



The Effect Of The Work Environment, Locus Of Control And Motivation On Employees Performance In Baznas Of South Sumatra Province

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Abstract: The National Amil Zakat Agency (BAZNAS) is the official and only body established by the government which has the task and function of collecting and distributing zakat, infaq and alms (ZIS) at the national level. Human resources are one of the important factors for BAZNAS in carrying out its operational activities. This study aims to examine the effect of work environment, locus of control and motivation on employee performance. This type of research is quantitative research. The sampling technique used in this study is the saturated sampling technique, which is a sampling technique in which all members of the population are used as samples. In this study, researchers used a sample of 32 employees of BAZNAS, South Sumatra Province. The data analysis technique used is multiple regression analysis with the help of SPSS software. The results showed that the work environment had a positive and significant effect on employee performance, locus of control had a positive and significant effect on employee performance and motivation had a positive and significant effect on employee performance. Simultaneously the work environment, locus of control and motivation affect employee performance by 88.7%, while the remaining 11.3% is influenced by other variables that have not been studied or are not included in the regression in this study.

Keywords: Employee performance; Locus of Control; Motivation; The Work Environment

PRELIMINARY

The victory of an organization in an institution is impacted by worker execution. Execution is exceptionally imperative for an organization or institution as a benchmark to decide the level of adequacy of the execution of work for an worker or worker. Execution could be a benchmark for workers in carrying out the assignments that are focused on to be completed. In measuring execution, these endeavors are exceptionally vital in work evaluation. Execution itself can be measured based on quality, amount, opportuneness, viability, autonomy and commitment. (Wuryaningsih and Rini Kuswati, 2013)

Each institution should pay consideration to these three components in arrange to move forward the execution of its representatives, subsequently teach that put individuals who are specialists in human asset administration. The work environment and locus of control are imperative within the development and improvement of an institution, particularly teach locked in in administrations, in this case, BAZNAS, South Sumatra Area.

As an institution locked in in administrations, a conducive work environment and great administration will influence the execution of workers at BAZNAS, South Sumatra Area. The work environment is closely related to the tall and moo execution of workers.

Since a great work environment will have a positive impact on representative execution, and bad habit versa. The work environment can be said to be great, on the off chance that human assets can carry out exercises ideally, solid and comfortable. The appropriateness of the work environment that's not great can request a great work framework plan. In BAZNAS institutions, they don't pay much consideration to the execution of their workers in detail, as prove by the reality that numerous segments that particularly control human assets are not found in several BAZNAS educate. BAZNAS itself could be a non-profit organization organized by the government which is locked in within the administration of zakat, infaq and shodaqoh. The most errand of this institution is the collection.(Pradifta Rifqi Lazuardi, 2018)

Locus of control or a person's conviction in occasions in his life or from his possess endeavors. Falikhatub in Abdullah (2006) said that execution is additionally affected by the sort of person identity, specifically people with inside locus of control are more arranged to the errand at hand, so that it'll make strides their execution. It is distinctive with outside Locus Of Control people, people with inside Locus Of Control appear more noteworthy inspiration, like competitive things, work difficult and continuously attempt to be superior than past conditions so that it leads to higher accomplishment. (Hermawan & Kaban, 2014)

Work motivation is an impulse that arises from within a person or the influence of the external environment that causes a person to have a high spirit to carry out activities in order to achieve a certain goal.

Analysts get data and watch specifically around the Locus Of Control, and the Work Environment and representative execution through one of the representatives through a preparatory meet with BAZNAS workers. He said that there are a few realities with respect to the Locus Of Control that happened at BAZNAS SumSel, specifically BAZNAS SumSel workers work submissively to appropriate work benchmarks and representatives too work exceptionally morally, but BAZNAS SumSel educate are for the most part situated to participation with the government, and less situated to parties exterior the government so that typically the background of two things that have to be inspected, to be specific the work environment and locus of control, as prove by the presence of a inquire about crevice from past inquire about.

The research gap between the work environment and employee performance is the result of research conducted by (Ferry Moulana dkk, 2017) There's a positive and noteworthy impact between the work environment on worker execution, whereas inquire about conducted by (Tri Budi Setyani, 2014) states that there's no impact between the work environment on worker execution. The comes about of investigate conducted by (Yusnaena Salmi Hayati, 2018) states that Locus of control contains a critical impact on worker execution. The comes about of this think about are not in line with investigate conducted by (Artiningsih & and Syahdi Rasyid, 2013) which states that locus of control has no impact on representative execution. There's a investigate hole between the comes about of the consider of motivational factors on worker execution conducted by (Aden Prawiro Sudarso dkk, 2020) which states that inspiration influences representative execution. On the other hand, investigate conducted by (Raden Yohanes Luhur, 2014) stated that there was no influence between motivation on employee performance.

THEORETICAL BASIS

Attribution Theory

Attribution hypothesis gives an clarification of the method of how we decide the causes or thought processes of a person's behavior Gibson, et al, (1994) says that this hypothesis alludes to how somebody clarifies the causes of the behavior of others or oneself which is decided whether from inner or outside and its impact will be seen in behavior person.(Arifin Sabeni, 2012)

Reed et al. (1994) expressed that the presence of "a number of properties", which actually apply inside the organization, influences representative demeanors, particularly those related to their work. Broken review behavior as a shape of worker behavior or state of mind is decided by causes from oneself (inner attribution) and outside causes (outside attribution). Inside attributions incorporate person recognitions of locus of control, person discernments of their execution and the crave to alter occupations inside the evaluator or turnover deliberate that has not been realized in genuine activity, whereas outside attributions incorporate time weight or weight from exterior parties with respect to a person's time. the evaluator completes the assignment as before long as conceivable. What is implied within the over case is the attribution hypothesis in worker execution where the relationship is commonly persuasive since great person character will deliver a great execution as well..(Ni Luh Putu Ratna Wahyu Lestari, 2019)

Goal Setting Theory

Goal setting theory has an important role in employee performance, while the forms of implementation of this theory are achievements, work models, and performance standards. This requires maturity in forming plans and strategies for the continuity of its activities, even to achieve the company's target, the target must be specific. So that the basis for understanding goal setting theory is that employees must give and take each other regarding support, information, and other things that are aimed at achieving work. (Nur Azmi Akmalia, 2020)

Employee Performance

According to (AA Anwar Prabu Mangkunegara, 2016) who argues that employee performance is the result of a person's work in quality and quantity that has been achieved by employees in carrying out their duties according to the responsibilities given. Success or failure in an organization in carrying out tasks is closely related to employee performance, the achievement of performance in the organization is a factor that must be considered to realize the company in achieving the goals that have been set. According to (Edy Sutrisno, 2016) said that there are two factors that affect performance or work performance, namely individual factors and environmental factors.

According to (Stephen Robbins, 2015) performance indicators are tools to measure where the achievement of employee performance is. The following are some indicators to measure employee performance: (1) Quality of Work; (2) Quantity; (3) Punctuality; (4) Effectiveness; (5) Independence.

Working Environment

According to (Sunyoto Danang, 2015) the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned. According to Sedarmayanti, the indicators of the work environment are as follows:

- 1) Illumination / Light in the Workplace
- 2) Air Circulation at Work
- 3) Noise at work
- 4) Bad Smell at Work
- 5) Workplace Safety

Locus of Control

Locus of control is a scale measuring the extent to which a person believes that something that happens is under his control (Schermerhorn J, 2011). In this study the author intends to focus on internal locus of control, according to (Chi Hsinkuang et al, 2010) measurement of the internal Locus Of Control variable was measured using an instrument developed from the Rotter study, namely:

- a. Everything that an individual achieves is the result of his own efforts.
- b. Be a leader because of your own ability.
- c. Individual success is due to hard work.
- d. Everything that an individual earns is not due to luck.
- e. The individual's ability to determine events in life.
- f. An individual's life is determined by his actions.
- g. Failures experienced by individuals due to their own actions.

Motivation

Motivation is a driving force that is in humans, it is very important to be continuously driven because with motivation human life will be better (Lita Wulantika dan Irma, 2017). Indicators of Work Motivation according to Anwar Prabu Mangkunegara are as follows:

1. Responsibility Having a high personal responsibility for his work
2. Work Performance Doing something / work as well as possible
3. Opportunities for Advancement Desire to get fair wages according to work
4. Recognition of Performance Desire to earn higher wages than usual.
5. Challenging work The desire to learn to master his work in his field.

Hypothesis

H1 = There is a significant influence between the work environment on employee performance

H2 = There is a significant influence between locus of control on employee performance

H3 = There is a significant influence between motivation on employee performance.

H4 = There is an effect of work environment, locus of control and motivation simultaneously on employee performance.

Research Methodology

This research is included in quantitative research. Quantitative research is a type of research that tests certain theories by examining the relationship between variables which are usually measured by research instruments, so that data consisting of numbers can be analyzed based on statistical procedures. (Juliansyah Noor, 2016)

The source of the data in this study is the result of respondents' answers to the questionnaire (questionnaire) given to employees of BAZNAS, South Sumatra Province. Data is obtained by measuring the value of one or more variables in the sample or population through the distribution of questionnaires. In addition to interviews, in this study the researchers also conducted preliminary interviews.

The population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to then draw conclusions. The population in this study were the employees of the National Amil Zakat Agency (BAZNAS) of South Sumatra Province, amounting to 32 people.

The sampling technique used in this study is the saturated sampling technique, which is a sampling technique in which all members of the population are used as samples. (Hikmawati, 2017). In this study, researchers used a sample of 32 employees of BAZNAS, South Sumatra Province.

Data Measurement Scale

The questionnaire in this study was divided into two parts, the first being general in nature and related to employees and the second a statement regarding the work environment, locus of control and motivation on employee performance using a Likert scale. In this study, the researcher uses positive statements that can be answered according to predetermined answers. The answer form of the questionnaire is (Audrey Josephine dan Dhyah Harjanti, 2017):

- Strongly Disagree: Score 1
- Don't agree : Score 2
- Neutral : Score 3
- Agree : Score 4
- Strongly agree : Score 5

Data analysis technique

The analytical technique used in this research is the research instrument test, classical assumption test, multiple regression analysis and hypothesis testing.

Research Instrument Test

Validity test

Validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that is measured by the questionnaire. The purpose of the validity test is to determine the extent of the accuracy between the data that actually occurs on the object and the data reported by the researcher. Validity test is carried out with criteria using r

table at level 0.05. If $r_{count} > r_{table}$ then it is declared valid otherwise if $r_{count} < r_{table}$ then the item is declared invalid. (Sugiyono, 2018)

Reliability Test

Reliability test is an index that shows the extent to which a measuring instrument can be trusted or relied on (consistent). This technique is used to test the reliability of the questionnaire in this study by looking at the magnitude of the Cronbach Alpha value, the Cronbach Alpha number > 0.6 means it is acceptable.

Classic assumption test

Classical assumption test used in this study using normality test, multicollinearity test and heteroscedasticity test.

- a. Normality test is a test of data to determine whether the distribution of the data to be analyzed is normal or not. In this study using the Kolmogorov Smirnov test. A data can be said to be normal or not by looking at the significance level of 0.05. Data can be declared normally distributed if the significance is more than 5%.
- b. Multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). A good regression model should not have a correlation between the independent variables. Tolerance value > 0.10 and VIF . value.
- c. The heteroscedasticity test aims to find out and show whether the regression model has an inequality of variance from the residuals of one observation with another observation. Heteroscedasticity test in the regression model of this study used the Glejser method. A good regression model must be free from heteroscedasticity symptoms, which means the variance of the residuals must be constant for all variables, by looking at the sig value. > 0.05 .

Multiple Regression Analysis

In this study using multiple linear regression analysis techniques. Multiple linear regression analysis to determine the relationship between the independent variable (free) and the dependent variable (bound), namely the Work Environment (X_1), Locus of control (X_2) and motivation (X_3) on employee performance (Y).

According to (Sugiyono, 2019) the multiple linear regression value equation can be formulated as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Keterangan :

Y = employee performance

a = Konstanta

X_1 = the Work Environment

X_2 = Locus of control

X_3 = Motivation

β = Regression coefficient of work environment, locus of control and motivation

e = Error

Hypothesis test

t test (partial)

Partial test (t) was conducted to test the significance of the effect of the independent variables, namely the work environment, locus of control and motivation on the dependent variable, namely employee performance. This test is used to determine whether each independent variable has a significant effect on the dependent variable.

- If $t(\text{count}) > t(\text{table})$ then the hypothesis is accepted and if $t(\text{count}) < t(\text{table})$ then the hypothesis is rejected.
- If $\text{sig} < \alpha (0.05)$ then the hypothesis is accepted and if $\text{sig} > \alpha (0.05)$ then the hypothesis is rejected.

F Test

According to (Sugiyono, 2018) Simultaneous effect test is used to determine whether the independent variables simultaneously or simultaneously affect the dependent variable. Simultaneous effect test (F Test) is known as Simultaneous Test or Model Test/Anova Test. The F statistic test in the analysis of the research data uses a standard confidence of 0.05.

Coefficient of Determination (R^2)

The value of the determinant coefficient is between zero and one, a small R^2 value means that the ability of the independent variables (motivation and work discipline) in explaining the variation of the dependent variable (employee performance) is very limited. Vice versa, a value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable. The coefficient of determination (R^2) essentially measures how far the model's ability to explain variations in the dependent variable is.

Results And Discussion

Research Instrument Test

Validity test

The validity test was carried out to find out the significance results by comparing r arithmetic with r tables by looking at r tables at $df = n-2$. As for $df = 32-2 = 30$ or $df = 30$ alpha 0.05. Obtained r table worth 0,3494. If the result of r count is greater than r table, then the statement item can be declared "Valid".

Table 1 Validity Test Results X_1

Variable	Statement Items	R Count	R Table	Description
X1 (Working Environment)	X1.1	0,851	0,3494	Valid
	X1.2	0,705	0,3494	Valid
	X1.3	0,902	0,3494	Valid
	X1.4	0,423	0,3494	Valid

	X1.5	0,902	0,3494	Valid
	X1.6	0,401	0,3494	Valid
	X1.7	0,506	0,3494	Valid
	X1.8	0,565	0,3494	Valid
	X1.9	0,813	0,3494	Valid
	X1.10	0,562	0,3494	Valid

Source: processed SPSS output, 2022

Based on table 1, it is known that the results of each item of the work environment variable statement (X_1) have r count > r table 0.3494 and are positive, so it can be said that each item of the statement is declared "Valid".

Table 2 Validity Test Results X_2

Variable	Statement Items	R Count	R Table	Description
X2 (Locus of Control)	X2.1	0,942	0,3494	Valid
	X2.2	0,691	0,3494	Valid
	X2.3	0,87	0,3494	Valid
	X2.4	0,604	0,3494	Valid
	X2.5	0,87	0,3494	Valid
	X2.6	0,842	0,3494	Valid
	X2.7	0,94	0,3494	Valid
	X2.8	0,855	0,3494	Valid
	X2.9	0,842	0,3494	Valid
	X2.10	0,855	0,3494	Valid
	X2.11	0,87	0,3494	Valid
	X2.12	0,754	0,3494	Valid
	X2.13	0,774	0,3494	Valid
	X2.14	0,927	0,3494	Valid

Source : Processed Data, 2022

Based on table 2, it is known that the results of each item of the locus of control variable statement (X_2) have r count $>$ r table 0.3494 and are positive, so it can be said that each item of the statement is declared "Valid".

Table 3 Validity Test Results X_3

Variable	Statement Items	R Count	R Table	Description
X3 (Motivation)	X3.1	0,915	0,3494	Valid
	X3.2	0,838	0,3494	Valid
	X3.3	0,936	0,3494	Valid
	X3.4	0,717	0,3494	Valid
	X3.5	0,597	0,3494	Valid
	X3.6	0,638	0,3494	Valid
	X3.7	0,944	0,3494	Valid
	X3.8	0,869	0,3494	Valid
	X3.9	0,777	0,3494	Valid
	X3.10	0,655	0,3494	Valid

Source : Processed Data, 2022

Based on table 3, it is known that the results of each item of the motivation variable statement (X_3) have r count $>$ r table 0.3494 and are positive, so it can be said that each item of the statement is declared "Valid".

Table 4 Validity Test Results Y

Variable	Statement Items	R Count	R Table	Description
Y (employee performance)	Y.1	0,967	0,3494	Valid
	Y.2	0,745	0,3494	Valid
	Y.3	1,000	0,3494	Valid
	Y.4	0,745	0,3494	Valid
	Y.5	0,917	0,3494	Valid
	Y.6	0,832	0,3494	Valid

Y.7	1,000	0,3494	Valid
Y.8	0,917	0,3494	Valid
Y.9	0,832	0,3494	Valid
Y.10	0,917	0,3494	Valid
Y.11	1,000	0,3494	Valid
Y.12	0,832	0,3494	Valid
Y.13	0,917	0,3494	Valid
Y.14	0,917	0,3494	Valid
Y.15	1,000	0,3494	Valid
Y.16	0,655	0,3494	Valid

Source : Processed Data, 2022

Based on table 4, it is known that the results of each item of the employee performance variable statement (Y) have $r_{count} > r_{table}$ 0.3494 and are positive, so it can be said that each item of the statement is declared "Valid".

Reliability Test

Reliability test aims to see the extent to which the measurement of the dependent and independent variables is not susceptible to existing influences, and is consistent from these variables and can be said to be reliable. Reliability if less than 0.6 means not reliable, while the value of Cronbach's alpha must be > 0.6 in order to be said to be "reliable". Then indicated by the results of reliability testing for all variables are as follows:

Table 5 Reliability test

Variable	Cronbach's Alpha	Limitation	Description
X1	0,899	0,6	Reliable
X2	0,980	0,6	Reliable
X3	0,943	0,6	Reliable
Y	0,989	0,6	Reliable

Source : Processed Data, 2022

Based on table 5, namely the reliability test that each Cronbach's alpha value of all variables has a value above 0.6. So it can be said that each of these variables reliable, so it is suitable to be used as a measuring tool in testing statistics.

Classic assumption test

Normality test

The normality test in this study used the Kolmogorov-Smirnov method. A good regression model must have a residual value that is normally distributed, and can be declared normal if the value of $asymp.sig > 0.05$.

Table 6 Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.93961205
Most Extreme Differences	Absolute	.162
	Positive	.162
	Negative	-.091
Kolmogorov-Smirnov Z		.915
Asymp. Sig. (2-tailed)		.372

a. Test distribution is Normal.

Source : Processed Data, 2022

Based on the output in table 6 above, the normality test using the Kolmogorov-Smirnov method above can be seen that the $asymp.sig$ value of $0.372 > 0.05$. So according to the basis of decision making in the Kolmogorov-Smirnov normality test, the standardized residual value has a "Normal" distribution.

Multicollinearity Test

The multicollinearity test is used to determine and show whether in this regression model there is an indication of correlation between the independent (independent) variables. In multiple regression, a regression model must be free from multicollinearity symptoms by seeing if the VIF value is < 10 and the tolerance value is > 0.01 . Then the regression model can be declared free from multicollinearity symptoms.

Table 7 The multicollinearity test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work environment	.745	1.343
	Locus of control	.362	2.763
	Motivation	.368	2.718

a. Dependent Variable: Employee performance

Source : Processed Data, 2022

Based on table 7 above, by looking at the tolerance values X_1 (0.745), X_2 (0.362), X_3 (0.368) > 0.1 and the VIF values X_1 (1.343), X_2 (2.763) and X_3 (2.718) < 10 , it can be concluded that the regression model in this study can be stated "Does not contain Multicollinearity Symptoms".

Heteroscedasticity Test

The heteroscedasticity test aims to find out and show whether the regression model has an inequality of variance from the residuals of one observation with another observation. Heteroscedasticity test in the regression model of this study used the Glejser method. A good regression model must be free from heteroscedasticity symptoms, which means the variance of the residuals must be constant for all variables, by looking at the sig value. > 0.05 .

**Table 8 The heteroscedasticity test
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.001	.002		.446	.659
	Transform_X1	2.311E-7	.000	.093	.278	.783
	Transform_X2	-.051	.056	-.558	-.897	.377
	Transform_X3	.062	.067	.458	.919	.366

a. Dependent Variable: ABS_RES3

Source : Processed Data, 2022

Based on the output of Table 8 above, it can be seen that the value of sig. X_1 (0,783), X_2 (0.377) and X_3 (0.366) > 0.05 , it can be stated that in this regression model it is stated "No Heteroscedasticity Occurs".

Multiple Regression Analysis

In this study using multiple regression analysis which used to determine the accuracy of the relationship between the work environment (X_1), Locus of control (X_2), and motivation (X_3) on performance Employees at BAZNAS South Sumatra Province.

**Table 9 multiple regression analysis
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.891	4.224		2.578	.015
Work environment	.294	.086	.239	3.422	.002
Locus of control	.569	.109	.524	5.234	.000
Motivation	.321	.099	.324	3.259	.003

a. Dependent Variable: Employee performance

Source : Processed Data, 2022

Based on the data in table 9 above, it can be seen that the value of the constant and regression coefficient can be formed by multiple linear equations as follows:

$$Y = 10,891 + 0,294 X_1 + 0,569 X_2 + 0,321 X_3 + e$$

Based on the regression equation in table 9 shows that the work environment variable (X_1) has a positive regression direction with employee performance of 0.294, which means that if the work environment has increased by 1%, employee performance will increase by 29.4% assuming the other variables are constant. A positive coefficient means that there is a positive relationship between the work environment and performance. The lower the work environment of an employee, the performance preferences will increase. On the other hand, the higher the work environment, the lower the performance preference.

The regression equation for the locus of control variable (X_2) has a positive regression direction with employee performance of 0.569, which means that if the locus of control has increased by 1%, the employee's performance will have increased by 56.9% assuming other variables are constant. A positive coefficient means that there is a positive relationship between locus of control and performance. The higher the locus of control of an employee, the performance preference will increase. On the other hand, the lower the locus of control of an employee, the lower the performance preference. Likewise with the motivation variable (X_3) which has a B value of 0.321 and has a positive

coefficient. This shows that the higher the work motivation of an employee, the employee's performance will also increase and vice versa.

Hypothesis test

t test (partial)

T test is used to test the independent variable (free) partially to the dependent variable (bound). In research In this study, the t test was used to determine the effect of the work environment variables (X_1), locus of control (X_2), and motivation (X_3) on Employee Performance at BAZNAS South Sumatra Province Partial.

Based on the results of the calculations from table 9 above, the number of t tables is obtained with the provisions of $\alpha = 0.05$ and $dk = (n-k)$ or $(32-4) = 28$, so that the value of t table = 2.04841, it can be seen that each each variable as follows:

1. The results of calculations using the SPSS program as in table 9 above, the Work Environment variable (X_1) has a t count of 3,422 with a sig value. 0.002. The decision-making provisions of the hypothesis are accepted or rejected, based on the value of t count > t table, or if the significance is < 0.05, it can be concluded that the hypothesis H1 is accepted. The results of the study in this study, obtained a t arithmetic value > t table ($3.422 > 2.04841$) and a significance value of $0.002 < 0.05$, it can be concluded that the Work Environment (X_1) has a positive and significant effect on employee performance at BAZNAS South Sumatra Province.
2. The Locus Of Control Work Variable (X_2) has a t-count of 5.234 with a value of sig.0.000. The decision-making provisions of the hypothesis are accepted or rejected, based on the value of t count > t table, -t count < -t table, or if the significance is < 0.05, it can be concluded that the hypothesis H2 is accepted. The results of this study, obtained a value of t arithmetic > t table ($5.234 > 2.04841$) and a significance value of $0.000 < 0.05$, it can be concluded that Locus Of Control (X_2) has a positive and significant effect on employee performance at BAZNAS South Sumatra Province.
3. The motivation variable (X_3) has a t-count value of $3.259 > 2.04841$ and a significance value of $0.003 < 0.05$. This shows that the hypothesis H3 is accepted, which means that motivation has a positive and significant influence on employee performance.

F Test

The calculated F test in this study was used to test simultaneous influence of work environment variables (X_1), locus of control (X_2), and motivation (X_3) on performance Employees at BAZNAS, South Sumatra Province. A variable considered influential, if F count > F table, and stated significant if the value of sig. < 0.05. For the results of the F test count in this study, can be seen in the table below:

**Table 10 F Test
ANOVA^b**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1030.594	3	343.531	82.477	.000 ^a
	Residual	116.625	28	4.165		
	Total	1147.219	31			

a. Predictors: (Constant), Motivation, Work environment, Locus of control

b. Dependent Variable: Employee performance

Source : Processed Data, 2022

Based on the results of the calculation of the F test in Table 10 above, it is obtained that the calculated F is 82,477, the value of sig ($0.000 < 0.05$) can be concluded that the variables of the work environment (X_1), locus of control (X_2) and motivation (X_3) have a joint effect. The same applies to employee performance at BAZNAS, South Sumatra Province.

Coefficient of Determination Test

The Coefficient of Determination (Adj R^2) basically aims to measure how far the model's ability to explain variations in the dependent variable.

**Table 11 Coefficient of Determination
Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.948 ^a	.898	.887	2.041

a. Predictors: (Constant), Motivation, Work environment, Locus of control

Source : Processed Data, 2022

Based on the results of the calculation of the coefficient of determination in Table 11, the value of the coefficient of determination (Adj R^2) is 0.887. This indicates that the contribution of the independent variables, namely the work environment variable (X_1), locus of control (X_2), and motivation (X_3) to the dependent variable, namely Employee Performance at BAZNAS South Sumatra Province is 88.7%, while the remaining 11.3% is influenced by other variables that have not been studied or are not included in the regression in this study.

Discussion Of Research Results

The work environment on employee performance

The results of the research in this study, obtained a t value $> t$ table (3.422 $>$ 2.04841) and a significance value of $0.002 < 0.05$, it can be concluded that the work environment (X1) has an effect on employee performance at BAZNAS, South Sumatra Province. This is in accordance with attribution theory, when the company has a good work environment, the more productive the performance performed by employees at BAZNAS, South Sumatra Province, because the better the work environment at the company, the employee will feel more comfortable and able to work well. optimally to carry out their responsibilities to the company, so that these employees will also improve their performance in the company.

The work environment is everything that is around the workers and that can affect them in carrying out the tasks assigned, such as cleaning, music, lighting and others). The work environment is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of the work, this work environment includes work places, facilities and work aids, cleanliness, lighting, tranquility, including working relations between employees. Employees should be able to maintain cleanliness and care for the environment around the workplace so that employees can work more comfortably and safely so as to increase employee performance at BAZNAS, South Sumatra Province. The results of this study are in line with research conducted by (Ronald Donra, 2019) which states that the work environment affects employee performance.

Locus of control on Employee Performance

Based on the results of the research in this study, obtaining a t count $> t$ table (5.234 $>$ 2.04841) and have significance value of $0.000 < 0.05$, it can be concluded that Locus Of Control has a significant effect on the performance of BAZNAS employees in South Sumatra Province. This is in line with Attribution Theory, when a company with employees with individuals who believe that the results or events that occur in life depend on their behavior or personal characteristics and high creativity, the more productive the performance of employees carried out by BAZNAS South Sumatra Province. Because when someone feels satisfied at work, of course he will try his best to complete the task or work and provide the best results in performance.

Thus according to the author's analysis that the influence of Locus Of Control lies in improving employee performance. Empirically the results of this study imply that Locus Of Control is one of the main factors that encourage increased employee performance. Based on the results of this study, the authors also found that BAZNAS employees in South Sumatra Province believed that the results obtained by employees at work mostly came from within the employees (internally) and they also believed that the success they achieved in their work was also supported by opportunity, fate and the other party in this case is Allah SWT who determines what happens in his life (external). The employees of BAZNAS South Sumatra Province try their best to achieve the target in their work. The results of this study are in line with research conducted by (Iwan Restu, 2019) which states that locus of control has a positive and significant effect on employee performance.

Motivation on Employee Performance

The motivation variable (X_3) has a t-count value of $3.259 > 2.04841$ and a significance value of $0.003 < 0.05$. This shows that the hypothesis H_3 is accepted, which means that motivation has a positive and significant influence on employee performance. The motivation of employees at BAZNAS, South Sumatra Province, based on respondents' answers shows that employees get motivation from the fulfillment of physiological needs in the form of salary, fulfillment of social needs, good relations between employees and superiors. This shows that achievement is a manifestation of hard work and a sense of wanting to move forward by showing increasing performance results.

The results of this study are in line with research conducted by (Putri Maulidiah Ayu Larasati, 2021) which states that motivation affects employee performance. If employees really do not have high work motivation, the results of employee performance will also decrease. Motivation is one of the factors that encourage someone to do a certain activity, therefore motivation is often interpreted as a factor driving a person's behavior. This can be interpreted if the motivation is done well, it will affect employees in their work so that optimal employee performance will be created at BAZNAS, South Sumatra Province

Closing

Based on the results of the research, discussion and data analysis that has been described by the researchers in this study, it can be concluded that the work environment has a positive and significant effect on employee performance. Locus of control partially positive and significant effect on employee performance. Likewise with the motivation variable which has a positive and significant influence on employee performance. Motivation is one of the important elements in influencing the morale of all employees in BAZNAS, South Sumatra Province to do and complete their work well and quickly so that they can improve employee performance more optimally and well. Simultaneously the work environment, locus of control and motivation affect employee performance by 88.7%, while the remaining 11.3% is influenced by other variables that have not been studied or are not included in the regression in this study.

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