

The Effect of Work Environment, Motivation, and Compensation to the Performance of Government Employees at the District Office Tongauna Konawe Regency

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Abstract: *This study aims to: (1) identify and assess the correlation of the working environment, motivation, and compensation simultaneously positive effect on the performance of government employees at the sub-district office Tongauna Konawe Regency; (2) identify and assess the work environment has a positive effect on government employee performance; (3) identify and assess motivation positive influence on government employee performance, and (3) identify and assess compensation positive influence on government employee performance.*

The analytical method used in this research is the method of inferential statistical analysis. The research location is Tongauna Konawe sub-district office, with a population of about 54 government employees. Data collection techniques were questionnaires, interviews, and documentation. The analytical tool used is multiple linear regression analysis.

The results showed that: 1) The working environment, motivation, and compensation simultaneously positive and significant impact on the performance of government employees at the Head Office Tongauna; (2) Work Environment positive and significant effect on government employee performance; (3) motivation positive and significant effect on the performance of government employees, and (4) Compensation positive and significant effect on government employee performance.

Keywords: *Work Environment, Motivation, Compensation and Government Employee Performance.*

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I. Preliminary

Performance civilian state apparatus be a starting point in this study, because in addition based on the principles of policy and service management also guided by its existence as a profession. The principle of professionalism is important because it takes an employee who has the capacity, competence and discipline in carrying out its duties and functions. Meanwhile, as a profession guided by a code of ethics and conduct and a commitment, moral integrity, and responsibility in public service.

Guided by the provisions of Government Regulation No. 46 Year 2011 concerning the performance appraisal of civil servants, objectively, measurable, accountable, participatory, and transparan so as to produce an adequate performance of employees based on government employee performance goals and work behavior.

Efforts to improve the performance of government employees is the responsibility of government organizations, including the District Government in encouraging the existence of human resources, through the optimization of the service functions and community empowerment. The importance of employee positions in the public service management becomes urgent when people need fast, precise, high quality, and give the public satisfaction. Public services by state officials at every level must be implemented with service management principles to maximize the quality of human resources, especially in the bureaucratic apparatus of the front line.

Subdistrict Tongauna as the locus of this research has a strategic position because it is adjacent to the capital Konawe. In order to maximize the development of administrative services, administrasi government and civic administration, sub-district office Tongauna currently has 54 civil servants, which consists of 24 employees with offices in the District Office and 30 government employees distributed in five villages.

The existence of an government employee in the District Tongauna in their duties as civil servants and public servants, influenced by the work environment, motivation, and compensation. All three indicators need attention both elements of leadership and staff, because it can improve the performance of governemtn employees.

The observations also show that the performance of some government employees at Head Office Tongauna not been grossly inadequate, both in terms of work discipline and productivity aspects of the work, so this will affect the assessment work. Besides if there is a correlation with the lack of government employee performance indicators relating to the working environment and and compensation.

Based on the background, the purpose of this study was to: identify and assess the working environment and compensation correlation simultaneously positive effect on the performance of government employees at the sub-district office Tongauna Konawe Regency; identify and assess the work environment has a positive effect on government employee performance; identify and assess motivation positive influence on government employee performance; and determine and assess compensation positive influence on government employee performance.

II. Literature Review

- Theory and Concepts of Human Resource Management

Conceptually, human resource management is part of the general management includes planning, organizing, implementation and control. This process is contained in the function or the production, marketing, finance and personnel. Employee is the main asset of the organization, so it must be protected and empowered with well based on the principles of scientific management (Bint Nasukah, 2018).

Human resource management has the basic functions similar to the functions of management and operational functions with application in the field of human resources, namely: 1) managerial functions such as planning, organizing, directing, controlling; 2) The functions of operational, consists of: procurement, development, and maintenance of human resources (Hasibuan 2013).

- Work Environment Concept

Lingkungan work is everything that exists around an employee at work, both physical and non-physical form, directly or indirectly, to influence him and his work. Work environment that supports the productivity of labor will lead to job satisfaction in an organization. According to Sihombing (2004) is an indicator of the working environment: working facilities, salaries and allowances draft labor relations.

According SarwoNo. (2007), there are two types of working environments ie physical working environment and the working environment of non-physical. The physical work environment working conditions can improve work efficiency, including: spatial working, indoor light, temperature and humidity, noise does not interfere with concentration at work, the working atmosphere in the organization, job security. Furthermore, non-physical work environment is a condition that can affect employee behavior, namely: structural work, work responsibilities, care and support of leaders, cooperation between groups, and smooth communication (Mangkunagara, 2005).

- The concept of motivation

Motivation is the driving force for a person to contribute as much as possible for the sake of the success of the organization achieve its goals. With the understanding that the achievement of organizational goals means the attainment of the objectives of the members of the organization concerned (Siagian, 2001).

Further indicators of motivation based theory of social motives Robin (2008) consists of affiliation, have the ability to influence other employees, and have a sense of responsibility to work bemosotivasi.

- Concept and Theory of Compensation

According to Mondy (2008), the form of compensation given to employees of the organization are grouped into two categories: (1) financial compensation, and (2) non-financial compensation. Implementation of financial compensation is divided into two, namely: a. direct financial compensation is a form of money received payment directly in the form of wages, economic benefits, bonuses and commissions; b. no direct financial compensation is included all the financial rewards that do not include direct compensation, such as employment insurance program, social assistance, payment of the cost of sick leave and others.

Non-financial compensation is the remuneration given to employees of the organization is not in the form of money, but the tangible facilities. Compensation of this type can be divided into two, namely: a. compensation related to employment, such as interesting work, opportunity to grow, training, authority and responsibility, recognition of performance; b. compensation related to the work environment, such as supervision competencies, working conditions that support, and division of labor. (Mondy 2003).

- Theory and Performance Concepts

Performance is the result of a quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him. Employee performance (performance) is the

result of the quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him (Mangkunagara, 2005).

According to Dharma (2001), that the factors affecting the performance of employees, namely: 1) the ability and willingness to carry out the work, 2) Works, regarding the design of work, job descriptions and resources to carry out the work, 3) Mechanism of action, concerning the employment system, delegation and control procedures and organizational structure, 4) work environment include, factors of location and working conditions, organizational climate and communication.

Furthermore, Ruki (2001) states that there are six factors that affect the performance of the organization, namely: 1) The technology includes working equipment and working methods are used to produce products or services; 2) Quality input or materials used by organizations exist; 3) The quality of the physical environment that includes safety, arrangement of the room, and cleanliness; 4) An organizational culture as a pattern of behavior and patterns of work; 5) Leadership in an attempt to control the members of the organization to work in accordance with the standards and goals of the organization, and 6) management of human resources that includes aspects of compensation, remuneration, promotion, and others.

- **Research Accomplished**

Some research can be used as a reference and reference in the study:

- Ketut Sudiardhita IR, et al, 2018. The Effect of Compensation, Motivation and Work Satisfaction of Employee to Employee Performance PT Bank YYS (Persero) TBK. The results showed that: compensation has a positive and significant effect on work motivation, and compensation has a positive effect on job satisfaction.
- Rannie Watung, et al. 2016. Effect of Work Environment, motivation, training, and compensation on government employee performance. The results showed that: the work environment, training, and compensation for a simultaneous effect on government employee performance.
- Raisa Onibala, Christofel Kojo, Yantje Uhing. 2017. Effect of Education and Compensation on Employee Performance in North Sulawesi Provincial Health Office. The results showed that: the compensation is partially significant effect on the performance of an employee because the employee will do the best for the organization.
- Muhammad Rizal, M. Syafii Idrus, Djumahir, Rahayu Mintarti (2014) in "Compensation Effect on Motivation, Organizational Commitment and Employee (Studies at the Local Revenue Management in Kendari City)". The results showed that: compensation to give effect to the commitment, performance and motivation of the individual to the organization.

III. Conceptual Framework and Hypotheses

This study examines three variables, namely: work environment variables (X1), variable compensation (X2), and staff performance variable (Y). In this study examines the influence of the working environment and compensation in influencing the performance of the staff at Head Office Tongauna.

The first variable is the work environment. Work environment is a place where employees perform work activities. The work environment can bring positive and negative effects for the government employees in order to achieve the results they produce.

The second variable is compensated. Compensation is everything that is received can be either physical or non-physical and must be calculated and given to someone who generally are objects that are excluded from tax income. Compensation is given with the aim of providing a stimulus and motivation the labor to improve the performance, as well as efficiency and effectiveness production,

The third variable is the performance of government employees. Government employee performance can be defined as the level of achievement of results or in other words the work that can be achieved by a person or group of people in an organization, in accordance with the authority and responsibilities of each, with due respect to effectiveness, quality of service and responsiveness in order to attempt to achieve objectives of an organization.

Based on the problem and research objectives, the hypothesis in this study:

Hypothesis 1: There is a positive and significant influence of the working environment, motivation and compensation to government employee performance at the sub-district office Tongauna Konawe.

Hypothesis 2: There is a positive and significant effect on the performance of the work environment of government employees at the sub-district office Tongauna Konawe.

Hypothesis 3: There is a positive and significant effect of motivation on the performance of the staff at the sub-district office Tongauna Konawe.

Hypothesis 4: There is a positive and significant effect on the performance of the staff compensation in the sub-district office Tongauna Konawe.

IV. Research methods

Explanatory typology of this study, that explain the causal relationship between variables by testing hypotheses about whether there is the influence of the working environment, motivation, and compensation to government employee performance at the Head Office Tongauna Konawe Regency.

The location of this research is Tongauna Konawe sub-district office. While the population in this research is the whole apparatus of the state civil scope of the District Tongauna totaling 54 people, consisting of 24 people in the sub-district office Tongauna ASN and ASN 30 offices in 5 five villages.

Methods of data collection consists of: 1) the questionnaire is collecting data by asking a number of questions related to the list of conditions that affect the performance of employees, among others: the working environment, motivation and compensation; 2) The interview is the process of obtaining data directly with any questions about the respondent or informant; and 3) documentation, the process of collecting written documents or materials relating to the work environment, motivation, compensation, and government employee performance.

Furthermore, the measurement data related to the independent variables and the dependent is done by using a Likert scale. Likert scale used to measure attitudes, opinions, and perceptions of a person or a group of social phenomenon that has been established specifically for researchers, hereinafter called the study variables.

Test the validity of the instrument in this study is intended to determine the level of accuracy of instruments used to measure the variables. In this study, the latent variable to be measured is the working environment of employees. Test the validity of the research instrument used confidence level of $\alpha = 0.05$. Validity test used Productions moment correlation analysis model person. Meanwhile, to generate an index or validity koefision numbers used SPSS version 20.0. Reliability testing instrument used in this study confidence level of $\alpha = 0.05$. Instrument reliability test used product moment correlation analysis model Person. Meanwhile, to generate an index or validity koefision numbers used SPSS 20.0. An instrument is said to be reliable if it meets the requirements of at least 0.60 alpha (Malthora, 1999).

Table 1 Results of Test Reliability instruments at the level of $\alpha = 0.05$

variables	Alpha Cronbac'h	Terms Alpha	Information
Work environment	.757	0.60	Reliable
Compensation	0.623	0.60	Reliable
Employee performance	0,844	0.60	Reliable

Data analysis technique performed classical assumption, namely statistical analysis tools used are multiple regression analysis, then testing the assumptions required, among other things: 1) The data normality test is intended to test whether a regression model, the independent variables and the dependent variable follow or close to normal distribution; 2) test the linearity of the data, was conducted to determine the relationship between independent variables and the dependent variable has a linear fungsil or not; 3) Test multikolinearitas, aims to test a model is the model of a regression was found correlations between the independent variables.

Statistical analysis was used to analyze the data is a multiple regression analysis or regression. So that the analysis can be done, then the measures used is to determine the shape of the influence of variables X and Y, as follows:

$$Y = a + B_1X_1 + B_2X_2 + \dots + B_nX_n + e$$

Where:

Y Dependent Variable =

a = constant

X₁, .. X_n= Independent variables to-i (i = 1,2,3, n)

B₁... B_n= Koefision regression of each variable X₁ (i = 1, 2, 3,, n)

e = Factor error / error rate

From these equations, the model in this study are as follows:

$$Y = a + B_1X_1 + B_2X_2 + B_3X_3 + e$$

Where:

Y = Variable employee performance B₁ = Koefision regression X₁

X₁ = Variable working environment B₂ = Koefision regression X₂

X₂ = Variable compensation e = Factor Error

a = Constant (Assuming = 0).

Furthermore, hypothesis testing using the F test (simultaneous) Testing the hypothesis that the influence of the independent variable (X) together on the dependent variable (Y) used test F. If F_{sig} > a0.05 then there is the real influence of independent variables on the dependent variable. Vice versa, if F_{sig} > a0.05 then there is no real influence of independent variables on the dependent variable. While the T test (partial) To examine the effect of the independent variable (X) partially used t test. if t_{sig} < a0.05 then the independent

variables significantly affected the dependent variable. Vice versa, if $t_{sig} > a_{0.05}$ then the independent variables did not significantly affect the dependent variable.

V. Results and Discussion

- Descriptive Variables Results

Work environment variables

Based on the results obtained through the questionnaire, the objective conditions for the Working Environment variable, measured by five indicators, namely: (1) air temperature; (2) Illumination / light; (3) air circulation; (4) noise; (5) office facilities. The response to the Working Environment variable indicators seen in table 2 below.

Table 2 Distribution of Answers Respondents Work Environment Variables

Statement Item variables X1 (Working Environment)	Respondents Frequency response					Total	Average
	SS (5)	S (4)	N (3)	TS (2)	STS (1)		
A1	6	11	21	12	4	165	3.06
A2	10	11	21	10	2	179	3.31
B1	8	28	14	2	2	200	3.70
B2	11	20	14	7	2	193	3.57
C1	5	26	13	10		188	3.48
C2	6	21	20	6	1	187	3.46
D2	7	19	15	11	2	180	3.33
E1	4	19	24	6	1	181	3.35
E2	6	22	15	9	2	183	3.39
The average score of Work Environment Variables							3.41

Source: Primary Data Processed, 2019

Based on the distribution, shows that the work environment is in good category with an average value assessment score of 3.41. Descriptive research results indicate work environment variables with the indicator "illumination / light workplace" with an average value of 3.70 is a very dominant indicators are in either category. While the indicator "air temperature in the workplace" received the lowest score with a value of 3.06.

Variable motivation

Based on the research results through a questionnaire (questionnaire), the objective conditions for motivational variables, measured by three indicators, namely: (1) the need for achievement; (2) the need for affiliation; and (3) the need for power. The response to the indicator variables of motivation seen in Table 3 below.

Table 3 Distribution of Answers Respondents Variable Motivation

Statement Item variables X2 (Motivation)	Respondents Frequency response					Total	Average
	SS (5)	S (4)	N (3)	TS (2)	STS (1)		
A1	26	17	8	3	0	228	4.22
A2	12	22	14	6	0	202	3.74
B1	16	17	16	4	1	205	3.80
B2	10	17	23	4	0	195	3.61
C1	11	32	9	2	0	214	3.96
C2	18	26	9	1	0	223	4.13
The average score Variable Motivation							3.91

Source: Primary Data Processed, 2019.

Based on the distribution, indicates that the motivation variable Tongauna sub-district office located in both categories with an average value of 3.91. Descriptive research results show motivation variable indicator "need achievement" with an average value of 4.22 is an indicator of a very dominant and are in the very good category. While the indicator "affiliate needs" got the lowest position with a good score of 3.61.

Variable compensation

Based on the results showed that the variable compensation is measured by two indicators, namely: (1) The financial compensation (TPP, bonuses, leave, etc.); (2) non-financial compensation (training, recognition, responsibility). The response to the indicator variable compensation shown in Table 4 below.

Table 4. Distribution of Answers Respondents Variable Compensation

Statement (compensation)	Item variables X3	Respondents Frequency response					Total	Average
		SS (5)	S (4)	N (3)	TS (2)	STS (1)		
A1		17	31	5	1	0	226	4.19
A2		10	34	9	1	0	215	3.98
A3		18	27	8	0	1	223	4.13
A4		19	22	12	1	0	221	4.09
B1		18	29	6	1	0	226	4.19
B2		18	27	7	2	0	223	4.09
The average score Variable Compensation								4.12

Source: Primary Data Processed, 2019.

Based on the distribution, shows that the variable compensation that are in the very good category indicated by the average value 4,12. Hasil descriptive study shows the indicator variable compensation "allowance for overtime" and "training / seminar" with an average value of 4, 19 is an indicator of a very dominant on this variable and are in either category. This suggests that the benefits on earnings improvement bonuses / overtime pay as well as to include employee training / seminars to improve the quality of employee performance.

Variable employee performance

Based on the research results through a questionnaire (questionnaire), the objective conditions for variable employee performance, measured by indicators, namely: (1) The service orientation; (2) integrity; (3) commitments; (4) discipline; (5) cooperation; (6) the quantity; (7) Quality; and (8) Time. The response to the indicator variable employee performance seen in Table 5 below.

Table 5. Distribution of Answers Respondents Variable Employee Performance

Statement (Kinerja_Pegawai)	Item variables Y	Respondents Frequency response					Total	Average
		SS (5)	S (4)	N (3)	TS (2)	STS (1)		
A1		5	31	15	3	0	200	3.70
A2		8	31	14	1	0	208	3.85
B1		15	26	11	2	0	216	4.00
B2		10	14	28	2	0	194	3.59
C1		11	19	14	10	0	193	3.57
C2		17	26	10	1	0	221	4.09
D1		10	24	18	2	0	204	3.78
D2		10	21	22	1	0	202	3.74
E1		14	25	15	0	0	215	3.98
E2		19	17	17	1	0	216	4.00
F1		5	17	19	12	1	175	3.24
F2		3	13	32	6	0	175	3.24
G1		9	35	9	1	0	214	3.96
G2		29	18	29	6	1	248	4.59
H1		9	17	23	4	1	191	3.54
H2		9	16	18	9	2	183	3.39
The average scores Variable Employee Performance								3.77

Source: Primary Data Processed, 2019.

Based on the distribution, shows that the variable performance of government employees at the sub-district office Tongauna are in both categories indicated by the average value of 3.77. Descriptive research results indicate variable employee performance on indicators of "quality of work" with an average value of 4.59 is an indicator of the dominant on a neutral choice and are in the very good category. While the indicator "The quantity of work" received unfavorable category with a value of 3.24.

- Multiple Linear Regression Analysis

To prove the hypothesis of the research presented in this study used multiple linear regression method with the results of the analysis as follows.

Table 6, Results of Multiple Linear Regression Analysis

Variables (X)	Regression coefficient (β)	t	t table	t sig.	F count	F table	F Sig
Working Environment (X1)	0.355	2,917	2.009	0,005	7,100	2,79	0,000
Motivation (X2)	0.306	2,562	2.009	0,013			
Compensation (X3)	0.273	2,250	2.009	0,029			
R Square	0,299	N = 54 α = 0.05					
R	0.547						
standard Error	6.978						

Sources: Primary data is processed, 2019.

Based on the calculation above table presented the analysis as follows:

1. Rated R Square of 0.299 indicates the magnitude of the direct influence of work environment variables (X1), motivation variable (X2), and variable compensation (X3), on employee performance (Y) is 30%, so the influence of other variables that are not described in the model by 70% ,
2. Rated R (correlation coefficient value) of 0.547 indicates that the level of closeness of a direct relationship between the work environment variables (X1), motivation variable (X2), and variable compensation (X3), on employee performance (Y) is equal to 0.547. This relationship is statistically classified as moderate, as proposed by Sugiono (2013) that the relationship is classified as being of 0.40 to 0.599. Therefore, the resulting regression model can be regarded as a model of "Fit" or it can be a good predictor models. On this basis, the regression model is generated as an explanatory model of the influence of the working environment, motivation, and compensation to employee performance at the Head Office Tongauna can be expressed as follows:

$$Y = 0.355 X1 + 0.306 X2 + 0.273 X3$$

Where :

- Y = Employee performance
- X1 = work environment
- X2 = motivation
- X3 = compensation

β1 (regression coefficient) = 0.355
β2 (regression coefficient) = 0.306
β3 (regression coefficient) = 0.273

- Simultaneous Test (F)

F test is done to see how the influence of all independent variables (work environment, motivation, and compensation) together on the dependent variable (employee performance). Further regression model to test whether significant or not. To prove this hypothesis using regression testing simultaneously by using the value of F at the level of $\alpha = 0.05$ at 7,100 and 0,000 Fsig value means the value of $F > F$ table (2.79) and Fsig value < 0.050 . Under these conditions, a significant difference between the X1, X2, and X3 simultaneously (to Y and vice versa on Tongauna Head Office. On this basis, the hypothesis H1 previously filed unacceptable as unsubstantiated.

- Partial test (t)

Partial test (t) aims to determine whether free or independent variable (X) partially (their own) have an effect on the dependent variable or dependent (Y). Based on the results of multiple regression analysis table can be interpreted as follows:

1. The significance of the effect of variable X1 (Working Environment) to Y (Performance Officer) obtained tcount ($t_{0,05} = 2.917$) greater than ttable value of 2.009 with a significance value of $TSIG = 0.005$ which is smaller than the value of $\alpha = 0.05$. Because of the variable X1 (Working Environment) partially significant

effect on Y (Performance Officer). On this basis, the hypothesis H2 previously filed unacceptable as unsubstantiated.

2. The significance of the effect of variable X2 (motivation) to Y (Performance Officer) obtained tcount ($t_{0,05} = 2.562$) greater than ttable value of 2.009 with a significance value of TSIG = 0.013 which is smaller than the value of $\alpha = 0.05$. Therefore X2 (Motivation) partially significant effect on Y (Performance Officer). On this basis, the hypothesis H3 previously filed unacceptable as unsubstantiated.
3. The significance of the influence of X3 (compensation) to Y (Performance Officer) obtained tcount ($t_{0,05} = 2.250$) greater than ttable value of 2.009 with a significance value of TSIG = 0.029 which is smaller than the value of $\alpha = 0.05$. Therefore X3 (compensation) partially significant effect on Y (Performance Officer). On this basis, the hypothesis H4 previously filed unacceptable as unsubstantiated.

- Discussion of Results

Influence at Work, Motivation, and Compensation for government Employee Performance

Based on the analysis of data, obtained by the regression coefficient which shows significant effects simultaneously between the work environment, motivation, and compensation to government employees performance at the Head Office Tongauna. Descriptive research results showed that the dominant variables that affect the government employees performance is compensated with an average value of 4.12 with both categories. While working environment variable is the variable with the lowest average value of which is equal to 3.41 but remained in good enough category.

Results were in line with the opinion of Raisa Onibala, et al (2017) which states that the compensation is partially significant effect on government employee performance. Compensation becomes the driving force of the spirit of employees in their duties because they are rewarded based on results or performance to do in the work environment.

The study's findings also synergize the importance of motivation with a view Mc Clelland saying that the motivation indicator consists of affiliation, have the ability to influence other employees, and have a sense of responsibility towards work. Affiliation reveals that there are no barriers or differences in socio-economic conditions of employees in performing the task. Furthermore, the leadership (district head) with the management principle, have the ability to influence others, coupled with the awareness of government employees carrying out the command leadership.

The results of this study also supports the theory that explains that the working environment is a working relationship that exists between co-workers and superiors as well as the physical environment where work which includes working equipment, tempratur / air temperature, the density of a workspace.

Work Environment influence on employee performance

Based on the analysis of data, obtained by the regression coefficient which shows a positive and significant effect on the performance of the work environment of government employees at Head Office Tongauna. The results showed that the dimension of descriptive work environment comprising: air temperature, illumination / light, air circulation, noise, and office facilities are in a good criterion with a value of 3.41. The highest average score with a value of 3.70 and be in the good category indicator illumination / light in the workplace, which means that employees perceive light or bright light affects the accuracy in the execution of tasks. While the air temperature indicator is at its lowest score with a value of 3.18 but were still at a good category.

These results support the theory that the components of the work environment one of them is relatively adequate working facilities, in which physical environmental factors become one of the crucial factors determining the performance of government employees (Mangkunagara, 2005).

Effect of Motivation on Employee Performance

Based on the analysis of data, obtained by the regression coefficient which shows significant positive influence between work motivation on employee performance Tongauna sub-district office. Descriptive research results show that job motivation indicators namely: the need for affiliation, need for achievement, and the need for power by the respondents are in a good criterion with a value of 3.91 the highest average score with a value of 4.13 and be in the good category on indicators of need will power, which means that employees perceive that the needs of government employees who are eager to be met is the need to lead the team work in completing the work in good quality with authority. While indicators of the need for affiliation to the lowest score with a value of 3.70 but were still at a good category.

The research results of research conducted in synergy with Muhtar (2016), which concluded that motivation significantly influence government employee performance improvement. Later studies Raniie Watung (2016) which states that the work environment is one of the growth factors of motivation in the work, because in addition be supported by the atmosphere and adequate working facilities as well as the support of a leader in providing responsible duty.

Compensation Effect on Employee Performance

Based on the analysis of data, obtained by the regression coefficient which shows a positive and significant effect of compensation to government employee performance at the sub-district office Tongauna. The results showed that the indicator of compensation consists of: financial and compensation kompensai finansial are in a good criterion with a value of 4.12. The highest average score with a value of 4.19 and be in the good category on indicators of financial compensation through the provision of adequate income improvement allowance. While indicators of non-financial compensation to the lowest score with a value of 4.09 but were still at a good category; namely the leadership is expected to provide an opportunity for government employees to participate in education and training, seminars, including opportunities for better promotion .

Some research that supports the statement of the significance of compensation to government employee performance improvement. Ketut research Sudiardhita IR, et al (2018), states that the compensation has a positive and significant effect on work motivation, and compensation has a positive and significant impact on job satisfaction. Subsequent investigation by Muhammad Rizal et al (2014) showed that: compensation to give effect to the commitment, performance and motivation of the individual to the organization.

VI. Conclusion

Based on the analysis and discussion in this study, it can be concluded that: 1) The working environment, motivation, and Compensation simultaneously positive and significant impact on the performance of government employees at Head Office Tongauna Konawe Regency. To that end, the first hypothesis is accepted; 2) Work Environment positive and significant effect on government employee performance. To that end, the second hypothesis is accepted; 3) Motivation of positive and significant effect on government employee performance. To that end, the third hypothesis is accepted, and 4) Compensation positive and significant effect on government employee performance. To that end, the fourth hypothesis is accepted.

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