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THE EFFECT OF MOTIVATION, WORK ENVIRONMENT, AND FAMILY SUPPORT SYSTEM ON EMPLOYEE PERFORMANCE AT THE SOCIAL SERVICES OF GOWA DISTRICT

Hijriah Y^{1*}; Badaruddin² and Muh. Said³

^{*1,2,3} Faculty of Postgraduate Master of Management, ITB Nobel Indonesia
Makassar

*Correspondence: riahijriah250791@gmail.com

Abstract: This study aims to analyze (1) The partial influence of motivation variables, work environment, and family support system on employee performance at the Gowa Regency Social Service. (2) The simultaneous influence of motivation variables, work environment, and family support system on employee performance at the Gowa Regency Social Service. (3) The most dominant variables on employee performance at the Gowa Regency Social Service. The data collection technique used a questionnaire with a population of 72 employees. The number of samples was 72 respondents using the Saturated Sample technique (the entire population). The analysis method used multiple linear regression analysis. The research results show that (1) the work environment and family support system variables have a partial influence on employee performance, while the motivation variable does not have a partial influence on employee performance at the Gowa Regency Social Service (2) Simultaneously, the variables of motivation, work environment, and family support system influence employee performance at the Gowa Regency Social Service. (3) The most dominant variable influencing employee performance is the family support system variable.

Keywords: Motivation, Work Environment, Family Support System and Employee Performance.

A. Introduction

Gowa Regency is a region in the province of South Sulawesi, Indonesia. The capital of this regency is located in Sungguminasa City. This regency has an area of 1,883.32 km² and a population of ±500,000 people. Gowa Regency in carrying out government duties is assisted by several regional apparatus organizations (OPD) that it has to carry out government duties. The Regency OPD is presented as an extension of the Regent in providing services to the community or residents, this is related to the

mandate of the 1945 Constitution of the Republic of Indonesia Article 1 paragraph 2: Sovereignty is in the hands of the people and is implemented according to the Constitution.

The Gowa Regency regional government organizational units carry out their respective main tasks and functions as mandated in regulations that support the regent's programs and work as outlined in the Regional Medium-Term Development Plan (RPJMD). All Regional Apparatus Organizations (OPD) in Gowa Regency,



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including their main tasks and functions, are included in regional regulations that have several work orientations that include public services, development, and supervision according to regional needs. The Social Service, which is one of the OPDs in Gowa Regency that is oriented towards public services, also plays a role in fulfilling the implementation of the existing RPJMD.

The Social Service as stipulated in the Gowa Regency Regional Regulation Number 11 of 2016 concerning the Formation and Composition of Regional Devices has the main duties and functions of assisting the Regent's duties which are the regional authority and assistance duties assigned to the region in social affairs such as policy formulation, policy implementation, evaluation and reporting implementation, administration implementation and other tasks assigned by the leadership. All these tasks are carried out by Human Resources or Employees within it, who plan, implement, control and carry out improvement evaluation cycles on each activity or program according to the position in the main duties and functions. Seeing how important the role of human resources here is, each organization needs to pay more attention to Human Resource Management or Employee Management within its agency so that the quality of its Human Resources is increasingly optimal.

According to Dessler (2023), Human Resources are the main asset that supports an organization in achieving its goals. Good Human Resources management involves not only managing the workforce but also utilizing individual skills and potential for the good of the organization as a whole. Employees can be a potential asset if managed well and correctly, and conversely, they will become a burden if not managed properly. The quality of Human Resources will be a strength for management and support the performance of an organization

where it is sheltered to achieve planned goals. Human Resources Management is a science that views and studies Humans as the main resource that carries out management functions, namely Planning, Organizing, Implementation (Actuating), and Supervision (Controlling). The study of Human Resources Management will culminate in employee performance as the goal of carrying out these Management Functions and Processes.

Lestari (2023) explains that employees with high motivation and competence can increase organizational effectiveness. Conversely, unproductive employees can be an obstacle to achieving organizational goals. Employees with optimal performance are able to support the achievement of organizational goals effectively. Employee performance itself is influenced by various factors, including motivation, competence, work environment, and organizational management. Employee performance is an indicator that can see and assess the extent of an individual's success as a worker (employee) and the extent of a work organization's success in managing human resources within its organization. This also applies to government work units in viewing and measuring employee performance through Employee Performance Targets (SKP) and measuring the assessment of employee performance harmony in meeting agency targets with the Government Agency Performance Accountability System (SAKIP).

Empirical facts based on initial observations of Social Service Personnel data regarding Social Service Employee Performance over the last 2 (two) years regarding SKP Value, Income Improvement Allowance (TPP) deduction value, Warning Letters, to the description of infrastructure facilities assets as aspects of the physical work environment.

Table 1. Employee Performance Ratings, TPP Deductions and Reprimands for Employees of the Gowa Regency Social Service

Year	Employee Performance Targets (SKP)			Additional Employee Income (TPP)	Mild Reprimand	
	SKP Value (Average Result Value Unit of All Employees)	Behavioral Value (Average Result Value Unit of All Employees)	Total PNS Work Performance Value (Average Value Unit of All Employees)		TPP Deduction (Percentage Deduction Unit per Year)	Number of minor warnings (Units of Letters Issued)
2022	89.7	87.4	88.5	4.42%	0	-
2023	as expected	as expected	Good	4.52%	8	Late
2024	as expected	as expected	Good	5.24%	16	Absent from Roll Call

Data Source: General Affairs and Personnel Sub-Section, Social Services Office, Gowa Regency

As quoted in Gowa Regent Regulation Number 14 of 2023 concerning Guidelines for Providing Additional Income for State Civil Apparatus Employees within the Gowa Regional Government which states that "The provision of TPP is a form of appreciation for ASN that can improve discipline, motivation, performance and welfare of ASN within the regional government environment." This is also emphasized in the 2018 Gowa Regency Government Job Evaluation Document - Social Service.

The Gowa Regency Government, in order to stimulate work motivation, presents an Employee Income Supplement (TPP) to motivate employees in terms of improving their welfare and performance. The TPP calculation weight is 60% of the SKP value plus 40% of the daily report value. The daily report in question is an adjustment to the absence record report and supporting absences. Although the SKP data shows a good value, it is seen again from the daily report which has an impact on the reduction of the TPP received by each employee. The interesting problem for researchers here is to see how the attitudes of the views of the employees are displayed, in this case the

employees already know for sure that the higher the bad daily report record will be directly proportional to the amount of TPP deductions received, then does general motivation like this not affect the employee's desire to improve their performance.

Based on initial observation data, it was found that although the cumulative average value of the Employee Performance Target (SKP) was good, the Income Improvement Allowance Deduction was found to increase every year, therefore this needs to be taken into consideration by the Service itself and the Personnel Sub-Section in particular. It is highly undesirable for the emergence of a prolonged condition and become a habit or get worse. From this condition, it is necessary to see what the actual influencing factors are, starting from looking at what is the greatest motivation of each employee in working, looking at what kind of working conditions will improve attendance discipline, and seeing whether there are other factors outside the affairs or scope of work that are factors in the above conditions.

In addition to the personnel data above, observations were also found regarding the

provision of rewards implemented and as an innovation by the Head of the Gowa Regency Social Service within the internal scope of the Gowa Regency Social Service. For the past two years, the Head of the Social Service has taken the initiative to provide rewards or awards to Social Service employees with

certain criteria such as attendance levels and good levels of work target completion. These awards are given as a form of appreciation and as a form of motivation to improve internal employee performance.

Table 2. Summary of the Number of Awards Given by the Head of the Gowa Regency Social Service to His Employees

Year	Awards given by the Head of the Gowa Regency Social Service to his employees	
	Number of Award Recipients (Unit Number of Employees)	Award Description
2023	3 People	Good Attendance and Discipline Level
2024	5 People	Good Attendance and Discipline Level; Appreciation for Level of Task Completion and Workload

Motivation is a trigger or driving force for someone to do something. In this case, we will examine how the motivation of a Gowa Regency social service employee correlates with the level of performance they produce. In Human Resource Management, the theory of needs greatly influences employee motivation and performance. Based on the theory of needs proposed by Abraham Maslow, which is divided into 5 (five) levels of needs, these needs will then be examined to determine which level of needs is the seed of an employee's motivation to work, which will then be related to the level of performance produced. Achievement, recognition, responsibility, and interesting work also increase employee intrinsic motivation.

Observations were also conducted by looking at the condition of the work environment which was considered to be a possible factor in influencing the effectiveness of the daily work of employees in the Social Service, starting from looking at the number of Social Service employees totaling 72 people who work in one office with an area of approximately 250 square meters which is divided into 6 Field and Secretariat Work Rooms, Head of Office

Room, Secretary of Office Room, Meeting Room, Service Room, Pantry to Warehouse. the condition of the tables and chairs which some have not been updated, and the number of computers which is considered not comparable to the existing employees. This can be a concern to see whether some of the physical work environment conditions are one of the influences on the daily performance of employees.

As stated, the work environment is everything around workers that can influence them in carrying out their assigned tasks. The work environment includes both physical and non-physical environments, such as the physical condition of the office and social interactions (Sedarmayanti 2017). From here, the influence of the work environment plays at least a significant role in supporting the level of effectiveness of an employee's performance, which is triggered by several factors related to the work environment, such as work tools, temperature, humidity, air circulation, and relationships between employees.

Considering that the Social Service is a regional apparatus organization that operates on a service orientation whose services focus on providing services to

Community Clusters with the status of Social Welfare Service Requirement (PPKS), then forming a good service must start from the prime condition of the service provider, apart from physical condition, a good mental condition is also required.

The concept of family according to Emile Durkheim views the family as the smallest social unit that plays an important role in creating social order, where each individual learns norms and values that are important for integration into a larger society. The term family is defined by the smallest organization or social unit in a society, so employees also start their daily activities and end their daily lives in the family environment, so it is undeniable that the condition of the family which is a support system greatly influences the condition of employees who will be brought to their work environment.

Viewing the family as a support system, a network of support for employees in carrying out tasks, including work. As Santrock (2020) points out, the family is part of an individual's microsystem. On the one hand, the family is the individual's closest environment and should play a vital role in their development. On the other hand, the family can be a source of problems for the individual.

In the context of HR management, family support systems influence employees'

emotional well-being. Good HR professionals address employees' holistic needs, including work-life balance. With a strong family support system, employees tend to be mentally healthier, experience lower stress levels, and perform better in the workplace.

Based on several preliminary observations, the researcher observed several underlying issues affecting employee performance in this organization. These include a lack of motivation as a driving force for performance improvement, a less than conducive work environment, and the interplay between work and family life, which impacts employee performance. These factors should be managed effectively to improve employee performance and ultimately achieve positive performance appraisals, given that both private and government agencies, including central and regional governments, regularly conduct employee performance appraisals, which also impact organizational assessments. Problems arising from these factors can trigger other impacts, such as reduced benefits or mild to severe sanctions, as a response to failure to meet organizational targets.

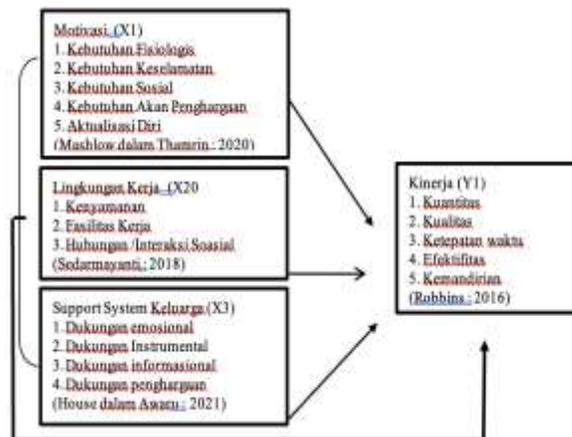


Figure 1. Conceptual framework of the research

Based on the framework of thought above, the hypothesis is as follows:

1. It is suspected that motivation has a positive and significant influence on the performance of employees of the Gowa Regency Social Service.
2. It is suspected that the work environment has a positive and significant influence on the performance of employees of the Gowa Regency Social Service.
3. It is suspected that family support systems have a positive and significant influence on the performance of employees of the Gowa Regency Social Service.
4. It is suspected that motivation, work environment and family support system have a positive and significant simultaneous influence on the performance of employees of the Gowa Regency Social Service.
5. It is suspected that the family support system is the most dominant variable

influencing the performance of employees of the Gowa Regency Social Service.

B. Materials and Methods

This research is a quantitative research conducted on employees of the Gowa Regency Social Service and was carried out from December 2024 to January 2025. The population in this study were 72 employees at the Gowa Regency Social Service Office. The sample was 72 respondents using saturated sampling techniques. The data collection technique used a questionnaire. The data analysis technique in this study used Multiple Linear Regression Analysis.

C. Result and Discussion

Result

Validity and Reliability Test

Table 3. Validity test

Variables	Item	Correlation		Results Test
		r-count	r- table	
Motivation (X1)	1	0.545	0.2319	Valid
	2	0.629	0.2319	Valid
	3	0.577	0.2319	Valid
	4	0.740	0.2319	Valid
	5	0.621	0.2319	Valid
	6	0.683	0.2319	Valid
	7	0.662	0.2319	Valid
	8	0.732	0.2319	Valid
	9	0.697	0.2319	Valid
	10	0.668	0.2319	Valid
	11	0.732	0.2319	Valid
	12	0.452	0.2319	Valid
	13	0.798	0.2319	Valid
	14	0.800	0.2319	Valid
	15	0.807	0.2319	Valid
Work environment (X2)	1	0.685	0.2319	Valid
	2	0.400	0.2319	Valid
	3	0.669	0.2319	Valid
	4	0.744	0.2319	Valid
	5	0.802	0.2319	Valid
	6	0.713	0.2319	Valid

Variables	Item	Correlation		Results Test
		r-count	r- table	
	7	0.655	0.2319	Valid
	8	0.645	0.2319	Valid
	9	0.764	0.2319	Valid
	10	0.804	0.2319	Valid
	11	0.815	0.2319	Valid
	12	0.769	0.2319	Valid
Family Support System (X3)	1	0.810	0.2319	Valid
	2	0.678	0.2319	Valid
	3	0.842	0.2319	Valid
	4	0.714	0.2319	Valid
	5	0.802	0.2319	Valid
	6	0.880	0.2319	Valid
	7	0.830	0.2319	Valid
	8	0.765	0.2319	Valid
	9	0.779	0.2319	Valid
	10	0.847	0.2319	Valid
	11	0.818	0.2319	Valid
	12	0.870	0.2319	Valid
Performance (Y)	1	0.725	0.2319	Valid
	2	0.764	0.2319	Valid
	3	0.765	0.2319	Valid
	4	0.860	0.2319	Valid
	5	0.892	0.2319	Valid
	6	0.871	0.2319	Valid
	7	0.844	0.2319	Valid
	8	0.872	0.2319	Valid
	9	0.884	0.2319	Valid
	10	0.736	0.2319	Valid
	11	0.859	0.2319	Valid
	12	0.814	0.2319	Valid
	13	0.796	0.2319	Valid
	14	0.744	0.2319	Valid
	15	0.755	0.2319	Valid

Source: Data Processed in 2025

Based on table 3, it can be explained that all statements in the questionnaire on motivation, work environment, family support system and employee performance

have a Pearson Correlation value greater than 0.2319 . then it can be concluded that the questionnaire is declared valid.

Table 4. Reliability Test

Variables	Measurement Standards	Cronbach's Alpha	Conclusion
Motivation (X1)	0.5	0.907	Reliable
Work Environment (X2)	0.5	0.888	Reliable
Family Support System (X3)	0.5	0.947	Reliable
Performance (Y)	0.5	0.962	Reliable

Based on Table 4, it can be explained that the Cronbach's Alpha value for the variables of motivation, work environment, family support system, and performance is greater than 0.50 .Therefore, it can be concluded that the questionnaire on motivation, work environment, family support system, and performance is reliable

Multiple linear regression analysis test

Statistical calculations in multiple linear regression analysis used in this research is by using the help of IBM computer program SPSS for Windows version 23. Results of data processing using the program The complete SPSS is in the appendix and is further explained in Table the following:

Table 5. Results of multiple linear regression analysis test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.498	6,563		.076	.940		
	X1	.162	.140	.125	1.108	.272	.445	2,340
	X2	.454	.190	.302	2,392	.020	.357	2,800
	X3	.533	.155	.425	3,433	.001	.371	2,692

a. Dependent Variable: performance

Source: Data Processed in 2025

Based on the table above, the SPSS output above can be obtained as follows:

$$Y = 0.498 + 0.162X1 + 0.454X2 + 0.533X3 + e$$

From the multiple linear regression equation above, it can be interpreted as follows:

1. The constant value (a) is 0.498. This indicates that if all independent variables, including motivation (X1), work environment (X2), and family support system (X3), have a value of 0 or no change, then the performance value is 0.498.
2. The regression coefficient for the motivation variable (X1) is 0.162. This means that if the motivation variable increases by one unit , the performance variable will increase by 0.162, assuming that the other variables remain constant.
3. The regression coefficient for the work environment variable (X2) is 0.454. This indicates that if the work environment increases by one unit, performance will

increase by 0.454 , assuming the other independent variables are held constant.

4. The regression coefficient for the family support system variable (X3) is 0.533. This indicates that if the family support system increases by one unit, performance will increase by 0.533, assuming the other independent variables are held constant.

Partial hypothesis testing

1. The calculated t value for the motivation variable (X1) is 1.108 < t table 1.994, with a significance level of 0.272 greater than the probability value of 0.05, so it can be concluded that motivation partially does not influence employee performance at the Gowa Regency Social Service.
2. The calculated t value for the Work Environment variable (X2) is 2.392 > t table 1.994 with a significance level of 0.020 which is smaller than the probability value of 0.05, so it can be concluded that the work environment

has a partial positive effect on employee performance at the Gowa Regency Social Service.

- The calculated t value for the family support system variable (X3) is $3.433 > t$ table 1.944 with a significance level of 0.001 which is smaller than the probability value of 0.05, so it can be concluded that the family support system partially has a positive effect on

employee performance at the Gowa Regency Social Service.

F Test (Simultaneous Hypothesis Testing)

The results of the F test calculation to test the relationship between independent variables together are obtained in the following table:

Table 6. ANOVA test results

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3798.6	3	1266.2	35,736	.000 ^a
	Residual	2409.4	68	35,432		
	Total	6207.9	71			
a. Predictors: (Constant), motivation, work environment and family support system						
b. Dependent Variable: performance						

Source: Data Processed in 2025

Based on the table above, it shows that the calculated F is $35/736 > F$ table 2.74, this is reinforced by the significance level value of 0.000 or the significance obtained is smaller than the α level = 0.05, meaning that simultaneously the variables of motivation, work environment and family support system have an effect on employee performance at the Gowa Regency Social Service.

Coefficient of Determination

This coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The coefficient of determination value is determined by the R square value.

Table 7. Results of the Determination Coefficient Test

Model Summary ^a					
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Durbin-Watson
1	.782 ^a	.612	.595	5.95245	1,759
a. Predictors: (Constant), motivation (X1), work environment (X2), family support system (X3)					
b. Dependent Variable: performance (Y)					

Source: Data Processed in 2025

The table above shows a regression coefficient (R-Square) of 0.612, meaning the three variables— motivation (X1), work environment (X2), and family support system (X3)—have a significant influence of 61.2%. The remaining 38.8% is influenced by other variables not examined in this study.

Discussion

1. Partial Influence

a. The influence of motivation on employee performance (X1)

In the theoretical framework that has been applied in the research method, the motivation variable has 5 (five) indicators of Physiological Needs, Safety Needs, Social Needs, Need for Appreciation, Self-

Actualization. The results of the test of the influence of motivation on performance were obtained through the t-test with the results of the t-count value = 1.108 and t-table = 1.994, here it is read that the t-count result < t-table, and in terms of significance, the motivation sig was obtained 0.272 which shows a number greater than 0.05 which means that partially the motivation variable does not have a significant effect on performance.

This is in line with Tyas et al.'s (2022) research entitled "The Influence of Motivation, Work Ability, and Work Environment on Employee Performance at the Semarang City Social Service." This also partially indicates that the Motivation Variable has no effect on employee performance at the Semarang City Social Service.

The results of this study which state that motivation does not affect the performance of employees at the Gowa Regency Social Service are likely due to the characteristics of respondents who are mostly PPPK (61.11%) who have limited career path and long-term development, if it can be understood using the Expectancy theory (Expectancy) by Vroom which states that motivation is influenced by the expectation that effort will produce good performance and performance will produce the desired results. If employees have low expectations of the relationship between effort and results (for example due to bureaucratic processes in the government environment), then motivation will not have a significant impact on performance. In this case, the majority of PPPK respondents still consider their employee status to have a career path that is not the same as PNS status, this according to Expectancy theory influences the motivation present in respondents with PPPK status.

This is also in line with Progressive Motivation which states that motivation is dynamic and increases over time. If the

orientation of employee motivation shifts and the latest needs are not met, motivation will not have a significant impact on performance. as in the ERG (Existence, Relatedness, Growth) Theory by Alderfer (Kristian, et al: 2020) which in this case can explain that if the organization does not provide further growth opportunities, motivation to improve performance tends to be low. If the need for achievement, growth, or autonomy is not met, and the motivation to develop over time is not met, then the additional motivation provided by the organization will not have a significant impact on their performance.

b. The influence of the work environment on employee performance (X2)

Environmental Comfort and Security, Work Facilities, Social Relationships/Interactions are indicators of the Work Environment that are used as measures in the data questionnaire in this study. The results of the test of the influence of the work environment on performance were obtained through the t-test with the results of the calculated t-value = 2,392 and t-table = 1,994, here the results of the calculated t-value > t-table, and in terms of significance, the work environment sig was obtained at 0.02 which shows a number smaller than 0.05 which means that partially the work environment variable has a significant effect on performance.

These results align with research conducted by Asfira Nengsi (2024) entitled "The Influence of Organizational Culture, Work Environment, and Employee Competence on Employee Performance at the Gowa Regency Social Service." By using the same research locus with the same independent variable, the study yielded the same results, namely that the work environment variable partially influences employee performance at the Gowa Regency Social Service.

All forms of physical and non-physical conditions in the workplace can be considered a work environment. In this case, according to research results, the comfort and safety of the work environment, work facilities, and social relationships in the workplace are considered to significantly influence the performance of Social Service employees within it. This research result is influenced by the characteristics of the respondents, the majority of whom were PPPK (61.11%), who may be more sensitive to facilities and social relationships in the workplace to support their performance.

The results of the study show that the work environment influences employee performance at the Gowa Regency Social Service, this is in line with Nitisemeto's understanding that states the work environment is everything that is around workers and influences work in this case performance, and Sutrisno (2019) also stated something similar by seeing that the work environment includes aspects that can directly or indirectly influence individuals in the organization in this case employees, a good work environment will make employees feel comfortable and improve performance.

c. The influence of the family support system On employee performance (X3)

In accordance with the conceptual framework in this study, there are several indicators that describe the Family Support System variable, namely Emotional Support, Instrumental Support, Informational Support, and Appreciation Support, where after applying the influence of this Family Support System variable on performance into the questionnaire items, it produces data processing through the results of the t-test which produces the results of the t-count value = 3,433 and t-table = 1,994, here it is read that the t-count result is > t-table, and in terms of significance, the work environment sig is obtained at 0.001 which

shows a number that is smaller than 0.05 which means that partially the Family Support System variable has a significant effect on performance,

These results align with the research conducted by Sabhara (2021) entitled "The Influence of Motivation, Workload, and Family Support Systems on Employee Performance at the South Sulawesi Provincial Social Service." Sabhara's study found that the family support system variable had a positive and significant effect on employee performance at the South Sulawesi Provincial Social Service. Despite the different locations, the OPDs' backgrounds were more or less the same.

In line with these results, which are likely due to the characteristics of respondents whose majority are married (70.83%), which indicates that family support is an important aspect in supporting performance. Family Support System influences employee performance at the Gowa Regency Social Service, this is in line with the function of the family in Law Number 52 of 2009 in the Function of Love which is part of the Support System in providing attention in various forms of support and emotional support to all its members in supporting the role of family members in a wider social environment such as the world of work. This research is strengthened by Parsons who stated that the family is a Support System that is responsible for preparing individuals for the role of its members in the wider community, in this case the world of work.

House's social support theory states that social support, including from family, plays a crucial role in improving an individual's psychological well-being and their performance in the workplace. The theory of work-life balance significantly impacts employee performance, with family support contributing to stress management and increased productivity in the workplace.

2. The influence of motivation, work environment and family support system simultaneously on employee performance (Y).

In this study, there are 3 (three) independent variables, namely Motivation, Work Environment, and Family Support System, which will be tested to see their influence on 1 (one) dependent variable, namely Performance. In the conceptual framework, there are several indicators that describe performance variables, namely Quantity, Quality, Punctuality, Effectiveness, and Independence. To determine the influence of the three independent variables simultaneously on the dependent variable in the study to determine the influence simultaneously or together, an F test was conducted that took into account the magnitude of the F-count value and the significance of the regression model of the three variables of motivation, work environment, and family support system on the performance variable as dependent. The results of the F test data processing results were obtained with the F-Count Value $>$ F-Table, in this case $35,736 > 2.74$, and Meanwhile, the significance value < 0.05 , this means that the independent variables together or simultaneously have a significant effect on the dependent variable.

Although there has been no research that discusses these three variables together, Hanany's (2023) research explains that there is a positive relationship between family support and motivation towards employee work balance.

3. The most dominant variables influencing employee performance

One of the problem formulations in the introduction is to determine which independent variables are the most dominant among motivation, work environment, and family support systems in influencing performance variables. When

conducting a t-test to see the magnitude of the influence of each variable, several values were obtained, starting from the calculated t-value, significance, and beta coefficient value.

Because only two of the three independent variables have a significant partial effect, the researcher focused on the two influential variables to determine which one has the most dominant effect on the dependent variable of performance. Looking at the beta coefficient (B) values of the two influential variables, the beta coefficient (B) value that is farthest from 0 is considered the most dominant variable. The beta coefficient (B) value for the work environment variable is 0.454 and the family support system variable is 0.533. The conclusion is that the family support system variable is the most dominant variable with a significant effect on performance compared to other independent variables.

The results of this most dominant variable align with the most dominant variable in a study conducted by Sabhara (2021) entitled "The Influence of Motivation, Workload, and Family Support Systems on Employee Performance at the Social Services Office of South Sulawesi Province." Sabhara's research also showed that Family Support Systems were the most influential variable on employee performance at the Social Services Office of Gowa Regency.

D. Conclusion

Based on the results of research and data analysis conducted by the researcher, the following conclusions were obtained:

1. Motivation does not have a partial effect on employee performance at the Gowa Regency Social Service
2. The work environment has a positive and significant partial effect on employee performance at the Gowa Regency Social Service.
3. Family support system has a positive and significant partial effect on

employee performance at the Gowa Regency Social Service.

4. Motivation, work environment and family support system have a simultaneous influence on employee performance at the Gowa Regency Social Service.
5. Family support system is the most dominant variable influencing employee performance at the Gowa Regency Social Service.

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