

THE INFLUENCE OF THE WORKING CLIMATE AND MOTIVATION ON THE PERFORMANCE OF EMPLOYEES IN THE MARINE AND FISHERIES SERVICE BOALEMO COUNTY

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ABSTRACT

The objectives of this study are: 1) to find out how much influence partially the working climate has on the performance of employees in the Boalemo District Marine and Fisheries Service; 2) to find out how much influence partially motivates the performance of employees in the Boalemo District Marine and Fisheries Service; 3) to know how much influence simultaneously the working climate and motivation on the performance of employees in the Boalemo District Marine and Fisheries Service.

The quantitative descriptive research method approach with the type of survey research that explains the causal relationship and performs hypothesis testing using a multiple regression analysis approach.

The results showed that: 1) the working climate has a positive and significant effect on the performance of employees in the Boalemo District Marine and Fisheries Service with an influence contribution of 55%. This means that the higher the working climate, the higher the performance of employees in the Boalemo District Marine and Fisheries Service; 2) motivation negatively and significantly affects the performance of employees in the Boalemo District Marine and Fisheries Service with an influence contribution of 72%. This means that the higher the motivation, the lower the performance of employees in the Boalemo District Marine and Fisheries Service; 3) simultaneously the influence of the working climate and motivation will have a positive and significant effect on the performance of employees in the Marine and Fisheries Service with a 59% contribution. This means that if the working climate and motivation are applied simultaneously it will further improve the performance of its employees.

Keywords: working climate, motivation, and employee performance

INTRODUCTION

Every organization both public and private strives to find a competitive advantage, while competitors do the same. This condition is a consequence of the growing globalization in the business world which makes competition very fierce, unpredictable and uncertain. Changes that occur all the time and are getting faster require organizations to be able to adapt quickly and agile to gain a

competitive advantage. Organizations need a new strategy that is more in line with the current internal and external conditions of the organization.

Employee performance is a very important factor for a company. Performance as the embodiment of an employee's work behavior that is displayed as a work performance in accordance with his role in a company in a certain period of time. This is because the

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performance of employees as a determinant of the success and survival of the company. In any organization, human beings are one of the most important components in bringing the organization to life. This should be supported by good performance anyway because without good performance, the organization will not achieve its goals [10].

Today human resources have an important position for an organization or company. Human resources in this case high-performing employees, play a dominant role in carrying out the company's operations and achieving the goals that have been set. Therefore, organizations need to respect all aspects of employees in order to create quality and superior performing human resources. There are 3 indicators to know whether or not the performance of employees in a company. The indicators are, the quality of work, the quantity of work and the implementation of [1].

Employee performance is influenced by several factors, and these factors need to be examined how each factor affects performance. Every employee needs a positive boost in carrying out the work. The needs of this individual will affect the spirit of work, therefore the organization always tries to align between the goals of the organization and the fulfillment of the needs of individuals who are the work objectives of employees. The fulfillment of the needs of each employee is expected to generate motivation or encouragement for employees to always improve their performance. Policies that have been applied in order to increase the spirit of work, among others, by the assignment of employees in structural positions in accordance with one's competence.

The work climate has a big impact on the motivation of employees' work and ultimately also has an impact on improving employee performance, because the work climate is one of the

factors that can affect the attitudes and behaviors of people in general and employees in particular. Employee performance is closely related to the attitude, behavior, work climate and work motivation of employees in an organization. Attitude, behavior, work motivation and work climate is a broad working climate in an effort to improve employee performance with good work processes and work results and quality.

Motivation is all conditions that provide encouragement from within a person which is described as desire, desire, encouragement and so on. Work motivation is said to be a condition that influences to generate, direct and maintain behavior related to the work environment. Performance can be defined as the achievement of work results in accordance with the rules and standards that apply to each organization. The resulting output can be in the form of physical or non-physical, which calls it a work, which is a result/work either physical/material or non-physical or non-material. A public service employee such as a sub-district employee is required to do their job well. Their success in providing services to the community is determined by an assessment of their performance.

Today's government employees are serving the community, [7]. There is a phenomenon that illustrates that the organization's climate that is able to encourage high work motivation has not materialized optimally. Meanwhile, on the other hand, high work motivation has not been maximally demonstrated by the apparatus/employees. It is seen that there is still a lack of encouragement or passion to work best to achieve high achievements, to gain recognition for achievements, to gain progress in careers, and to develop knowledge and skills in order to develop themselves. Low work motivation is also seen from employee behavior such as not utilizing optimal

work time, like to delay the implementation of work tasks, less eager to finish work earlier than the specified time, do not like to take initiative and creativity in carrying out work tasks.

Based on the initial observations made by researchers at the Boalemo District Marine and Fisheries Service, there is still a lack of responsibility from some employees towards the tasks given by superiors, there are still some employees who have not completed their duties in accordance with the specified targets, the low level of employee discipline, as well as the utilization of inefficient working time, lack of knowledge about information and communication technology, which will hamper the performance of these employees, the lack of optimal employees in terms of administrative discipline, facilities and infrastructure is the most influential factor in the emergence of a less conducive working climate, thus impacting the performance of employees who are not optimal, there are still many employees who come and go not in accordance with the specified working hours.

According to the researchers' suspicion, there are various factors that affect the low performance of employees, including factors that arise from within the employee's personality such as employee personality, or factors that arise from outside the employee's personality, including the work climate. The work climate has an important role in influencing employee performance, this can be seen from the frequency of employees arriving late, either during morning apples or working hours.

Related to the description of employee work performance can be seen from the level of employee discipline when leaving or leaving which is described in Table 1. in the following:

Table 1. Employee Disciplinary Level Data for 2018-2019

Years	Entry Hours	Exit Hours	Late
2018	20	32	12
2019	23	32	9

Source: Department of Marine Affairs and Fisheries

Seen from Table 1 above shows that there are still some employees who often come to work late. From the observation of researchers where the delay of employees on the grounds that there is an event or there are personal interests that must be done. In addition, employees often make use of work time just by playing games or just talking that is not a matter of work, lack of assertiveness from the leadership to more senior employees.

The working climate is a complete feeling of the environment/mechanism of work of the organization both physical and social environments that are internal and external. The work climate is the result of media interactions within the work organization. The working climate is about the situation and conditions between employees in the workplace. If the climate is healthy, career planning and employee placement can be done well.

However, if the working climate is unhealthy, such as feudalistic, the implementation of career planning will become unhealthy. The work climate is an important element in improving the quality of work. A conducive working climate will be realized properly, if the conditions will be a sense of security, comfort, mutual support and strengthening between elements of work. So that employee performance can run well and maximally. Therefore, the creation of mutually supportive and strengthening relationships between superiors and subordinates, between employees and other employees. The pattern of communication relationships, which will foster a trust between the elements of

work is no exception for employees, because with good trust, will not cause a bad prejudice in each element of work.

In addition to the working climate factors that affect employee performance is the motivation of employees' work. Motivation is an attitude or motivation that comes from within a person to perform a certain activity, [8].

The importance of work motivation as a driving force that can realize a behavior in order to achieve his goals and satisfaction. Because of the importance of motivation, in an organization and a company there is a need for good motivation in order to achieve goals, [5].

The influence between climate, motivation and employee performance is also based on the theory that an institution as a social system has two dimensions, namely a nomothetic dimension and an idiographic dimension. The nomothetic dimension refers to the institution which is marked by certain roles and expectations in accordance with the objectives of the system. Whereas the idiographic dimension refers to the individuals who occupy the system, each with a personality and disposition of certain needs, [9].

Thus, through this research it is hoped that employees will have high performance based on a developing work climate accompanied by employee motivation towards their duties and functions.

Starting from the above background, the researcher is interested in researching the title *The Effect of Work Climate and Motivation on Employee Performance on Motivation for Employee Performance in the Office of Marine Affairs and Fisheries in Boalemo Regency.*

RESEARCH METHODS

This research uses quantitative approach with survey research type. Quantitative approach is research that uses

quantitative method, which is a research method that aims to describe social phenomena or symptoms quantitatively or explain how social phenomena or symptoms that occur in society are interconnected with each other. Furthermore, the type of research used is a type of survey research that is research conducted using questionnaires as a means of research conducted in large and small populations, but the data studied is data from samples taken from the population, so that relative events, distribution, and relationships between variables, sociological and psychological.

The reason for the use of this approach and type of research is because in this study describes the current situation systematically and factually with the aim to explain and solve the problems studied.

This research was conducted to explain the influence between variables, determine the quality of variables, test theories and look for generalizations that have predictive values (to predict a symptom). In general, the design of this study, after collecting data through the dissemination of questionnaires can be described as follows: (1) this type of research is research using hypothesis testing; (2) hypothesis testing with causal research; (3) the time dimension of this study involves a certain time; (4) this method of collecting research data by survey research method. Survey or complete self administrated survey is a method of collecting primary data using questions to respondents; and (5) The analysis unit in this study is an employee of the Boalemo District Marine and Fisheries Office.

The population in this study were all employees of the Office of Marine Affairs and Fisheries in Boalemo Regency. Members of the population are 41 employees serving at the Boalemo Regency Marine and Fisheries Service Office in 2020.

Furthermore, data collection techniques are Data Quality Test and Classic Assumption Test, for this research data collection technique in the form of work climate score, work motivation score, reward score and employee performance score. The answer options on this instrument use a Likert scale in the range of 1 to 5.

DISCUSSION

The Influence of the Work Climate On Employee Performance.

The work climate is everything that is around the workers and which can influence them in carrying out the tasks assigned to them by the leader. The work climate must be in accordance with the needs of the employees so that these employees can be more optimal in completing their duties. A conducive work climate provides a sense of security and allows employees to work optimally.

The work climate has a direct influence on employees in resolving responsibilities to organizations or agencies. The working climate here can be said to be the atmosphere in which employees do their daily activities. If the employee enjoys the working climate in which he works then the employee will feel at home at work to do activities and complete his tasks. The work climate includes the established working relationship between fellow employees and the working relationship between subordinates and superiors as well as the physical work climate of the workplace. Conversely, if the working climate is inadequate it will be able to decrease the performance of employees and result in a decrease in the morale of employees. This condition is related to the behavior or attitude of employees where the workplace and related to the occurrence of psychological changes due to things experienced in the work or in certain

circumstances that must be constantly observed by the organization or that include boredom of work and monotonous work and fatigue. A good working climate is when employees can carry out activities optimally, healthy, safe and comfortable while a poor working climate can demand more labor and time and does not support the establishment of an efficient work system design.

Based on the test t effect of working climate variable (X1) on Employee Performance (Y). In the variable Working climate obtained thitung value of 2,652 with a significance of t of 0.001. Because thitung is greater than 2,652 > 1,678) or t significance smaller than 5% (0.001).

The results of this study mean that if the working climate is in a healthy and dynamic condition then employees will be more enthusiastic in working which ultimately refers to the improvement of the performance of employees in the Fisheries and Marine Service of Boalemo Regency.

As for the observations made during the study, it can be seen that the issue of working climate has an influence in employee performance. This condition can be understood by the observations of researchers, namely: First, responsibility. Judging from the responsibility, if an employee realizes and understands the main main duties as a civil servant and as a service provider to the community, then by itself the performance of egawai can improve. That is, that the current sustainability, such climate has occurred both in every line of work in the Fisheries and Marine Service Boalemo Regency.

Second, there are awards given by the leadership to employees who excel. This award is a form of attention from the leadership to the superior. With the award given by their superiors, employees are always competing to produce better work and this condition also shows an increase

in the performance of employees in the Boalemo Regency Fisheries and Marine Service.

Third, there is a good relationship between superiors and subordinates. Currently, such a climate has occurred both within the Boalemo District Fisheries and Marine Service. However, all communication and interaction only takes place on the limited interaction of duties and demands of the position. Employees who are in the work room seem to walk individually. The absence of interactions and communication is more indicating the creation of close and comfortable relationships between employees in carrying out work activities. It is feared that the climate will continue, making it a culture within the Boalemo District Fisheries and Fisheries Service.

The results of this study support goal-setting theory emphasizes on the importance of the relationship between the goals set and the resulting performance. The basic concept is that a person who is able to understand the goals expected by the organization, then the understanding will affect his work behavior. Based on the Goal-Setting Approach Theory Variable Climate work as the deciding factor. The higher the determining factor, the higher the likelihood of achieving its objectives.

Effect of Work Motivation on Employee Performance

Test t the influence of variable Work Motivation (X2) on Employee Performance (Y) of 5,333. In the motivation variable Work obtained a thitung value of 5,333 with a significance of t of 0.002. Because the value of thitung is greater than 5% (5,333>1,678) or the significance of t is less than 5% (0.002).

The results of this study mean that if all the needs of employees in the form of outstanding needs, affiliated needs, and the needs of power are met well then of course employees will feel happy and

encouraged in producing quality work that ultimately improves their performance.

The results of the study are reinforced by the theory of motivation that provides the definition of work motivation as a force in the person that influences the direction, intensity and perseverance of one's voluntary behavior to do the work, [6].

Furthermore, if an employee has a diligent attitude and behaves sukerala then by itself the performance of the employee increases.

The results of this study are also relevant to the results of previous research conducted by,[3] entitled The Influence of Motivation on Employee Performance at the Office of the Village Government Community Empowerment Agency and The Village Of South Sulawesi Province, which shows that there is a significant relationship between motivation and employee work performance at the Office of the Village Government Community Empowerment Agency and the Village Of South Sulawesi Province.

The results of descriptive statistical testing show that there are some very high motivations of employees in the Service need to excel, namely consistency in carrying out the main task as an ASN, while some indicators of motivation that are still very low that obey the attention is the excessive prudence of the employee causes the employee does not want to accept the risks that occur and this shows that employees at the Boalemo District Marine and Fisheries Service have not dared in taking a decision so that everything is still centered on the superiors.

Employees for an organization is no exception in the Boalemo District Marine and Fisheries Service, has an important position and role. Good motivation from employees in the Fisheries and Marine Service will increase if the needs or wants of employees can be met.

A qualified workforce will produce an optimal work result in accordance with its work target. On the contrary, human resources also have a variety of needs that they want to meet. It is the desire of its employees to meet these needs that can motivate a person to do a job or work. The performance of the organization depends on the performance of its employees, or in other words the performance of employees will contribute to the performance of the organization, it can be interpreted that the behavior of members of the organization either individually or in groups can give strength or influence to the performance of the organization. Employee performance is important for organizations to pay attention to, because it can affect the achievement of organizational goals and progress to be able to survive in a global competition that is often changing or unstable.

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. What a person can do according to their duties and functions. The performance of a person or employee in an organization or employment institution, is influenced by many factors, both factors from within the employee itself and environmental factors or the organization of the work itself.

The influence of work climate, work motivation on employee performance

Employee performance is influenced by several factors, and these factors need to be examined how each factor affects performance. Every employee needs a positive boost in carrying out the work. The needs of this individual will affect his work spirit. Therefore, the organization always tries to align between the goals of the organization and the fulfillment of the needs of individuals who are the purpose of employee work. The fulfillment of the

needs of each employee is expected to generate motivation or encouragement for employees to always improve their performance. The policy has been applied in order to increase the spirit of work, among others, by the assignment of employees in structural positions in accordance with one's competence.

The work climate has a big impact on the motivation of employees' work and ultimately also has an impact on improving employee performance, because the work climate is one of the factors that can affect the attitudes and behaviors of people in general and employees in particular. Employee performance is closely related to the attitude, behavior, work climate and work motivation of employees in an organization. Attitude, behavior, work motivation and work climate is a broad working climate in an effort to improve employee performance with good work processes and work results and quality.

Motivation is defined as all conditions that give encouragement from within a person described as desire, willpower, motivation and so on. Work motivation is said to be an influential condition that evokes, directs and maintains behaviors related to the work environment. Performance can be interpreted as the achievement of work in accordance with the rules and standards applicable to each organization. The resulting output can be either physical or nonphysical, which is a work in the form of physical/material and nonphysical and nonmaterial. A public service employee such as an employee is required to do his job well. Their success in providing services to the community is determined by an assessment of their performance.

Based on the results of the study found that as stated in the hypothesis of this study is the working climate (X1), work motivation (X2) simultaneously

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affects employee performance (Y). To test the hypothesis used simultaneous test or F test of 28,261 or at the significance level (α) 5 % Test F was conducted by comparing between the sig value with alpha degree (α) at the level of significance = 5% (0.05). In the calculation of multiple linear regressions performed using computer tools with spss v 20 program can be known that the sig value = 0.000 < degrees alpha (α = 0.05) which means that the working climate (X1), work motivation (X2) simultaneously has a significant effect on Employee Performance (Y)

Furthermore, through the determination test obtained that the value of the coefficient of determination R Square shows a value of 0.598 or 59.8%. This means that employee performance variables are affected by 59.8% by working climate (X1), work motivation (X2) while the remaining 40.2% was influenced by other variables beyond the two free variables studied in this study.

The results of this study are also relevant to the results of previous research conducted by, [4] entitled the influence of motivation and work climate on the performance of counselors with the results of research obtained that there is a significant influence between the work climate and work motivation on the performance of counselors in Smp Negeri Se-Kota Semarang. The suggestion should be that the principal as the highest responsible in the school is expected to be able to increase his role in shaping a more conducive working climate in the work environment. But in contrast to the results of the study, [2]. It was obtained that the working climate, work motivation has an effect but is not significant to the performance of elementary school teachers in South Lampung.

The results of statistical descriptive testing show that there are several indicators of work climate, very high

motivation of employees in the Department of need for achievement, namely the relationship between superiors and subordinates and consistency in carrying out their main duties as a civil servant.

Work motivation and work climate are important dimensions in determining performance. Especially if together to improve the performance of the counselor. Motivation as an impetus in the counselor will determine the resulting performance.

Motivation is a psychological factor that will encourage the counselor to make decisions about doing work. The stronger the motivation attached to the counselor, the better the resulting performance. Likewise with the working climate of the counselor, where the working climate supports it or not it will affect the resulting performance. Organizational factors which include resources, leadership, rewards, structure and job design greatly influence the policies taken by the organization because each of these factors provides the right work direction and is in accordance with the needs of the organization in an effort to strengthen performance improvement. Thus, based on this study, researchers assume that there are factors that affect the performance of employees at the Boalemo Regency Fisheries and Marine Service.

CONCLUSION

The work climate has a positive and significant effect on the performance of employees at the fisheries and marine service office of boalemo regency with an influence contribution of 0.545 or 55%. This means that the higher the working climate, the higher the performance of employees at the boalemo regency marine and fisheries office. The results of this study support the path goal theory, namely the achievement of the set goals (objectives) can be seen as goals/levels of performance to be achieved by individuals

and also support. The results of previous research.

Work motivation has a negative and significant effect on employee performance, with an influence contribution of 0.724 or 72%, it is claimed that the higher the motivation will result in the lower the performance of employees in the marine service and peikana boalemo district the results of this study support the path of theoryyaitu overall, intention in relation to the goals set, is a strong motivation in realizing its performance and also support the results of previous research.

Simultaneously the influence of the working climate and work motivation positively and significantly affect the performance of its employees in the marine and fisheries services of boalemo district with an influence contribution of 0.598 or 59%. this is because if the working climate and work motivation are applied simultaneously will further improve the performance of employees.

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