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The Influence of Work Environment and Work Culture on Employee Achievement at the Secretariat of The Human Resources Development Agency, Ministry of Home Affairs

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ABSTRACT

The research objective is how much influence the work environment and work culture together have on the work performance of employees at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs. The purpose of this study is to determine and examine the magnitude of the influence of the work environment and work culture jointly on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs. The research method uses a survey with a quantitative approach that is correlational with the sampling technique used based on the sampling table developed by Isaac and Michael. In this study, the number of samples was 58 respondents. The variables studied were work environment (X1) and work culture (X2) as independent variables, while employee performance was the dependent variable (Y).
Based on the results of the research that has been done, namely: 1) Based on the results of hypothesis testing the effect of work environment variables on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, it has a strong and significant positive influence, this is indicated by the correlation coefficient value of 0.695 and the coefficient of determination of r2 = 0.483 or 48.3%, this means that 48.3% employee performance is determined by the work environment, the remaining 51.7% is determined by other factors. Furthermore, for the significance test, the t-count value is 7.233 and the t-table value is 2.000. This means that the alternative hypothesis is accepted because t-count (7.233) > t-table (2.000). 2) Based on the results of hypothesis testing the effect of work culture variables on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, it has a strong and significant positive influence, this is indicated by the correlation coefficient value of 0.697 and the coefficient of determination of r2 = 0.486 or 48.6%, this means that 48.6% employee performance is determined by work culture, the remaining 51.4% is determined by other factors. Furthermore, for the significance test, the t-count value is 7.276 and the t-table value is 2.000. This means that the alternative hypothesis is accepted because t-count (7.276) > t-table (2.000). 3) To test the double correlation hypothesis of work environment and work culture variables together on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, it turns out to have a strong and significant positive influence with a correlation coefficient of 0.739 and a coefficient of determination of r2 = 0.546, this means that together employee performance of 54.6% is determined by the work environment and work culture, the remaining 45.4% is determined by other factors. Furthermore, for the significance test, the F-count value was 33.133 and the F-table value was 3.17. This means that the alternative hypothesis is accepted because of F-count (33.133) > F-table (3.17).

***KEYWORDS:* Work Environment, Work Culture, and Employee Performance**

Introduction

Among the various resources owned by the organization, human resources occupy the most important and strategic position because they are the driving factor for organizational activities. In a government agency, welfare is needed that can encourage employees to have the desire to develop in the organization, and if employees are allowed to achieve the maximum possible career, then the employee will have a clear future and will carry out their duties and functions.

In every organization, there is always a work culture, where when someone is accepted as an employee, they will be trained on how the work culture is adopted by the organization. The work culture can be influenced by the environment outside the organization and the education or training received in the organization as well as work experience which makes an employee more able to overcome problems in his work.

Improving efficiency, effectiveness, productivity, and morale can be implemented by appreciating employees as promising potential and not of the view that employees are paid

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for work, not thinking. Treating employees solely as workers who are considered to have no ability to think not only hurts the feelings of employees but can also undermine cooperation in maintaining and cultivating a climate of harmonious working relations. Then emphasized that increasing efficiency, effectiveness, productivity, and morale would not result in a reduction in the number of workers in the organization and would also not result in a reduction in employee income, on the contrary.

A comfortable work environment can make the working atmosphere run smoothly and have a positive effect on employees and all personnel in the organization. Agencies that have a good and comfortable work environment will motivate their employees to improve their performance. In addition, good working conditions will help reduce boredom and fatigue, which is expected to improve employee performance.

The work environment is everything that is around workers and can affect work including lighting settings, noise control, workplace cleanliness settings, and workplace safety settings. According to Nitisemito (2000), the work environment is something that exists around workers and can influence them in carrying out the tasks they are charged with. Agencies must be able to pay attention to the conditions that exist within the company both inside and outside the workplace, so that employees can work smoothly and feel safe.

Working environment conditions are said to be good or appropriate if humans can carry out activities optimally, healthily, safely, and comfortably. The suitability of the work environment can be seen as a result in the long term, furthermore, unfavorable work environments can demand more labor and time and do not support obtaining an efficient work system design.

Work culture is important for the continuity of life in the organization. A good and brotherly work culture encourages members of the organization to communicate in an open, relaxed, friendly manner with other members. While the negative climate makes members not dare to communicate openly. An organization with a good work culture will help employees to be able to communicate with their leaders, whereas a work culture that is not well established will result in a lack of open communication which can hinder organizational development.

The Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs has tried to place employees in the right assignments but there are still employees who lack discipline in following organizational rules, are not thorough and are not serious in their work, and are unable to set a good example.

Therefore, in an organization, leaders must pay attention to the work environment and culture in their organization, an organizational leader can do much to improve work performance by cultivating a favorable work environment, developing organizational culture, and encouraging employees to excel. Organizational leaders must be able to move employees to be managed and work together in achieving the goals that have been set. Meeting the needs and appreciating the work of employees which indirectly encourages employees to excel. Thus, the work environment and culture that exists within the organization are very beneficial in encouraging the emergence of employee efforts to improve the ability of employees so that those concerned can carry out tasks according to their respective fields so that they can achieve high work performance.

Employee work performance is an effort to achieve organizational goals. Optimal achievement of organizational goals is the result of the performance of employees and all organizational personnel. Things that are suspected to influence employee performance include work environment, work culture, coaching, education, and training which can be supporting factors for the smooth completion of tasks in the organization.

Literature Review

1. Work Environment

What is meant by the work environment is the conditions around the workers when the workers carry out their duties these conditions influence workers when carrying out their work in the context of carrying out organizational operations with indicators of a working atmosphere, relationships with co-workers, and the availability of work facilities. The work environment variables in this study include indicators: working atmosphere, relationships with colleagues, and work facilities, which can be explained as follows:

1. *The work atmosphere is the atmosphere in the workplace that is felt by employees as a driving force for enthusiasm at work.*
2. *Relationships with colleagues are communication relationships that exist between employees and other employees to support work activities*
3. *Work facilities are facilities and infrastructure in the workplace that are used for the smooth running of work activities.*

2. Work Culture

What is meant by work culture are great noble values through trust, togetherness, and exemplary as well as responsibility and innovation/creativity making a major contribution to the development of the nation's civilization. Work culture variables in this study include indicators: of trust, togetherness, exemplary, responsibility, and innovation, which can be described as follows:

1. *Trust is an activity delegated to employees on the authority of the leadership.*
2. *Togetherness is work carried out by the leadership together with employees.*
3. *Exemplary is carrying out work to and from the office on time.*
4. *Responsibility is the work done is reported to the leadership.*
5. *Innovation is creating new ideas that are useful for the organization.*

3. Employee Performance

What is meant by employee performance is the work that has been achieved by a person from his work behavior in carrying out work activities. Information about the high and low work performance of an employee cannot be obtained just like that, but obtained through a long process, namely through the quality of

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work, the quantity of work, and the consistency of employees as well as employee attitudes and responsibilities in the process of evaluating employee performance which is also called performance appraisal. Employee performance variables in this study include indicators: quality of work, the quantity of work, employee consistency, employee attitudes, and responsibilities, which can be explained as follows:

1. *Quality of work is work obtained through accuracy, thoroughness, skill, and cleanliness.*
2. *The quantity of work is the work obtained through output results and speed.*
3. *Employee consistency is in providing services always prioritizing quality.*
4. *The attitude of employees is to maintain the authority of the agency to increase cooperation between agencies and other institutions.*
5. *Responsibility is the trust that has been given to superiors for higher authority and duties according to their position.*

Research Methods

Population and Sample

According to Sugiyono (2009), a population is a generalized area consisting of objects/subjects that have certain qualities and characteristics set by the author to be studied and then conclusions drawn. So the population is not only people but also objects and other natural objects. The population is also not just the amount that exists in the object/subject being studied but includes all the characteristics/traits possessed by the subject or object. The population in this study were employees at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, totaling 70 employees.

According to Sugiyono (2009), the sample is part of the number and characteristics possessed by the population. If the population is large and it is impossible for the writer to study everything in the population due to limited funds, manpower, and time, then the writer can use samples taken from that population. What is learned from the sample, and the conclusions will apply to the population. For this reason, samples taken from the population must be truly representative (representative).

The number of samples at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, with a total population of 70 employees and an error rate of 5%, obtained a sample size of 58 respondents. Data collection techniques can use primary sources and secondary sources, data that can be explained as follows:

Primary sources were collected through questionnaires, which are data collection techniques that are carried out by giving a set of questions or written statements to respondents to answer. This questionnaire uses a list of structured statements (questionnaire) which contains 15 statements of work environment variables, 15 statements of work culture variables, and 15 statements of employee performance variables.

Sugiyono (2009: 455), testing the validity of data in research, often only emphasizes validity and reliability tests. In quantitative research, the main criteria for research data are valid, reliable, and objective. Validity is the degree of accuracy between data that occurs on the object of research with data that can be reported by the author. Thus, valid data is data that does not differ between the data reported by the author and the data that occurs on the research object. The data analysis technique used in this study is inference statistical analysis or inductive statistics, namely to analyze sample data, and the results are applied to the population.

Research Result

To see and know the effect of work environment and work culture variables on employee performance variables, the following analytical calculations are used:

1. Hypothesis Test of the Effect of the Work Environment (X1) on Employee Performance (Y)

To calculate the value, rx1y, namely between the work environment and employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, researchers used auxiliary tables, the results of the calculations are as follows:

$$rx_1y = \frac{\sum x_1 y}{\sqrt{\left(\sum x_1^{\,2}\right)\left(\sum y^2\right)}}$$

$$r_{x_1y} = \frac{5{,}166}{\sqrt{(7{,}435)\,(7{,}432)}}$$

$$r_{x_1y} = \frac{5{,}166}{\sqrt{55{,}252}}$$

$$r_{x_1y} = \frac{5{,}166}{7{,}433}$$

$$r_{x_1y} = 0{,}695$$

Based on the results of these calculations, the correlation coefficient found is rx1y = 0.695. After consulting this value with the previous interpretation guide table, it is known that the correlation coefficient is included in the strong positive category because it is between the intervals (0.600–0.799). This shows that the work environment has a positive and strong influence on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs. Meanwhile, to determine the contribution of the work environment to employee performance can be calculated by the coefficient of determination (r)2 using the following formula:

Kd = r^2 x 100 %
= $(0{,}695)^2$ x 100%
= 0,483 x 100%
= 48,3%

Based on these calculations, this means that the work environment is 48.3% affecting employee performance while the remaining 51.7% is influenced by other factors. Furthermore, to find out whether the influence of the work environment on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs is significant or not, it is necessary to test its significance using the t formula,
which is as follows:

$$\mathbf{t} = \frac{\mathbf{r}\sqrt{\mathbf{n}-\mathbf{2}}}{\sqrt{\mathbf{1}-\mathbf{r}^{\mathbf{2}}}}$$

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$$t = \frac{0{,}695\sqrt{58-2}}{\sqrt{1-(0{,}695)^2}}$$

$$t = \frac{5{,}201}{0{,}719}$$

$$t = 7{,}233$$

From the results of the calculation above, the t-count value = 7.233 is then compared with the t-table value for an error of 5%, using a two-part test where dk = n - k; 58 - 2 = 56, and a t-table value of = 2,000 is obtained. Based on the results of these calculations, it can be stated that t-count falls in the area of rejection of Ho, so it can be concluded that the null hypothesis (Ho) which states that there is no positive and significant influence between the work environment on employee performance is "rejected" and the alternative hypothesis (Ha) which states that there is a positive and significant influence between the work environment on employee performance "accepted". So, in conclusion t-count falls on the Ha area, namely the hypothesis is accepted where the correlation coefficient between the work environment on employee performance of 0.695 is strongly positive and significant, meaning that this coefficient can be applied to the entire population.

2) Hypothesis Test of the Effect of Work Culture (X2) on Employee Performance (Y)

To calculate organizational culture rx2y, namely work culture on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, researchers use auxiliary tables, the results of the calculations are as follows:

$$r_{x_2y} = \frac{\sum x_2 y}{\sqrt{\left(\sum {x_2}^2\right)\left(\sum y^2\right)}}$$

$$r_{x_2y} = \frac{5{,}122}{\sqrt{(7{,}264)\,(7{,}432)}}$$

$$r_{x_2y} = \frac{5{,}122}{\sqrt{53{,}988}}$$

$$r_{x_2y} = \frac{5{,}122}{7{,}348}$$

$$r_{x_2y} = 0{,}697$$

Based on the results of these calculations, the correlation coefficient found is rx2y = 0.697. After consulting this value with the previous interpretation guideline table, it can be seen that the correlation coefficient is included in the strong positive category. This shows that work culture has a strong positive influence on employee performance. Meanwhile, to determine the contribution of work culture to employee performance can be calculated by the coefficient of determination (r)2 using the following formula:

Kd = r^2 x 100 %
= $(0{,}697)^2$ x 100%
= 0,486 x 100%
= 48,6%

Based on these calculations, this means that the work culture of 48.6% affects employee performance while the remaining 51.4% is influenced by other factors.

Furthermore, to find out whether the influence of work culture on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs is significant or not, it is necessary to test its significance using the t formula, which is as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0{,}697\sqrt{58-2}}{\sqrt{1-(0{,}697)^2}}$$

$$t = \frac{5{,}217}{0{,}717}$$

$$t = 7{,}276$$

From the calculation results obtained t-count = 7.276, then compared with the t-table value for the 5% error of the two-party test and dk = n - k; 58 - 2 = 56, and we get t-table = 2,000. Based on these results, it is stated that t-count falls in the area of rejection of Ho, so it can be concluded that the null hypothesis (Ho) which states that there is no positive and significant influence between work culture on employee performance is "rejected" and the alternative hypothesis (Ha) which states that there is a positive and significant influence between work culture on employee performance "accepted". So, in conclusion t-count falls on the Ha area, namely the hypothesis is accepted where the correlation coefficient between work culture on employee performance of 0.697 is strongly positive and significant, meaning that this coefficient can be applied to the entire population.

3) Test the Hypothesis Effect of the Work Environment (X1) and Work Culture (X2) together on Employee Performance (Y)

Hypothesis formulation using multiple correlations between work environment and work culture in general as for before carrying out a multiple correlation hypothesis test between the work environment (X1) and work culture (X2) together on employee performance (Y), the correlation between the work environment (X1) and work culture (X2) is calculated first. formula as follows:

$$r_{x_1x_2} = \frac{\sum x_1 x_2}{\sqrt{\left(\sum {x_1}^2\right)\left(\sum {x_2}^2\right)}}$$

$$= \frac{5{,}682}{\sqrt{(7{,}435)\,(7{,}264)}}$$

$$= \frac{5{,}682}{\sqrt{54{,}008}}$$

$$= \frac{5{,}682}{7{,}349}$$

$$= 0{,}773$$

Furthermore, to test the multiple correlations between work environment (X1) and work culture (X2) together on employee performance (Y) at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, it can be calculated using the following formula:

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$$Rx_1x_2y = \sqrt{\frac{r_{x_1y}{}^2 + r_{x_2y}{}^2 - 2r_{x_1y}.r_{x_2y}.r_{x_1x_2}}{1 - r_{x_1x_2}{}^2}}$$

$$R_{X_1X_2y} = \sqrt{\frac{(0,695)^2 + (0,697)^2 - 2.(0,695).(0,697).(0,773)}{1-(0,773)^2}}$$

$$R_{X_1X_2y} = \sqrt{\frac{(0,483)+(0,486)-0,749}{1-0,598}}$$

$$R_{X_1X_2y} = \sqrt{\frac{0,969-0,749}{0,402}}$$

$$R_{X_1X_2y} = \sqrt{\frac{0,220}{0,402}}$$

$$R_{X_1X_2y} = \sqrt{0,546}$$

$$R_{X_1X_2y} = 0,739$$

Based on the results of these calculations, the multiple correlation coefficient found is Rx¬1x¬2y = 0.739. After consulting this value with the previous interpretation guideline table, it is known that the multiple correlation coefficient is included in the strong category. This shows that the work environment and work culture together have a strong positive influence on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs. This effect applies to the entire population. To predict the magnitude of the influence between the work environment and work culture together on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, is carried out by calculating the coefficient of determination, namely the following formula squaring the value of the correlation coefficient (r2):

Kd = r^2 x 100 %
= $(0,739)^2$ x 100%
=0,546 x 100%
=54,6%

This means that the work environment and work culture of 54.6% jointly affect employee performance, then the remaining 45.4% are influenced by other factors. Furthermore, to test the significance of the multiple correlations between work environment and work culture together on employee performance in the possibility of being applied to the entire population, the researcher conducted a test by determining the Fcount value consulted with the Ftable value as follows:

$$F_{hit} = \frac{R^2/k}{(1-R^2)/(n-k-1)}$$

$$F = \frac{(0,739)^2 / 2}{(1-0,739^2)/(58-2-1)}$$

$$F = \frac{0,273}{0,454/55}$$

$$F = \frac{0,273}{0,008}$$

$$F = 33,133$$

An F-count value of 33.133, this value is then consulted with F-table, for dk quantifier = 2 and dk denominator = (58-2-1) = 55 the value of F-table at the specified error level is 5% = 3.17. In this case, the provision applies if F-count is greater than F-table, then the multiple correlation coefficient tested is significant, that is, it can apply to the entire population. From the calculation above it turns out that F-count > F-table (33.133 > 3.17), it can be stated that the double correlation is strong, positive, and significant and can be applied where the sample is taken. And the hypothesis that reads: There is a strong and significant positive influence between the work environment and work culture together on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, is accepted or proven, meaning that if the work environment is comfortable and the work culture is high, then employee performance will also increase.

Multiple regression analysis is used to predict how much the independent variable (work environment and work culture) changes to the dependent variable (employee performance) at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs. Where this multiple regression analysis is expressed by the equation:

$Y = a + b_1X_1 + b_2X_2$

$$b_1 = \frac{(\sum x_1y)(\sum x_2^2) - (\sum x_1x_2)(\sum x_2y)}{(\sum x_1{}^2)(\sum x_2{}^2) - (\sum x_1x_2)^2}$$

$$b_2 = \frac{(\sum x_2y)(\sum x_1^2) - (\sum x_1x_2)(\sum x_1y)}{(\sum x_1{}^2)(\sum x_2{}^2) - (\sum x_1x_2)^2}$$

$$a = \frac{\sum Y - b_1(\sum X_1) - b_2(\sum X_2)}{n}$$

ΣX_1 =226,867 ΣX_1^2 =894,822 $\Sigma X_1.Y$ =899,333
ΣX_2 =230,067 ΣX_2^2 =919,862 $\Sigma X_2.Y$ =911,902
ΣY =228,600 ΣY^2 =908,431 $\Sigma X_1.X_2$ =905,587

$\Sigma x_1^2 = \Sigma X_1^2 - (\Sigma X_1)^2/n$

$= 894,822 - \frac{(226,867)^2}{58}$

$= 894,822 - \frac{51468,484}{58}$

$= 894,822 - 887,388$

$= 7,435$

$\Sigma x_2^2 = \Sigma X_2^2 - (\Sigma X_2)^2/n$

$= 919,862 - \frac{(230,067)^2}{58}$

$= 919,862 - \frac{52930,671}{58}$

$= 919,862 - 912,598$

$= 7,264$

$\Sigma y^2 = \Sigma Y^2 - (\Sigma Y)^2/n$

$= 908,431 - \frac{(228,600)^2}{58}$

$= 908,431 - \frac{52257,960}{58}$

$= 908,431 - 900,999$

$= 7,432$

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$$\Sigma x_1.x_2 = \Sigma X_1.X_2 - \frac{(\Sigma X_1).(\Sigma X_2)}{n}$$

$$= 905,587 - \frac{(226,867)(230,067)}{58}$$

$$= 905,587 - \frac{52194,458}{58}$$

$$= 905,587 - 899,904$$

$$= 5,682$$

$$\Sigma x_1.y = \Sigma X_1.Y - \frac{(\Sigma X_1).(\Sigma Y)}{n}$$

$$= 899,333 - \frac{(226,867)(228,600)}{58}$$

$$= 899,333 - \frac{5186,720}{58}$$

$$= 899,333 - 894,168$$

$$= 5,166$$

$$\Sigma x_2.y = \Sigma X_2.Y - \frac{(\Sigma X_2).(\Sigma Y)}{n}$$

$$= 911,902 - \frac{(230,067)(228,600)}{58}$$

$$= 911,902 - \frac{52593,720}{58}$$

$$= 911,902 - 906,780$$

$$= 5,122$$

Furthermore, to calculate constant values (a), b1, and b2, the calculations are with the following formula:

$$b_1 = \frac{(\sum x_1 y)(\sum x_2^2) - (\sum x_1 x_2)(\sum x_2 y)}{(\sum x_1^2)(\sum x_2^2) - (\sum x_1 x_2)^2}$$

$$= \frac{(5,166).(7,264) - (5,682).(5,122)}{(7,435).(7,264) - (5,682)^2}$$

$$= \frac{37,526 - 29,106}{54,008 - 32,288}$$

$$= \frac{8,421}{21,720}$$

$$= 0,388$$

$$b_2 = \frac{(\sum x_2 y)(\sum x_1^2) - (\sum x_1 x_2)(\sum x_1 y)}{(\sum x_1^2)(\sum x_2^2) - (\sum x_1 x_2)^2}$$

$$= \frac{(5,122).(7,435) - (5,682).(5,166)}{(7,435).(7,264) - (5,682)^2}$$

$$= \frac{38,081 - 29,353}{54,008 - 32,288}$$

$$= \frac{8,729}{21,720}$$

$$= 0,402$$

$$a = \frac{\sum Y - b_1(\sum X_1) - b_2(\sum X_2)}{n}$$

$$= \frac{228,600 - 0,388\ (226,867) - 0,402\ (230,067)}{58}$$

$$= \frac{228,600 - 87,953 - 92,455}{58}$$

$$= \frac{48,192}{58}$$

$$= 0,831$$

Based on the calculation results obtained:

$a = 0,831$
$b_1 = 0,388$
$b_2 = 0,402$

From the value of the constant a and the regression coefficients b1 and b2 above, the regression equation can be made, namely:

$\hat{Y} = a + b_1X_1 + b_2X_2$
$\hat{Y} = 0,831 + 0,388\ X_1 + 0,402\ X_2$

The regression equation for the work environment and work culture together on employee performance is $\hat{Y} = 0.831 + 0.388\ X1 + 0.402\ X2$. This means high or low employee performance because the work environment and work culture can be predicted through the regression equation.

Based on data on work environment and work culture, the highest score is 75 (5 x 15). 5 is the highest score for each answer and 15 is the number of question items. Therefore, employee performance is:

$\hat{Y} = 0,831 + 0,388 + 0,402.\ 75$
$= 0,831 + 59,216$
$= 60,047$

It turns out that if the work environment and work culture are increased by up to 75 units, the employee's work performance will increase from 0.831 units to 60.047 units. This means that the more comfortable the work environment and the higher the work culture, the higher the work performance of employees at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs.

Based on the hypothesis put forward about the influence of the work environment and work culture on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, it is necessary to discuss the existence of each variable.

Based on the research results, the work environment variable (X1) has a strong and significant positive influence with a correlation coefficient value of 0.695, while the coefficient of determination (r^2) is 0.483, meaning that the work environment variable contributes 48.3% in explaining employee performance variables.

As for the work culture variable (X2), it has a strong and significant positive influence on employee performance, with a correlation coefficient value of 0.697, while the coefficient of determination (r^2) is 0.486, meaning that the work culture variable contributes 48.6% in explaining employee performance.

From the results of the simultaneous analysis, it shows that the work environment and work culture have a strong and significant positive effect on employee performance. In this case, the work environment and work culture directly affect employee performance, and it has been significantly proven from the results of research partially or simultaneously that it is known that employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs

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can be determined by factors of the work environment and work culture, namely the resulting influence contribution (r^2) of 54.6% and the remaining 45.4% is determined by other factors outside this research model.

Based on the above, namely the influence of work environment and work culture variables on employee performance shows that the magnitude of the influence of variables quantitatively can be explained as follows:

1. For the influence of variable X1 (work environment) on Y (employee work performance) it is necessary to analyze researchers because the work environment is the situation around workers when workers carry out their duties this situation has an influence on workers when carrying out their work to carry out organizational operations with indicators of working atmosphere, relationships with colleagues and the availability of work facilities.
2. For the effect of variable X2 (work culture) on Y (employee work achievement) it is necessary to analyze researchers because work culture is great noble values through trust, togetherness and exemplary as well as responsibility and innovation/creativity make a major contribution to the development of civilization nation.
3. For the influence of variables X1 (work environment) and X2 (work culture) together on variable Y (employee performance) it is necessary to analyze researchers because employee performance is the result of work that has been achieved by a person from his work behavior in carrying out work activities. Information about the high and low work performance of an employee cannot be obtained just like that, but obtained through a long process, namely through the quality of work, the quantity of work, and the consistency of employees as well as employee attitudes and responsibilities in the process of evaluating employee performance which is also called performance appraisal.
4. By identifying work environment and work culture variables, it will affect employee performance. Based on the thoughts above, according to the researcher, the hypothesis which states that the work environment and work culture have a strong influence on employee performance at the Secretariat of the Human Resources Development Agency, Ministry of Home Affairs, can be accepted. The magnitude of the influence of the two independent variables with the dependent variable also shows the fact how to carry out and improve employee performance optimally, this fact has been answered with a comfortable work environment and a high work culture.

Conclusion

Based on the results of the research that has been carried out to test the hypotheses and answers to the formulation of the problems proposed, the researcher can draw the following conclusions:

1. Based on the results of hypothesis testing the effect of work environment variables on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, it turns out to have a strong and significant positive influence, this is indicated by a correlation coefficient of 0.695 and a coefficient of determination of r2 = 0.483 or 48.3%, this means that 48.3% of employee performance is determined by the work environment, the remaining 51.7% is determined by other factors. Furthermore, for the significance test, the t-count value is 7.233 and the t-table value is 2.000. This means that the alternative hypothesis is accepted because t-count (7.233) > t-table (2.000).
2. Based on the results of hypothesis testing the effect of work culture variables on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, it turns out to have a strong and significant positive influence, this is indicated by a correlation coefficient of 0.697 and a coefficient of determination of r2 = 0.486 or 48.6%, this means that 48.6% of employee performance is determined by work culture, the remaining 51.4% is determined by other factors. Furthermore, for the significance test, the t-count value is 7.276 and the t-table value is 2.000. This means that the alternative hypothesis is accepted because t-count (7.276) > t-table (2.000).
3. To test the double correlation hypothesis of work environment and work culture variables together on employee performance at the Secretariat of the Human Resources Development Agency of the Ministry of Home Affairs, it turns out that it has a strong and significant positive influence with a correlation coefficient value of 0.739 and a coefficient of determination of r2 = 0.546, this means that 54.6% of employee work performance is determined by the work environment and work culture, the remaining 45.4% is determined by other factors. Furthermore, for the significance test, the F-count value was 33.133 and the F-table value was 3.17. This means that the alternative hypothesis is accepted because of F-count (33.133) > F-table (3.17).

Suggestion

Based on the results of the research and discussion in the conclusion above, the researchers put forward suggestions that might be followed up, namely as follows:

1. It is suggested that the work environment be made better for employee activities by creating a comfortable working environment, bright lighting/lights, cool workplace air temperature, good air circulation, absence of noise and odors, and attractive decoration colors, so it is very helpful to generate enthusiasm for work and make employees feel at home in the office.
2. It is recommended that the work culture be improved by an attitude of cooperation between leaders and subordinates and between employees to relieve an activity task that is considered difficult, cultivate an

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attitude of cooperation in the process of work activities and make leaders satisfied with quality work results.

3. Employee performance is suggested to be further enhanced through the provision of opportunities from the leadership to employees to develop and improve their abilities and provide the best capabilities of employees for the progress of the organization by working effectively and efficiently.

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