



Analysis of Work Environment, Discipline, and Work Motivation on Pemepek Village Officials' Performance in Central Lombok

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Abstract

This study aims to determine the effect of the work environment on the performance of village officials, the effect of discipline on the performance of village officials, and the effect of work motivation on the performance of village officials at the Pemepek Village Office. The analytical method used in this study was multiple linear regression analysis. The respondents in this study were 30 village officials at the Pemepek Village Office. The results of the multiple linear regression analysis showed that partially: (1) the work environment did not have a significant effect on the performance of village officials, with a t-value of $1.880 > t\text{-table of } 1.70562$ and a significance value of $0.071 > 0.05$; (2) discipline had a significant effect on the performance of village officials, with a t-value of $3.509 > t\text{-table of } 1.70562$ and a significance value of $0.02 < 0.05$; and (3) work motivation did not have a significant effect on the performance of village officials, with a t-value of $1.770 > t\text{-table of } 1.70562$ and a significance value of $0.088 > 0.05$. Simultaneously, the variables of work environment, discipline, and work motivation together had a significant effect on performance, with an F-value of $7.785 > F\text{-table of } 2.95$ and a significance level of $0.001 < 0.05$.

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INTRODUCTION

Village apparatus performance is one of the important factors in supporting the success of village governance administration and public services. Village officials are required to carry out their duties effectively, efficiently, and responsibly so that village development goals can be achieved optimally. The level of village apparatus performance is influenced by various factors, both originating from the organizational environment and from the employees themselves, such as the work environment, work discipline, and work motivation ((Purwanto et al., 2021; Utomo et al., 2023)

The work environment is one of the factors that can influence the quality of employee work implementation. According to Sedarmayanti, the work environment includes all tools, materials, work methods, and work arrangements faced by employees both individually and in groups in carrying out their duties (Purwanto et al., 2021). A comfortable and conducive work environment can improve concentration, work enthusiasm, and employee productivity, while an inadequate work environment can hinder work implementation and reduce employee performance (Purwanto et al., 2021). Research conducted by Al'Azim et al. showed that both physical and non-physical work environments have a significant influence on village apparatus performance (Al'azim et al., 2022). Similar findings were also reported by Jayanti & Syamsir, who stated that the work environment has a positive effect on improving village apparatus performance (Jayanti & Syamsir, 2018).

In addition to the work environment, work discipline is also an important factor in improving employee performance. Work discipline is the attitude and behavior of employees that demonstrate compliance with organizational rules, work responsibilities, and punctuality in carrying out tasks (Ibrahim & Eviyanti, 2020). A high level of discipline reflects employees' awareness in fulfilling their obligations, thereby increasing work effectiveness and efficiency (Sujarwadi, 2021). Research conducted by Hutajulu et al. showed that work discipline has a positive effect on village apparatus performance, although the level of significance may vary across organizations and research locations (Yossi Maria Marintan Hutajulu et al., 2021). Other studies also mentioned that work discipline has a significant relationship with improving village apparatus performance and can be strengthened through motivation or job satisfaction as mediating variables (Ari Sedana & Riana, 2023; Nugroho & Sutianingsih, 2023).

Another factor that influences village apparatus performance is work motivation. Work motivation is an internal and external drive that encourages individuals to be enthusiastic in carrying out their work in order to achieve certain goals (Ludin et al., 2023). Employees with high work motivation tend to be more responsible, disciplined, and dedicated to their work, enabling them to produce better performance (Mustiadi et al., 2023). Research conducted by Utomo et al. showed that work motivation has a positive and significant effect on employee performance and can act as a mediator between work environment and work discipline variables on performance (Utomo et al., 2023). Other studies also indicated that work motivation can strengthen the relationship between work discipline and improved employee performance in village government organizations (Failin et al., 2023; Wulandari & Nurhayati, 2023).

Various previous studies have shown that the work environment, work discipline, and work motivation have a close relationship with improving village apparatus performance. Simultaneously, these three variables are able to explain most of the variations in employee performance within village government organizations, although the level of dominance of each variable differs depending on organizational conditions and research locations (Al'azim et al., 2022; Ari Sedana & Riana, 2023). Several studies also emphasized that improving the quality of work facilities, work environment comfort, disciplinary supervision, and the provision of rewards and work incentives can become strategic efforts in improving village apparatus performance (Hamid et al., 2023; Nugroho & Sutianingsih, 2023).

Differences in research results across regions indicate that the influence of the work environment, work discipline, and work motivation on village apparatus performance is still contextual in nature. Some studies found that work discipline has a direct effect on performance, while other studies showed that the effect can be mediated by job satisfaction or other organizational factors (Ari Sedana & Riana, 2023; Failin et al., 2023). In addition, non-physical work environments such as work culture, relationships among employees, and leadership can also moderate the influence of the physical work environment on employee performance (Navia et al., 2021; Sekamdo et al., 2021).

Based on preliminary observations conducted by the researcher at the Pemepek Village Office, several problems related to the work environment, work discipline, and work motivation of village apparatus were identified. These problems include suboptimal office inventory conditions and work ventilation, the existence of village officials who lack punctuality after break time, and activities outside their main duties that may affect employees' motivation and work focus. These conditions are in line with findings from various previous studies stating that the work environment, work discipline, and work motivation influence village apparatus performance (Hamid et al., 2023; Purwanto et al., 2021).

Therefore, the research entitled "Analysis of the Influence of Work Environment, Work Discipline, and Work Motivation on the Performance of Village Apparatus at the Pemepek Village Office" is important to conduct. This study is expected to provide both theoretical and practical contributions regarding the factors influencing village apparatus performance, particularly in the context of village governance in Pemepek Village, and to serve as evaluation material in efforts to improve the quality of services and the performance of village apparatus.

METHOD

This study uses a quantitative approach with a multiple linear regression analysis method. The research was conducted at the Pemepek Village Office with the aim of determining the influence of the work environment, work discipline, and work motivation on the performance of village apparatus. The population in this study consisted of all village officials at the Pemepek Village Office, totaling 30 people. The sampling technique used was saturated sampling, so the entire population was used as research respondents.

Data collection techniques in this study were carried out through observation, interviews, documentation, and the distribution of questionnaires to respondents. The data obtained were then analyzed using statistical software.

1. Validity Test

Validity testing is conducted to determine whether the research instrument is capable of accurately measuring the variables being studied. The validity test is carried out by comparing the Corrected Item-Total Correlation value with the r-table value. The basis for decision-making is that if the calculated r-value is greater than the r-table value and has a positive value, then the questionnaire item is declared valid (Ghozali, 2006).

2. Reliability Test

Reliability testing is used to determine the level of consistency of a research instrument. An instrument is considered reliable if it produces consistent results even when tested repeatedly. Thus, the research instrument can be trusted as a data collection tool.

3. Hypothesis Testing

a. Uji t

The t-test is used to determine the partial effect of each independent variable on the dependent variable. The basis for decision-making is as follows:

- If the significance value is < 0.05 , then the independent variable individually has a significant effect on the dependent variable.
- If the significance value is > 0.05 , then the independent variable individually does not have a significant effect on the dependent variable.

b. Uji F

The F-test is used to determine the simultaneous effect of independent variables on the dependent variable. The basis for decision-making is as follows:

- If the significance value is < 0.05 , then all independent variables simultaneously have a significant effect on the dependent variable.
- If the significance value is > 0.05 , then all independent variables simultaneously do not have a significant effect on the dependent variable.

4. Multiple Linear Regression Analysis

Multiple linear regression analysis is used to determine the magnitude of the influence of the work environment variable (X1), work discipline (X2), and work motivation (X3) on the performance of village apparatus (Y). The multiple linear regression model in this study is used to analyze the relationship between independent variables and the dependent variable.

5. Coefficient of Determination (R^2)

The coefficient of determination (R^2) is used to measure the ability of independent variables to explain the dependent variable. A small R^2 value indicates that the ability of the independent variables to explain the dependent variable is very limited. Conversely, an R^2 value close to one indicates that the independent variables are able to provide almost all the information needed to predict variations in the dependent variable.

RESULTS

1. Partial Significance Test (t-Test)

The t-test was conducted to determine the partial effect of each independent variable on the dependent variable, namely the performance of village apparatus at the Pemepek Village Office. Based on the test results, the following findings were obtained:

a. The Influence of Work Environment on Performance

The test results showed that the work environment variable had a t-count value of 1.880 with a significance value of 0.071. These results indicate that the t-count is greater than the t-table ($1.880 > 1.70562$), but the significance value is greater than 0.05 ($0.071 > 0.05$). Thus, the hypothesis stating that the work environment has a significant effect on performance is rejected. This means that partially, the work environment does not have a significant effect on the performance of village apparatus at the Pemepek Village Office.

- b. **The Influence of Work Discipline on Performance**
The test results showed that the work discipline variable had a t-count value of 3.509 with a significance value of 0.02. These results indicate that the t-count is greater than the t-table ($3.509 > 1.70562$) and the significance value is smaller than 0.05 ($0.02 < 0.05$). Thus, the hypothesis stating that work discipline has a significant effect on performance is accepted. This means that partially, work discipline has a significant effect on the performance of village apparatus at the Pemepek Village Office.
- c. **The Influence of Work Motivation on Performance**
The test results showed that the work motivation variable had a t-count value of 1.770 with a significance value of 0.088. These results indicate that the t-count is greater than the t-table ($1.770 > 1.70562$), but the significance value is greater than 0.05 ($0.088 > 0.05$). Thus, the hypothesis stating that work motivation has a significant effect on performance is rejected. This means that partially, work motivation does not have a significant effect on the performance of village apparatus at the Pemepek Village Office.

2. Simultaneous Significance Test (F-Test)

Based on the results of the F-test, the calculated F-value was 7.785, while the F-table value was 2.95. This indicates that the calculated F-value is greater than the F-table value ($7.785 > 2.95$) with a significance level of 0.001, which is smaller than 0.05 ($0.001 < 0.05$). Thus, it can be concluded that the variables of work environment, work discipline, and work motivation simultaneously have a significant effect on the performance of village apparatus at the Pemepek Village Office.

3. Results of Multiple Linear Regression Analysis

Based on the calculation results using SPSS, the following multiple linear regression equation was obtained:

$$Y = -3.150 + 0.373X_1 + 0.801X_2 + 0.210X_3$$

Based on the regression equation, the following explanations can be provided:

- a. The constant value of -3.150 indicates that if the variables of work environment (X_1), work discipline (X_2), and work motivation (X_3) are equal to 0, then the performance value of village apparatus is -3.150, assuming the other variables remain constant.
- b. The regression coefficient of the work environment variable (X_1) of 0.373 indicates that every one-unit increase in the work environment variable will increase the performance of village apparatus by 0.373, assuming the other variables remain constant.
- c. The regression coefficient of the work discipline variable (X_2) of 0.801 indicates that every one-unit increase in work discipline will increase the performance of village apparatus by 0.801, assuming the other variables remain constant.
- d. The regression coefficient of the work motivation variable (X_3) of 0.210 indicates that every one-unit increase in work motivation will increase the performance of village apparatus by 0.210, assuming the other variables remain constant.

4. Coefficient of Determination (R^2)

The results of the coefficient of determination (R^2) indicate that the variables of work environment, work discipline, and work motivation are able to explain 41.2% of the influence on the performance of village apparatus, while the remaining 58.8% is influenced by other variables outside this study.

DISCUSSION

1. The Influence of Work Environment on the Performance of Village Apparatus

The results of the study indicate that the work environment does not have a significant effect on the performance of village apparatus at the Pemepek Village Office. This is evidenced by the significance value of 0.071, which is greater than 0.05. Nevertheless, the regression coefficient of the work environment variable is positive, meaning that a better work environment tends to improve the performance of village apparatus, although the improvement has not provided a statistically significant effect.

This condition shows that the work environment is not the main factor influencing the performance of village apparatus. Although there are still shortcomings such as limited office inventory equipment and poor air circulation, village officials are still able to complete their work and responsibilities. Thus, the village apparatus are considered capable of adapting to the existing work environment conditions.

The results of this study are in line with the opinion of Sedarmayanti (2017), who stated that the work environment can influence employee comfort and work productivity. However, in this study, the influence was not strong enough to significantly improve performance.

2. The Influence of Work Motivation on the Performance of Village Apparatus

The results of the study indicate that work discipline has a significant effect on the performance of village apparatus at the Pemepek Village Office. This is evidenced by the significance value of 0.02, which is smaller than 0.05. In addition, the work discipline variable has the largest regression coefficient compared to the other variables, namely 0.801. This indicates that work discipline is the most dominant factor influencing the performance of village apparatus.

A good level of discipline will encourage village officials to comply with regulations, arrive on time, complete work according to their responsibilities, and improve work effectiveness. Conversely, low work discipline can hinder the completion of tasks and reduce the quality of public services. Therefore, improving work discipline is important to support the enhancement of village apparatus performance.

The results of this study are in line with the opinion of Priyanto (2015), who stated that work discipline is an attitude and behavior that complies with organizational rules, both written and unwritten. The higher the level of employee discipline, the better the resulting performance.

3. The Influence of Work Motivation on the Performance of Village Apparatus

The results of the study indicate that work motivation does not have a significant effect on the performance of village apparatus at the Pemepek Village Office. This is evidenced by the significance value of 0.088, which is greater than 0.05. Although the regression coefficient of work motivation is positive, its effect on performance is not statistically significant.

This condition shows that work motivation is not the main factor determining the level of village apparatus performance. Although there are still village officials who complain about their work and engage in activities outside their duties during working hours, they are still able to carry out the assigned tasks. This indicates that village apparatus are more influenced by other factors, such as job responsibilities and organizational rules, rather than personal work motivation.

The results of this study differ from the theory proposed by Mulyadi (2015:87), which states that work motivation is a driving factor that can mobilize employees' potential to achieve organizational goals. However, in this study, work motivation was not able to provide a significant effect on the performance of village apparatus.

4. The Influence of Work Environment, Work Discipline, and Work Motivation on the Performance of Village Apparatus

Based on the results of the simultaneous test (F-test), it is known that the work environment, work discipline, and work motivation simultaneously have a significant effect on the performance of village apparatus at the Pemepek Village Office. This indicates that these three variables are related in improving the performance of village apparatus. In addition, the results of the coefficient of determination (R^2) show that the variables of work environment, work discipline, and work motivation are able to explain 41.2% of the influence on performance, while the remaining 58.8% is influenced by other variables outside this study. These other variables may include leadership, compensation, work experience, organizational culture, and other factors not examined in this research. Thus, improving the performance of village apparatus requires efforts that not only focus on one factor, but also consider various other supporting factors comprehensively.

CONCLUSION

Based on the results and discussion regarding the influence of the work environment, work discipline, and work motivation on the performance of village apparatus at the Pemepek Village Office, it can be concluded that partially, the work environment variable does not have a significant effect on the performance of village apparatus. This indicates that the condition of the work environment has not provided a meaningful influence

on improving the performance of village apparatus. The work discipline variable partially has a positive and significant effect on the performance of village apparatus, meaning that the higher the level of discipline among village officials, the better the resulting performance. Meanwhile, the work motivation variable partially does not have a significant effect on the performance of village apparatus, indicating that work motivation has not become a major factor in improving the performance of village apparatus at the Pemepek Village Office. However, simultaneously, the variables of work environment, work discipline, and work motivation together have a significant effect on the performance of village apparatus at the Pemepek Village Office.

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