



LITERATURE REVIEW THE EFFECT OF MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PRODUCTIVITY & PERFORMANCE

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Abstract : The purpose of this study is to reveal the effect of the Papuan Orang Asli (OAP) application on human resources in Sarmi district where through this application the government will be able to find out the total number of OAP domiciled in Sarmi district and can see the level of welfare of the Papuan people themselves through the type of work. them, so that later government assistance such as village budget, social housing assistance, direct cash assistance, BPJS Social assistance, etc., will really be right on target. In addition, through this application, it is hoped that later when the selection or appointment of civil servants specifically for native Papuans can be used as a comparison material, how many percent must be accepted or appointed as prospective civil servants in Sarmi Regency.

Keyword: Papuan Indigenous Applications, Human Resources Improvement, Dukcapil

INTRODUCTION

Law Number 21 of 2001, Article 61 (Paragraph 3) mandates the need for population to accelerate the realization of empowerment, quality improvement and participation of indigenous Papuans in all development sectors;

The Papuan Orang Asli application was developed by the Papua Regional Government to provide OAP and Non-OAP Disaggregated Data Information. In accordance with the mandate of the Special Autonomy Law (Otsus) on the Recognition and Respect for the Basic Rights of Indigenous Papuans, this data can assist development planning at the village/kelurahan and district levels in the economy and basic services, especially for OAP. In addition, this information is needed to measure and ensure the utilization of the special autonomy fund to improve the quality of life of the Indigenous Papuans.

This application serves to improve the quality of data management and basic village information so that it can support government administration, development planning, improvement of basic services, and development of village economic activities.

One of the breakthroughs made by Kompak-Landasan is to increase the use of data for Development Planning at the village level. In particular, Kompak has developed a data collection system which was formerly known as SAIK (Village Information and Administration System). The lessons learned from the SAIK are: SAIK data has been used to

prepare the RPJMK document in the village where the Kompak-Landasan intervention is located.

Starting in 2020 SAIK has changed to the Orang Asli Papua Application (Indigenous Papuan Information System) which presents disaggregated data between Indigenous Papuans and non-Papuans. This is expected to be the contribution of the Kompak-Landasan program in fulfilling the mandate of the Special Autonomy Law to sharpen the beneficiaries of the Special Autonomy Fund in terms of improving the quality of life and empowering the economy and basic services, especially for Papuan Indigenous People at the village and district levels.

To maximize the function of the Papuan Orang Asli application, to date it has undergone several developments and improvements. The application upgrades include:

1. Adaptation of the Papua SIO system to current technology. This allows local governments to integrate SIO Papua with other electronic information systems in the region and allows local governments to modify application features according to future regional needs.
2. Development of an online and off-line version of the SIO Papua application that allows data entry processes to be carried out in villages both offline and online, and enables fast data integration at the district and district levels. And if possible at the provincial level;
3. Addition of data variables needed by stakeholders, especially for data aggregation of Indigenous Papuans
4. Making applications that are more user-friendly, and can be applied via mobile phones.

As an effort to encourage data-based planning, Kompak-Landasan has developed the Papua SIO application which contains social and economic information on the population in Papua since 2018. In the four assisted areas of the current program, namely Jayapura, Nabire, Asmat and Boven Digoel Districts, Kompak is gradually -The foundation will hand over the management of the Papua SIO application to the local government. This stage is in the form of preparing capacity in the district to facilitate the development and management of Papua SIO through technical preparations such as local training of facilitators and then district-based application trials are carried out. Through this trial, it is hoped that there will be a common perception of SIO Papua to encourage replication in all districts towards ONE DATA in districts and Papua Province.

Formulation of the problem

Based on the background, the problems to be discussed can be formulated in order to build hypotheses for further research, namely:

- 1) Does motivation affect productivity?.
- 2) Does the Work Environment Affect Productivity?.
- 3) Does motivation affect performance?.
- 4) Does the work environment affect performance?

LITERATURE REVIEW

Motivation

Motivation is a condition that moves employees to be able to achieve the goals of the motive (Mangkunegara, 2009). Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals (Veithzal Rivai, 2010). Motivation is a driving effort that causes someone to do something. (Robbins, 2008).

The dimensions and indicators of work motivation refer to the theory proposed by Abraham Maslow (1943-1970), namely:

- a) Physiological Needs

Physiological needs are the most basic hierarchy of human needs which are the needs for life, which can be seen from the indicators of providing facilities and infrastructure and providing opportunities for rest.

b) Safety Needs

It can be seen from the indicators of feeling safe from the treatment of superiors, the existence of guarantees of work safety and security from work.

c) Social Need

It can be seen from the indicators of adjustment in the work environment and the need to work in groups.

d) Recognition Needs (Esteem Needs)

Can be seen from the indicators of awarding, giving attention and conveying ideas received.

e) Self-Actualization Needs

It can be seen from the indicators providing opportunities to develop abilities, satisfaction, and the need to complete work well.

The motivation variable has been studied by previous researchers, namely (Aditianto et al., 2020), (Suprihati, 2014), (Riyanto, Sutrisno, et al., 2017), (Prayetno & Ali, 2020), (Chauhan et al., 2019), (A. Rivai et al., 2017), (Prayetno & Ali, 2017), (Bastari et al., 2020) (Masydzulhak et al., 2016), (Aima et al., 2017).

Work Environment

The work environment in a company is very important for management to pay attention to. Although the work environment does not carry out the production process in a company, the work environment has a direct influence on the employees who carry out the production process. The work environment is an atmosphere where employees carry out daily activities.

A conducive work environment provides a sense of security and allows employees to work optimally. If the employee likes the work environment in which he works, then the employee will feel at home at work, carrying out his activities so that work time is used effectively. On the other hand, an inadequate work environment will reduce employee performance. Some experts define the work environment as follows:

According to (Nitisemito in Nuraini 2013: 97) the work environment is everything that is around employees and can influence in carrying out the tasks assigned to them, for example with the presence of air conditioner (AC), adequate lighting and so on. The work environment is something that exists in the workers' environment that can affect themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and whether or not work equipment is adequate. (Isyandi, 2004:134)

According to (Simanjuntak, 2003:39) the work environment can be interpreted as the entire tooling faced, the surrounding environment in which a person works, the method of work, as the influence of his work both as individuals and as groups. Meanwhile, according to (Mardiana, 2005:78) the work environment is an environment where employees do their daily work.

From some of the definitions above, it can be concluded that the work environment is everything that is around the workers/employees that can affect employee job satisfaction in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks. which is imposed on employees in order to improve the work of employees in a company. Produktivitas

The term productivity has different meanings for different people, and its use is adjusted to the needs of the user. Productivity is generally defined as the relationship between output (goods or services) and inputs (labor, materials, money). Productivity is a measure of productive efficiency. A comparison between the output and input (Sutrisno, 2009). Meanwhile, according to Ar&a (2012) stated that productivity is influenced by factors such as: education, skills, discipline,

mental attitude and work ethic, motivation, nutrition and health, income level, social security, work environment and climate, industrial relations Pancasila (Pancasila industrial relations). very human working relationship), technology, means of production, management, and achievement opportunities.

Productivity is a mental attitude and human perspective to make tomorrow better than today and make today better than yesterday. In a simple and technical sense, the second notion of productivity is the ratio between output and input used (Gaspersz, Vincent, 1998,). the form of the equation is as follows:

$$\text{Productivity} = \frac{\text{Output}}{\text{Input}}$$

According to him, unproductive activities, attitudes or perspectives are categorized in four ways, namely: (1) Assuming that without working (hard work) we can get something valuable, (2) fear of making decisions because there is an element of risk, (3) feeling satisfied because it is considered good enough even though it has not reached excellent, (4) extending consumptive actions until tomorrow and not stopping now, so that it is concluded that people/groups or company organizations will be able to achieve their wishes or goals if there is effort and sacrifice first. In this case, there is a ratio of input and output.

Sinungan (2003) gives an understanding of productivity in three groups of formulations, first, namely the traditional formula where productivity is the ratio of what is produced (output) to the overall production equipment used (input). Second, productivity is basically a mental attitude that always tries and has the view that the quality of life today is better than yesterday and tomorrow is better. The three productivity are interactions that occur harmoniously from three essential factors, namely investment including the use of knowledge and technology as well as R%D and labor management. while Hani Handoko (1984) says that productivity is the relationship between inputs and outputs of a production system.

Employee Performance

Performance can be viewed as a process as well as a result of work. Performance is a process of how work takes place to achieve work results. However, the work results also show performance (Wibowo, 2016). Performance is the result of work both in quality and quantity achieved by a person in carrying out his duties in accordance with the responsibilities that have been given to him (Mangkunegara, 2006).

Kusnadi (2022) states that "Performance is every movement, deed, implementation, activity or conscious action that is directed to achieve a certain goal or target".

According to Rivai (2018), the aspects assessed in performance are grouped into three, namely:

- a) Technical ability, namely the ability to use knowledge, methods, techniques and equipment to carry out tasks.
- b) Conceptual Ability, namely the ability to understand organizational problems as a whole, in which the individual understands the duties, functions, and responsibilities as employees.
- c) Interpersonal relationship skills, namely the ability to work together with co-workers.

The performance of this employee has been studied by many previous researchers including (Paramitadewi, 2017), (Wahyuni & Irfani, 2019), (Wisayatmini & Hakim, 2008) and (Tjibrata et al., 2017).

Table 1: Previous Research

No	Author (tahun)	Previous Research Results	Similarities to this article	Difference with this article
1	Ali (2019)	x1, x2 and x3 have a positive and significant effect on y1 and y2	x2 x x3 affect y1 and y2	x1 affects y1 and y2
2	Budi (2021)	X1 & X3 have a positive and significant effect on Y1 and Y2	X2 affects Y2	x1 affects y1
3	Cindi (2020)	X1, X2 & X3 have a positive and significant effect on Y1 & Y2	X1 & X3 affects Y1	x2 affects y2
4	Celi (2019)	x1, x2 & x3 have a positive and significant effect on y2	x2 & x3 affectsy1 & y2	x1 affectsy1 & y2
5	Dudi (2021)	X1 & X3 have a positive and significant effect on Y2	X2 affectsY2	x1 affectsy1
6	Dodi (2020)	X1, X2 & X3 have a positive and significant effect on Y2	X1 & X3 affectsY1	x2 affectsy2
7	Efi (2019)	x1, x2 & x3 have a positive and significant effect on y2	x2 & x3 affectsy1 & y2	x1 affectsy1 & y2
8	Edo (2021)	X1 & X3 have a positive and significant effect on Y2	X2 affectsY2	x1 affectsy1
9	Fefi (2020)	X1, X2 & X3 have a positive and significant effect on Y2	X1 & X3 affectsY1	x2 affectsy2
10	Fofu (2019)	x1, x2 & x3 have a positive and significant effect on y2	x2 & x3 affectsy1 & y2	x1 affectsy1 & y2
11	Hani(2021)	X1 & X3 have a positive and significant effect on Y2	X2 affectsY2	x1 affectsy1
12	Hamid (2020)	X1, X2 & X3 have a positive and significant effect on Y2	X1 & X3 affectsY1	x2 affectsy2
13	Ilham (2019)	x1, x2 & x3 have a positive and significant effect on y2	x2 & x3 affectsy1 & y2	x1 affectsy1 & y2
14	Ilfendri (2021)	X1 & X3 have a positive and significant effect on Y2	X2 affectsY2	x1 affectsy1
15	Jafar (2020)	X1, X2 & X3 have a positive and significant effect on Y2	X1 & X3 affectsY1	x2 affectsy2

FINDINGS AND DISCUSSION

The Effect of Motivation on Productivity.

Motivation has a positive & significant effect on work productivity (Prasetyo & Wahyudin, 2003; Deli, 2009; Pakpahan, 2010; Hakim, 2010; Sahril, 2011; Manalu, 2012; Iskandar, 2012). The independent variables of work motivation which include physiology, security & safety, social, appreciation, & self-actualization partially & simultaneously have a positive & significant effect on employee work productivity. Work motivation also has a greater influence on work productivity than job satisfaction.

The phenomenon that occurs in the office is that employee work motivation decreases, one of which is due to the lack of motivation from the leadership.

The phenomenon of work productivity obtained based on data in one of the major offices in the office is that employee work productivity decreases. This is indicated by the lack of employee discipline in completing work tasks according to the targets set in the SOP.

Effect of Work Environment on Productivity.

The work environment is an area that is used to do something in terms of producing goods. The role of the work environment in productivity is very large. The work environment has several aspects such as cleanliness, coloring, & lighting. All of the above aspects have a

direct relationship with employees. For example, the cleanliness aspect, if the work environment is not clean, the employees feel less comfortable to work. In addition to cleanliness, there is also lighting, if the lighting in the work environment is not good, it is not bright it will result in disrupted employee work so that it will hamper the work of employees. If the work environment in the company is bad, in the sense that it is not clean, lack of lighting, then this situation will cause employees to feel uncomfortable living in the work environment and feel less comfortable to work. This will result in a decrease in employee morale and will further affect employee work productivity.

From the calculation results, this study shows that the work environment has a partial regression coefficient of 0.564. This means that if there is an increase in the office environment by 1%, then employee productivity. increased by 5.64%.

From the information above, the work environment variable is the dominant factor affecting employee productivity. From the calculation results obtained by 0.701, this means that the work environment factor & effect of 70.10% on employee productivity, while the remaining 20.90% is influenced by other factors not examined by the author.

The Effect of Motivation on Performance.

Motivation is a factor that influences the performance of an employee in the organization. Because motivation is a determinant of the success or failure of an employee in carrying out the tasks assigned to him. The higher the motivation possessed by an employee, the higher the work results achieved. The motivation possessed by an employee will greatly affect employee performance and the achievement of predetermined organizational goals.

The relationship between motivation & performance proposed by Gibson quoted by Pasolong in Public Administration Theory (2014:176), suggests that: A person's performance is determined by his ability & motivation to carry out work. It is said that the performance of work is determined by the interaction between ability & motivation.

Meanwhile, according to Stoner quoted by Notoatmodjo in Human Resource Development (2009: 125), suggests that the performance of an employee or workforce is influenced by: motivation, ability, perception factor.

Based on the opinion above, it can be seen that motivation is a factor that influences the performance of an employee or workforce. Therefore, intervention on motivation is very important & recommended.

The relationship between motivation and performance can be explained through an image of the motivational approach model with employee performance.

Effect of Work Environment on Performance.

According to (Davis & Werther Jr., 1993) states that the work environment in an organization has an important meaning for individuals who work in it, because this environment affects directly or indirectly the employees in it. According to (Nitisemito, 1996) the work environment is something that is around the workers & can influence him in carrying out the tasks assigned to him. The work environment concerns the material and psychological conditions that exist in the organization. Material conditions concern the conditions in the work space. While the psychological condition concerns the relationship between employees and leaders & fellow co-workers. Thus, the work environment can be interpreted as a psychological condition that exists in an organizational or organizational environment & is considered to have an influence on the behavior of its members. (Ahyari, 1994)

The work environment is an environment in which these employees carry out their daily duties & work, which includes employee services, working conditions & employee relations. The work environment is a state around the workplace both physically and non-

physically that can give a pleasant, secure, reassuring impression. A good working environment will make employees feel comfortable at work. A comfortable impression of the work environment in which the employee works will reduce the feeling of boredom and boredom at work. This comfort will certainly have an impact on improving employee performance. On the other hand, discomfort from the work environment experienced by employees can be fatal, namely decreasing the performance of the employees themselves. The work environment in general is an environment where workers carry out their work duties, and consists of a physical and non-physical environment. The physical work environment includes: building management or work space layout, lighting, temperature, cleanliness, noise, yard dryness, wall color, work equipment or work facilities, security & comfort, and so on that can be seen physically. While the non-physical work environment includes: work atmosphere, relationships with fellow employees, relationships with leaders, employee organizations (cooperatives) & service to the community.

This work environment includes facilities in the work environment, workplace air circulation, noise level, lighting, wall coloring, cleanliness level & workspace layout.

Based on the Regional Regulation of the Papua Province Number 15 of 2008 concerning Population & taking into account several things so that special attention is needed on the growth of the welfare of the Papuan Indigenous People, including:

- a) that the indigenous Papuans as permanent residents in the Papua Province are experiencing very slow & concerning growth due to the absence of development policies in the population sector that provide protection for the existence of indigenous Papuans;
- b) that the entry of outsiders without proper control & order has resulted in the emergence of social inequality between outsiders and indigenous Papuans & unprotected rights as indigenous Papuans;
- c) whereas the high rate of maternal & child mortality causes the slow development of indigenous Papuans, it is necessary to receive serious attention from the Regional Government in order to realize a just & prosperous life;
- d) that Article 61 paragraph (3) Un&g-Un&g Number 21 of 2001 mandates the need for population to accelerate the realization of empowerment, quality improvement & participation of indigenous Papuans in all development sectors;
- e) that based on the considerations as referred to in letter a, letter b, letter c & letter d, it is necessary to stipulate a Provincial Regulation concerning Population;

In this Regional Regulation, what is meant by: a. Government is the Central Government. b. Regional Government is the Provincial Government & Regency/City Government. c. Papua Province is the Province of Irian Jaya which was given special autonomy within the framework of the Unitary State of the Republic of Indonesia. d. The Regional Government of Papua Province is the Governor along with other apparatus as the Executive Board of the Papua Province. e. The Governor of Papua, hereinafter referred to as the Governor, is the Regional Head & Head of Government who is fully responsible for administering the government in the Papua Province & as the representative of the government in the Papua Province. f. Regent/Mayor is the Regent/Mayor of the Province of Papua. g. The village government is the village head & village apparatus as an element of village administration. h. The village government is the head of the village and the village apparatus as an element of the administration of the village government. i. Population control is a series of activities carried out to regulate the population growth of the Papua Province & the entry of outsiders into the Papua Province. j. Population control is an activity carried out by the authorized agency to determine the identity of residents who come from outside the Papua region &/or temporary residents domiciled in the regency/city area within the Papua Province. k. Indigenous Papuans are people who come from the Melanesian racial clump

consisting of indigenous tribes in the Papua Province &/or people who are accepted and recognized as Papuan by indigenous Papuans.

The Papuan People's Council, hereinafter referred to as the MRP, is the cultural representation of indigenous Papuans, who have certain powers in the context of protecting the rights of indigenous Papuans based on respect for customs and culture, empowering women, and strengthening religious harmony. The Papuan People's Representative Council, hereinafter referred to as DPRP, is the Papuan Provincial People's Representative Council as the legislative body for the Papua Province. The Papuan Regional Identity Card, hereinafter referred to as the Papuan Regional Identity Card, is the official identity of a resident who is not a native Papuan issued by the authorized implementing agency and is valid in the Papua Province. a. Papuan native identity card, hereinafter referred to as Papuan native identity card, is the official identity of the population given to people who come from the Melanesian racial group consisting of indigenous tribes in the Papua Province &/or people who are accepted & recognized as native Papuans by Papuan indigenous people.

Seasonal Resident Identity Card, hereinafter abbreviated as KIPM, is a personal identity card given to non-indigenous Papuans that is valid for 6 (six) months. Temporary Resident Identity Card, hereinafter abbreviated as KIPS, is proof of identity given by an authorized implementing agency to a person for doing work within the Papua Province for a certain period of time; Birth certificate is written evidence that contains a person's identity at the time of birth. The birth parent book is a document that contains & records the growth of indigenous Papuans through births in the Papua Province region. The death book is a document that contains & records the number of indigenous Papuans who died in the province of Papua. Seasonal residents are people who come to the Papua Province for a certain period of time because of education, tourist visits, research, medical visits, job-seeking visits, family visits, official visits and business visits. The population census is a calculation of the number of souls of indigenous Papuans and non-indigenous Papuans. The population identification number, hereinafter abbreviated as NIK, is a resident identity number that is unique or distinctive, singular and attached to a person who is registered as a resident of Indonesia. Kelurahan is the working area of the lurah as a district/city regional apparatus within the sub-district working area. Village is a legal community unit that has the authority to regulate & manage the interests of the local community based on local origins & customs which are recognized in the national government system & are located in the district/city area.

Based on the Consolidated Net Population Data of Sarmi Regency, the number of Indigenous Papuans is approximately 27,347 people from the total population of Sarmi Regency of 48,650 inhabitants.

Here the author has not separated or separated the data more specifically on the type of work, so that he cannot measure the welfare level of the native Papuan people by what percentage, but the author can confirm that most of them have farmer jobs.

It is hoped that later with this Papuan Orang Asli Application (OAP) it can help the Government in managing Village Funds or Fund Streams designated for the community so that the survival of Indigenous Papuans is slightly helped from government assistance.

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research & discussion of the influence between variables, the framework for thinking in this article is as follows.

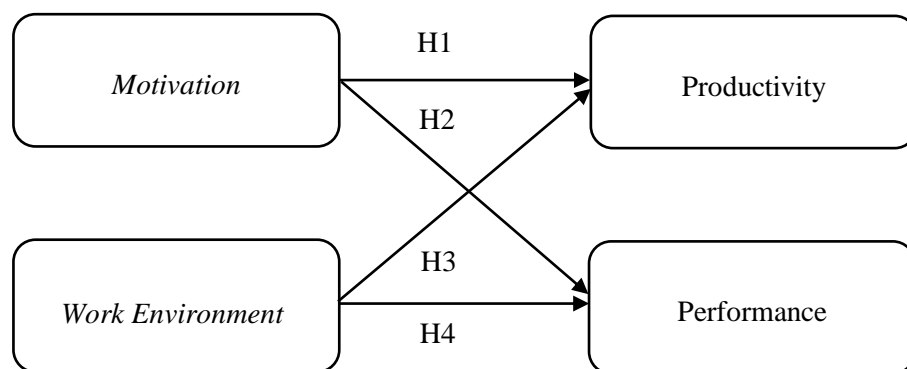


Figure 1: Thinking Framework

Based on the conceptual framework picture above, then: Motivation and work environment affects productivity & work environment. This article is in line with previous articles, including:

- 1) Motivation: (Riyanto, Sutrisno, et al., 2017), (Prayetno & Ali, 2017), (Chauhan et al., 2019), (A. Rivai et al., 2017), (Prayetno & Ali, 2017), (Bastari et al., 2020), (Masydzulhak et al., 2016), (Aima et al., 2017),
- 2) Work environment: (Purba et al., 2017), and (Ali & Sardjijo, 2017)
- 3) Productivity: (Riyanto, Adila, et al., 2017), (Elmi & Ali, 2017), and (Purba et al., 2017).
- 4) Work Environment: (Riyanto, Sutrisno, et al., 2017), (Prayetno & Ali, 2017), (Ridwan et al., 2020), (Djoko Setyo Widodo, P. Eddy Sanusi Silitonga, 2017) and (Agussalim et al., 2016).

Apart from the variables of Motivation and Work Environment that influence it, there are still many other variables that influence it, including the following variables:

- 1) Motivation: (Aima et al., 2017), (Ariyanto & Agustina, 2020), (Damanik, 2018), (Chauhan et al., 2019), (Hayati & Chaniago, 2018), (Riyanto, Sutrisno, et al. al., 2017), (Prayetno & Ali, 2017), (Chauhan et al., 2019), (A. Rivai et al., 2017), (Prayetno & Ali, 2017), (Bastari et al., 2020), (Masydzulhak et al., 2016) & (Aima et al., 2017)
- 2) Leadership: (Rahman & Kodikal, 2017), (Chauhan et al., 2019), (Juniartha et al., 2017), (Marjaya & Pasaribu, 2019), (Shahab & Nissa, 2014), (Limakrisna et al., 2016), (Bastari et al., 2020), (Anwar et al., 2020), (Ali et al., 2016), (Djoko Setyo Widodo, P. Eddy Sanusi Silitonga, 2017), (Chauhan et al., 2019) & (Elmi et al., 2016)
- 3) Organizational Citizenship Behavior (OCB): (Darsana & Koerniawati, 2021), (Juniartha et al., 2017), (Ridwan et al., 2020).
- 4) Organization: (Sari & Ali, 2019), (Brata, Husani, Hapzi, 2017), (Limakrisna et al., 2016), (Desfiandi et al., 2017), (Harini et al., 2020), (Riyanto, Pratomo, et al., 2017), (Sulaeman et al., 2019), (Ali, 1926), (Masydzulhak et al., 2016), (Widodo et al., 2017), (Silitonga et al., 2017), (A. Rivai et al., 2017), (Prayetno & Ali, 2017), (Saputra & Ali, 2022),
- 4) Creativity: (Desfiandi et al., 2017), (Yacob et al., 2020), (Richardo et al., 2020), (Christina Catur Widayati et al., 2020), (Prayetno & Ali, 2020), (C.C. Widayati et al., 2020).

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results & discussion, a hypothesis can be formulated for further research:

1. Motivation affects productivity.
2. Work Environment Affects Productivity.
3. Motivation affects performance.

4. Work Environment Affects Performance.

SUGGESTIONS

Based on the conclusions above. So the suggestion in this article is that there are many other factors that affect the good or bad quality of an application, especially for data collection of native Papuans, where when data collection or community population administration services have been encountered & also locations that are very difficult to reach, for that the author hopes assistance & support from the local government both facilities and infrastructure.

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