

The Influence of Work Environment and Work Motivation on the Performance of Employees of the Agricultural Training Center at the Agricultural Extension and Human Resource Development Agency of the Ministry of Agriculture of the Republic of Indonesia

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ABSTRACT

This study analyzes employee performance regarding work environment and work motivation. Survey data were collected using simple random sampling technique from 53 respondents of employees of the Agricultural Training Center of the Agricultural Extension and Human Resources Development Agency of the Ministry of Agriculture. The questionnaire was distributed through google form to the employees of BPPSDM Agriculture Training Center, Ministry of Agriculture. Data were analyzed using the SPSS version 22 (statistical package for social science) computer program. The results showed that the work environment and work motivation partially or simultaneously had a positive and significant effect on employee performance.

Keywords: Work Environment, Work Motivation, Employee Performance

1. INTRODUCTION

Human Resources (HR) is an important asset owned by an organization, the importance of human resources for every organization because they have a crucial role that can make an organization survive and develop in every condition. The Ministry of Agriculture of the Republic of Indonesia (Kementan RI) is a ministry in charge of agriculture, plantations, and livestock. The Ministry of Agriculture of the Republic of Indonesia is led by a Minister of Agriculture. The Agricultural Extension and Human Resource Development Agency (BPPSDMP) is a supporting element in the Ministry of Agriculture that is responsible to the Minister of Agriculture. The Agricultural Training Center is an echelon II field that is responsible to the Head of the Agency. Currently, the Agricultural Training Center at the Agricultural Human Resources Development and Extension Agency is trying to improve its performance.

Based on the results of preliminary observations, the performance of employees of the Agricultural Training Center at the Agricultural Extension and Human Resources Development Agency is still low. Judging by the phenomenon or downward trend where the quality of work in 2020 is 88.4 down to 87.4 in 2023. Work quantity in 2020 is 88.9 down to 88.1 in 2023. Attendance in 2020, 88.4, decreased to 88.2 in 2023. Initiative in 2020, 88.5, decreased to 88.1 in 2023. Then the last one is Leadership, in 2020 which is 88.0 down to 88.1 in 2023.

Meanwhile, (M Hilman Zainuri (2021)), (Purnama Sari (2022)), and (Noto Susanto (2023)) show that work environment variables and work motivation have a positive and significant effect on performance. This result is different from the research conducted by (Bambang Nugroho (2021)) where the motivation variable has no significant effect on performance. Meanwhile, the work environment variable has a significant negative effect on performance (Jus Samuel Sihotang (2020)). The research gap identified in Table 1 is the reason why it is necessary to design a model that explains the relationship between work environment, work motivation, and performance. Therefore, this study focuses on the effect of work environment and work motivation on employee performance.

Based on the above phenomenon, the researcher again conducted a study with the title "The Effect of Work Environment and Work Motivation on the Performance of Employees of the Agricultural Training Center at the Ministry of Agriculture's Agricultural Human Resources Development and Extension Agency".

Table 1. Research Gap

Research Results	Research Gaps
a) (M Hilman Zainuri (2021)), (Purnama Sari (2022)), and (Noto Susanto (2023)) shows that work environment variables and work motivation have a positive and significant effect on performance.	Gaps Inconsistent research results regarding the influence of the work environment and work motivation on performance.
b) (Bambang Nugroho (2021)) shows that the motivation variable has no significant effect on performance. Meanwhile, work environment variables have a significant negative effect on performance (Jus Samuel Sihotang (2020)).	

2. RESEARCH METHODS

2.1. Participant

This study uses associative research design with quantitative methods where researchers try to determine the relationship between three variables, the independent variables in this study are Work Environment (X1) and Work Motivation (X2). The research population is all employees of the BPPSDMP Agricultural Training Center, Ministry of RI. The number of samples was determined using the slovin formula according to Sugiyono (2019, p. 127) and the number of indicators used was 53 respondents. The sampling method uses a probability sampling approach, with the sampling technique using simple random sampling. Data collection was carried out by distributing questionnaires via Google Form.

2.2. Measurement

The variables in this study are work environment, work motivation and employee performance. The work environment is an area both physical and non-physical around employees within the scope of the organization, the environment can have an influence on employee production power. This meaning is in line with the expression of Schultz & Sydney (2020, p. 105) that the work environment is a condition related to workplace characteristics in relation to employee behavior and attitudes. There are eight indicators to measure the work environment, namely lighting / lighting, temperature, air circulation, noise, decoration, level coworker relationships, superior to subordinate relationships and cooperation between employees (Sedarmayanti (2017, p. 26)).

Motivation is a process that describes the strength, direction and persistence of individuals in their efforts to achieve goals (Robbins and Judge (2015, p. 127)). The eight indicators refer to Veithzal and Basri (2016, p. 837), namely the need to develop creativity, the need to improve abilities, the need to work effectively and efficiently, the need to establish good relationships between employees, the need to participate in cooperation, the need to exert influence, the need to develop power and responsibility, and the need to lead and compete.

Adapted from Robbin (2016, p. 260) performance is the result of employee achievement in their work according to certain standard criteria that apply to a job. Work quality, work quantity, time efficiency, initiative, thoroughness, leadership, honesty and creativity are indicators of performance put forward by Anwar Prabu (2015, p. 67).

Sugiyono (2019, p. 146) suggests that the Likert scale is used to measure the attitudes, opinions, and perceptions of individuals or groups towards social phenomena. Each answer obtained from the questionnaire will be given a range of assessment scores, namely strongly agree (5), agree (4), moderately (3), disagree (2), and strongly disagree (1). To test the questionnaire as a research instrument, a data instrument test is used which consists of a validity test to measure the validity of the data and a reliability test to measure the consistency of a questionnaire which is an indicator of a variable or composition.

2.3. Analysis

This study uses primary data related to respondents' statement data regarding their performance in the company. Primary data collection uses a research instrument in the form of a statement list containing a number of closed statements regarding the three variables and sent using Google form to respondents along with data on respondent characteristics (gender, age, domicile, occupation).

Data were analyzed using the SPSS version 22 (statistical package for social science) computer program. The analysis method used to analyze the data obtained while verifying the hypothesis that has been proposed in this study is the data instrument test, the classical assumption test, while to verify the hypothesis multiple linear regression analysis

is carried out, the coefficient of determination test and hypothesis testing is carried out partially and simultaneously or together.

The research instrument must be tested before being distributed to the specified respondents to ensure that the research questions can represent the dimensions of the variables specified in this study. To test the validity and reliability of the instrument, the questionnaire statements were tested on 53 respondents. A model is said to be valid if the significant value is below 0.05 or 5%. And an instrument is declared reliable if the Cronbach Alpha value is above 0.600. If the Cronbach Alpha value of an instrument is below this value, the instrument is declared unreliable. The normality test aims to if the histogram is normally distributed, the data obtained is declared normal, meanwhile if the PP plot forms a diagonal line, the data obtained is declared normal. To detect heteroscedasticity, it can be done by looking at the presence or absence of certain patterns in the scatterplot graph between SRESID and ZPRED where the X and Y axes have been predicted and the Y axis is the residual (Y prediction - Y actual) which has been student tized. Multicollinearity test is a test to see if there is a linear relationship between independent variables in the regression model. The test method that can be used is by checking the results of the Variance Inflation Factor (VIP) and Tolerance. If the Tolerance value > 0.10 and $VIF < 10$, then the regression model does not have multicollinearity problems. Multiple linear analysis is carried out to determine the effect of an Employee Performance variable associated with Environmental variables and Work Motivation variables. The coefficient of determination test is carried out to determine and predict how much or important the contribution of the influence given by the independent variables together to the dependent variable. The t or partial test is used to test the independent variables individually whether they have a dominant effect with a significant level of 5%, the F or simultaneous test is carried out to determine the effect of the variables together on the Y variable.

3. RESULTS AND DISCUSSIONS

3.1. Respondent Characteristics

Respondents for this study were all employees of the agricultural training center BPPSDMP Ministry of RI, totaling 53 respondents who filled out the survey. Where the results of descriptive analysis of the characteristics of respondents showed that they were 32 men (60.4%) and 21 women (39.6%). Meanwhile, the average age of all respondents was 23 people 45 > years (43.4%), 16 people 36-45 years (30.2%), 13 people 26-35 years (24.5%), 1 person 19-25 years (1.9%). Meanwhile, the level of education, consisting of 1 person with doctoral education (1.9%), 18 people with master's education (34%), 25 people with bachelor's education (47.2%), 3 people with D3 education (5.7%), 6 people with high school education (11.3%). Based on the length of work consists of 35 people with a length of work > 10 years (66%), 5 people with a length of work of 5-10 years (9.5%), 13 people with a length of work of 1-5 years (24.5%).

3.2. Uji Instrumen Data

3.2.1. Validity Test

The test criteria are if $r_{count} > r_{table}$ then the statement instrument correlates significantly to the total score (valid). The amount of data ($n = 53$), and obtained $df = 53 - 2$, then obtained r_{table} of 0.2706 or rounded up to 0.271

Table 2. Validity Test of Employee Performance Instrument

Question Item	R Count Value	R Table Value	Description
Instrument 1	0,819	0,271	Valid
Instrument 2	0,674	0,271	Valid
Instrument 3	0,890	0,271	Valid
Instrument 4	0,913	0,271	Valid
Instrument 5	0,786	0,271	Valid
Instrument 6	0,834	0,271	Valid
Instrument 7	0,788	0,271	Valid
Instrument 8	0,483	0,271	Valid

Source: SPSS 22 Data Processing Results

Looking at the results of the Table 2, by comparing r_{count} with r_{table} of 0.271, the results obtained are that all employee performance statements are valid because all r_{count} items are greater than r_{table} .

Tabel 3. Validity Test of Work Environment Instrument

Question Item	R Count Value	R Table Value	Description
Instrument 1	0,670	0,271	Valid
Instrument 2	0,615	0,271	Valid
Instrument 3	0,639	0,271	Valid
Instrument 4	0,627	0,271	Valid
Instrument 5	0,657	0,271	Valid
Instrument 6	0,744	0,271	Valid
Instrument 7	0,444	0,271	Valid
Instrument 8	0,724	0,271	Valid

Source: SPSS 22 Data Processing Results

Looking at the results of the Table 3, by comparing rcount with rtable of 0.271, the results obtained are all valid competency statements because all rcount items are greater than rtable.

Tabel 4. Validity Test of Work Motivation Instrument

Question Item	R Count Value	R Table Value	Description
Instrument 1	0,563	0,271	Valid
Instrument 2	0,677	0,271	Valid
Instrument 3	0,774	0,271	Valid
Instrument 4	0,765	0,271	Valid
Instrument 5	0,789	0,271	Valid
Instrument 6	0,767	0,271	Valid
Instrument 7	0,679	0,271	Valid
Instrument 8	0,709	0,271	Valid

Source: SPSS 22 Data Processing Results

Looking at the results of the Table 4, by comparing rcount with rtable of 0.271, the results obtained are that all work environment statements are valid because all rcount items are greater than rtable.

3.2.2. Reliability Test

In this test, the number of independent variable instruments to be tested is 8 instruments for Work Environment, 8 instruments for Work Motivation and 8 instruments for Employee Performance which have been declared valid in the previously conducted validity test. The results of the reliability test for each indicator of this research variable can be seen in the following table:

Tabel 5. Reliability Test Results

Variable	Cronbach's Alpha	Cut-off	Description
Work Environment	0,786	0,600	Reliable
Work Motivation	0,861	0,600	Reliable
Employee Performance	0,899	0,600	Reliable

Source: SPSS Data Processing Results

Based on the results of the Table 5, it shows that each independent and dependent variable is declared reliable because it has a Cronbach's Alpha value of more than 0.600, which means that it can be said that the results can be accepted by having a good value.

3.3. Classical Assumptions Test

3.3.1. Normality Test

If the histogram is normally distributed, the data obtained is declared normal, while if the PP plot forms a diagonal line, the data obtained is declared normal (see Figure 1 and Figure 2).

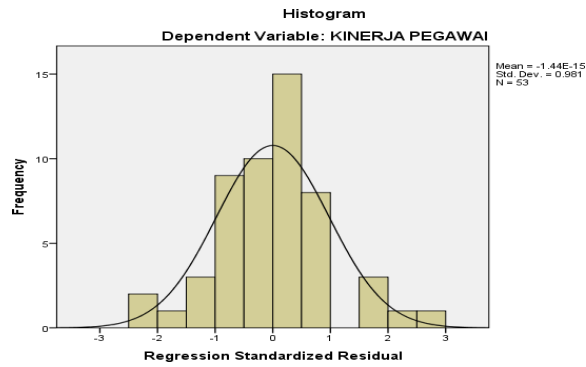


Figure 1 Normal Probability Plots (Source: SPSS Data Processing Results)

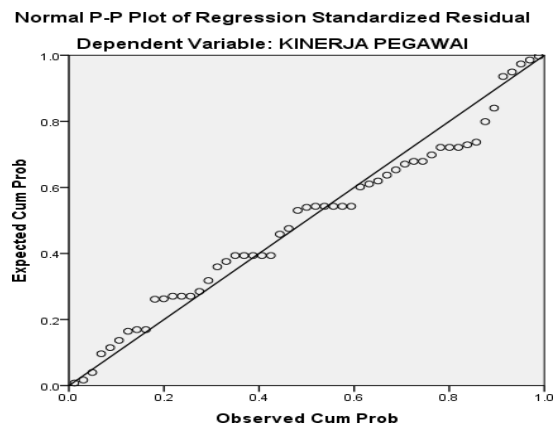


Figure 2 Histogram Graphic (Source: SPSS Data Processing Results)

3.3.2. Heteroscedasticity Test

In this study, the heteroscedasticity test was carried out by looking at the plot graph between the predicted value of the dependent variable ZPRED and the residual SRESID. To detect heteroscedasticity, it can be done by looking at the presence or absence of certain patterns in the scatterplot graph between SRESID and ZPRED where the X and Y axes have been predicted and the Y axis is the residual (Y prediction - Y actual) which has been student tized. The results of the heteroscedasticity test in this study can be seen from the following figure:

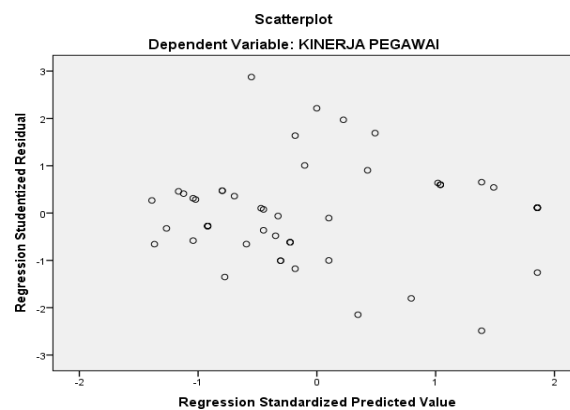


Figure 3 Heteroscedasticity Test Result (Source: SPSS Data Processing Results)

Based on Figure 3 the results of the heteroscedasticity test using scatterplot can be seen that there is no clear pattern, and the points spread above and below the number 0 on the Y axis, it can be concluded that there is no heteroscedasticity in the regression model.

3.3.3. Multicollinearity Test

The test method that can be used is to check the results of the Variance Inflation Factor (VIP) and Tolerance. If the Tolerance value > 0.10 and VIF < 10, then the regression model does not have multicollinearity problems.

Table 6. Multicollinearity Test Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.075	3.971		1.026	.310		
	Work Environment	.315	.150	.269	2.099	.041	.529	1.891
	Work Motivation	.577	.136	.542	4.231	.000	.529	1.891

a. Dependent Variable: Employee Performance
Source: SPSS Data Processing Results

Based on the Table 6, it shows that the VIF (Variance Inflation Factor) value is $1.891 < 10$ and the Tolerance value is $0.529 > 0.10$ in all variables used in the study. This shows that there is no perfect or near perfect linear relationship between the independent variables. So that the regression model in this study did not find multicollinearity problems and met the requirements of a good regression model.

3.4. Data Analysis Methods

3.4.1. Multiple Linear Analysis

Table 7. Multiple Linear Regression Test Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.075	3.971		1.026	.310
	Work Environment	.315	.150	.269	2.099	.041
	Work Motivation	.577	.136	.542	4.231	.000

a. Dependent Variable: Employee Performance
Source: SPSS Data Processing Results

Based on the results of the SPSS calculations in Table 7, the multiple linear regression equation can be arranged as in Equation 1:

$$Y = 4,075 + 0,315 X1 + 0,577 X2 \dots \dots \dots (1)$$

- 1) a = constant of 4.075 means that if the value of variables X1 and X2 (work environment and motivation) is 0 (zero), then the magnitude of the employee performance variable is 4.075.
- 2) B1 = regression coefficient of 0.315, is the value derived from the environmental variable which has a positive regression direction, where every 1 (one) point increase in the environmental value, the value of the employee performance variable will increase by 0.315 points.
- 3) B2 = regression coefficient of 0.577 is a value derived from the work motivation variable which has a positive regression direction, where every 1 (one) point increase in the work motivation variable, the value of the employee performance variable will increase by 0.577 points.

3.4.2. Determination Coefficient Test

Based on the results of the Table 8, it can be seen that the magnitude of the influence of the environment and work motivation on employee performance is 0.566 or 56.6%, so that 43.4% (100% - 56.6%) is determined by other variables.

Table 8. Determination Coefficient Test Result

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.752 ^a	.566	.549	2.295

a. Predictors: (Constant), Work Motivation, Work Environment
Source: SPSS Data Processing Results

3.5. Hypothesis Test

3.5.1. Partial Significance Test

Table 9. Partial Significance Test Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.075	3.971		1.026	.310
	Work Environment	.315	.150	.269	2.099	.041
	Work Motivation	.577	.136	.542	4.231	.000

Dependent Variable: Employee Performance
 Source: SPSS Data Processing Results

It can be seen from the table of t test results in Table 9 is as follow (see Equation 2):

$$\text{Calculation of } t \text{ table } df = n - k - 1 = 53 - 2 - 1 = 50 (2,008) \dots \dots \dots (2)$$

3.5.1.1. The Effect of Work Environment on Employee Performance

Based on the results of the t test where the value of t count > t table (2.099 > 2.008) and a significance value of 0.041 < 0.05 or 5% so that Ho is rejected and Ha is accepted, meaning that the Work Environment has a positive and significant effect on Employee Performance of the Agricultural Training Center at the Agricultural Extension and Human Resources Development Agency of the Ministry of Agriculture.

3.5.1.2. The Effect of Work Motivation on Employee Performance

Based on the results of the t test where the value of t count > t table (4.231 > 2.008) and a significance value of 0.000 < 0.05 or 5% so that Ho is rejected and Ha is accepted, meaning that Work Motivation has a positive and significant effect on the Performance of Employees of the Agricultural Training Center at the Ministry of Agriculture's Agricultural Extension and Human Resources Development Agency.

3.5.2. Simultaneous Significant Test

The F test basically shows whether all the independent variables included in the model have a joint influence on the dependent or dependent variable.

Table 10. F Test Result

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	343.670	2	171.835	32.630	.000 ^b
Residual	263.311	50	5.266		
Total	606.981	52			

Dependent Variable: Employee Performance
 Predictors: (Constant), Work Motivation, Work Environment
 Source: SPSS Data Processing Results

Based on the results of the F test in Table 10, it is known that the Fcount value is 32,630 where the Fcount value is greater than Ftable or 32,630 > 3.18. In addition, it is known that the sig. value is smaller than 0.05 or 0.000 < 0.05, then Ho is rejected and Ha is accepted, meaning that the Work Environment and Work Motivation together have a positive and significant effect on the Performance of Employees of the Agricultural Training Center at the Agricultural Extension and Human Resources Development Agency of the Ministry of Agriculture of the Republic of Indonesia.

3.6. Discussion

3.6.1. Effect of Work Environment on Employee Performance

The Work Environment variable has a positive and significant effect on Employee Performance of the Agricultural Training Center at the Agricultural Human Resources Development and Extension Agency of the Ministry of Agriculture of the Republic of Indonesia because the tcount value is greater than the ttable with a value of 2.099 > 2.008.

In addition, it is known that the sig. value is 0.041 where the sig. value is smaller than 0.05 or $0.041 < 0.05$ then H_0 is rejected and H_a is accepted, meaning that the Work Environment has a positive and significant effect on the Performance of Employees of the Agricultural Training Center at the Agricultural Extension and Human Resources Development Agency of the Ministry of Agriculture. The results of this study are in line with research conducted by Demaz Adithya Widharma (2021) the results found that the environment has a positive and significant effect on performance.

3.6.2. Effect of Work Motivation on Employee Performance

The Work Motivation variable has a positive and significant effect on Employee Performance of the Agricultural Training Center at the Agricultural Human Resources Development and Extension Agency of the Ministry of Agriculture of the Republic of Indonesia because the tcount value is greater than the ttable with a value of $4.231 > 2.008$. In addition, it is known that the sig. value is 0.000 where the sig. value is smaller than 0.05 or $0.00 < 0.05$, so H_0 is rejected and H_a is accepted, meaning that Work Motivation has a positive and significant effect on the Performance of Employees of the Agricultural Training Center at the Ministry of Agriculture's Agricultural Extension and Human Resources Development Agency. The results of this study are in line with research conducted by Nunu Nurjaya (2021) found that the environment has a positive and significant effect on performance.

3.6.3. Effect of Work Environment and Work Motivation together on Employee Performance

Environmental variables and work motivation have a positive and significant effect on Employee Performance of the Agricultural Training Center at the Agricultural Extension and Human Resources Development Agency of the Ministry of Agriculture of the Republic of Indonesia. Based on the results of the F test above, it is known that the Fcount value is 32.630 where the Fcount value is greater than Ftable or $32.630 > 3.18$. In addition, it is known that the sig. value is smaller than 0.05 or $0.00 < 0.05$, then H_0 is rejected and H_a is accepted, meaning that the work environment and motivation together have a positive and significant effect on the performance of employees of the Agricultural Training Center at the Agricultural Human Resources Development and Extension Agency of the Ministry of Agriculture. The results of this study are in line with research conducted by Rifatun Nadhiyah, and Syahirul Alim (2022) found that the environment and work motivation together have a positive and significant effect on performance.

4. CONCLUSION

Basically, there are many factors that can affect employee performance. Each organization has different superior and dominant factors that affect employee performance. As is the case in the results of this study, based on the results of data analysis and discussion that has been carried out, it can be concluded that the work environment has a positive and significant effect on the performance of employees of the Agricultural Training Center at the Agricultural Extension and Human Resources Development Agency of the Ministry of Agriculture of the Republic of Indonesia. Likewise, work motivation has a positive and significant effect on the performance of employees of the Agricultural Training Center at the Agricultural Human Resources Development and Extension Agency of the Ministry of Agriculture of the Republic of Indonesia. So that the results of this study work environment and work motivation together have a positive and significant effect on the Performance of Employees of the Agricultural Training Center at the Agricultural Human Resources Development and Extension Agency of the Ministry of Agriculture of the Republic of Indonesia.

Researcher Findings: In terms of work environment, the dimension that best reflects the work environment is the physical work environment. Therefore, the agency must reduce unwanted noise and make air circulation better so that employee performance increases. Then, the dimension that best reflects work motivation is the need for achievement. Therefore, agencies need to develop creativity and improve employee abilities so that employee performance increases. And in terms of employee performance that needs to be considered is the result of work where the agency must improve employee work results by providing training and scholarships so that employee performance increases. So that employees as human resources who are considered assets of the organization are able to achieve their desired goals and can also support the success of the organization in achieving its goals.

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