

THE INFLUENCE OF LEADERSHIP, MOTIVATION AND ENVIRONMENT WORK ON CIVIL SERVANT PERFORMANCE AT THE MEDAN PETISAH DISTRICT OFFICE

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ABSTRACT

In general, the goal of every company, both private and public, is to improve the quality of its human resources to produce good performance. This research was conducted to determine the influence of Leadership, Motivation and Work Environment on the Performance of Civil Servants at the Medan Petisah Sub-district Office. The sample used amounted to 32 respondents. This study used a quantitative method with data collection techniques through distributing questionnaires. The data analysis technique used was multiple linear regression analysis using the SPSS Version 22 program. The results showed that the regression equation $Y=12.801+0.426X_1+0.607X_2+0.030X_3$. The results of this research show that leadership partially has a significant effect on employee performance with a t-count $>$ t-table ($3.027 > 2.048$) and a sig value ($0.005 < 0.05$). Motivation partially has a significant effect on employee performance with t-count $>$ t-table ($5.891 > 2.048$) and sig value ($0.000 < 0.05$). The work environment has partially no significant effect on employee performance with a t-count $<$ t-table ($0.214 < 2.048$) and a sig value ($0.832 > 0.05$). Leadership, Motivation and Work Environment simultaneously have a positive and significant effect on Employee Performance with Fcount $>$ Ftable ($116.027 > 2.95$) with a sig value ($0.000 < 0.05$). The coefficient of determination of Adjusted R Square is 0.918 which means 91.8% of employee performance at the Medan Petisah Sub-District Office is influenced by the variables of Leadership, Motivation and Work Environment.

Key words: Leadership, Motivation, Work Environment and Employee Performance

1. INTRODUCTION

In the era of globalization, it's undeniable that every organization or business, whether private or public, has short-term and long-term goals to meet. Employees who are accustomed to thinking ahead, are intelligent, imaginative, and ready to develop serious areas of strength to face the advancements of the times. Leadership is essential in today's competitive workplace. To ensure organizational survival, some organizations strive to improve the performance of each component. To achieve their goals, organizational actions inevitably face challenges. Human resource development is one such challenge. Organizations must have a well-functioning work system to achieve the required level of

effectiveness and efficiency. Organizational performance is based on the performance of its people, who are the heart of the business. Employee performance directly impacts the growth or decline of an institution or business. Employee performance is influenced by several variables, including leadership, motivation, and the work environment. Initiative is the cycle by which an individual can convince others to pursue ideal goals. Of course, the process of influencing does not involve violence, but rather is supported by motivational support, allowing a leader to communicate and motivate his subordinates by using certain strategies. Motivation is the driving force to follow through on several cycles of human behavior by focusing on direction, strength,

and determination to achieve goals. Based on the background description that has been stated previously, the researcher is interested in conducting research with the title "The Influence of Leadership, Motivation and Work Environment on the Performance of Civil Servants at the Medan Petisah District Office"(Munir et al., 2025).

2. LITERATURE REVIEW

Theoretical basis

Leadership is. According to Fahmi (2016: 122) "Initiative is the ability to influence a group to realize dreams or set goals determined by science that carefully how to direct, influence, and organize others to carry out efforts according to predetermined orders." As shown by Taryaman (2016: 7) "leadership is the science and expertise to influence others or a group of people to work together, not to put down each other's requests to achieve hierarchical goals." Considering the understanding of authority from the expert's perspective above, the author can reason that administration is a person's path that can convince others to pursue ideal goals. Of course, the cycle of impact does not include brutality, but is supported by persuasive assistance, empowering leaders to convey and persuade their subordinates to use certain procedures. To achieve the set goals, interactions must also be considered so that missteps can be avoided or corrected by the leader.

Motivation

Motivation Etymologically, the word "Inspiration" comes from English, specifically "Inspiration," meaning "Inner Strength" or "Comfort." So, the idea of inspiration is anything that motivates someone to act to achieve something for a specific reason. Inspiration is the power that exists within a person, which encourages an action approach to move. As expressed by Mangkunegara (2015: 93), "Motivation is support for the needs of workers that must be

met so that the agent can adapt to the environment." As expressed by Gitosudarmo (2015: 109) "Inspiration is a variable that encourages someone to carry out a certain development, moreover inspiration in many ways is also interpreted as a driving component for a person's behavior." Looking at the definitions understood by experts, creators can reason that inspiration is help to welcome several patterns of human behavior with an emphasis on attitude, sincerity, and ingenuity to achieve goals (Ristianah et al., 2024).

Work environment

The work environment is everything related to the actual parts of the workplace contained in the work environment conditions. Meanwhile, non-actual work conditions include all steps taken regarding work relationships, relationships with superiors, relationships with partners, and relationships with subordinates. According to Anam (2018: 46) "The work environment is something that is around representatives so that it has an impact on individuals to get a sense of security, comfort, and satisfaction in doing and completing the work given by superiors." According to Nitisemito (2015: 109) "The workplace is everything that is around workers and that can influence them in carrying out assigned tasks." The board must really focus on the work culture within an organization. Although an organization's office does not actually complete the creation interaction, it clearly influences the professionals who make it happen.

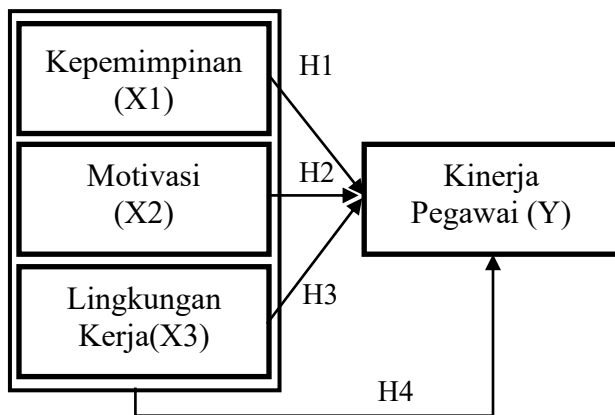
Understanding Employee Performance

Performance is the level or degree of a person's longing for a certain period of time in resolving errors compared to different decisions, for example work rules, targets, goals or decisions that have just been completed and are of shared value. As indicated by Kasmir (2016: 182) says execution is the consequence of carrying out work that is carried out relentlessly in completing work and commitments given within a certain period.

Meanwhile, according to Sutrisno (2016: 172) Execution is the result of delegating work in the form of value, quantity, work time, and cooperation to achieve goals set by affiliates. Based on the above understanding, the agreement maker that the work delegated is the result of work completed by agents in accordance with their obligations and in accordance with their experience and abilities.

Framework

Figure 1 Framework of Thought



Source: Processed by the author (2023)

Hypothesis

Based on the description of past testing and the finished system, the creators set out the following speculations:

- H1 There is an influence of leadership on the performance of civil servants at the Medan Petisah District Office.
- H2 There is an influence of motivation on the performance of civil servants at the Medan Petisah District Office.
- H3 There is a workplace influence regarding the presentation of government employees at the Medan Petisah sub-district office.
- H4 There is a simultaneous influence of initiative, inspiration, and workplace on government employee exhibitions at the Medan Petisah sub-district office.

IMPLEMENTATION METHOD

This research was conducted at the

Medan Petisah Sub-district Office, located at Jl. Iskandar Muda No. 270 A, Petisah Tengah, Medan Petisah District, Medan City, North Sumatra. The research period was from May to August 2023.

The population in this study was all civil servant employees at the Medan Petisah District Office, totaling 32 people.

In this study, the author uses all employees at the Medan Petisah sub-region office totaling 32 people.

4. RESULTS AND DISCUSSION

Validity test

Table 1 Validity test (Y)

| No | State ment | R-Count | R-Table | Informati on |
|----|------------|---------|---------|--------------|
| 1 | P1.Y | 0.604 | 0.349 | Valid |
| 2 | P2.Y | 0.578 | 0.349 | Valid |
| 3 | P3.Y | 0.430 | 0.349 | Valid |
| 4 | P4.Y | 0.651 | 0.349 | Valid |
| 5 | P5.Y | 0.393 | 0.349 | Valid |
| 6 | P6.Y | 0.471 | 0.349 | Valid |
| 7 | P7.Y | 0.414 | 0.349 | Valid |
| 8 | P8.Y | 0.634 | 0.349 | Valid |
| 9 | P9.Y | 0.578 | 0.349 | Valid |

Table 2 Validity Test (X1)

| No | State ment | Total Correlati on | r- table | Informa tion |
|----|------------|--------------------|----------|--------------|
| 1 | P1.X1 | 0.682 | 0.349 | Valid |
| 2 | P2.X1 | 0.803 | 0.349 | Valid |
| 3 | P3.X1 | 0.619 | 0.349 | Valid |
| 4 | P4.X1 | 0.816 | 0.349 | Valid |
| 5 | P5.X1 | 0.684 | 0.349 | Valid |

Table 3 Validity Test (X2)

| No | State ment | R-Count | R-Table | Informa tion |
|----|------------|---------|---------|--------------|
| 1 | P1.X2 | 0.529 | 0.349 | Valid |
| 2 | P2.X2 | 0.778 | 0.349 | Valid |

| | | | | |
|---|-------|-------|-------|-------|
| 3 | P3.X2 | 0.499 | 0.349 | Valid |
| 4 | P4.X2 | 0.647 | 0.349 | Valid |
| 5 | P5.X2 | 0.557 | 0.349 | Valid |
| 6 | P6.X2 | 0.640 | 0.349 | Valid |

Table 4 Validity Test (X3)

| No | State ment | R-Count | R-Table | Informa tion |
|----|------------|---------|---------|--------------|
| 1 | P1.X3 | 0.664 | 0.349 | Valid |
| 2 | P2.X3 | 0.705 | 0.349 | Valid |
| 3 | P3.X3 | 0.513 | 0.349 | Valid |
| 4 | P4.X3 | 0.798 | 0.349 | Valid |
| 5 | P5.X3 | 0.578 | 0.349 | Valid |

Normality Test

Table 5 Kolmogorov-Smirnov test

| | Unstandardized Residual |
|----------------------------|-------------------------|
| N | 41 |
| Normal Parameters b Mean | .0000000 |
| Std Deviation | 1.22134015 |
| Most Extreme Differences | .095 |
| Absolute Positive Negative | .095 |
| Test Statistics | -.069 |
| Asymp. Sig. (2-tailed) | .200 cd |

Source: SPSS Data Processing Results (2023)

The dynamic test using the One-Model Kolmogorov-Smirnov Test should show that the Asymp sig (2-followed) value is 0.200 > 0.05 so that it is very possible to expect that all data used in this audit will be conveyed consistently.

Figure 2 Histogram

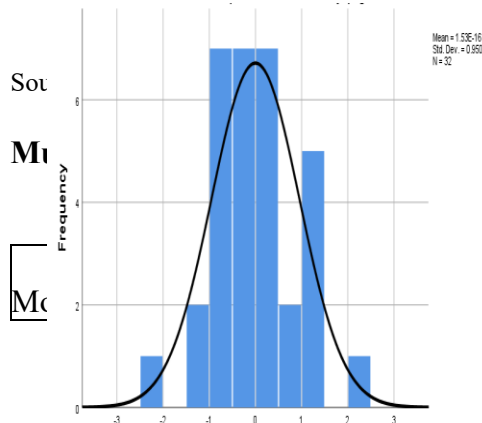
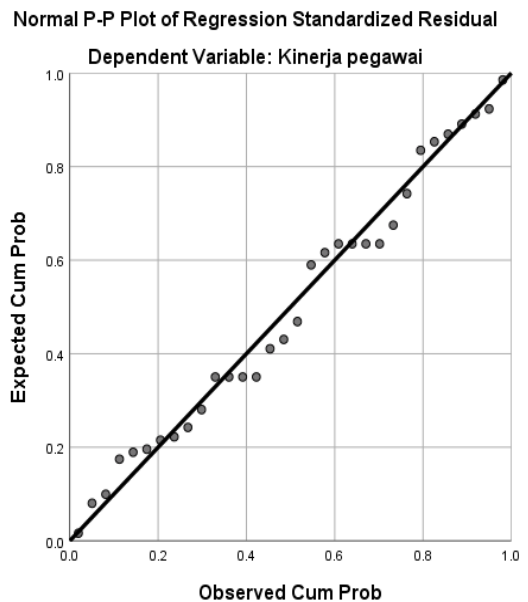


Figure 3. Data Normality Graph



Source: Processed by the author (2023)

Table 6 Multicollinearity Test Coefficients

| Standardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
|---------------------------|---------------------------|---|------|-------------------------|
|---------------------------|---------------------------|---|------|-------------------------|

| | | B | Std. Error | Beta | | | Tolerance | VIF |
|---|------------------|--------|------------|------|-------|------|-----------|-------|
| 1 | (Constant) | 12,801 | 3,514 | | 3,643 | .001 | | |
| | Leadership | .426 | .343 | .335 | 1,241 | .225 | .159 | 6,303 |
| | Motivation | .607 | .251 | .500 | 2,415 | .022 | .270 | 3,705 |
| | Work environment | .030 | .348 | .023 | .088 | .931 | .174 | 5,756 |

SPSS 22 Data Processing Results (2023)

Multiple Linear Regression

**Table 7 Multiple Linear Regression Results
Coefficientsa**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 12,801 | 1,441 | | 8,885 | .000 |
| | Leadership | .426 | .141 | .392 | 3,027 | .005 |
| | Motivation | .607 | .103 | .585 | 5,891 | .000 |
| | Work environment | .030 | .142 | .026 | .214 | .832 |

SPSS 22 Data Processing Results (2023)

t-test or Partial Test

**Table 8 t-test
Coefficientsa**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 12,801 | 1,441 | | 8,885 | .000 |
| | Leadership | .426 | .141 | .392 | 3,027 | .005 |
| | Motivation | .607 | .103 | .585 | 5,891 | .000 |
| | Work environment | .030 | .142 | .026 | .214 | .832 |

SPSS 22 Data Processing Results (2023)

F Test or Simultaneous Test

**Table 9 F Test Results
ANOVA**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------|
| 1 | Regression | 96,633 | 3 | 32,211 | 116,027 | .000b |
| | Residual | 7,773 | 28 | .278 | | |
| | Total | 104,406 | 31 | | | |

a. Dependent Variable: Employee Performance

Source: SPSS 22 Data Processing Results (2023)

Coefficient of Determination

**Table 10 Results of the Determination Coefficient Test
Model Summary**

| Model | R | R Square | Adjusted R Square | Standard Error of the Estimate |
|-------|-------|----------|-------------------|--------------------------------|
| 1 | .962a | .926 | .918 | .52689 |

a. Predictors: (Constant), Work Environment, Motivation, Leadership

Source: SPSS 22 Data Processing Results (2023)

Leadership Influence

The results of the study indicate that authority is one of the variables that influences the implementation of laborers' work in the workplace that can handle the nature of the implementation delegated to the Medan Petisah City Service. It should be seen from the calculated t value $>$ t table ($3.027 > 2.048$) and the sig value ($0.005 < 0.05$) it is very possible because encouragement does not affect labor performance.

Influence of Motivation

The results of the study indicate that inspiration is one of the factors that influence the implementation of representatives in work that can affect the nature of the implementation of workers in the Medan Petisah Sub Area Office. This should be seen from the t-count $>$ t-table ($5.891 > 2.048$) and the sig value ($0.000 < 0.05$) it can be concluded that inspiration does affect the execution of representatives.

Influence of Work Environment

The results after the review show that the workplace is one of the factors that does not affect the implementation of representative work, which cannot affect the good or bad nature of the implementation of work at the Medan Petisah District Office. This should be seen from the t-count $<$ t-table ($0.214 < 2.048$) and the sig value ($0.832 > 0.05$) it can be concluded that the workplace affects the implementation of representatives.

The Influence of Leadership, Motivation and Work Environment

The review results show that administration, inspiration, and workplace are simultaneously factors that influence the implementation of representatives in the work environment that can work in the nature of the implementation of workers at the Medan

Petisah District Office. This can be seen from the F count value $>$ F table ($116.027 > 2.95$) with a sig value ($0.000 < 0.05$). So it can be concluded very well that the factors of initiative, inspiration, and workplace simultaneously influence the execution of representatives.

5. CONCLUSION

Based on the results of the exploration and study that have been presented, the creators can make decisions, especially as follows: The initiative has more or less influenced the performance of workers at the Petisah District Office, Medan, with a calculated t-value $>$ t-table ($3.027 > 2.048$) and a sig value ($0.005 < 0.05$).

1. Motivation has a more or less fundamental influence on employee performance at the Petisah Sub-district Office in Medan with a calculated t value $>$ t table ($5.891 > 2.048$) and a sig value ($0.000 < 0.05$).
2. The work environment somewhat influences employee performance at the Petisah District Office, Medan, with a calculated t value $<$ t table ($0.214 < 2.048$) and a sig value ($0.832 > 0.05$).
3. Leadership, Motivation and Work Environment simultaneously have a significant effect on Worker Execution at the Petisah District Office, Medan with a calculated F value $>$ F table ($116.027 > 2.95$) with a sig value ($0.000 < 0.05$).

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