

The Motivation to Work And Environmental Influences Working Against Employees of The Employment Department of Education, Youth And Sports District Minahasa

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Submission date: 07-Mar-2019 06:07AM (UTC+0500)

Submission ID: 1089027046

File name: Jurnal__Roddy_and_Jerry.pdf (247.59K)

Word count: 5680

Character count: 31475

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**THE MOTIVATION TO WORK AND ENVIRONMENTAL INFLUENCES
WORKING AGAINST EMPLOYEES OF THE EMPLOYMENT
DEPARTMENT OF EDUCATION, YOUTH AND SPORTS
DISTRICT MINAHASA**

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Abstract

This research was conducted to find out the influence of motivational work environment and work towards the achievements of the work of employees in the Department of education, youth and sports District of Minahasa. The method used is korelasional which focuses on a discussion of the relationship between variables X and Y variables. the working environment supports the work and the high motivation of working employees will encourage the creation of good working achievements among employees. Theoretically work environment and work motivation will work together to form a pribasi employee who upholds the job and always maintain good relations or relations with fellow officers and superiors that ultimately gives the feel is good for the improvement of work achievement a clerk in the Office of the Department of education, youth and sports of Minahasa Regency.

Evidenced by the magnitude of the results of research influence between variables work environment and motivation the achievement of variable working on education department employees work, youth and sports district Minahasa 63.5 % is simultaneously .This can be concluded that the work environment and motivation can affect the work of 63.5 % department of education employees to work performance, youth and sports district Minahasa .The magnitude of influence between variables x on variables y is 63.5 % where the rest of the percentage of employees work performance to evaluate the department of education, youth and sports district Minahasa 36,5 % is determined by other factors.

From these results it appears that the work environment and work motivation alike contribute a sizable work achievement against the employees of the Department of education, youth and sports District of Minahasa. This is because with a conducive environment and the high motivation of creativity will create new and excellent service to the community.

Keywords : work environment, motivation work, work performance, employees

INTRODUCTION

Background the Problem

Working environment conducive to improve employee motivation work and will eventually improve work performance. A work environment includes the creation of a good relationship conducive between fellow employees and a good relationship between superior and subordinate, the physical environment that includes extensive space that allows employees to work can move freely and not feel claustrophobic and shortness of, lighting, the air temperature, the level of noise control, cleanliness of work, the availability of work equipment.

A work environment where significantly to work performance employees. If work environment is not conducive will result in stress for employees that will eventually give rise to a decrease in productivity and work performance employees. According to The Liang Gie (1988), explained that work environment on an office are classified as over furniture and spatial also the physical condition, where both will affect the process of working that can result in high the low work performance.

Gibson et al (2005), suggest that the work performance (job performance) includes all the work and can be retrieved someone motivated, but it has the ability but the motivation employment is accompanied by work environment that supports the workplace. Career development programme run by good management to improve achievement employees work for everyone expected an increase in his career. Exquisite job description work and it helps in determining the direction of employees will rise in the organization.

The achievement of employment is one of the assessment of any civil servants. Work achievements employees including many factors determined by the working environment is a factor. Although employees having the quality but if the working environment is not conducive, then this would significantly reduce its achievements. Because it needs to created a work environment conducive for any organization work. Mills (1990) believed that when all the people work on better working environment without the interference of mental and physical fatigue must be due to his work gratifying .This illustrates the work of performance or achievements for someone employees work.

It is focused on the work performance problems connected with the working environment and motivation officer at the office of the education office youth and sports kabupaten minahasa. Temporary allegation that work performance the offices employees the education office youth and sports kabupaten Minahasa still low as a result of a work environment where not support. It is looming from among others the spatial planning an office that is less than satisfactory, not yet memadainya official facilities such as perabot-perabot and the machines office appropriate technology development offices. To prove there was an assumption the low work performance this employees then required a scientific research. This research became of importance given that the result of this research will reveal employee work environment that is conducive to create work performance employees particularly at the office of the education office youth and sports of Minahasa district.

The formulation of a problem

The problem of research is formulated as follows:

1. Whether there are environmental influences work on work performance employees at the education office, youth and sports district minahasa?
2. Whether there is the influence of the motivation to work performance employees at the education office, youth and sports district minahasa?
3. Whether there is the influence of working environment and motivation to work performance employees at the education office, youth and sports district minahasa?

Research Purposes

Which is the objective of this study as follows:

1. To knowing environmental influences working against the employees work at the office education department, youth and sports district minahasa.
2. To know what work the motivation for employees working at the office of education department, youth and sports district minahasa.
3. In order to know the labor and environmental influences on work performance a clerk in the office of Education Department, youth and sports district minahasa.

The Benefit of Research

The results of research is expected to provide benefits for:

1. Leaders of education office , youth and sports district Minahasa in efforts to create a work environment conducive to improve work performance employees.
2. An author in order to solve problems of management and develop knowledge in the field of management

LITERATURE REVIEW

The Theory Work Environment

The Concept of Working Environment

Working environment is a place where employees do the activity of every day. Working environment conducive to give security and allow employees to be working optimal. Working environment can affect emotional employees. If employees menyenangi work environment where he works, then the employee would do well in the workplace, do their activities so that working time be used effectively. Will be high productivity and automatic work performance employees also high. Working environment that includes a working relationship that forms between fellow employees and a working relationship between superior and subordinate the physical environment as well as employee work place.

According to Sihombing (2004) states that "working environment are factors outside of man either physical or non-physical in an organization". Physical factors this includes the equipment work, the temperature at work, distress and density, noise, extensive work while the non physical includes a working relationship that is formed in the company between superior and subordinate as well as between a fellow employee. Working environment that supports labor productivity will cause the satisfaction of working for workers in an organization.

Indicators work environment :

- 1) *facilities service;*
- 2,) *salary and remuneration;*
- 3) *a working relationship*

According to Artoyo (in Sariyathi, 2007) management that is well thought of a work environment where good and exciting for really needed by the workers were. The environment should have a strong impact in the formation of behavior employees. Work environment having the ascendancy in the environment management control integrated its elements is of labor an instrument of labor working conditions, top of an organization policy and the pattern .

Working environment are the condition of about a place of a work as physical or non-physical that can distinguish the impression of fun secures; appease, and impressiveness work and others, while according to Robbins (2001) work environment is something which is located around workers and may affect his own in carrying out tasks that charged.

Milton in Nitisemito (1982) has suggested that work environment influenced labor productivity because of the environmental changes verb be resulted in extra production and makes it his occupation more pleasing. Environmental conditions that is not good support the activities are weakening workers and production. The same opinion was also

raised by Mills (1990) saying that everyone works better when they are given the environment and suitable equipment with their jobs.

Workplace is an important factor in improving the efficiency and effectiveness of work. According to Nitisemito (1982) declaring that the workplace is everything around workers and could affect their tasks they assigned him.

The type of environment work

According to Stewart and Stewart (in Anonymous, 2009), the type of environment in for work into two namely the physical condition of the neighborhood of work and the psychological state of work environment.

a. *Physical condition of working environment*

Physical condition of working environment around employees are very necessary cared for by the business entities, because it is one way that can be taken to ensure that employees can undertake the task without disruption. Attention to the physical conditions of employees working environment in this means trying to create the conditions working environment in accordance with the desire and the needs of employees as phase of work in the workplace.

Factors in the environment work covering :

- 1) *Illumination*
- 2) *Temperature*
- 3) *Noise*
- 4) *Motion*
- 5) *Pollution*
- 6) *Aesthetic Factors*

b. Psychological condition of working environment and physical design of the work of design, some working room available and from the types of equipment can affect the behavior of workers in creating all kinds of the condition of psychology. Of factors including psychological condition :

- 1) *Feeling of privacy*
- 2) *Sense of status and importance*

According to Robbins and Judge (2008), job characteristics model suggests that any job can be described in five core job dimensions, namely:

- a. *Diversity of skills*
- b. *Task identity*
- c. *Meaningful task*
- d. *Autonomy*
- e. *Feedback*

According to Mills (1990) explained that there are two factors which needs to be in the physical environment an office which is associated with spatial arrangement and condition physically. Moreover he explained that too many office buildings located at an unsuitable for the community designed in modern but this is just the same as if the facility available at some, like a typewriter computer, or other apparatus placed in the office is expected to support the efficiency of the whole so it is used properly.

A second opinion on this perceivable that everyone works better when they are given the environment and equipment according to their service; and employee no exception to do the job because of that office to be fashioned and equipped for employees to work without extravagance

According to Sarwoto (1979) said that physical working environment which can affect the working environment and improve working spirit :

1. *Proper spatial planning.*
2. *In a room right light.*
3. *The right temperature and moisture air.*

4. *Sound not to disturb the concentration of work*
5. *The color of work that can be arousing excitement*

Based on opinion on the clear that environmental factors employment is related to spatial planning, lighting, staining, the air temperature, sound and color. For that in this part will be discussed and elaborated further on such matters.

Motivation

Motivation of Concept

Motivation deriving from the latin word *movere* which means the impulse or impelling. Give its concrete contributions motivation may be given social limits as the process of giving motives (locomotion) work to the subordinate in such a way that they want to work with to achieve genuinely organizational goals in an efficient way (Sarwoto, 1979). "Motivation is the gift of excitement worked to employees. By the provision of motivation intended stimulating the provision of resources for employees concerned to the employee work with all resources and his campaign" (Manullang, 1982).

Said the motivation derived from latin , said a motive is basically that means the impulse, cause or reason someone do something. Thus motivation means a condition that push or be for someone doing a deed or activities (Nawawi , 2005). Motivation is something that raises the encouragement of work or working spirit or in other words working spirit (Martoyo 2007).

Motivating be defined: "the whole process subordinate the provision of motives to the work in such a way that they want to work with genuinely to achieve the organization with the purpose of efficient and economical" (Siagian, 1983).

The motivation is basically said a motive that means the impulse, for reasons someone do something. Thus motivation means a condition that push or be for someone doing something (Nawawi, 2005).

Intended to provide by the demands of the natural to satisfy the needs of life, and is the tendency to sustain life. Another important key to that no deep understanding is about humans. To avoid using the term *kekurang tepatan* motivation may need to put forward by manullang in (Martoyo, 2007) about some understanding of similar to the term :

1. *Motive*
2. *Motivation*
3. *Motivation of work*
4. *insentive*

The importance of the motivation because of the motivation is that the cause, distributing and support human behavior, that want to work actively and enthusiastically achieve optimal results. Motivation is more important because the manager of the share a job to his subordinates to do with good and integrated to a desired goal .The theory of motivation that is now many professed is the theory needs. This theory of the opinion that the man substantially is to meet the needs of physically and psychologically. Abraham maslow classifies the needs of human life on the five levels :

1. *Physiological Needs*
2. *Safety and security .*
3. *Social needs*
4. *Esteem needs*
5. *Self actualization*

The theory ofm otivation work

There are some of the theory of motivation that can provide explanation on the motivation the work of members of the organization .There are three the theory of motivation of the work which are (fuad m), 2004:

- a. The theory of Maslow hierarchy of needs there are five hierarchy of needs man is as follows:
1. *Physiological Needs*
 2. *Safety and security.*
 3. *Social needs*
 4. *Esteem needs*
 5. *Self actualization*
- b. The theory of two factors based on the results of research done by a group led Herzberg they took the conclusion that there are two groups of factors affect motivation of the work of someone in the company or institution is working pemuas (job satisfiers) pertaining to the contents of a work called motivators (covering work performance , recognition awards , the work itself , the responsibility , the promotion of); and the cause of discontent work (job dissatisfiers) pertaining to the condition of a work called hygienic factors , which includes policy and administration of work , technical supervision , the salary , personal relationships with fellow and a superior , and working conditions.
- c. The theory needs of David McClelland there are three important needs compels people to do or acting , namely :
- 1) *the need achievement*
 - 2) *the need affiliation*
 - 3) *the need power*

The Types of Motivations

Ranupandojo, et al (2000) explained that the motivation is composed of two types of positive and negative motivational motivation. The use of negative motivational will increase productivity and lowering the spirit in the short term, while the spirit of positive motivation and lowering productivity will increase in the long term. One of them were found used the form of motivation is the participation of managerial (democratic management). With the participation will give many benefits, as the election of the decision better thought because of the contributions. It said Slamet (2007) motivation a two-dimensional universe, extrinsic motivation intrinsic and it is the motivation.

Extrinsic motivation

Perceptible extrinsic motivation is the source of dissatisfaction that come from outside his job, that influence attitudes and behavior someone against pekerjaannya. If

not met, the workers will not satisfied. If the amount of this element is adequate to meet these needs, workers not be disappointed, although not been satisfied. Fulfill this element will be a greater role in eliminates dissatisfaction of work and prevent a work environment less favorable for an institution. A source of discontent work derived from the level of welfare or salary, supervise the level of technical, the level of personal relationships or colleagues, the level of administration policy, the level of working conditions, and the level of the status.

Intrinsic motivation

Intrinsic motivation is a condition in a job as a source of satisfaction of influential work on the satisfaction of working. If these elements were met, so it can increase motivation of the work of someone, and if this element is not met, then this right will menurunkan motivation of the work of someone, the satisfaction of work low and could lead to a sense of dissatisfaction work high.

Intrinsic element of the divided into two, namely:

- a. *characteristic work*
- b. *opportunities to thrive or promotion*

Factors working motivation

A worker motivation to work usually is a complicated thing, because factors involving the individual motivation and organization. Which are factors are the needs of individuals, the goals, attitude and the ability. Meanwhile to factors which are derived from the organization include payment or stipend, security workers, supervision, and praise the work itself. People will want to work hard with the hope he will be able to meet the needs and keinginan-keinginannya of the results of his job.

In line with that Peterson and Plowman (in Martoyo, 2007) said that interests it is referred to :

1. *The desire to live*, it means a desire to live is a desire of the main everyone; human work for may eat and eat to be able to continue his life.
2. *The desire for possession*, it means the desire to have something constituting human desire the second and this is one of the reasons why man want to work.
3. *The desire for power*, it means desire will be the constituted authority desire one step above the desire to have , push people want to work
4. *The desire for recognition*, meaning desire will last is a kind of recognition of the need and also encourage people to work

Work performance

Understanding work performance

Work achievement is the result of the execution of a job, either physical/material or non material/non physical in carrying out its duties based on the job description needs to be assessed the results after a certain time lag (Nawawi, 2005).

Work achievement according to Dharma (1986) defines as% u201Csesuatu done or products/services produced or provided by a person or group of people% u201D.

According to Hasibuan (2001) work achievement is a result of work accomplished person in carrying out tasks which distinguished him based on skills, experience, and commitment as well as time.

Hasibuan also explained that the work achievement is a combination of three important factors, namely the ability and the interest of a worker, ability and acceptance of the above explanations the delegation of tasks, as well as the role and the level of motivation of a worker. The higher the third of these factors, it will be the larger accomplishments of the employee concerned.

Bernardin and Russel referenced in Ruky (2006) defines achievement as a record of the results obtained from certain job functions during a certain period of time. Suprihanto (2006) says that basically work achievement is the work of a person in a given period as compared to the various possibilities for example standards, targets/goals or criteria have been determined in advance and agreed upon together.

Handoko (1992) that the employment is the quantity and quality of the work done by individuals, the group or the organization. Now it says ad by the As'ad (1991) that the employment is as the result is a measure that is to apply for jobs related. According to Siagian (1995) argues that the use of terms keprilakuan, someone ' s personality is often seen him in various forms of manners the act of thinking and to the way for various things which affect human personality of a person. An organization that is reflected in prilakunya in return will impact on work performance. According to heidjrachman and husnah (1992) work performance interpreted as the importance of the a job , progress and the level of the completion of a job .

The measurement work performance

The achievement of the purpose of the organization performed by all members to carry out a task that has been determined in advance based on the burden of the volume of work and managed by a management. Each member of their duties that serves as a subordinate need to be assessed the results after the grace period through a certain (Istijanto, 2006). Program is a series of this business can be said as an assessment of

employees work performance. While Bernadin (in Ruky 2006) said that the achievement is a note about the results obtained from the functions of a particular job or a particular activity during certain period of time.

The work performance based on an assessment work performance, because the work performance as the process for measuring work performance by employees and achieved by comparison with a standard level achievement asked to determine where that to be achieved. As said by Handoko (1992) that the judgment which the verb is in the process of evaluating and assessing work performance employees. When appraisal that well done, orderly and it can help improve labor organization of employee loyalty is concerned.

According to Nawawi (2005), in substance the assessment of work performance employee who is human resources management activities is a process of observation observation of the implementation of the work by a worker who have their rights protected rights. According to Hasibuan (2001) assessing the work performance is judging the ratio of the work of real with a standard of quality and the quantity produced of every employee, designating wisdom about promotion or reply to his services.

According to the Gomes (2001), the main requirement needed to do the assessment of performance (achievement effective), is the performance criteria achievement of which can be measured by objective and the objektifitas in the process of evaluation. Istijanto (2006) outline that indicators / yardstick / criteria of subordinate in implementing the work consists of some aspects is the quality of work, responsibility to work, cooperation with colleagues, the orientation of the customers and employees of the initiative.

In a subsequent, the result of the measurement of judgment work performance employees can be used as valuable information for managers, for example can see if workers do their tasks that have become a its responsibility, give a description on a deficiency and excess workers to carry out their assignment, knowing and keefisienan effectiveness of the contribution rate against the organization, can be linked to decisionmaking and policy manager, and can be used for various purposes/organization of companies such as career development (promotion or relocation), the succession and regeneration, the preparation of a program to develop and training employees, the determination of/salary compensation wages and indirect, review business strategies and others (Nawawi, 2005).

THE FRAMEWORK OF CONCEPTUAL AND HYPOTHESES RESEARCH *The framework of conceptual*

Efforts in achieving the objectives set by the organization/company needed quality human resources. Qualified human resources are human beings who have the appropriate knowledge and skills with his work as• executor of activity organization/company, have energy, and talent and high professionalism. Therefore, an organization/company needs to know how big the employee wishes to work actively in order to meet his needs. This is determined by the motivation of work belonging to each of the employees and of the environment or the climate of the Organization/Organisation/company, so the company can take wise decision in fulfilling the wishes and needs of employees in General and not to the detriment of the organization/company.

Motivation in themselves an employee arising due to internal and external factors. Gender, age, level of education, working time, number of dependants in the family belong to the internal factors in the company in an employee doing the work, then the motivation that arises from external factors such as the following is an employee of superiors and subordinates, fellow co-worker relationships, rules and policies of the organization/company, working conditions, compensation, supporting health. The work will affect employee motivation work achievement employees. These employees work achievement can be assessed from the quality of work, responsibility towards work, collaboration with peers, the orientation toward consumers, and employee initiatives.

The Hypothesis of Research

Based on theory and review the framework of thought over , then the hypothesis of research is formulated as follows:

1. There is a positive influence the workplace on work performance employees at the education office, youth and sports district Minahasa.
2. There is the influence of positive motivation work on work performance employees at the education office, youth and sports district Minahasa.
3. There is the influence of working environment and motivation of the work on work performance employees at the education office, youth and sports district Minahasa.

RESEARCH METHODOLOGY

Research Method

An approach to a problem that used is focus on problems closely associated with work performance officer at the office of the education office youth and sports kabupaten minahasa, which is that an the approach that was undertaken in analysis some of the problems and elements that focused on work performance employees of conducting a research approach quantitative. And the aim is to overcome problems occurring on work performance officer at the office of the education office youth and sports kabupaten Minahasa by using the method quantitative on this research.

The Design of Research

The design research used adapted to the nature of the problem is correlational study. Research is a correlational study to discuss the relationship between two variables (between y and x) or between a variable (y) and several other variables (x1 , x2 , , xp).

DISCUSSION

Empirical of evidence in this research shows about the results of testing the hypothesis explained that there are significant influence between the working environment and motivation of the work on work performance department of education employees , youth and sports district minahasakabupaten Minahasa it means in answer to the formulation has problems uraikan researchers at the beginning of how environmental influences work on work performance department of education employees, youth and sports district minahasakabupaten Minahasa and how the influence of motivation work on work performance department of education employees , youth and sports district minahasakabupaten Minahasa missed. Based on the regression analysis using logistics then there are several findings of research results as follows:

The influence of working environment Department of Education employees to work performance, Youth and Sports District Minahasa Up from the results showed the influence of a positive working environment between work performance with the department of education employees, youth and sports district Minahasa with the level of significance under 0.05 (p = 0,001), this shows the hypothesis accepted, that means that working environment have a positive influence on achievement work department of education employees, youth and sports minahasakabupaten Minahasa district. Thus means there is influence between the working environment conducive to the level of achievement work department of education employees, youth and sports minahasakabupaten Minahasa district. This is consistent with research Nurhasanah (2010) titled "Environmental influences work on work performance an employee at Bank Indonesia the branch of Samarinda" stating that working environment consisting of the

physical environment and physical non terdapat the influence of real achievement to work well in partial and simultaneous.

The influence of motivation work on work performance ¹ Department of Education Employees, Youth and Sports District Minahasa . The magnitude of work in variable 0,523 (x^2 motivation is a positive value so it can be said that the higher education department employees motivation work , youth and sports district Minahasa it will be the higher the Education Department employees work performance, Youth and Sports District Minahasa. Variable affecting work motivation the achievement of variable working. If employees motivated to work and work performance the employee will increase. This study supports the concept conveyed by Nawawi (2005) said that the results of assessment and the measurement work performance employees could be valuable information for managers, for example can see whether workers perform tasks that have become the responsibility, gives a picture about a shortage of workers and excess of their duties,

aware of the effectiveness and keefisienan workers contributions to the organization, can be associated with decision-making and policy manager, and can be used for various purposes organization / companies such as career development (promotion or relocation), the succession and regeneration, the preparation of the program development and training employees, the determination of wages and salary and compensation is not directly, reviews strategi business and others (Nawawi, 2005).

The motivation to work and environmental influences working against employees of the employment Department of Education Youth and Sports District Minahasa The magnitude of the influence of between variables work environment and motivation work on variables work performance Department of Education employees, Youth and Sports District Minahasa simultaneously is 63,5 % .Such a problem can be concluded that work environment and motivation work can be affecting a much as 63,5 % to work performance Department of Education employees, Youth and Sports District Minahasa. The magnitude of the influence of between variables x on variables y are 63,5 % the rest of the percentage by which to judge work performance Department of Education employees, Youth and Sports District Minahasa namely 36,5 % determined by another factor.

From the result that the workplace and motivation to work together to contribute that work against its considerable achievement, Department of Education Youth and Sports District Minahasa. It was caused by a conducive environment and motivation high creativity will create new and excellent services to the public. If the employee agency office of education, youth and sports Minahasa regency has generated a work environment conducive and motivation employment high in serving the public, and it indicates the work well. The motivation to work and if the work in accordance with good morality so that employees work will be realized, likewise with a work environment conducive and will affect the security and convenience and a psychical or feeling of employees.

CONCLUSION

Based on data covering served and data analysis , it can be mentioned by some of research results as a conclusion and said the suggestions relating to the problem of research

1. There are environmental influences work on work performance the offices employees the Education office Youth and Sports District Minahasa.
2. There is the influence of motivation to work performance the offices employees the education office youth and sports district Minahasa.
3. There are environmental influences work and motivation to work performance the offices employees the education office youth and sports district Minahasa.

Suggestion

Suggestions can be lodged based on the conclusion that has been described above , and suggestions can be given among other:

1. Is expected for the education office, youth and sports district Minahasa should consider the condition a workplace such as lighting, the completeness of instrument and personal relationships (between a subordinate and subordinate /subordinate and superiors).
2. Expected in motivating employees should be based on work performance so that employees who performed well would get compensation rewards or not the reverse only on the kinship relation and brotherhood .

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