



## The Effect Of Motivation And Work Environment On The Performance Of Personnel Police Personnel Performance In The Planning Section At Central Lampung Police Station

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Received [20-March-2025]

Revised [25-April-2025]

Accepted [29-April-2025]

**Abstract.** The research object at the Lampung Tengah Police Station in the planning section is located Jl. Country No.1, Mt. Sugih, District. Mt. Sugih, Central Lampung Regency, Lampung postal code 34161 This research used a survey by distributing questionnaires in the form of statements with respondents' level of agreement using a Likert scale of 1 to 5 distributed to respondents with a sample size of 27 people consisting of police personnel in the planning section of the Central Lampung Police. Data analysis was carried out using multiple linear regression with the SPSS version of the program. 23. The results of the research show that motivation has a positive effect on the performance of police personnel as evidenced by the R square correlation coefficient of determination of motivation on the performance of police personnel of 72.1% and based on work environment data it has a positive effect on the performance of police personnel as evidenced by an R.squere of 57.6% change The employee performance variable (bound) can be explained by the work motivation variable. Meanwhile, changes in the dependent variable of personnel performance can be explained by the work environment and motivation variables with simultaneous test results. Motivation and the work environment have a positive and significant effect on personnel performance with an F test result of 74.1. % while the remaining 25.9% is explained by other factors that were not carried out in this research. These other factors include work environment, competence, career development and others.

**Keywords:** *Motivation, Work Environment, Personnel Performance.*

### INTRODUCTION

The Indonesian National Police (Polri) is one of the law enforcement institutions that has a vital role in maintaining public order and security. The performance of Polri personnel greatly affects the effectiveness of the implementation of police duties and functions. Therefore, it is important to understand the factors that affect personnel performance, especially in the planning section which has strategic responsibility in planning police operational activities. One of the main factors that affects personnel performance is motivation. Work motivation can be interpreted as an internal drive that drives individuals to achieve certain goals. In the context of Polri, personnel work motivation can come from various sources, such as awards, opportunities to develop, and a sense of responsibility for the tasks carried out. High motivation is expected to improve personnel performance so that they can carry out their duties optimally and efficiently. High motivation encourages more efficient and effective work, which ultimately increases organizational productivity. Work motivation contributes to job satisfaction. High job satisfaction

is also related to low turnover and absenteeism rates. Skills development, improving work quality motivation improves the quality of work results because motivated Polri personnel tend to be more careful, creative and innovative. They strive to give their best in every task they do. Good motivation can reduce stress and conflict levels in the workplace. Motivated police personnel usually have better relationships with coworkers and superiors, which reduces the potential for conflict and promotes a harmonious work atmosphere. Achieving organizational goals Motivation plays an important role in helping the organization achieve its goals. When police personnel are motivated, they are more committed to the organization's vision and mission, so they work hard to achieve common goals.

Motivated police personnel usually have a good image in the eyes of the public and prospective personnel. High motivation reflects a positive work culture that can attract the best talents to join the organization. In addition to motivation, the work environment also plays an important role in influencing personnel performance. A conducive work environment includes physical and non-physical aspects such as work facilities, relationships between colleagues and effective leadership. A supportive work environment can increase personnel's work enthusiasm, minimize stress and create a harmonious work atmosphere. The work environment is everything that surrounds Polri personnel that can affect their performance, productivity and well-being. The work environment includes physical, social and psychological aspects of the workplace. These factors can include physical facilities, workplace conditions, social interactions, organizational culture and management policies. In the context of today's work world, the work environment includes not only the physical space where the work is done but also digital aspects and work culture. Modern work environments often involve the use of sophisticated technology, flexible work (such as remote or hybrid work) and attention to holistic well-being. Physical Environment Work facilities, equipment and tools such as desks, chairs, computers and machines. Working conditions temperature, lighting, noise and cleanliness of the workplace, workspace design, office layout, open space private cubicles and break areas. Social environment interactions, relationships between Polri personnel communication with superiors and team dynamics. Organizational culture values, norms and practices adopted by the organization. Management support the level of support and involvement from management in the welfare of Polri personnel.

Psychological environment levels of stress, workload and work-life balance. How motivated and satisfied Polri personnel are with their work. Career development, opportunities for training, career development and advancement. Digital environment the use of software and digital tools to support work. Accessibility of information. Ease of accessing the information needed to complete tasks. The problem of declining performance that is not motivated tends to work minimalistically only completing basic tasks without the initiative to do more. High turnover of Polri personnel who feel unmotivated are more likely to leave the organization which increases the cost of recruitment and training for the organization. Decreased work quality low motivation is often associated with poor work quality, lack of innovation and willingness to take risks. Therefore, it is important to evaluate how motivation and work environment affect the performance of personnel in this section. With a better understanding of these factors, it is hoped that strategic steps can be taken to improve personnel performance so that Polres Lampung Tengah can carry out its duties and functions more effectively and efficiently.

## **LITERATURE REVIEW**

### **Motivation**

Motivation is a psychological process that drives and directs a person's behavior to achieve a certain goal. Motivation involves internal and external forces that influence the intensity, direction and persistence of an individual's efforts in achieving that goal. According to

Rivai (2018; 731) Motivation is an urge that arises in a person consciously or unconsciously to carry out an action with a certain goal. Siagian, (2017; 248) Motivation is the entire process of giving encouragement to someone so that he wants to do something to achieve a certain goal. Meanwhile, according to Hasibuan, Malayu S.P. (2019; 141) Motivation is the provision of driving force that creates a person's work enthusiasm so that they are willing to work together, work effectively and integrate with all their efforts to achieve satisfaction. Robbins, Stephen P., & Judge (2016: 17) Motivation is a process that explains the intensity, direction and persistence of individuals to achieve their goals. Meanwhile, according to Dessler 2019 (2017:15), motivation is an internal and external force that drives someone to continue making efforts to achieve certain goals.

### **Work Environment**

The work environment can be defined as a condition that affects employee work including three different but interrelated forms, namely the physical, psychological and social environment. The work environment is an important factor that affects the well-being and productivity of Police Personnel at Fauzi n.d. (2020:20) The work environment refers to the real and interpersonal environment in which a person carries out his professional activities, where people carry out their professional activities such as the arrangement of the physical work environment, dynamics between coworkers and the general atmosphere in the workplace. A work environment that encourages work can increase employee satisfaction and efficiency, while a detrimental work environment can result in stress and dissatisfaction. employee satisfaction and efficiency, while detrimental things can result in stress and dissatisfaction. In this paragraph, we will examine the importance of creating a work environment that is helpful and accommodating for employees. communication is important that is effective in fostering a supportive work atmosphere since it allows for collaboration, encourages original thinking and encourages the development of new ideas collaboration, encourages original thinking and encourages the development of new ideas. This facilitates the synchronization of the physical environment with the company's organizational culture, thereby enhancing the corporate identity of the physical environment with the company's organizational culture, thereby enhancing the corporate identity. Efficient communication also increases employee satisfaction and longevity, thereby attracting and retaining outstanding personnel in the company. Irgi, & Ratih 2024:25) also increases employee satisfaction and longevity, thereby attracting and retaining outstanding personnel in the company Environments that help and support work are essential to improving employee well-being and engagement. it is helping and supporting work is essential to improving employee well-being and engagement. Work life evaluation assessment includes several aspects, such as fair and adequate remuneration, a conducive and safe working environment, prospects for personal and professional advancement, and social cohesion in the workplace includes several aspects, such as fair and adequate remuneration, a conducive and safe working environment, prospects for personal and professional advancement, social cohesion in the workplace engagement, which is defined as having a high level of enthusiasm, strong interest, and feelings of success, is a key factor in improving well-being and performance according to Luh (2023:28) Engaged personnel show greater commitment to their organization and contribute to their maximum capacity exhibition, underlining the need to place personnel happiness and work engagement as a top priority to improve performance greater commitment to the organization Work life evaluation assessment includes several aspects, such as fair and adequate remuneration, a conducive and safe working environment, prospects for personal and professional advancement, and social cohesion in the workplace includes several aspects, such as fair and adequate remuneration, a

conducive and safe working environment, prospects for personal and professional, social cohesion at work engagement, defined as having a high level of enthusiasm, strong interest, and a sense of accomplishment, is a key factor in enhancing their well-being and performance and contributing to their maximum capacity, but interrelated: physical, psychological, and social environment can be defined as conditions that affect the work of personnel including three different but interrelated forms: physical, psychological, and social environment. Physical work environment aspects work environment aspects include all aspects related to worker safety, work equipment, and worker health. includes all aspects related to worker safety, work equipment, and worker health. Psychosocial work environment includes work-related factors related to the interaction between individuals, jobs, and organizations. includes work-related factors related to the interaction between individuals, jobs, and organizations.

### **Performance**

Performance is a term often used in the context of organizations to describe the results or output of work activities carried out by individuals or groups. Several experts provide varying but complementary definitions of the concept of performance. According to Mangkunegara (2017:67), performance is the result of work in terms of quality and quantity achieved by a person in carrying out their duties in accordance with the responsibilities given. Mangkunegara emphasizes that performance must be measured based on certain standards that have been set by the organization. Performance refers to the level of achievement or results produced by a person, team, or organization in carrying out certain tasks, projects, or activities. In general, performance includes how effective and efficient an entity is in achieving goals or producing the expected output. Performance measurement often uses various metrics or indicators that are relevant to the goals to be achieved. Performance evaluation helps in assessing the achievements of individuals or groups and allows for improvement and enhancement in the future.

### **METHODS**

#### **Validity Test**

Sugiyono.( 2015:121) According to Sugiyono, validity test is a process to ensure that a measurement instrument is able to measure what should be measured. Validity shows the extent to which the data collected through the instrument reflects the reality measured in the questionnaire is able to reveal the construct or variable being studied.

#### **Reliability Test**

Priyanto (2016:85): Priyanto stated that reliability is a measure that shows the consistency and stability of the measurement results of an instrument. Good reliability shows that the instrument can provide the same results in repeated measurements.

#### **Equality Regression Linear Simple**

Determine equality regression linear simple For  $X_1$  :  $Y = a + b_1 X_1 + e$

Where :

$Y$  = Satisfaction Consumer  $a$  =  
Constant

$b_1$  = Coefficient regression  $X_1$   $X_1$   
= Work Environment

$e$  = Factor error

**Equality regression linear simple to  $X_2$  :**

$Y = a + b_2 X_2 + e$  Where :

Y = Satisfaction Consumer

A = Constant

$b_1$  = Coefficient regression  $X_2 X_2$

= Quality of service

e = Factor error

**Equality Regression Linear Multiple**

$Y = a + b_1 X_1 + b_2 X_2 + e$

Where :

Y = Satisfaction Consumer a = Constant

$b_1$  = Coefficient regression  $X_1 b_2$

= Coefficient regression  $X_2 X_1$  =

Work Environment  $X_2$  = Quality of service

e = Factor error

**RESULTS**

**Test Validity**

Validity in research refers to the extent to which a study accurately measure What Which want to measured. Matter This ensure that results research is meaningful and can be generalized to a larger population. On the other hand, reliability refers to the consistency and stability of research findings, which indicates that results study can replicated or repeated with results similar. Validity and reliability is component important from A research to ensure its credibility and trustworthiness. Validity testing is done by correlating each total score of the variable and then comparing it with the resulting correlation figure. compared to with r table value at  $\alpha = 0.05$  or 5 %. Whereas r table Prodoc Moment from amount sample 27 got the result is 0.367. With thus based on test validity ,a Items statement it is said valid if the calculated r value of the statement item is greater than the r value of the table, then it is stated valid ,If mark coefficient correlation person a Items tall or big then the better and more valid the statement item is. Testing using the SPSS version 23 program. Based on the results of the validity test of each statement item as much as 8 items statement For variable free(  $X_1$  And  $X_2$ ) as well as dependent variable (Y) respondents' answers have quite good validity. The results of the validity test to instrument statement For variable Motivation ( $X_1$ ) And variable Work environment ( $X_2$ ) and performance variables (Y) shows good results can be seen in the table below:

**Tabel 1 Test Validity Motivation Work ( $X_1$ )**

Item Statement	r table	Coefficient $r_{count}$	Information
1	0.367	0.643	<b>Valid</b>
2	0.367	0.747	<b>Valid</b>
3	0.367	0.715	<b>Valid</b>

4	0.367	0.627	<b>Valid</b>
5	0.367	0.781	<b>Valid</b>
6	0.367	0.700	<b>Valid</b>
7	0.367	0.699	<b>Valid</b>
8	0.367	0.792	<b>Valid</b>
Average	<b>0.367</b>	<b>0.633</b>	<b>Valid</b>

Source : Data Results Study SPSS.23

Based on the results of the validity test in the table above, there are 8 statements originating from the three variables that have been answered by 27 respondents in this study. One way to understand which questionnaire is the questionnaire Which legitimate And where Which invalid is with see the table as soon as possible. Based on on table results test validity in on seen that for each  $r > r$  table there are 8 questionnaires from the 8 statements declared valid with a comparison of  $r$  table  $>$   $r$  count, namely the average value is  $0.367 > 0.633$ .

**Tabel 2 Test Validity Work environment (X2)**

Item Statement	r table	Coefficient $r_{count}$	Information
1	0.367	0.622	<b>Valid</b>
2	0.367	0.726	<b>Valid</b>
3	0.367	0.716	<b>Valid</b>
4	0.367	0.578	<b>Valid</b>
5	0.367	0.768	<b>Valid</b>
6	0.367	0.693	<b>Valid</b>
7	0.367	0.713	<b>Valid</b>
8	0.367	0.763	<b>Valid</b>
Average	<b>0.367</b>	<b>0.619</b>	<b>Valid</b>

Based on the results of the validity test examination in the table above, there are 8 statements originating from the three variables that have been answered by 27 respondents in this study. One way to understand which questionnaire is the questionnaire Which legitimate And where Which invalid is with see the table as soon as possible. Based on on table results test validity in on seen that for each  $r > r$  table there are 8 questionnaires, from the 8 statements are declared valid with a comparison of  $r$  table  $>$   $r$  count, namely the average value is  $0.367 > 0.619$ .

**Tabel 3 Test Validity Performance Personnel (Y)**

Item Statement	r table	Coefficient r <sub>count</sub>	Information
1	0.367	0.746	<b>Valid</b>
2	0.367	0.790	<b>Valid</b>
3	0.367	0.790	<b>Valid</b>
4	0.367	0.635	<b>Valid</b>
5	0.367	0.769	<b>Valid</b>
6	0.367	0.802	<b>Valid</b>
7	0.367	0.724	<b>Valid</b>
8	0.367	0.799	<b>Valid</b>
Average	<b>0.367</b>	<b>0.672</b>	<b>Valid</b>

Source : Data Results Study SPSS.23

**Reliability test**

Done use *Cronbach's Alpha* . Questionnaire it is said reliable if *the Cronbach's Alpha value* is greater than 0.60 (Uyanto 2017) The results of the reliability test will show how consistent and stable the questionnaire used in the study is. Thus, this study is trustworthy and the results can be relied on to draw accurate conclusions. A good reliability test will also increase confidence in the research findings and strengthen the arguments presented in the scientific study. Thus, this study not only provides contribution Which valuable in development knowledge knowledge, but also increase our understanding of the phenomena being studied.

**Test Reliability Variables Motivation (X1)**

From the results of the reliability test of the Motivation variable (X1) based on the answer data to the eight statement items with 27 samples as follows:

**Table 4 Test Reliability Variables Motivation (X1)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.859	8

The results of the reliability test on the Motivation variable (X1) can be seen in the table above, that *the Cronbach's alpha* on this variable is higher than the basic value, namely 0.60 or  $0.859 > 0.60$ , these results prove that all statements in the Motivation variable questionnaire (X1) are declared reliable.

**Test Reliability Variables Environment Work (X2)**

From results test reliability variable environment Work (X2) based on data answers to the eight statement items with 27 samples as follows:

**Table 5 Test Reliability Variables Environment Work(X2)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.849	8

The results of the reliability test on the work environment variable (X2) can be seen in the table above, that *the Cronbach's alpha* on this variable is higher than the basic value, namely 0.60 or  $0.849 > 0.60$ , these results prove that all statements in the Work Environment variable questionnaire (X1) are stated to be reliable. Test Reliability Variables Performance Personnel (Y) From the results of the reliability test of the Personnel Performance variable (Y) based on the answer data to the eight statement items with 27 samples as follows: Based on the table above is the  $t_{-test}$  obtained 8,039 if compared to with  $t_{table}$  with level significance 5 % or 0.05 with sample as much as 24 person so that it is obtained results This means show  $t_{count} > t_{table}$  namely  $6,536 > 1,711$  so that it can concluded ,Ha state can accepted so that got it is said There is an influence of the motivation variable (X1) on the personnel performance variable (Y) Equality regression between viable Motivation (X1) against variable Performance Personnel (Y) is  $Y = 1.823 + 0.964 X1$ , which means that every one point increase in the Motivation variable will be followed by an increase in the Performance variable of the Central Lampung Police Police Personnel by 0.964 points. From the research results above, the determination coefficient of motivation for personnel performance is obtained as follows:

**Table 6 Coefficient Determination Motivation to Performance Personnel Indonesian National Police**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.849 <sup>a</sup>	.721	.710	3.251

a. Predictors: (Constant), Motivation

Results calculation correlation between variable Motivation (X1) to Performance Police personnel (Y) of 0.849 is included in the very strong category, namely (0.800-1,000) Coefficient of Determination (KD) =  $R^2 = 0.721 \times 100\% = 72.1\%$  it can be concluded that variable motivation explain changes to variable performance personal (Y) in the planning section at the Central Lampung Police was 72.1% while the remaining 27.9% was explained by other factors that were not included in this study.

**Test Hypothesis Environment Work (X2)**

Based on results study with use program SPSS version 23 Data on the influence of the work environment (X2) on personnel performance as follows:

**Table 7 Test Hypothesis Environment Work (X2)**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.442	4.478		1.215	.236
	Environment Work	.800	.137	.759	5,827	.000

a. Dependent Variables: Performance Personnel

Based on the table above is the  $t_{-test}$  obtained 5,827 if compared to with  $t_{table}$  with level significance 5 % or 0.05 with sample as much as 24 person so that it is obtained results This means show  $t_{count} > t_{table}$  is  $5.827 > 1.711$  so it can be concluded that  $H_a$  states that it is acceptable so it can be said that there is influence variable Environment Work (X2) to variable personnel performance (Y) . The regression equation between the viable Work Environment (X2) and the Personnel Performance variable (Y) is  $Y = 5.442 + 0.800 X2$ , which means that for every one point increase in the variable environment Work personnel will followed by the rise variable Performance The police personnel of the Central Lampung Police are 0.800 points. From the research results above, the determination coefficient of the work environment on personnel performance is obtained as follows:

**Table 8 Coefficient Determination Environment Work to Performance Personnel Indonesian National Police**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 <sup>a</sup>	.576	.559	4.009

a. Predictors: (Constant), Environment Work

Results calculation correlation between environment variables Work (X2) against The performance of the Indonesian Police Personnel (Y) of 0.759 is included in the strong category, namely (0.800-1.000) Coefficient of Determination (KD) =  $R^2 = 0.576 \times 100\% = 57.6\%$  it can be concluded that the work environment variable explains changes in the personnel performance variable (Y) in the planning section at the Central Lampung Police by 57.6% while the remaining 42.4% is explained by other factors that were not carried out in this study.

**DISCUSSION**

Results calculation correlation between variable Motivation (X1) to Performance Police personnel (Y) of 0.849 is included in the very strong category, namely (0.800-1.000), meaning that motivation has a very strong connection or relationship as a determinant for increase performance personnel . This can be seen from the results of the partial t-test, the motivation determination coefficient is 72.1% with a regression equation for motivation and personnel performance. is as big as Equality regression between viable Motivation (X1) against Personnel Performance variable (Y) is  $Y = 1.823 + 0.964 X1$  that The statement  $H_a$  can be accepted so that it can be said that there is an influence of the motivation variable on the performance variable of personnel in the planning section at the Central Lampung Police. This is in line with study Hasibuan, Malay SP (2016 : 210) stated that motivation is the main key in effective human resource management. According to Hasibuan, proper motivation can increase employee morale and job satisfaction, which ultimately has a positive impact on the overall performance of the organization. Good motivation management can create a harmonious and productive work environment, which supports the achievement of organizational goals. This gives the influence of motivation on the performance of Personnel in the planning section at the Central Lampung Police by 72.1% while the remaining 27.9% is influenced by other factors not carried out in this study. Results calculation correlation between environmental variables Work (X2) against The performance of Police Personnel (Y) in the planning section at the Central Lampung Police was 0.759, which is included in the strong category, namely (0.800-1.000). Meanwhile, the partial

hypothesis test using the t-test obtained a calculated t-test of 5,827 if compared to with t table with a significance level of 5% or 0.05 with a sample as many as 24 people so that got results Which shows t count > t table , namely  $5,827 > 1,711$  so can be concluded,  $H_a$  declared can be accepted so it can be said that there is an influence of the Work Environment variable on personnel performance variables The Indonesian National Police in the planning section at the Central Lampung Police is 57.6%. For the work environment regression equation model, it is  $Y = 5.442 + 0.800$  by 0.800 points. This shows that the work environment also has an influence in increasing the performance of Indonesian National Police personnel on part planning in Lampung Police Middle as large as 57.6%, while the rest 42.4% is explained by other factors, things that were not done in this study. This is in line with the theories of experts in Indonesia, such as Nitisemito (2000:135) to put forward that work environment that can improve employee motivation, satisfaction, and productivity. that comfortable and safe working conditions can encourage employees to work more effectively and efficiently. That a healthy and harmonious working environment can increase work enthusiasm and reduce stress levels of Polri personnel which ultimately has a positive impact on the overall performance of the organization. Test results hypothesis influence motivation And environment Work in a way together with the performance of Polri personnel as evidenced by the results of the F test calculations based on table anova the on can be seen test F got F count as big a 34,258 compared to with F table 3,403 with say other can it is said F count

> F table or  $34.258 > 4.403$ , so Motivation (X1) And Work Environment (X2) tog (simultaneous) affect the performance of personnel (Y) with Thus the hypothesis proposed that there is an influence of motivation and work environment (X2) simultaneously on the performance (Y) of personnel can be proven or accepted. While the test results for the coefficient of determination. The results of the correlation calculation between the motivation variables (X1) and work environment (X2) simultaneously on the Performance of Police Personnel (Y) of 0.861 are included in the very strong category, namely (0.800-1.000). For results test coefficient determination show that influence motivation and the work environment together on the performance of Polri personnel in the planning section at Polres Lampung Tagah by 74.1% while the remaining 25.9% is explained by other factors not included in this study such as competence, quality of human resources, performance allowances, and others. Shows that motivational programs such as training, incentives, and career development can significantly improve the performance of Polri personnel. Thus, it can be concluded that motivation is a critical factor in improving the performance of Polri personnel in Indonesia. It can be concluded that the work environment has a significant influence on the performance of personnel in various sectors in Indonesia. A conducive work environment includes physical factors such as cleanliness, comfort, security, and good spatial planning, as well as non-physical factors. like connection interpersonal, culture Work, And system communication Which effective. Developing good working relationships can improve the performance of Polri personnel in general. significant. With thus, can concluded that environment Work is a critical factor in improving the performance of Polri personnel in the planning section at the Central Lampung Police.

## **CONCLUSION**

Based on data analysis And discussion on chapters previously the following conclusions were obtained :

1. There is an influence of motivation (X1) on personnel performance (Y) in the planning section at the Central Lampung Police, as proven by partial hypothesis testing through the t-test. show t count > t table , namely  $6.536 > 1.711$ , with a regression equation of  $Y = 1.823 + 0.964$  The magnitude of the relationship between motivation and personnel performance was 0.849 (very strong), while the magnitude coefficient determining motivation to performance

personnel as big as 72.1 % and the remaining 27.9% is influenced by other factors not included in this study. There is an influence of the work environment (X2) on personnel performance (Y) in the planning section at the Central Lampung Police, as proven by partial hypothesis testing through the t-test. show results  $t_{count} > t_{table}$ , namely  $5,827 > 1,711$ , with a regression equation of  $Y = 5,442 + 0,800$  The size connection motivation and performance personnel as big as 0.759 (strong) whereas the magnitude coefficient determining motivation to personnel performance of 57.6% while the rest 42.4% is explained by other factors No done in study This. And influenced by other factors which research has not been conducted

2. There is a joint influence of motivation (X1) and work environment (X2) to performance personnel (Y) on part planning in Police Station Central Lampung proven with test hypothesis in a partial way through test F show results  $F_{count} > F_{table}$ , the calculated F is 34,258 compared to F table 4,403 with say others can it is said  $F_{count} > F_{table}$  or  $34,258 > 4.403$  then Motivation (X1) and Work Environment (X2) together (simultaneously) influence personnel performance (Y) thus The hypothesis proposed is that there is a joint influence of motivation and work environment (X2) on personnel performance (Y). This can be proven or accepted. The results of the correlation calculation between the motivation variables (X1) and work environment (X2) can be proven or accepted. simultaneous to Performance Personnel Indonesian National Police (Y) as big as 0.861 included in the very strong category, namely (0.800-1.000) . The results of the determination coefficient test show that the influence of motivation and work environment is together to the performance of police personnel on part planning at the Police Station Lampung Tagah as big as 74.1 % whereas the rest 25.9% is explained by other factors Which No done in study This like competence, HR quality, Performance Allowances, etc.

## **LIMITATION**

It Based on the results of the study The above can have implications for the future as follows:

1. Variables Motivation Which need get attention on statement no.1 namely I like to set goals and achieve realistic goals, to achieve objective need hopefully Work in a way professional And in accordance with SOP that There is in organization so that can produce work Which efficient and effective.
2. Work environment variables that need attention in statement no. 1 that is Connection between personnel help moment You Work walk well. For to increase relationship Work Which Good between fellow personnel It is necessary to hold meetings outside of working hours, such as social gatherings, eating together to increase familiarity between fellow Polri or Civilian personnel in the planning section. .
3. The personnel performance variable that needs attention is number 4 with the statement, I am responsible for the mistakes I make in carrying out my work. task For repair mistakes which has It is necessary to have an evaluation from the leader, feedback in order to improve so that the same mistakes do not happen again. and the person concerned must change for the better.

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