

# The Effect of Financial Compensation, Intrinsic Motivation and Physical Work Environment on the Performance of Employees of the Human Resources Development Agency of the Ministry of Home Affairs of the Republic of Indonesia

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## ABSTRACT

This study aims to determine the effect of financial compensation, intrinsic motivation and physical work environment on the performance of employees of the Human Resources Development Agency of the Republic of Indonesia. The type of research used is quantitative research. This study used primary data by distributing questionnaires to as many as 138 respondents. Data analysis uses descriptive and inferential analysis. In the implementation of the study using primary data obtained through the distribution of questionnaires and processed with SPSS 25. The results of the study showed that the financial compensation variable (X1) had a positive and significant effect on the performance of employees of the Human Resources Development Agency of the Republic of Indonesia. The intrinsic motivation variable (X2) has a positive and significant effect on the performance of employees of the Human Resources Development Agency of the Republic of Indonesia. Physical work environment variables (X3) have a positive and significant effect on the performance of employees of the Human Resources Development Agency of the Republic of Indonesia.

Keywords: Financial Compensation, Intrinsic Motivation, Physical Work Environment and Employee Performance.

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## INTRODUCTION

Components Which holding roles important And have to owned in something company is human resources. Human resources play a strategic role in organizations and serve as a potential human source for innovation within the company. If the company has human resources in quality, it will be easier to achieve the desired goal with more speed. Therefore, the company must find the best way to manage human resources effectively. With good management, it will be easier for students to succeed

in the current era and in the past (Indrasari, 2017).

According to (R. Wayne et al., 2016) in principle, all employees rely on the help of other people for business development within the company. As a result, the manager of each level must pay close attention to the human resources that are available to him. An individual who is dealing with a human resource problem that has many challenges, ranging from an ever-increasing workforce to ever-increasing housing regulations.

According to (Fransiska, 2020), personal performance is an indicator that a business organization or company in Pekandi is its goal. The emergence of percentage is driven by a variety of motivation factors that arise from within and outside the individual. The progress of a company or organization is very much dependent on the performance of its employees. Peiani's performance can be measured by looking at the quality and quantity of peiani's work. The emergence of performance is due to several factors driving both internal and external. Therefore, the improvement of performance requires planning and evaluation that can increase the quality of human resources (Susanto & Surajiyo, 2020). High performance is the result of valid work with tasks that are structured and implemented like those of the target. (Sjahrudin & Anisyar, 2021).

The company and the institution of the government have to pay more attention to factors that may influence the performance of employees if they want to improve the performance of employees. There are many ways that the company can improve the performance of employees, such as giving suitable compensation, encouraging employees to do the best work and providing a comfortable working environment for employees (Mz & Zaenudin, 2018).

Compensation is the total of all bags provided by the company to buyers as compensation for their services (Sinambela, 2016). According to Ardana et al in Satriawan and Ardana (2019), financial compensation is a form of compensation paid in the form of money or services they contribute to the company. Financial compensation is divided into two, namely: direct compensation, salary compensation, incentive wages, and indirect compensation, insurance coverage, allowances, leave, benefits.

Adequate compensation will improve mental health and equalize the employee's motivation to work harder and have high initiative. From the results of research studies (Yoga et al., 2022) it is known that compensation has a positive effect on financial performance.

Another factor that can affect a company's business is the motivational factor. According to McCormick (in Mangkunegara, 2017) motivation is speed that can support, control and create consistent behavior in the workplace. To fulfill your goals, you need to create motivation from yourself (intrinsic) or from other people's intentions (extrinsic) so that your motivation continues to improve (Trisna & Guridno, 2021). Work motivation is closely related to effort in working. Employees who are less motivated are reluctant to do their best and put in extra time and effort to promote it. Employees are motivated when they feel that their work is relevant to what is important and sacred to them (Lian Bukman, 2017).

According to (Latief et al., 2018) the higher the sierungsang's motivation, the maximum occupancy he will have, as well as birsana. If Lesungung lacks motivation at

work, then there will be nothing new he can do to achieve the company's targets. It will be difficult to achieve targets if the player is not enthusiastic about the task at hand. To reach the target, it is not a way to get employees who are considered to be the most competent, but the leader also has a role to motivate me and create a comfortable atmosphere in the working environment so that he can improve the spirit of his work. According to Kandi's research (Hartono et al., 2022) it is known that intrinsic motivation has a positive effect on motivation and is significant in relation to performance.

Personal performance is also affected by workplace delays. Because workers will be tasked with rewarding daily activities, long term work at the company becomes very difficult. A conducive work atmosphere will convey a sense of security and comfort. So hepa empeijana feels at home in his activity domain and uses his work time effectively.

The work environment is divided into two categories, namely physical and nonphysical environment. The physical environment around the workplace must be prepared to avoid interrupting work, such as facility work procedures, air temperature and other factors that will cause the effects of dust, because the environment adapts to each worker's dust. On the contrary, for non-physical work or social work. For example, supervision by spicy and solid work colleagues with superiors and colleagues (Sedarmayanti & Rahadian, 2018).

According to (Lifia et al., 2020) A bad work environment can increase job opportunities. Bad work environments can increase job opportunities, employees' roles will improve if their work space is more equipped to support their activities. According to research in Kanta (Soelton & Yasinta, 2018) it is known that the environment has a positive effect on the environment.

At the Human Resources Development Agency of the Ministry of Home Affairs, it is a public institution that is committed to ensuring good, clean and effective public building governance supported by competent officials and effective rural advertising in the framework of work management in the public service. The need for equal capacity is one of the tasks and functions of the Human Resources Development Agency of the Ministry of Home Affairs to meet this goal.

BPSDM of the Ministry of Home Affairs was established in 2015 to provide domestic leadership officials who are competent and professional in relation to the future of honor and leadership. In this year of difficulty in carrying out its duties and functions, the BPSDM Ministry of Home Affairs continues to dominate human resources in terms of standardization and competent certificate schemes for qualification positions at the level of the office it occupies.

This is translated into a domestic gebermandah resource program with three objective indicators, including: 1) Increasing the competence of the Ministry of Home Affairs apparatus. 2) Increasing the scope of competent management of the Ministry of Home Affairs apparatus; and 3) The quality and quantitative approach to handling human resources at the Ministry of Home Affairs.

The Target program has a percentage target that must be reached every year. For customers with this goal, empanel productivity must be improved. However, the ability to perform BPSDM is optimal. But in general, the performance in the company does not always improve, sometimes the performance can also decline and this can be noticed because of various factors.

Some indicators of the performance of the employee, the Agency for Development of Resources, the Ministry of Internal Affairs of the Republic of Indonesia, did not fully run well, and there were some declines in the performance of the employee.

The Performance Value of BPSDM Ministry of Home Affairs Employees is still not optimal because they are not yet 100% responsive. Apart from that, there are still benefits that equate work with financial compensation, intrinsic motivation and longterm

physical work. results which does not exist without the presence of Tepadang Kansara influence. Research by Desra & Muchtar (2019) showing wow makes up for it financial no has a significant impact on performance. Efendy & Sjahrudin's research (2017) shows wow motivation intrinsic no influential significant to the performance. Research Fitriani et al (2019) showing that environment Physical work does not have the same physical characteristics as work.

This research aims to analyze the influence of compensation, work motivation, and job retention in the field of work at the Human Resources Development Agency of the Ministry of Home Affairs of the Republic of Indonesia. It is hoped that the results of this research can provide important input for company leaders, especially the Ministry of Home Affairs, to better understand the possible factors that can lead to empanelment, such as compensation levels, work motivation and good working conditions. . In addition, the results of this research are expected to provide a deeper understanding of the reader's understanding of compensation, motivation for work, and work in the environment. For researchers, this research is expected to increase insight and understanding about related theories, as well as contribute information to the community interested in working in the field of human resource development.

## RESEARCH METHOD

This study aims to analyze employee performance based on compensation, motivation, and work environment factors at the Human Resources Development Agency of the Ministry of Home Affairs of the Republic of Indonesia. Conducted by the Human Resources Development Agency at Jalan Complex Taman Makam Pahlawan No.8, Kalibata, Pancoran, RT.6/RW.4, Duren Tiga, Pancoran, RT.6/RW.4, Duren Tiga, Kec. Pancoran, Republic of Indonesia. Data were obtained from 210 permanent employees through the use of a questionnaire with the Probability Sampling method. The analysis involves descriptive and inferential analysis techniques, including multiple linear regression. Variables measured include compensation, motivation, work environment, and employee performance. Validity and reliability tests were conducted to ensure the quality of the data collection instrument. Classical assumptions, such as normality, multicollinearity, autocorrelation, and heteroskedasticity, were tested to ensure model fitness. Hypothesis testing used t-tests, F-tests, and the coefficient of determination ( $R^2$ ). The results of the analysis will be used to evaluate the influence of compensation, motivation, and work environment on employee performance.

## RESULTS AND DISCUSSION

### A. Results Research A. Results Complete Estimated Research

Results on statistical descriptive utilized to explain findings Descriptive statistical tests were carried out to test the average number of utsaktan etapuk for variable roofs. The independent variable covers Financial Compensation (X1), Competent (X2), conflict Work (X3), And Disciplinary Work (X4), while the dependent variable is academic expertise (Y). Analysis date was carried out with use calculations based on on the respondents' answers and using the statistical power method using computer tools through the SPSS version 25 program. **a. Method Analysis Descriptive**

#### 1) Analysis Descriptive Make up for it Financial

**Table 1. Total Score Mean Financial compensation**

| <u>Well Statement</u>                              | <u>Mean</u> |
|--|-------------|
| 1. Wages OK Which I received has fulfill need life | 4.11        |

|  |  |             |
|--|--|-------------|
| 2.   | Wages OK Which I received suitable by the way burden jobs I                            | 4.06        |
| 3.   | I feel encouraged For more enthusiastic in work by the way there is incentives.        | 4.18        |
| 4.   | I to get commission do company if I can to finish jobs exactly time                    | 4.24        |
| 5.   | I feel wow allowance Which given suitable by the way role/position I'm being destroyed | 4.22        |
| 6.   | I feel safe by the way there is insurance The given                                    | 4.11        |
| 7.   | Company place I work has give secure bonus fair to the farmer.                         | 4.24        |
| 8.   | Bonus Which I received has suitable by the way Which expected                          | 4.17        |
| <b>Average Total Mean Make up for it Financial</b> |  | <b>4.16</b> |

Source: Date Processed SPSS 25, 2022

Based on Table 1 above which was obtained from the results of the dispersal questionnaire, it is known that the perception of respondents' answers to the financial compensation variable has an average mean of 4.16 with the smallest mean difference with a value of 4.06 and the largest mean gain with a value of 4.24.

## 2) Analysis Descriptive Motivated Intrinsic

**Table 2. Total Score Mean Intrinsically motivated**

| <u>Well Queries</u>   | <u>Mean</u> |
|---|-------------|
| 1 I get it impulse For trying reach results Which stop it in jobs   | 3.97        |
| 2 I engineer always own performance in my job   | 4.25        |
| 3 Appreciation or rewards Which given company motivates I For work with spirit                                      | 4.02        |
| 4 Superior I give you praise care oral against success too much stop it   | 3.99        |
| 5 Responsibility jobs Which given suitable by the way Hurray jobs I   | 4.09        |
| 6 I encouraged For to finish jobs by the way tuna without there is a delay  | 4.29        |
| 7 Training followed employees hi company can develop career employees   | 4.24        |
| 8 Company give opportunity okay employees for develop self through education formal and seminars with dinner events | 4.22        |
| <b>Average Total Means Intrinsically motivated</b>  | <b>4.13</b> |

Source: Date processed SPSS 25, 2023

Based on Table 2 above which was obtained from the results of the dispersing questionnaire, it is clear that the perception of respondents' answers to the compensation variable financial own wheel by wheel mean as big as 4.13 by the way the smallest mean gain with a value of 3.97 and the largest mean gain with a value of 4.29.

## 3) Analysis Descriptive Environment Work Physics

**Table 3. Total Score Mean Environment Work Physics**

| <u>Well Queries</u>  | <u>Mean</u>  |
|--|--------------|
| 1. Not at all leather sound Which disturb hi in room so influences performance I I feel more relax And comfortable by the way there is | 4.08<br>4.16 |
| 2. spinning music in rooms work pad certain time Distribution light temp work Already evenly so no dazzling sees                       | 4.22         |
| 3. And Hall here makes me comfortable working  |              |

|  |   |
|--|---|
| 4.   | illumination Which Curr will slow me down in work And make 4.24 tired in the bag sees                     |
|  | Environment work I own system security Who stops it so I no 4.13  |
| 5.   | feel worry in doing the job   |
| 6.   | There is wow safe do para employees stop it in the same way 4.25 hi outside the place work                |
| 7.   | Air in rooms Which not pregnant wow make I feel comfortable 4.24  |
| 8.   | Conditions circulation air Which let's air quelar get up by the 4.33 way be free make me feel comfortable |
| <b>Average Total Mean Environment Physical Work 4.20</b> |   |

Source : Date processed SPSS 25, 2023

Based on Table 3 above which was obtained from the results of the dispersing questionnaire, it is revealed that the perception of respondents' answers to the compensation variable financial own wheel by wheel mean as big as 4.20 by the way the smallest mean gain with a value of 4.08 and the largest mean gain with a value of 4.33.

#### 4) Analysis Descriptive Environment Performance Employees

**Table 4. Total Score Mean Environment Performance Employees**

| Well  | Queries  | Mean        |
|---|--|-------------|
| 1.  | Skills Which I hold on suitable by the way jobs Which I work               | 4.07        |
| 2.  | I have a broad idea and can get other people to understand something       | 4.17        |
| 3.  | Level achievement volume work I suitable by the way Harappans institutions | 4.23        |
| 4.  | I always to finish jobs exactly time                                       | 4.29        |
| 5.  | I present hi cantor suitable by the way him work Which has been determined | 4.29        |
| 6.  | I never to leave cantor pad him work except needs jobs                     | 4.17        |
| 7.  | I using source Power hi place work by the way right here to finish jobs    | 4.25        |
| 8.  | I optimize source Power hi place work for support in to finish jobs        | 4.30        |
| <b>Average Total Mean Performance Employees</b> |  | <b>4.22</b> |

Source : Date processed SPSS 25, 2022

Based on Table 4 above which was obtained from the results of the dispersing questionnaire, it is revealed that the perception of respondents' answers to the compensation variable financial own wheel by wheel mean as big as 4.22 by the way the smallest mean gain with a value of 4.07 and the largest mean gain with a value of 4.30.

#### b. Analysis Inferential

Inferential analysis is a type of analysis that combines independent and dependent variables with the aim of generalizing the sample to pollution so that the research findings from the sample can be used to predict population findings.

#### c. Anal Regress Linear Multiple

Multiple linear regression analysis is a type of analysis that is testa gabari where influence variables independent (x) against variables dependent (Y). variables X1 is makes up for it financial, X2 is motivation intrinsic, X3 is the physical work environment, and variable Y is the work force. The following are the calculation results calculated to determine the multiple linear regression coefficients in this research using SPSS 25:

**Table 5. Results Analysis Regress Linear Multiple**

**Coefficients<sup>a</sup>**

| Model                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|------------------------|-----------------------------|------------|---------------------------|-------|-------|
|                        | B                           | Std. Error | Beta                      |       |       |
| 1 (Constant)           | 1,510                       | 2,736      |                           | 0,552 | 0,582 |
| Kompensasi Finansial   | 0,214                       | 0,061      | 0,206                     | 3,516 | 0,001 |
| Motivasi Intrinsik     | 0,221                       | 0,072      | 0,221                     | 3,067 | 0,003 |
| Lingkungan Kerja Fisik | 0,530                       | 0,071      | 0,532                     | 7,459 | 0,000 |

a. Dependent Variable: Kinerja Pegawai

Source: Data processed 2023

Based on table 5, the effect of multiple linear regression is as follows:

$$KP = 0.206 KF + 0.221 MI + 0.532 LKF + e$$

KP = Employee Performance

KF = Make up for it Financial

MI = Intrinsically Motivated LKF =

Physical Work Environment

e = error/ Level Error

Based on equations hello maca that model shows near that:

- 1) Financier compensation has regression coefficient as 0.206, meaning that if the financial compensation variable increases by 1% then the pejani share will be 0.206 or 20.6% if other assumptions are constant. This means that the factor of compensation financier has a positive and significant influence on the expertise of the company. With the assumption that all other factors remain constant.
- 2) Intrinsic motivation has a regression coefficient of 0.221, including the motivation variable intrinsic increases as 1% will also be interpreted as 0.221 or 22.1% if other assumptions are constant. This means that the intrinsic motivation variable is positive and significant against performance employees by the way assumptions wow variables otherwise correct.
- 3) Environment work physics own coefficient regression as big as 0.532, If the physical labor residual variable increases by 1%, then female sex will also increase by 0.532 or 53.2% if other assumptions are as follows: constant Meaning variables environment I work as a physicist Using SPSS 25, 138 respondents asked all the relevant items for the financial compensation variable, motivation intrinsic environment work physics And performance employee valid Matter here visible do results calculations table above wow

$t_{hitung} > t_{tabel}$ .

#### d. Hey instruments

##### 1) Hey Validity

By using the tool (correlated Pearson total in SPSS) 25, validity test here can done by the way see correlations between each items on the questionnaire and omengama scores that will be given by using the device (total Pearson correlation in SPSS) 25. Where deep consultant levels significant 0.05 For comparing  $r_{hitung}$  (total correlations Pearson hi SPSS) by the way  $r_{tabel}$ . Yikes  $r_{hitung}$  more big do  $r$

$r_{tabel}$  maka statements the stated valid as for if  $r_{hitung}$  more get up do  $r_{tabel}$  maka statements the stated not valid. Research here tested using about 5% (0.05), by the way amount  $n = 138$ , then is obtained table = 0.167.

**Table 6. Results Hey Validity**

| Variables                   | Item | r count | r table | decision |
|-----------------------------|------|---------|---------|----------|
| Financial compensation (X1) | 1    | 0.607   | 0.167   | valid    |
|                             | 2    | 0.598   | 0.167   | valid    |
|                             | 3    | 0.474   | 0.167   | valid    |
|                             | 4    | 0.451   | 0.167   | valid    |
|                             | 5    | 0.532   | 0.167   | valid    |
|                             | 6    | 0.489   | 0.167   | valid    |
|                             | 7    | 0.657   | 0.167   | valid    |
|                             | 8    | 0.646   | 0.167   | valid    |

Source: Date Processed Results Questioner

Based on table 6, the results of the validity test on the financier compensation variable above have  $r_{hitung} > 0.167$  means that all instruments based on the developmental style variable are equally valid.

**Table 7. Results Hey Validity**

| Variables                    | Item | r count | r table | decision |
|------------------------------|------|---------|---------|----------|
| Intrinsically motivated (x2) | 1    | 0.541   | 0.167   | valid    |
|                              | 2    | 0.594   | 0.167   | valid    |
|                              | 3    | 0.655   | 0.167   | valid    |
|                              | 4    | 0.584   | 0.167   | valid    |
|                              | 5    | 0.482   | 0.167   | valid    |
|                              | 6    | 0.533   | 0.167   | valid    |
|                              | 7    | 0.663   | 0.167   | valid    |
|                              | 8    | 0.647   | 0.167   | valid    |

Source: Date Processed Results Questioner

Based on table 7, the results of the validity test on the compensation financier variable above have  $r_{hitung} > 0.167$  means that all instruments based on the developmental style variable are equally valid.

**Table 8. Results Hey Validity**

| Variables        | Item | r count | r table | decision |
|------------------|------|---------|---------|----------|
| Work environment | 1    | 0.556   | 0.167   | valid    |
|                  | 2    | 0.593   | 0.167   | valid    |
|                  | 3    | 0.623   | 0.167   | valid    |
|                  | 4    | 0.427   | 0.167   | valid    |
|                  | 5    | 0.588   | 0.167   | valid    |
|                  |      | 0.640   | 0.167   | valid    |

|              |   |       |       |       |
|--------------|---|-------|-------|-------|
| Physics (x2) | 6 | 0.675 | 0.167 | valid |
|              | 7 | 0.616 | 0.167 | valid |
|              | 8 |       |       |       |

Source: Date Processed Results Questioner

Based on table 8, the results of the validity test on the financier compensation variable above have  $r_{hitung} > 0.167$ , it can be interpreted that the entire instrument has a valid effect on the pressure development force variable.

**Table 9. Results Hey Validity**

| Variables                 | Item | r count | r table | decision |
|---------------------------|------|---------|---------|----------|
| Employer Performance (Y ) | 1    | 0.590   | 0.167   | valid    |
|                           | 2    | 0.598   | 0.167   | valid    |
|                           | 3    | 0.587   | 0.167   | valid    |
|                           | 4    | 0.637   | 0.167   | valid    |
|                           | 5    | 0.671   | 0.167   | valid    |
|                           | 6    | 0.680   | 0.167   | valid    |
|                           | 7    | 0.596   | 0.167   | valid    |
|                           | 8    | 0.664   | 0.167   | valid    |

Source: Date Processed Results Questioner

Based on table 9, the results of the validity test on the variable compensation financier above have  $r_{hitung} > 0.167$ , it can be interpreted that the entire instrument has a valid effect on the pressure development force variable.

## 2) Hey Reliability

Reliability Test is used to find out Will repeating the mezungan produce consistent results if the mezungan is repeated again? The method used in the research is Cronbach Alpha. Only objects or statements which valid which can entered what in testing. For pelicans, whether the instrument is reliable or not uses a limit of 0.6. Testing results are as follows:

**Table 10. Results Hey Reliability**

| Variables | Cronbach's Alpha | Limitation | decision |
|-----------|------------------|------------|----------|
| 1         | 0.684            | 0.6        | Reliable |
| 2         | 0.728            | 0.6        | Reliable |
| 3         | 0.732            | 0.6        | Reliable |
| 4         | 0.780            | 0.6        | Reliable |

Source : Date processed SPSS 25

From table 10 above we can see that the Cronbach Alpha value for the four variables is above 0.6. Because of values is greater than 0.6, then the value of the measuring instrument is reliable or meets the reliability requirements. **e. Hey Assumption Classic**

## 1) Hey Normality

Normality test on the Diwanka regression model for the testa whether value residuals redistributed seems normal Model or not good regression is which own mark residuals Which distribute seems normal. The date is said to be redistributed normally when it comes sig > 0.05 and when sig < 0.05 maca date no redistribute normal in oh

this normality Pereinera used the One Sample Kolmogorof-Smirnov method. Testing results are as follows:

**Table 11. Results Normality Test  
One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 138                     |
| Normal Parameters <sup>a,b</sup> | Mean           | 0,0000000               |
|                                  | Std. Deviation | 2,09974699              |
| Most Extreme Differences         | Absolute       | 0,062                   |
|                                  | Positive       | 0,058                   |
|                                  | Negative       | -0,062                  |
| Test Statistic                   |                | 0,062                   |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

- a. Test distribution is Normal.
  - b. Calculated from data
  - c. Lilliefors Significance Corrections.
  - d. This from a lower bound of the true significance.
- Source : Results processed SPSS 25

Do it table 11 significance (Asymp. Sig. 2-tailed) as 0.200. Because the significance value is more than 0.05, the residual value is normally distributed.

**2) Hey Multicollinearity**

Multicollinearity test aims to test whether the regression model found there is correlations between variables independent in oh these researchers use the Variance inflation factor (VIP) method. The results of the multicollinearity test are as follows:

**Table 12  
Hasil Uji Multikolinearitas**

| Model                  | Collinearity Statistics |       |
|------------------------|-------------------------|-------|
|                        | Tolerance               | VIF   |
| 1 (Constant)           |                         |       |
| Kompensasi Finansial   | 0,967                   | 1,034 |
| Motivasi Intrinsik     | 0,640                   | 1,563 |
| Lingkungan Kerja Fisik | 0,654                   | 1,528 |

Sumber: Hasil olahan SPSS 25

Based on table 12 above, it can be seen that the tolerance value for each variable is greater than 0.1 and the VIF value in the data above is smaller. Do 10, then it can be achieved the conclusion is that there was no multicollinearity.

### 3) Autocorrelated Test

Autocorrelation test aims for testa whether in the model Linear regression has correlations error current period by the way mistake In the period before the Autocorrelation test, this research was used method Durbin Watson (DW). Test results autocorrelated as follows:

**Table 13. Results Autocorrelated Test Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .744 <sup>a</sup> | 0,553    | 0,543             | 2,123                      | 1,862         |

a. Predictors: (Constant), Lingkungan Kerja Fisik, Kompensasi Finansial, Motivasi Intrinsik

b. Dependent Variable: Kinerja Pegawai

Source: Processed date SPSS 25

Based on table 13 above the DW value is 1.862 with the DW value The table uses a significant 5% of the sample size 138 (n) and the number of independent variables 3 (k=3), the result is in the table DW The dL value was obtained as 1.766 and the dU value as 2.234. because the DW value of 1.862 is greater than foot (dU) 1,766 and less than 4-1766 (4-dU), then this is the case suitable by the way carriers performance yes  $dU < 4-dU$  ( $1,766 < 1,862 < 2,234$ ). So DW is located between dU and 4-dU, meaning that it means that it is autocorrelated.

### 4) Hey Heteroscedasticity

Diwanka Heteroscedasticity Test to find out whether the variance obtained from the residuals of one observer and another observation is similar in regression mode. The assumption of a good regression model is that it is not monoscedastic and heteroskedastic. Results testing using the Glejser test can be seen in table 14 as follows:

**Table 14. Results Heteroscedasticity Test Coefficients<sup>a</sup>**

| Model                  | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig.  |
|------------------------|-----------------------------|------------|---------------------------|--------|-------|
|                        | B                           | Std. Error | Beta                      |        |       |
| 1 (Constant)           | 1,159                       | 1,821      |                           | 0,637  | 0,526 |
| Kompensasi Finansial   | -0,004                      | 0,041      | -0,009                    | -0,097 | 0,923 |
| Motivasi Intrinsik     | 0,049                       | 0,048      | 0,110                     | 1,027  | 0,306 |
| Lingkungan Kerja Fisik | -0,033                      | 0,047      | -0,074                    | -0,693 | 0,490 |

a. Dependent Variable: ABS\_RES

Source: Processed date SPSS 25

Based on table 14, it can be known that the significant value of the three independent variables is more than 0.05. With megima it can be concluded that there is no heteroscedasticity problem in the regression model. **f. Hey Model Feasibility**

#### 1) Hey F

The F test is used to be used in this model, the independent variables are able to exclude the salicate variables and to find out whether the analyzed model has a high

level of model changeability, that is, the independent variables are able to exclude the analyzed phenomenon. This test uses a significance level of 0.05. The research uses F test statistics with comparing  $F_{hitung}$  with  $F_{tabel}$ . Test using ANOVA with the SPSS 25.0 program to see the following data:

**Table 15. Results F test ANOVA<sup>a</sup>**

| Model        | Sum of Squares | df  | Mean Square | F      | Sig.              |
|--------------|----------------|-----|-------------|--------|-------------------|
| 1 Regression | 748,555        | 3   | 249,518     | 55,354 | .000 <sup>b</sup> |
| Residual     | 604,024        | 134 | 4,508       |        |                   |
| Total        | 1352,580       | 137 |             |        |                   |

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Lingkungan Kerja Fisik, Kompensasi Finansial, Motivasi Intrinsik

Source: Processed date SPSS 25

From table 15 above, the ANOVA table obtained  $F_{count} = 55,354$  with a significant level of  $0.000 < 0.05$ , so it can be concluded that the model here eligible is used or valid by the way variables makes up for it financial, intrinsic motivation and physical work commitment simultaneously *vehlen täpät pakistani peianan*.

**2) Hey Coefficient Determined ( $R^2$ )**

Analysis of the coefficient of determination ( $R^2$ ) is used to understand Mikeken few big percentage between variables be free against variable bounds. The result of the calculation can be seen as follows:

**Table 16. Results Hey Coefficient Determined ( $R^2$ ) Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .744 <sup>a</sup> | 0,553    | 0,543             | 2,123                      |

a. Predictors: (Constant), Lingkungan Kerja Fisik, Kompensasi Finansial, Motivasi Intrinsik

b. Dependent Variable: Kinerja Pegawai

Source: Processed date SPSS 25

Based on table 16 above obtained  $R\ squared = 0.553 = 55.3\%$  and Adjusted R Square as 55.3%, which means that the job satisfaction variable can be influenced by financial compensation, intrinsic motivation and physical work delays, while the rest is influenced by other variables that are not included in this planning. **g. Hey Q**

Hey ie is used For know care Persian what this way The independent variables are financial compensation, intrinsic motivation and positive physical work environment, personal development, this test uses a significance level of 0.05. Testing results are as follows:

**Table 17. Results T test**

**Coefficients<sup>a</sup>**

| Model                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|------------------------|-----------------------------|------------|---------------------------|-------|-------|
|                        | B                           | Std. Error | Beta                      |       |       |
| 1 (Constant)           | 1,510                       | 2,736      |                           | 0,552 | 0,582 |
| Kompensasi Finansial   | 0,214                       | 0,061      | 0,206                     | 3,516 | 0,001 |
| Motivasi Intrinsik     | 0,221                       | 0,072      | 0,221                     | 3,067 | 0,003 |
| Lingkungan Kerja Fisik | 0,530                       | 0,071      | 0,532                     | 7,459 | 0,000 |

a. Dependent Variable: Kinerja Pegawai

Source: Processed date SPSS 25

Based on table 17 above, it can be concluded that the results of the t test are as follows:

- 1) Variables makes up for it financial (X1) have  $t_{hitung}$  as big as 3,516 covers levels meaning 0.001. While mark  $t_{tabel}$  by the way significant level 5% obtained mark 1,977. Karen  $t_{hitung} > t_{tabel}$  ( $3,516 > 1,977$ ) and mark significant ( $0.001 < 0.05$ ), maca Ho hi so far And Sigh received which means that the financial compensation variable is positive and significant in terms of financial expertise.
- 2) Variables motivation intrinsic (X2) has  $t_{hitung}$  equal to 3,067 with a significant level 0.003. While value of  $t_{tabel}$  by the way significant level 5 % obtained mark 1,977, Karen  $t_{hitung} > t_{tabel}$  ( $3,067 > 1,977$ ) and significant value ( $0.003 < 0.05$ ), then Ho tishkan and Ha dimitara which means the intrinsic motivation variable is positive and significant is tadapang pakasaan peanal.
- 3) Physical work lingering variable (X3) has  $t_{hitung}$  as 7.459 with a significance level of 0.000.  $t_{tabel}$  by the way 5% significant level obtained value 1.977, because  $t_{hitung} > t_{tabel}$  ( $7.459 > 1.977$ ) and a significant value ( $0.000 < 0.05$ ), then Ho Taksinan and Ha Dimitara which means the variable physical work lingeringang which is positive and significant is tadapang Pakistani peianan.

#### **Discussion A. Influence Make up for it Financial Terhap Performance Employees**

Based on the results of this research, the financial compensation variable is positive and significant and significant in terms of service expertise at the Human Resources Development Agency of the Republic of Indonesia. In this case Compensation Financial Can give increase against performance employee of the Human Resources Development Agency of the Republic of Indonesia. Due to indicators in variables makes up for it financial Which covering Wages and salaries, incentives, allowances and bonuses are showing well and as they should.

According to (Accident etc al., 2022) explained wow giving Compensation is a very important element in efforts to promote livestock farming. When makes up for it Which given felt fair And competitive for players, it will be easier for companies to attract potential players And defence as well as motivating employees so that can improve the performance. Because of the company's high compensation, competence and high quality. With high compensation from the company, food prices are high.

This analysis strengthen with testing which done using oh ie compensated financially (X1) has  $t_{hitung}$  as 3.516 with a significant level of 0.001.  $t_{tabel}$  with a significant level of 5% erkebte value 1,977. Karen  $t_{hitung} > t_{tabel}$  ( $3.526 > 1.977$ ) and a significant value ( $0.001 < 0.05$ ), then Ho tishkan and Ha dimitara which means positive financial compensation variables and significant financial expertise. Research results here in line by the way research before by (You understand

2021) which states that the financial compensation variable is positive and significant in terms of farmer demand.

### **B. Influence Motivated Intrinsic Terhadap Performance Employees**

Based on the results of the research, the variable motivation is intrinsic, the result is positive, and the result is significant. In this case, intrinsic motivation can be a mechanism for the implementation of the Human Resources Development Agency of the Republic of Indonesia. Because of the indicators in the intrinsic motivation variable that are good, recognition and appreciating, responsibility and self-harm are already showing well and as they should.

According to (Potu et al., 2021) the intrinsic motivation carried by the management team stop it care directly as well as no directly will has an impact on human resource management within the company. Intrinsic motivation comes from the individual. This motivation produces the integrity of all goals, both goals organization individual goals where each destination can intersatisfy Seline it motivation intrinsic is the motivation for work comes from within the seller as an individual, such as the desire for violence that he experiences. Intrinsic motivation comes from within the individual without any coercion or influence from other people. Analysis here hi buy by the way testing which done using oh

The intrinsic motivation variable (X2) has  $t_{\text{calculated}}$  as 3.067 with a significant level of 0.003. Sanhte  $t_{\text{table}}$  values with significant level 5 % obtained mark 1,977, Karen  $t_{\text{count}} > t_{\text{table}}$  (3,067 > 1.977) and a significant value (0.003 < 0.05), then Ho tishkan and Ha dimitara which means the variable motivation intrinsically influential positive and significant. The results of this research are also in line with research done by (Noorainy, 2017) which declares wow variables environment work phizik sukum positiv positiv dan significant tadapang pakasaan peiwani.

The results of this research are in line with previous research by (Sayudi, 2021) the states wow variables motivation intrinsic influential positive and significant tadapang pakasaan peiwani.

### **C. Influence Environment Work Physics Terhadap Performance Employees**

Based on the results of the research, it is the variable working environment that affects the physical function of the person, and is significant in the performance of the employee. In this case, reducing physical work can be a mechanism for increasing employee resilience at the Human Resources Development Agency of the Republic of Indonesia. Because of the indicators in the physical work performance variables which are more than sound, security, security and air circulation, they have served well and are as good as they should be.

According to (Mulia & Saputra, 2021) lingering work is one of factors important which influences achievements destination organization And can improve the performance of an individual. Good working environment can handle the work of a motorized worker in work and join in as well as in work motivation pokresh. When If a person feels comfortable with his work environment, his work environment will improve.

This analysis strengthen with testing Which done using oh ie The physics work lingering variable (X3) has  $t_{\text{calculated}}$  as 7.459 with levels significant 0,000. While mark  $t_{\text{table}}$  with a significant level 5 % obtained mark 1,977, Karen  $t_{\text{count}} > t_{\text{table}}$  (7,459 > 1,977) and mark significant (0,000 < 0.05), maca Ho rejected And Sigh received Which means that the physical work environment variable vehicle physics is positive and significant tadapang pakasaan peianai. The results of this research are also in line with previous research by (Sani, 2018) which stated that the variable resulting from physical work has positive and significant impacts on the skills of students.

## CONCLUSION

Based on the detailed research results involving 138 respondents at the Human Resources Development Agency of the Ministry of Home Affairs of the Republic of Indonesia, it can be concluded that each aspect of the questionnaire, covering financial compensation (X1), intrinsic motivation (X2), and physical work environment (X3) in relation to employee performance, meets validity and reliability requirements. The hypothesis tests indicate that financial compensation has a positive and significant impact on employee performance, with a coefficient of regression of 0.206. Intrinsic motivation also has a positive and significant influence, as indicated by a regression coefficient of 0.221. Moreover, a positive and significant correlation exists between the physical work environment and employee performance, with a regression coefficient of 0.532. These findings suggest that improving financial compensation, intrinsic motivation, and the physical work environment positively contributes to enhancing employee performance at the mentioned organization.

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