

**THE INFLUENCE OF WORK MOTIVATION, ORGANIZATIONAL
COMMITMENT AND WORK ENVIRONMENT ON VILLAGE APPARATUS
PERFORMANCE IN SOUTH SELUMA SUB-DISTRICT**

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ABSTRACT

The level of village apparatus performance is still low because village apparatus lack high motivation in working, this can be seen from the lack of initiative from village apparatus to do something new or provide new ideas so that they can improve performance. The aim of this research is to determine the influence of work motivation, organizational commitment and work environment on village apparatus performance in South Seluma Sub-District. The sample in this study was 72 village apparatus in South Seluma Sub-District. Data were collected using a questionnaire and the analysis methods used were multiple linear regression, determination tests and hypothesis tests. The results of the multiple regression test show a positive direction with the regression equation $Y = 1.330 + 0.253X_1 + 0.315X_2 + 0.399X_3$. Variable X_1 (Motivation) has a significant effect on Y (performance). This can be seen from the significance value of $0.001 < 0.05$, so it can be concluded that hypothesis 1 is accepted. The variable X_2 (organizational commitment) has a significant effect on Y (performance). This can be seen from the significance value of $0.000 < 0.05$. Then it can be concluded that hypothesis 2 is accepted. Variable X_3 (work environment) has a significant effect on Y (performance). This can be seen from the significant value of $0.000 < 0.05$, so it can be concluded that hypothesis 3 is accepted. Simultaneous test results show that H_0 is rejected and H_a is accepted, the independent variables, namely X_1 (motivation), X_2 (organizational commitment), X_3 (work environment), have a significant influence together on performance (Y) because the significant value is 0.000 is smaller than 0.05.

Keywords: Work Motivation, Organizational Commitment, Work Environment, Performance.

- 1) Student (Management)
- 2) Supervisors

