



The Journal of Management, Digital Business, and Entrepreneurship
Homepage: <https://jurnal.glowscien.com/index.php/JMDBE>
Vol. 1, Issue. 3, September (2023), 121-136
DOI Issue: <https://doi.org/10.58857/JMDBE.2023.v01.i03>
E-ISSN 3031-9064



The Influence of Locus of Control and Work Environment on the Performance of Lau Sub-District Office Employees, Maros Regency

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DOI Article: <https://doi.org/10.58857/JMDBE.2023.v01.i03.p01>

ARTICLE INFO	ABSTRACT
<p>Article History: Submitted: 12 September 2023 Reviewed: 10 February 2024 Revision: 16 February 2024 Accepted: 16 February 2024 Publish: 17 February 2024</p> <p>Keywords: Locus of Control, Work Environment, Employee Performance</p> <p>Corresponding Author: Kherayani Nur email: kherayani.weny@gmail.com</p>	<p>This research aims to determine the effect of locus of control on the performance of employees at the Lau sub-district office, Maros district, and to determine the influence of the work environment on the performance of employees at the Lau sub-district office, Maros district. The sampling method in this research is saturated sampling. All members of the population in this study were selected as samples. The analytical method used in this research is multiple linear regression. The research results show that locus of control and the work environment positively affect employee performance. Locus of control and work environment can explain employee performance by 73.6%; the rest is explained by variables not included in the model.</p>

INTRODUCTION

An organization needs quality human resources to achieve its goals. Therefore, human resources must be carefully considered so that there is an increase in work efficiency, effectiveness, and productivity, which is reflected in the performance of all parties, especially members responsible for functional areas, both those in the category of leading tasks and supporting tasks as well as leaders who organize operational activities—assisted by technical, operational and administrative employees. Hasibuan (2017:10) explains that human resource management is the science of managing the relationships and roles of workers in an agency so that they carry out their duties effectively and efficiently. By carrying out their duties efficiently and effectively, they can help the agency realize the goals of the agency, its employees, and the public.

Human resources is the center of attention and focus for an organization or company to survive in the era of globalization accompanied by increasingly fierce levels of competition. Human resources are also part of the potential to mobilize potential (Selviana, 2018). Therefore, every organization in its operational activities wants the set goals to be achieved on time. To achieve this

goal, good management of the human resources owned by an organization or company is required. Human resources, in this case, staff or employees, who are managed well will also produce good performance so that they play an essential role in determining the success of every activity and organizational goal. Achieving organizational goals comes from human resources who contribute significantly and are responsive in carrying out their work duties, Hasiani (2015).

Employee performance is a serious concern for an organization. Mariani and Suriyathi (2017) explained that employee performance is critical in human resource management. Employee performance is influenced by many factors, including the type of individual personality, namely internal locus of control. Individuals with an internal locus of control are highly motivated and can work independently on tasks and responsibilities. Human resources are one of the factors that determine the success of an organization. Therefore, employee performance must continue to be improved to provide maximum results for the agency (Rizal, 2019). Locus of control is the degree to which an individual accepts events as part of his or her behavior. Individuals who believe they can influence outcomes or achievements through their own abilities, efforts, and skills are said to have an internal locus of control orientation (Mootalu et al., 2019, p. 381). *Excellent or lousy locus of control* employees must be kept from the conditions of their work environment. If the working environment is good, employees feel comfortable working and can control themselves in working professionally to achieve organizational goals and vice versa. The work environment is everything around the worker or employee that can influence work, including lighting arrangements, noise control, workplace cleanliness, and workplace safety arrangements, Sukanto and Indryo (2018). This must be a concern for organizations, both companies and government agencies.

Hasibuan (2017:160) states that performance is a result achieved by employees for various tasks given by the leader, where the results have met predetermined standards. Employee performance can be known and measured if an individual or group of employees has criteria or benchmark success standards set by the organization (Moehiriono, 2016, p. 115). Therefore, every organization must set goals that are reduced to the targets of each individual in the organization to measure that individual's performance. Individual ability to carry out their duties is also essential in achieving employee performance. Tasks and positions that are not by the employee's abilities and interests will provide obstacles, even frustration, which will cause tension, which often results in aggressive attitudes and behavior, too much criticism, rebellion, and other behavior that is not in line with the organization's goals.

One of the government agencies in Maros Regency is the Lau Subdistrict Office. The Lau District Head's Office is one of the government agencies in Maros Regency that plays a supporting element in government affairs, assisting the Regent in supporting functions for district government affairs. Based on the observations at the Lau Subdistrict Office, Maros Regency, indications showed that employee performance still needed to be based on the organization's work targets. The work targets are as follows: problems in the field, especially employees Lau Subdistrict Office, Maros Regency, related to locus of control. Interview results from one of the sub-division heads state that there are often unscrupulous employees who are acting out other people's work for their own desires; his performance is more clearly visible because he has good initiative. However, some employees appear to be less productive in carrying out their work, which means employees need more initiative or work. This is caused by the employee's locus of control needing to be more optimal so that employees tend to experience a decline in performance.

Apart from the locus of control being a classic problem for employees, another problem was found at the Lau Subdistrict Office, namely the condition of the working environment. Researchers obtained information by interviewing one of the employees with the initials K.M., who said that the facilities provided by the agency were adequate—however, some things needed to be improved or added. Several employees complained that several facilities were insufficient, such as air conditioning (A.C.), which did not reach all rooms, and several facilities that did not exist, such as not having a photocopy machine and the slow delivery of office stationery (ATK) to employees.

These inadequate facilities will slow down employee performance and significantly affect their performance. Apart from work facilities, the spatial design of several workspaces could be more neat. It can be seen that work desks between employees are too close together, and many documents and other items are placed on and around the employee's desks, which often interferes with employees completing their tasks. Based on the results of these observations, researchers are interested in researching the Influence of Locus of Control and the Work Environment on Employee Performance in the Lau District Office, Maros Regency.

RESEARCH METHOD

This research is research using quantitative methods. Quantitative research is research whose data is in the form of numbers used to find information (Sugiyono, 2017, p. 46). The research object is the employees of the Lau District Office located at Jl. Poros Maros – Pangkep, Maccini Baji, Lau District, Maros Regency, South Sulawesi. The time to obtain research data is planned to be less than 3 (three) months, from May to July 2023.

Sugiyono (2017:62) states that a population is a generalized area of objects/subjects with specific quantities and characteristics determined by researchers to be studied and then concluded from. The population in this study was 33 ASN employees at the Lau Subdistrict Office. The sampling technique used was nonprobability sampling, with saturated sampling being the technique taken (census). The saturated sampling technique is a sample determination technique in which all members of the population are used as samples (Sugiyono, 2017, p. 118). Therefore, the author chose the sample using a saturated sampling technique because the population size was relatively small. The population in this study were employees from the Lau Subdistrict Office, Maros Regency, totaling 33 people. With the saturated sampling method, all population members are selected as samples.

Table 1 Likert Measurement Scale

Code	Answer Criteria	Mark
SS	Strongly agree	5
S	Agree	4
N	Neutral	3
T.S	Disagree	2
STS	Strongly Disagree	1

Source: Sugiyono (2019:166)

The object of this research is employees at the Lau Subdistrict Office, namely in the form of data obtained from questionnaires. Secondary data sources in this research are records or documentation from the Lau Subdistrict Office, media, websites, the Internet, etc. For data collected from research objects, the author uses the following methods: 1) Observation, the technique used in data collection that researchers use to carry out systematic reporting on objects and to determine the location of objects and the situation of research objects. 2) Library research in the form of documents that support research from research objects or from journals, reference books, and previous research to support research. 3) The questionnaire technique is a form of distributing questionnaires to respondents; these numbers contain statements made by researchers based on variable indicators. The Likert scale approach is used in measuring the questionnaire, as shown in Table 1.

The data analysis technique in this research uses multiple linear regression. Sugiono (2017:87) Multiple linear regression, namely a linear relationship between the independent variables (X1 and The multiple linear regression equation, is as follows:

$$Y = a + b_1x_1 + b_2x_2 + e \dots\dots\dots 1)$$

- Y = Performance
- X₁ = Locus of Control
- X₂ = Work Environment
- a = Constant
- b = coefficient

RESULTS AND DISCUSSION

Respondent Characteristics

Of the 33 employees sampled in this research, the characteristics of the respondents, employees of the Lau Subdistrict Office, Maros Regency, can be identified as follows:

Table 1 Characteristics of Respondents Based on Gender

No	Gender	Amount Respondent	Percentage (%)
1	Man	15	45.5
2	Woman	18	54.5
Total		33	100

Source: Primary Data (2023)

Table 1 shows 15 male respondents, or 45.5%, and 18 female respondents, or 54.5%.

Age

Table 2 Characteristics of Respondents Based on Age/Age

No	Age (Year)	Amount Respondent	Percentage (%)
1	20 – 30	4	12.2
2	30 – 40	10	30.4
3	40 – 50	17	51.3
4	50 – 60	2	6.1
Total		33	100

Source: Primary Data (2023)

Based on Table 2, the most dominant age of respondents was four people aged 20-30 years or 12.2%, ten respondents aged 30-40 years or 30.3%, and 17 respondents aged 40-50 years. Alternatively, 51.5% of respondents aged 50-60 years and over were two people or 6.1%.

Table 3 Characteristics of Respondents Based on Education Level

Level of education	Number of Respondents	Percentage (%)
Senior High School	4	12.2
Diii	8	24.2
S1	19	57.5
S2	2	6.1
Total	33	100

Source: Primary Data (2023)

Based on Table 4.3, the respondent data was obtained based on education level, namely high school level as many as four people or 12.2%, then Diploma Three level as many as eight people or 24.2%, and Strata One level as many as 19 people or as much as 57.5%. At the same time, There are two magisters, or 6.1%.

Table 4 Characteristics of Respondents Based on Length of Work

Length of working (Year)	Amount Respondent	Percentage (%)
15 years	4	12.1
6 - 10 Years	8	24.3
11 - 15 Years	11	33.3
16 - 20 Years	10	30.3
Total	33	100

Source: Primary Data (2023)

Based on Table 4.4, the characteristics of respondents based on length of work consist of 4 people working for 1-5 years or 12.1%, then eight people working for 6-10 years or 24.3%, while those above 11-15 years are 11 people or 33.3% and 16-20 years old as many as ten people or 30.0%.

Descriptive Analysis of Variables

Data was obtained from distributing questionnaires to the Lau Subdistrict Office, Maros Regency employees, relating to education level and work experience. The number of statements in the questionnaire is 18, comprising 6 statement items for each variable in this research. The following is a description of respondents' responses based on each variable.

Locus Of Control (X1)

This study's locus of control variable was measured through 6 indicators with one statement item each. The following distribution of respondents' answers regarding the locus of control variable can be seen in the following table:

Table 5 Respondents' Responses to Locus of Control Variable (X1)

Items	S.S.	%	S	%	N	%	T.S.	%	STS	%	Average
P1	9	27.3	17	51.5	7	21.2	-	-	-	-	4.06
P2	6	18.2	15	45.5	9	27.3	3	9.1	-	-	3.73
P3	10	30.3	21	63.6	1	3	1	3	-	-	4.18
P4	10	30.3	21	63.6	1	3	1	3	-	-	4.18
P5	22	66.7	10	30.3	1	3	-	-	-	-	4.64
P6	7	21.2	23	69.7	2	6.1	1	3	-	-	4.09

Source: processed data (2023)

Based on Table 5, the results obtained from the questionnaire responses to the locus of control variable in the first statement (P1), "I am confident about my ability to complete the work," were responded to strongly agree by nine people or 27.3%, and 17 people or 51.5% responded to agree. %, while seven people responded neutrally, or 21.2%. This means that employees at the Lau Subdistrict office in Maros Regency have a positive attitude in completing work, and high self-confidence helps them work more effectively.

Statementsecond (P2): "Employees are enthusiastic in carrying out the tasks given. "6 people responded strongly agree, or 18.2%, then 15 responded agree, or 45.5%, and nine people responded neutrally, or 27.3%, while three people, or 9.1%, answered disagree. This means that

employees have high enthusiasm for accomplishing tasks to increase productivity and maximize work results.

Statement three (P3) is, "I always try to be independent in my work." Ten people, or 30.3%, responded strongly agree, then 21 people responded, 63.6%, and one person, or 3%, responded neutrally, while one person, or 3%, disagreed. This means that the average employee always tries to develop their skills and knowledge to become more competent and independent at work.

Statement for (P4), namely "I think welfare can meet life's needs," was responded to agree by ten people, or 30.3% strongly; 21 people, or 63.6%, responded agree, and one person, or 3%, responded neutrally, while one person or 3% responded do not agree. This shows that the average employee depends on their fate, meaning that employees depend on external factors.

Statement fifth (P5), namely "I work to cover social and economic needs," responded by 22 respondents strongly agreed, or 66.7%, then 16 people responded agreeing, or 40%, and ten responded neutrally, or 25%. In contrast, four people, or 10%, disagree. This shows that employees work diligently to meet their social and economic needs.

Statement sixth (P6), namely "The influence of other people helps me in my work," 7 people responded with strongly agree or 21.25%, then 23 people responded with agree or 69.7%. At the same time, two people responded to the neutral predicate, or 6.1%, and one responded to disagree, or 3%. This shows that the role of other people influences employee performance because they can help complete tasks or solve work problems at the agency.

Work Environment (X2)

The work environment variables in this study were measured through 6 indicators with one statement item each. The following distribution of respondents' answers regarding work environment variables can be seen in Table 6.

Table 6 Respondent Responses Work Environment Variables (X2)

Items	S.S.	%	S	%	N	%	T.S.	%	STS	%	Average
P1	10	30.3	15	45.5	8	24.2	-	-	-	-	4.06
P2	6	18.2	14	42.4	10	30.3	3	9.1	-	-	3.70
P3	13	39.4	18	54.5	1	3	1	3	-	-	4.27
P4	12	36.4	19	57.6	1	3	1	3	-	-	4.24
P5	24	72.7	8	24.2	1	3	-	-	-	-	4.70
P6	8	24.2	22	66.7	2	6.1	1	3	-	-	4.12

Source: Data processed (2023)

Based on Table 6, the results obtained from the questionnaire responses to the work environment variable in the first statement (P1), "I have good relationships with other employees." with ten people strongly agreeing or 30.3%, then 15 people agreeing or 45.5%, while eight people responding neutrally or 24.2% responded neutrally. This means that, on average, employees are happy to help their co-workers if they need help or advice so that employees can support each other and build good synergy at work.

Statement second (P2), namely "The working atmosphere in the office is comfortable with the existing cleanliness conditions," was responded to with the predicate strongly agree as many as six people or 18.2%, then those who responded agreed were 14 people, or 42.4% while ten people responded neutrally. Alternatively, 30.3% and three people, or 9.1%, responded in disagreement. This shows that the cleanliness of the Lau Subdistrict Office, Maros Regency, is essential in improving the agency's productivity, performance, and image.

Statement three (P3) is "The facilities provided by the agency are by the work I do." responded by respondents strongly agreed; as many as 13 people, or 39.4%, 18 people with an agreed response, or 54.5%, and one person or 3% with a neutral response while one person or 3% with a

response of disagreeing. This means that employees can ensure that the agency carries out and receives the work well and provides maximum benefits for facility users.

Statement for (P4), namely "The lighting in the workroom is as needed to support my work activities," responded 12 respondents strongly agreeing or 36.4%; 19 people, or 57.6%, responded agreeing, and one person, or 3%, responded neutrally, while one person or 3% responded disagreeing. This shows that good lighting will help minimize eye fatigue, increase concentration, and increase employee productivity.

Statement fifth (P5), namely "The air temperature in my workplace is very comfortable," was responded to strongly agreed by 24 people, or 72.2%, then agreed by 16 people, or 24.2%, and one person responded neutrally or by 3%. This shows that a comfortable air temperature in the workplace is critical to creating a good and productive work environment to improve employee performance.

Statement sixth (P6), namely "Noise in the workspace affects my focus and interferes with my work," 8 people responded strongly in agreement, or 24.2%, then 22 people, or 66.7%, responded to agree, while two people or 6.1% responded to the neutral predicate and one person or 3% responded to disagree. This means that it is essential for agencies to pay attention to and manage Noise in the workspace so that employees can work with maximum focus and productivity.

Performance (Y)

The performance variable in this research is measured through 6 indicators, each containing one statement item. The following distribution of respondents' answers regarding the locus of control variable can be seen in Table 7.

Table 7 Respondent Responses Performance Variables (Y)

Items	S.S.	%	S	%	N	%	T.S.	%	STS	%	Average
P1	4	12.1	16	48.5	12	36.4	1	3	-	-	3.70
P2	4	12.1	16	48.5	12	36.4	1	3	-	-	3.70
P3	5	15.2	16	48.5	12	36.4	-	-	-	-	3.79
P4	12	36.4	14	42.4	7	21.2	-	-	-	-	4.15
P5	5	15.2	21	63.6	6	18.2	1	3	-	-	3.91
P6	10	30.3	18	54.5	4	12.1	1	3	-	-	4.12

Source: Data processed (2023)

Based on Table 7, the results of the performance variable questionnaire responses were obtained in the first statement (P1), "I achieved the work quality standards that have been set by the agency so far," with four people strongly agreeing or 12.1%, then 16 people responding agreed. Or 48.5%, and those who responded neutrally were 12 people, or 36.4, while one person disagreed, or 3%. This means that employees believe that achieving high standards of work quality is very important in creating an efficient and professional work environment.

Statement second (P2), namely, "I completed several tasks to the standards set by the agency so far." responded respondents with predicates, with four people strongly agreeing or 12.1%, then 16 people responding agree or 48.5%, and 12 people responding neutrally or 36.4% while one person disagreeing or 3%. This means that employees are able to complete a number of tasks that the agency has set.

Statement three (P3) is "The tasks given by my leadership were completed on time," responded five respondents strongly agreeing, 15.2%, 16 people agreeing, 48.5%, and 12 people, or 36.4%, with neutral responses. This shows that employees are able to complete tasks on time given by the leadership.

Statement for (P4), namely "I am responsible for the work and orders from the leadership," responded by 12 respondents strongly agreeing, or 36.4%; 14 people, or 42.4%, responded

agreeing, and seven people, or 21.2 responded neutrally. This means that employees are always responsible for the tasks assigned and obey every order from the leadership.

Statement fifth (P5), namely, "I can comply with the rules set by the agency." 5 people, or 15.2%, responded strongly agree, then 21 responded agree, or 63.6%, and 6 responded neutral, or 18.2%, while one person, or 3%, disagreed. This means that employees can fulfill the rules that have been set so that they can create a harmonious work environment.

Statement sixth (P6), namely "I carry out my duties with my abilities without involving or bothering other people," responded ten people strongly agreeing, or 30.3%, then 18 people, or 45.5%, responded with an agreed response, and four people or 12.1% responded to the neutral predicate. While those who responded disagreed were one person or 3%. This means that the Lau Subdistrict Office, Maros Regency, employees can carry out their duties independently without involving others or bothering them.

Classic assumption test

Normality test

The normality test uses the Kolmogorov-Smirnov test; with this test, it can be seen whether the data used is normally distributed or not. The normality test in this research can be seen in the following table.

Table 8 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residuals
N		33
Normal Parameters, b	Mean	,0000000
	Std. Deviation	2.18047327
Most Extreme Differences	Absolute	,103
	Positive	,103
	Negative	-,069
Statistical Tests		,103
Asymp. Sig. (2-tailed)		,200c,d

Source: Data processed (2023)

Table 8 obtained normality test results based on the One-Sample Kolmogorov-Smirnov Test with Asymp values. Sig. (2-tailed) is 0.200 > Sig 0.05, so the data tested in this study is usually distributed. The following is a normality test based on the graph.

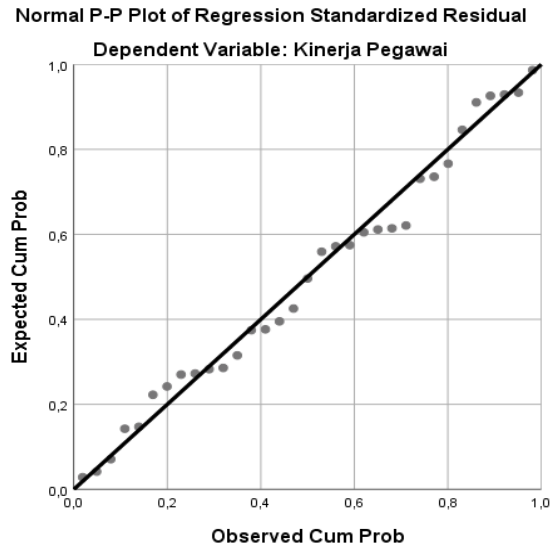


Figure 1 Output Normality Graph Test

Source: Data processed (2023)

Multicollinearity Test

The multicollinearity test aims to test whether, in a regression model, a correlation is found between the independent variables. A good regression model does not correlate with independent variables. To detect whether there is multicollinearity in the regression model, you need to look at the tolerance value and Variance Inflation Factor (VIF). If the tolerance value is $> 10\%$ and the VIF value is < 10 , it can be concluded that there is no multicollinearity between the independent variables in the regression model. The following are the calculation results using the SPSS 25 program.

Table 9 Multicollinearity Test Results

Model	Coefficients	Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	<i>Locus Of Control</i>	,988	1,012
	Work environment	,988	1,012

Source: Data processed (2023)

Based on Table 9, the results of multicollinearity in each independent variable are X1 (Locus Of Control) tolerance value $0.988 > 0.1$ and VIF value $1.012 < 10$ and variable that there are no variables in this study that have symptoms of multicollinearity between the independent variables in the regression model.

Heteroscedasticity Test

Based on the standardized regression image, it can be seen that the points are spread randomly. Data points are also not collected only at the top or bottom. So, there is no heteroscedasticity problem in this research. The following are the SPSS output results of the heteroscedasticity test:

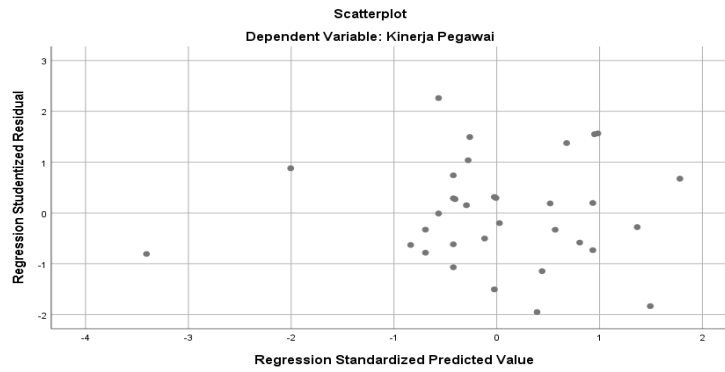


Figure 2 SPSS Output Results of Heteroscedasticity Test
Source: Data processed (2023)

Based on Figure 2, it was found that the heteroscedasticity test shows that the points are spread randomly. Data points are also not collected only at the top or bottom. So, there is no heteroscedasticity problem in this research.

Instrument Test

Validity test

The validity test is used to test the extent to which the accuracy of the measuring instrument can reveal the concept/symptom of the event being measured. If the count > table and the value is positive, the statement item or indicator is declared valid. The statement is declared valid if count > table (at the 0.05% level).

Table 10 Validity Test Results of Research Variables

Variable	Statement	R-Value Calculate	R-Value Table	Note.
<i>Locus Of Control (X1)</i>	First	0.633	0.3440	Valid
	Second	0.576	0.3440	Valid
	Third	0.927	0.3440	Valid
	Fourth	0.923	0.3440	Valid
	Fifth	0.480	0.3440	Valid
	Sixth	0.628	0.3440	Valid
Work environment (X2)	First	0.662	0.3440	Valid
	Second	0.606	0.3440	Valid
	Third	0.870	0.3440	Valid
	Fourth	0.882	0.3440	Valid
	Fifth	0.524	0.3440	Valid
	Sixth	0.682	0.3440	Valid
Performance (Y)	First	0.875	0.3440	Valid
	Second	0.885	0.3440	Valid
	Third	0.677	0.3440	Valid
	Fourth	0.671	0.3440	Valid
	Fifth	0.631	0.3440	Valid
	Sixth	0.729	0.3440	Valid

Source: Data processed (2023)

Based on Table 10, the validity testing results showed that all indicators used to measure the variables used in this research have a more significant correlation than (count> table), so all indicators and variables in this research are declared valid to continue the research.

Reliability Test

Reliability as a tool used to collect data in this research is caused by the existence of trustworthy and reliable instruments that will produce reliable data. In a study, an instrument can be said to be reliable if the data has a Cronbach's alpha (a) value > 0.60.

Table 11. Reliability Test Results for Research Variables

No	Variable	Cronbach's Alpha	Conclusion
1	Locus of Control	0.789	Reliable
2	Work environment	0.799	Reliable
3	Performance	0.838	Reliable

Source: Data processed (2023)

Based on Table 11, the reliability test results on the Locus of Control variable are (0.789). Work Environment variables (0.799), while the Performance variable (0.838) >Cronbach's alpha> 0.60, it can be concluded that all the variables in this research are considered reliable/reliable because they have a contribution value of Cronbach's alpha that is above 0.60 so the research can be continued.

Analysis

Multiple linear regression

The multiple regression equation can be done by interpreting the numbers in the Unstandardized Coefficients Beta in the following table:

Table 12. Results of Multiple Linear Regression Analysis

Model		Coefficients		
		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	1,238	4,345	
	Locus of Control	,341	,132	,321
	Work environment	,643	,628	,699

Source: Data processed (2023)

Based on Table 12, by paying attention to the numbers in the Unstandardized Coefficients Beta column, a multiple regression equation can be prepared as follows:

$$Y = 1.238 + 0.341X_1 + 0.643X_2$$

From the regression equation above, several things can be interpreted:

- 1) A constant value of 1.238 indicates the variable locus of control and work environment; if the value is 0, then the employee's performance has a performance level of 1.238 units.
- 2) The locus of control coefficient (β1) is 0.341 with a positive value. This means that for every increase in locus of control by one time, employee performance will increase by 0.341 units, assuming the other variables are constant.
- 3) The work environment coefficient value (β2) is 0.643 with a positive value. This means that for every increase in an employee's work environment by one time, employee performance will increase by 0.643 units, assuming the other variables are constant.

Correlation Coefficient Analysis (r)

The correlation coefficient is used to determine the level of relationship between the independent variable and the dependent variable, using data variables X1, X2, and Y as attached to this thesis.

Table 13. Analysis Results Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,736a	,541	,511	2,252

Source: Data processed (2023)

Based on Table 13, the results of calculating the correlation coefficient (r) are obtained by showing the level of relationship between the locus of control variables and the work environment on the performance of employees at the Lau Subdistrict Office, Maros Regency, which is 0.736. This means that the relationship is "strong" because it is in the interval value of the correlation coefficient.0.60 – 0.799.

Hypothesis testing

T Test (Partial)

The t-test tests the significance or meaningfulness of partial regression coefficients. Testing via the t-test is done by comparing Tcount with Ttable in a test using a significance of 0.05. In the table below, we can see the results of the t-test.

Table 16. Partial Testing Results (Hypothesis Testing)

Model	Standardized Coefficients Beta	Q	Sig.
1 (Constant)		285	,002
Locus of control	,321	2,577	,015
Work environment	,628	5,048	,000

Source: Data processed (2023)

Based on Table 16, the results of data processing using the SPSS version 25 application it is explained:

- 1) The locus of the control variable gets a calculated t value = 2.577, with the subsequent significance value obtained as 0.015. Meanwhile, the table is 2.03951. Because the calculated t value is greater than the t table (2.577 > 2.03951), then the significance value obtained is 0.015 < 0.05, it can be concluded that locus of control has a positive and significant effect on employee performance, so the first hypothesis is proven and accepted.
- 2) The work environment variable gets a calculated t value = 5.048, with the subsequent significance value 0.000. Meanwhile, the t table is 2.03951. Because the count value is greater than the table (5.048 > 2.03951) Furthermore, the significance value obtained is 0.000 < 0.05, so it can be concluded that the work environment has a positive and significant effect on employee performance, so the second hypothesis is proven and accepted.

F Test (Simultaneous)

The f test in this research is used to determine whether the two independent variables, namely Locus of Control (X1) and Work Environment (X2), together influence the dependent variable, namely Employee Performance (Y). For more details, see the following table:

Table 17. Simultaneous Testing Results (Hypothesis Testing)

ANOVAa						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	179,494	2	89,747	17,697	,000b
	Residual	152,143	30	5,071		
	Total	331,636	32			

Source: Data processed (2023)

Based on Table 4.15, the results of simultaneous hypothesis testing obtained a calculated F value of 17.697 while the F table value is 3.32 and the Sig value is. $0.00 < \text{standard value Sig. } 0.05$, simultaneously, locus of control and the work environment positively affect employee performance. So, the third hypothesis is proven and accepted.

DISCUSSION / DISCUSSION

The Influence of Locus of Control on Employee Performance

The results of hypothesis testing (T-Test) between work environment variables and employee performance show a value of t calculated at 2,577 t table 2.03951. With a significant value (probability) of 0.015 which is smaller than 0.05. This means that locus of control has a positive effect on employee performance. Then, the results of the validity test on the business indicator with the statement "I always try independently at work" with the most dominant value, namely 0.927, while the socio-economic indicator with the statement "I work to cover social and economic needs" is the lowest with a validity value of 0.480. improved.

Matter This means shows that the higher the locus of control that an employee has, can improve employee performance at the Lau Subdistrict Office, so it can be said that someone who has both internal and external locus of control can create competitive working conditions and always strive to be able to face problems in finishing the job. Based on the results obtained, it can be concluded that this research by Akmalia (2020) shows that locus of control has a significant effect on performance, and Sutrisno (2020) shows that locus of control has a partial effect on performance. This research is strengthened using Goal Setting Theory, which identifies good employee performance in providing public services as the goal if the locus of control is high.

The Influence of the Work Environment on Employee Performance

The results of hypothesis testing (T-Test) between work environment variables and employee performance show a value of t calculated at 5,048 t table 2.03951. With a significant value (probability) of 0.000, more diminutive than 0.05. This means that the work environment has a positive effect on employee performance, where research is supported by the most dominant indicator being light or illumination with the statement that the lighting in the workroom is as needed to support my work activities" has the most dominant value, namely 0.882. Meanwhile, the lowest indicator that must be improved is the air temperature indicator with the statement "the air temperature in my workplace is very comfortable" has a validity value of 0.524.

This research is in line with research by Akmalia (2020), showing that the work environment partially has a significant effect on performance. Sutrisno (2020) shows that the work environment has a partial effect on performance, while Lazuardi (2018) shows that the work environment has a significant effect on performance, and Rizal (2019) shows that the work environment has a significant positive effect on performance.

A comfortable work environment is created through harmonious relationships between colleagues, subordinates, and superiors and supported by adequate facilities. A work environment like this will positively impact employees, thereby influencing employee performance. This agrees with the research results obtained. The results of this research are proven by the achievement of performance standards previously set by the agency. Let us look at the physical work environment.

Employees feel uncomfortable at work because the air temperature is a factor so that the workspace could be more optimal. Employees feel cramped or stifled by humidity, lack of air ventilation, and poor room arrangement. Neatness and need for more cleanliness in the work environment. Apart from the physical work environment, the non-physical work environment can also affect employee performance, as seen in the failure to achieve good relationships between employees and superiors due to frequent missed communications. This condition is strengthened by the Goal-Setting Theory, which emphasizes the importance of the relationship between the goals set and the resulting performance. The basic concept is that if someone can understand the goals expected by the organization, then this understanding will influence their work behavior. Goal-setting theory suggests that an individual is committed to a goal.

The Influence of Locus Of Control and Work Environment Employee Performance

The research found that locus of control and the work environment influence employee performance. This is because employees with a locus of control tend to be better able to adapt to the conditions and environment in their workplace, leading to better performance. A healthy work environment is essential for worker performance to prevent an undue burden on employees, impacting their work efficiency. In other words, the work environment positively and significantly affects employee performance.

This research is in line with research by Akmalia (2020), Sutrisno (2020), and Lazuardi (2018), showing that the locus of control and the work environment simultaneously influence performance. This research is strengthened by goal-setting theory; setting goals or results-oriented targets can improve performance and achieve individual targets aligned with agency targets.

CONCLUSION

Based on the results of the research and discussion, it can be concluded that locus of control has a positive effect on the performance of employees at the Lau Subdistrict Office, Maros Regency; the work environment has a positive effect on the performance of employees at the Lau Subdistrict Office, Maros Regency; Locus of control and a positive work environment simultaneously have a positive and significant effect on the performance of employees at the Lau Subdistrict Office, Maros Regency. Based on the results of this research, agencies should pay attention to employee locus of control in recruitment and continually improve the existing work environment to encourage increased employee performance.

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