

THE INFLUENCE OF ENVIRONMENT AND WORK MOTIVATION ON THE PERFORMANCE OF MI AL-HUSNA CILEDUG TEACHERS

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Abstract

Examining how factors like school climate and intrinsic motivation affect educators' productivity at Mi Al-Husna Ciledug is the primary goal of this research. Incorporating a descriptive approach into the quantitative methodology, the study utilized a saturated sample technique to recruit 61 educators for the sample. Multiple linear regression was used to evaluate the data received from the surveys. The study found that teachers' performance is positively and significantly impacted by their work environment and work motivation, and that these factors act in tandem. Schools should therefore ensure that teachers are working in an ideal setting and that they are adequately motivated to do their jobs well.

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Introduction

Education is the most important part of building a country, and good people resources are what make education work. As educators, teachers play a key part in bringing these qualities to life because they have a direct impact on how students grow.

According to Handoko, Human Resource Management (HRDM) is the cornerstone of educational institutions' competitive advantage (Eka Rachmawati et al., 2023), Organizational success is based on human beings as implementers and managers. This aligns with Law No. 14 of 2005, Article 8 Paragraph 1, which decrees that "Teachers are recognized as professional educators who have the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education as well as formal, primary, and secondary education pathways" (Pujiantoro et al., 2024).

Workplace conditions and situations should be controlled in a manner that does not impede employee activities in order to increase performance and decrease production costs

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annually (reksohadiprojo and gitusudarmo in Muhammad and Wardhana, 2022). (Muhammad & Wardhana, 2022)

According to Eka Wilda Faida 2019 in (PROBLEMS & PROBLEMS, 2023) states that the following are some of the environmental indicators that may be employed.

1. Employees will be able to keep items in their proper places if the workplace is neat and clean.
2. A pleasant and appealing work environment may be achieved by maintaining a high standard of cleanliness.
3. Things in the environment may be kept in good condition and used for a longer period of time if proper care is taken of them.
4. Motivation to work in (Handayani & Azizah, 2021) This encompasses both internal incentives and environmental influences that stimulate the desire to consistently and routinely do activities, hence facilitating the attainment of desired objectives (Handayani & Azizah, 2021).

As for (Afandi 2018:29) in (Nunu, 2021) Indicators of work motivation include

1. A person receives compensation, which might be monetary, in the form of products or services, as a reward for the work they have done for an organization.
2. Optimal working environments, which are places or situations in the workplace that make workers feel comfortable and help them do their jobs well. It touches on a lot of different things, including the physical comfort, safety, current facilities, and work environment.
3. All organizational infrastructure and facilities that workers may utilize to carry out their job obligations, whether those facilities are directly connected to their work or help with the overall execution of work, are considered work facilities.
4. Achievements at work, whether personal or professional, that an employee makes in pursuit of a promotion within their current organization.

Performance is defined as the outputs that individuals or groups within an organization achieve within the scope of their assigned duties and responsibilities, in compliance with all relevant laws, regulations, and ethical principles (Syafrina & Lestari, 2024).

Method

Objectively measuring the connection between variables is the goal of this quantitative research that employs a survey technique of data gathering using questionnaires. In order to get objective and quantifiable findings, the quantitative technique measures research variables and analyzes them structurally and methodically using statistical methods. This allows for the testing of ideas. The 61 instructors at Mi Al-Husna Ciledug make up the study's population, and the saturated sample method (census) was utilized for sampling purposes. This allowed researchers to examine the population as a whole, despite the small sample size. In order to get accurate and trustworthy findings, the data collected from the survey was analyzed using statistical and inferential analytic approaches that were tailored to the study goals.

Result

Research Findings

Table 1 Partial regression of environmental variables (x1)

Koefisiensa						
	By	Non-Standard Coefficients		Standard Coefficients	T	Alone.
		B	Std. Error	Beta		
1	(Constant)	12,545	3,834		3,272	,002
	Milieu	,980	,094	,805	10,415	,000

a. Dependent Variables: Teacher Performance

Source : data processed using SPSS, 2025

The study revealed that the constant's value was 12.545, accompanied by an environmental regression coefficient of 0.980, indicating that any enhancement in teacher performance was 0.980. Environmental factors significantly impact teacher performance.

Table 2 Partial regression of work motivation variables (x2)

Koefisiensa						
	By	Non-Standard Coefficients		Standard Coefficients	T	Alone.
		B	Std. Error	Beta		
1	(Konstan)	10,851	3,860		2,811	,007
	Motivation	,827	,077	,814	10,783	,000

a. Dependent Variables: Teacher Performance

Source : data processed using SPSS, 2025

The analytical findings indicate a consistent value of 10.851. The regression coefficient for work motivation is 0.827, indicating that each increment in teacher performance corresponds to an increase of 0.827. The job motivation variable significantly influences teacher performance.

Table 3 Multiple Regression

Koefisiensa				
By	Koefisien UInstaindairdized	Koefisien Staindairdized	t	Alone.

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		B	Std. Error	Beta		
1	(Artaint)	6,879	3,610		1,906	,062
	Environmental	,523	,134	,430	3,908	,000
	Language					
	Motivation	,483	,112	,476	4,322	,000

And yet. Dependent Function: Performance

Source : data processed using SPSS, 2025

The results indicate that the value is 6.879. A positive and statistically significant effect of the environment on performance is shown by the coefficient of 0.523 and sig of 0.000. At the 0.000 level of significance, the coefficient for motivation is 0.483, suggesting that it has a positive and substantial effect on performance.

Table 4 Hypothesis Test T

Shared efficiency						
By		Koefisien		t	Alone.	
		Koefisien UInstaindaired	Staindaired			
		B	Std. Error	Beta		
1	(Artaint)	6,879	3,610		1,906	,062
	Milieu	,523	,134	,430	3,908	,000
	Motivate	,483	,112	,476	4,322	,000

a. Dependent Function: Performance

Source : data processed using SPSS, 2025

With a 0.523 coefficient, a 3.908 t-count, and a 0.000 level of significance, the t-test demonstrated that the environmental factors significantly and positively affected performance. Similarly, the work motivation variable had a positive and statistically significant effect on performance ($r=0.483$, $t=4.322$, $p=0.000$). Also, the figure that was found to be consistent is 6.879.

Table 5 Test Hypothesis F

ANOVA						
	By	Suim Squiaries	Df	Meain Squiary	F	Alone.
1	Back	2364,066	2	1182,033	79,831	.000 billion
	Residue	858,786	58	14,807		

Total	3222,852	60
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a. Dependent: TOTAILY

b. Prediktor: (Constaint), TOTAILX2, TOTAILX1

Source : data processed using SPSS, 2025

A computed f-value of 79.831 with a significance level of 0.000, indicating it is less than 0.05, was shown in the results of the f test. Evidence like this suggests that performance is affected significantly by both intrinsic and extrinsic factors in the workplace.

Table 6 Determination Coefficients

Model ^b Summary				
By	R	R Squiary	AIdjuisted R Squiary	Std. Estimait Error
1	,856ai	,734	,724	3,848

a. Prediktor: (Constaint), TOTAILX2, TOTAILX1

b Dependen: TOTAILLY

Source : data processed using SPSS, 2025

The analysis of the determination coefficient revealed a r value of 0.856 and a r² value of 0.734, indicating that environmental variables and work motivation collectively account for 73.4% of performance, while the remaining 26.6% is attributable to external factors not examined in this study.

Conclusion

This study's analysis leads to the conclusion that:

1. The environment significantly affects performance, with a regression coefficient of 0.523, a t-value of 3.908, and a significance level of 0.000. A conducive work environment, sufficient resources, and positive interpersonal interactions among workers may enhance teacher productivity and motivation.
2. Work motivation has a substantial impact, shown by a regression coefficient of 0.483, a computed t-value of 4.322, and a significance level of 0.000, demonstrating that highly motivated instructors are generally more productive, devoted, and capable of delivering excellent instruction.
3. The environment and job motivation concurrently have a substantial impact on teacher performance, as shown by a f score of 79.831 and a significance level of 0.000. The determination coefficient of 0.734 indicated that 73.4% of the variance was accounted for, while the remaining 26.6% was attributable to external variables not examined in this research.

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