respondents is 33 years. The youngest is 26 years old and the oldest is 54 years old. In this age range, it is called the productive age, many people have completed their formal education, are looking for, building a career, building a family, actively involved in community development and so on. The majority were female as many as 38 respondents (84.5%) and the remaining were male as many as 7 respondents (15.6). The majority of respondents had a D3 education, 32 respondents (71.1%), 12 respondents had a bachelor's degree (26.7%) and 1 respondent had a master's degree (2.2%). On average, 18 respondents (40.0%) had worked for 2-5 years, 13 respondents (28.9%) 6-10 years, 7 respondents (15.6%) < 2 years, 5 respondents (11.1%) 11-15 years and 2 respondents (4.4%) >15 years. The majority of employees are civil servants, 29 respondents (64.5%) and 16 respondents (35.5%) were appointed as PPPK.

Table 2.
Multiple Linear Regression Analysis Test (n=45)

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	2.374	.638		3.722	.001
	Motivation	.500	.090	.561	5.578	.000
	Work environment	.462	.098	.475	4.708	.000
	Productivity	.469	.084	.540	5.600	.000

a. Dependent Variable: Performance

Based on the results of multiple linear regression analysis as in table 4.16 above, the following regression model is obtained:

$$Y = 2.374 + 0.500 X1 + 0.462 X2 + 0.469 X3 + e$$

Based on the multiple linear regression equation model, it can be explained as follows:

1. A constant value of 2.374 indicates that the motivation, work environment and productivity variables are zero and the employee performance level is 2.374

2. The regression coefficient value of the motivation variable is 0.500, which means that if the value of the other independent variables remains constant and the value of the motivation variable increases by 1%, then performance will increase by 0.500%.
3. The regression coefficient value for the work environment variable is 0.462, which means that if the value of the other independent variables remains constant and the value of the work environment variable increases by 1%, then performance will increase by 0.462%.
4. The regression coefficient value for the productivity variable is 0.469, which means that if the value of the other independent variables remains constant and the value of the productivity variable increases by 1%, then performance will increase by 0.469%.

Table 3.
F Test (n=45)

		ANOVA ^a				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	6.225	3	2.075	22.538	.000 ^b
	Residual	3.775	41	.092		
	Total	10.000	44			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Productivity, Motivation, Work Environment

Based on table 3, the f test is displayed which can be used to predict the contribution of variable aspects of motivation, work environment and productivity to performance. From the calculations, the f-count value is 22,538 and the f-table is 3.23, $df = n-k-1 = 45-3-1$ (where k is the number of independent variables and n is the number of samples), because the f-count value > f-table or $22,538 > 3.23$ and the significant value is $0.000 < 0.05$, this shows that H_0 is rejected and H_a is accepted, which means the independent or motivational variable (X1), the environment work (X2) and productivity (X3) together have a significant effect on the performance variable (Y).

Table 4.
t-test (n=45)

		Coefficients ^a			t	Sig.				
Model		Unstandardized Coefficients		Standardized Coefficients						
		B	Std. Error	Beta						
1	(Constant)	2.374	.638		3.722	.001				
	Motivation	.500	.090	.561			5.578	.000		
	Work environment	.462	.098	.475					4.708	.000
	Productivity	.469	.084	.540						

a. Dependent Variable: Performance

Based on table 4, the calculated T value of the motivation variable (X1) is 5,578 which is greater than the T table of 2,019 with a significance probability value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted (significant regression coefficient) meaning that the motivation variable (X1) has a positive and significant effect on performance. The calculated T value of the Work Environment variable (X2) is 4,708 which is greater than the T table of 2,019 with a significance probability value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted (significant regression coefficient) meaning that the work environment variable (X2) has a positive and significant effect on performance. The calculated T value of the productivity variable (X3) is 5,600 which is greater than the T table of 2,019 with a significance probability value of $0.000 > 0.05$, so H_0 is rejected and H_a is accepted (the regression coefficient is not significant) meaning that the productivity variable (X3) has a positive and significant effect on performance.

DISCUSSION

The Influence of Motivation, Work Environment and Productivity together on Employee Performance

Based on the simultaneous test (F test) it can be concluded that the calculation shows that the Fcount value is 22,538 and Ftable is 3.23, $df = n - k - 1 = 45 - 3 - 1$ (where k is the number of independent variables and n is the number of samples), because the $F_{count} > F_{table}$ or $22,538 > 3.23$ and the significant value is $0.000 < 0.05$, this shows that H_0 is rejected and H_a is accepted, which means the independent variable or motivation (X1), work environment (X2), and productivity (X3) together have a significant effect on the performance variable (Y). The results of this research are also supported by the results of the interview where Nurse W said "Motivation is a psychological condition within oneself, there is an urge that arises from oneself to do something. Motivation also questions how to encourage subordinates' enthusiasm for work, so that they are willing and work hard by providing all their abilities and skills in realizing the company's goals (Mangkunegara, 2017).

The performance of an organization or company is not only influenced by its human resources but can also be influenced by other resources such as technology, equipment, materials, funds and work mechanisms that take place within the company, for example whether the work environment provides comfort for its employees so that it can encourage employee performance. This includes the condition of human relations within the organization, both between superiors and subordinates and fellow co-workers. A conducive and good work environment will provide a feeling of comfort and security, allowing employees to work optimally because it can affect employees' emotions. If employees feel safe and enjoy their work environment, they will feel at home in their workplace so they can use their time effectively (Sunyoto, 2018). Good work productivity will foster a mental attitude of always looking for improvements to what already exists and a belief that one can do a job better today than yesterday and tomorrow must be better than today. Productivity can also measure the extent to which an activity is able to achieve the quality and quantity targets that have been achieved (Kustini & Sari, 2020)

The Influence of Motivation on Performance

Based on a partial statistical test (t test), it can be concluded that the T count of the motivation variable (X1) is 5.578 which is greater than the T table of 2.01954 with a significance probability value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted (significant regression coefficient) meaning that the motivation variable (X1) has a positive and significant effect on performance. This means that based on existing motivation indicators, motivation variables have a significant effect on employee performance at the Kangkung 2 Community Health Center. Based on data from respondents' answers to motivation indicators which include appreciation, social relationships, living needs and success at work, motivation has a significant effect on employee performance at the Kangkung 2 Kendal Community Health Center. This is in line with research conducted by Wiediya and Andy (2022) which states that from the ANOVA test, the Fcount for motivation is 25,671 with a significance level of 0.000, where the figure is $0.000 < 0.05$ and also the $F_{count} > F_{table}$ or $25,671 > 3.09$ with H_0 rejected and H_a accepted, meaning that there is a linear relationship between the motivation variable and performance, so the regression model is feasible and appropriate. Other research conducted by Andry, Widarko and Suharto (2024) is in line with this research which states that the Motivation Variable (X1) has a significant effect on Employee Performance, with a t value of 2.483 and a significance value of 0.016 (< 0.05) where in research Motivation has a positive influence on performance because motivating wages make employees work harder.

The Influence of the Work Environment on Performance

Based on a partial statistical test (t test), it was concluded that the T value of the Work Environment variable (X2) was 4.708 which was greater than the T table of 2.01954 with a

significance probability value of $0.000 < 0.05$, so H_0 was rejected and H_a was accepted (significant regression coefficient) meaning that the work environment variable (X2) had a positive and significant effect on performance. This research is in line with research conducted by Fajriansyah, Taufiq, Hamdat and Singkeruang (2022). The results showed that the work environment variable produced a probability value (sig) = $0.016 < 0.05$, so H_0 was rejected and H_a was accepted. Thus, work environment variables partially have a positive and significant effect on employee performance at the Makassar Regional General Hospital. The results of other similar research conducted by Andry, Widarko and Suharto (2024) stated that the Work Environment Variable (X2) had a significant effect on Employee Performance, with a value of 3,580 and a significance value of $0.001 (< 0.05)$ where. The work environment has a positive effect because complete facilities improve employee performance by creating comfort. So to be able to improve employee performance, companies need to provide a good and comfortable work environment. By providing a comfortable work environment, employees will feel at home to carry out their work with focus, so that work can be completed with optimal targets and results.

The work environment is a very important factor and has a very big role in improving employee performance. Because a good work environment can support work implementation so that employees have high work enthusiasm and improve performance. Good working environment conditions will make employees feel comfortable at work. This comfort will certainly have an impact on increasing the results of the production produced. The role of the work environment includes sufficient light in the production room, sufficient air temperature control equipment so that employees feel comfortable (Uma & Swati, 2024). With a guaranteed work environment, employees will easily and enthusiastically carry out the work assigned by the company.

The Influence of Productivity on Performance

Based on a partial statistical test (t test), it was concluded that the T value of the productivity variable (X3) was 5,600 which was greater than the t-table of 2.01954 with a significance probability value of $0.000 > 0.05$, so H_0 was rejected and H_a was accepted (the regression coefficient was not significant) meaning that the productivity variable (X3) had a positive and significant effect on performance. This is in line with research conducted by Wiediya and Andy (2022) which states that from the ANOVA test carried out, the calculated F for model 2 was 35.326 with a significance level of 0.000 , where the number $0.000 < 0.05$ and also $F_{\text{count}} > F_{\text{table}}$ or $35.326 > 3.09$ with H_0 rejected and H_a accepted, meaning that there is a linear relationship between productivity and performance variables, so the regression model is feasible and appropriate. The results of other research conducted by Fajriansyah, Taufiq, Hamdat and Singkeruang (2022) show that the work productivity variable produces a probability value (sig) = $0.017 < 0.05$, so H_0 is rejected and H_a is accepted. Thus, the work productivity variable partially has a positive and significant effect on employee performance at the Makassar Regional General Hospital. Optimal implementation of tasks will also improve work productivity and can significantly improve employee performance.

Productivity is very important for employees in a company. With work productivity, it is hoped that work will be carried out efficiently and effectively, so this is all very necessary in achieving the goals that have been set. Productivity is an important factor in determining a company's success. If employee work productivity always experiences a significant increase over time, then the company will easily achieve the goals that have been set. To form good productivity in improving employee performance, ability, task completion, work enthusiasm, work challenges, how to complete tasks, measurement of production costs are needed (Budi, 2022)

CONCLUSION

Motivation, work environment and productivity simultaneously influence employee performance at the Kangkung II Community Health Center. The results of this research provide an understanding that in an effort to improve employee performance it is necessary to increase motivation, work environment and productivity. Motivation partially influences performance at the Kangkung II Community Health Center. The results of this research provide an understanding that in an effort to improve employee performance it is necessary to increase motivation in the agency. The work environment partially influences performance at the Kangkung II Community Health Center. The results of this research provide an understanding that in an effort to improve employee performance it is necessary to improve the work environment in the agency. Productivity partially influences performance at the Kangkung II Community Health Center. The results of this research provide an understanding that in an effort to improve employee performance it is necessary to increase productivity in the agency.

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