



The Influence Of Work Motivation, Office Spatial, Employee Competency, And Internal Communication On Employee Performance At Class I Agricultural Quarantine Center Padang

Didi Aryadi, Suwarseh, Aldri
Master of Management STIE KBP

Abstract

This study aims to see (1) The effect of work motivation on the performance of Class I Agricultural Quarantine Center employees in Padang. (2) The effect of office layout on the performance of Class I Agricultural Quarantine Center employees in Padang. (3) The effect of employee competence seen from educational background on the performance of Class I Agricultural Quarantine Center employees in Padang. (4) The effect of internal communication on the performance of employees of the Padang Class I Agricultural Quarantine Center (5) The influence of work motivation, office layout, employee competence, internal communication together on the performance of employees of the Class I Padang Agricultural Quarantine Center. The entire population in this study all employees of the Padang Class I Agricultural Quarantine Center, totaling 57 people. And the technique of determining the number of samples taken as respondents with the technique in taking this sample uses a total sampling technique (overall sample) total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to (Sugiyono, 2017) the total population is less than 100, all populations are used as research samples. The results of this study indicate that (1) motivation has a positive influence on Performance of Class I Agricultural Quarantine Center Employees in Padang. (2) Spatial Planning has a positive influence on the performance of Class I Padang Agricultural Quarantine Center employees. (3) Competence has a positive influence on the Performance of Class I Padang Agricultural Quarantine Center Employees. (4) Internal communication has a positive influence on the performance of Class I Agricultural Quarantine Center employees in Padang.

Keywords : Motivation, Spatial Planning, Competence, Internal Communication

Received 14 Mar., 2023; Revised 27 Mar., 2023; Accepted 29 Mar., 2023 © The author(s) 2023.
Published with open access at www.questjournals.org

I. Introduction

Human resources are one of the most determining factors for the success or failure of an organization in achieving its goals, both in public and private organizations. In the perspective of strategic management, human resources are human capital and intellectual capital which will determine the effectiveness of other factors, such as: capital, equipment and structure. Management of human resources so that it is in line with the direction of the vision and mission of the organization can be achieved through the design or design and behavior of human resources in accordance with the core competencies of the organization.

Therefore, according to Sudarmanto, (2017) said that the HR strategy architecture which is based on competency, consists of three strategic value chain links, namely: HR function, HR system, and HR behavior. To be able to know the extent of the existence of the role, the contribution of human resources in achieving organizational success, performance measurement is certainly needed. The definition of performance in the organization is the answer to the success or failure of the organizational goals that have been set. Definitively Sulistiyani, AT, (2018) explains that performance is a record of outcomes that have been generated from certain employee functions or activities carried out during a certain period of time. While the performance or position as a whole is equal to the average sum of the performance of employee functions or activities carried out. The definition of performance here does not mean to have individual characteristics but refers to a series of results obtained over a certain period of time. Without an evaluation or measurement of performance in achieving organizational goals, it cannot be known the causes or constraints of organizational failure in achieving goals.

According to Sudarmanto, (2017), effective human resource performance measurement has 2 objectives, namely: first, to be a guide in making decisions within the organization and, second: as a basis for conducting performance evaluations.

Hasibuan, (2020) stated that performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skill, experience and sincerity as well as time. Whereas Sudarmanto, (2017) states that, performance is a record of the results produced (produced) or certain job functions or activities over a certain period of time. So it can be concluded that performance is a behavior and a record of results with the competence possessed by an employee in achieving goals in completing work.

Another factor that affects performance is the existence of motivation in the form of awards according to what was stated Kreitner, (2017) said that, rewards are a hierarchy of needs that can motivate to improve performance. Award is a leadership gift outside of wages, salaries and incentives as an effort to appreciate employee performance, Wibowo, (2017). With good rewards, it is hoped that employees will be able to improve their performance and have a higher desire to excel in doing work and have the ability to compete so that a balance is achieved between personal and organizational goals.

Padang Class I Agricultural Quarantine Center is one of the Regional Apparatus Organizations in West Sumatra which has the main task of carrying out animal and plant quarantine operational activities as well as monitoring animal and vegetable biosafety. To carry out this task, the Padang Class I Agricultural Quarantine Center must be able to create employee job satisfaction so that employees are able and willing to improve their work processes. To determine whether there are employee performance problems at the Padang Class I Agricultural Quarantine Center, the authors interviewed 20 employees of the Padang Class I Agricultural Quarantine Center. The results of this interview can be seen in Table 1.

Table 1
Initial Employee Performance Survey
Padang Class I Agricultural Quarantine Center

No	Statement	Agree (%)	Don't agree (%)
1	The results of my work satisfy the leadership	30	70
2	My work meets quality standards	35	65
3	I do my job better than last time	45	65
4	The quantity of my work exceeds what the organization expects	40	60
Average		38	63

Source: Preliminary Survey Results

Based on table 1, it can be seen from the results of the initial survey that the researchers conducted, on average employees disagreed with the answers to the questions raised by researchers by 63% and those who answered agreed were very low on average by 38%. It can be seen that the employee performance of the 20 respondents who were interviewed by the initial survey was problematic. When viewed in detail based on the statement that "The results of my work satisfy the leadership" stated 70% did not agree. "My work meets quality standards" stated that they did not agree as much as 65%. "I do my job better than last time" disagree 60% and "The quantity of my work exceeds what the organization expects" Disagree 55%. The number of employees who answered disagreed indicated that there were problems related to the low performance of the Padang Class I Agricultural Quarantine Center employees. If this is allowed, it will certainly have an impact on the achievement of the vision and mission of the organization. Failure to achieve the vision and mission makes the organization distrusted by the community or stakeholders.

The success of an organization is supported by the existence of an encouragement, namely motivation. Work motivation is an important element in the staffing of an institution, meaning that motivation must be possessed by every employee. Employees with good work motivation will carry out every job given as well as possible and mobilize all their abilities to complete a job, as stated by Robbins, (2019) states that motivation is the process of explaining the intensity, direction and persistence of efforts to achieve a goal. Then according Davis, (2018) motivation is a complex issue. Because it involves matters including the feelings, thoughts and experiences of each individual who are influenced by relationships both from within the organization and from outside the organization.

From the several opinions above, it can be concluded that work motivation is an encouragement to work in order to achieve goals or satisfaction. Employee work motivation is not always in good condition, therefore it is necessary to make efforts to increase work motivation when work motivation decreases. Increasing employee motivation can be done by paying attention to and meeting the needs of employees and appreciating the results of their work.

In addition to work motivation, office layout also supports the completion of employee work in an organization. Empress, (2017) stated that "the benefits of arranging office layouts are that apart from optimizing

the use of existing space, it also develops a comfortable work environment for employees, gives a positive impression to company customers, increases work productivity, and guarantees the efficiency of the existing work flow". Efforts to achieve a comfortable impression on each individual are expected to improve performance, namely in completing the work they are responsible for.

In addition to office furniture and room facilities that do not support the comfort of employees of the Padang Class I Agricultural Quarantine Center at work, researchers found that most of the offices of the Class I Padang Agricultural Quarantine Center do not yet have a customer service room so that all forms of service are comfortable for employees, giving a positive impression to customers. company, increase work productivity, and ensure the efficiency of the existing work flow. Efforts to achieve a comfortable impression on each individual are expected to improve performance, namely in completing the work they are responsible for. The physical condition in the form of utilization of office space arrangement is directly related to increased performance and contributes to effective and efficient work performance.

In addition to the office layout, the success of employees in their performance also has an important role so that it is necessary to have competence for every employee in the Class I Padang Agricultural Quarantine Center Section. In this study what is meant is the competence of employees in an organization. Competence is a terminology that is often heard and spoken by many people. We also often hear and say this terminology in various uses, especially in relation to human resource development. However, often the perception, understanding and meaning of the terminology are not the same or interchangeable with other terminology.

The similarity of many people's perceptions of "competence" lies in that the terminology is an attribute to attach quality or superior human resources (HR). Sudarmanto, (2017)said that, Competence is the characteristics associated with superior or effective performance on the job. Meanwhile according to Sutrisno, (2019) said that competence is an underlying characteristic of an individual that is associated with the results obtained in a job. The ability of some employees to work that is still not independent causes the work to be ineffective so that the services provided are also less than optimal. And this shows that employee competence is an important thing in improving employee performance at the Class I Agricultural Quarantine Center Section in Padang.

In addition to employee competence, the success of employee performance is also supported by good communication so that good relationships will be established between employees. Therefore, what researchers mean is the communication that exists within the organization. Communication is one of human activities and a topic that is often discussed so that the word communication itself has various meanings. Effendi, (2018) said that the process of communication is essentially the process of conveying thoughts or feelings by one person (communicator) to another person (communicant). Meanwhile, Ruliana (2016) organizational communication that occurs within an organization is formal or informal and takes place in a larger network than group communication. Lawrence D. Brennan in Effendi, (2018) said internal communication is the exchange of ideas between administrators and employees in a company or organization for the realization of company goals with a distinctive structure (organization) and the exchange of ideas takes place horizontally and vertically within the company or position that causes work to take place (operations and management). .

Study Handayani, (2016), indicating that the three hypotheses proposed are acceptable, it can be concluded that work motivation and discipline have a significant effect on the performance of employees of the Martapura Religious Court either partially or simultaneously. Study Hafid, (2018), the results of the study show that: (1) the variables of competence, leadership, and work discipline simultaneously have a positive and significant effect on employee performance; (2) partially the competence, leadership and work discipline variables each have a positive and significant effect on employee performance; (3) competency variable has a dominant influence on employee performance. Study Asnar, (2018), the results showed that there was an influence of variable X on Y of 54% while based on the calculation of the t test a value of 6.652 was obtained, the hypothesis was accepted. Study Novitasari, (2019), indicating that internal communication, job training, and work ability have a significant positive effect on the dependent variable of employee performance at CV. Tirto Agung Lodoyo. Partially, internal communication has a significant positive effect on the performance of CV employees. Tirto Agung Lodoyo. Study Febrian, (2016), indicating that there is an influence of internal communication

Based on the description of the background above, the researcher intends to conduct research on employee performance in achieving customer satisfaction on shared services. For this reason, from this background the researcher is interested in researching "The Influence of Work Motivation, Office Layout, Employee Competence, and Internal Communication on Employee Performance at the Padang Class I Agricultural Quarantine Center"

II. Research Methods

The population in this study is all employees of the Padang Class I Agricultural Quarantine Center, totaling 57 people.

The technique in taking this sample uses a total sampling technique (overall sample), total sampling is a sampling technique where the number of samples is equal to the population (Sugiyono, 2017). The reason for taking total sampling is because according to (Sugiyono, 2017) the total population is less than 100, the entire population is used as a research sample.

Testing the hypothesis in this study using multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the variables that affect the variables that are affected. With the multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

Where:

- Y = Performance
- a = Intercept constant
- X1 = Motivation
- X2 = Layout
- X3 = Competence
- X4 = Internal Communication
- b1, b2, = Regression Coefficient
- e = Error Term

Research result

Classic assumption test

Normality test

This normality test is used by the author to test the normality of the regression model. Testing is done by using the method *kolmogorov-smirnovtest* for each variable. The regression model is normally distributed if the Kolmogorov-Smirnov sign value for each variable is greater than $\alpha = 0.05$. The results of the normality test can be seen in table 2.

Table 2
Normality Test Results

One-Sample Kolmogorov-Smirnov Test						
		Y	X1	X2	X3	X4
N		57	57	57	57	57
Normal Parameters	Means	53.0625	44.3250	34.9250	35.1750	26.2025
	std. Deviation	2.47184	2.15110	1.99223	1.69717	1.77142
Most Extreme Differences	absolute	.135	.136	.128	.149	.163
	Positive	.135	.098	.096	.106	.111
	Negative	-.109	-.136	-.128	-.149	-.163
Kolmogorov-Smirnov Z		1.208	1.213	1.141	1.333	1.452
asyp. Sig. (2-tailed)		.108	.105	.148	.087	.180
a. Test distribution is Normal.						

Source:SPSS output results, 2023.

From Table2 above which is a normality test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the performance variable (Y) which is $0.108 > 0.05$ motivation variable (X1) is $0.105 > 0.05$; spatial variable (X2) is $0.148 > 0.05$; competency variable (X3) is $0.087 > 0.05$ and the internal communication variable (X4) is $0.187 > 0.05$. So it can be concluded that for the variables of performance, motivation, spatial planning, competence and internal communication of the Padang Class I Agricultural Quarantine Center employees are normally distributed.

Multicollinearity Test

Multicollinearity test is useful for testing whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2017).

Multicollinearity can be seen from the tolerance and Variance Inflation Factor (VIF). The way to find out whether there are deviations from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10 , the data is free from multicollinearity symptoms, which can be seen in Table 3.

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables. So this research model is free from multicollinearity problems.

Table 3
Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		tolerance	VIF
1	X1	.952	1,051
	X2	.962	1040
	X3	.969	1,032
	X4	.978	1,023

a. Dependent Variable: Y

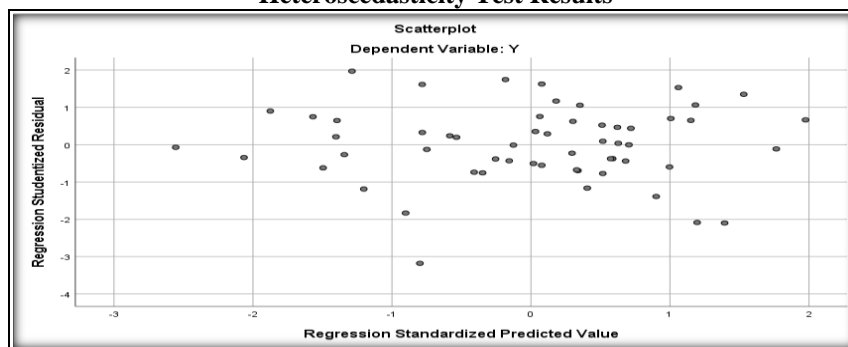
Source:SPSS output results, 2023

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another. If the variance from the residual of one observation to another observation remains, then it is called homoscedasticity and if it is different it is called heteroscedasticity. To detect the existence of heteroscedasticity in this study using the Scatter Plot test. In this test, if there is no clear pattern, such as the points spreading above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

In Figure 1 above it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. This shows that the data in this study did not have heteroscedasticity.

Figure 1
Heteroscedasticity Test Results



Multiple Linear Regression Analysis

This analysis is used to determine the influence of the independent variables on the dependent variable. The magnitude of the influence of the independent variables with the dependent variable can be calculated through a multiple regression equation. Based on calculations via computer using the IBM SPSS for Windows Version 26.0 program.

The following is a recap table for the results of the regression coefficient, tcount, significance value, Fcount, and R Square (R²) value. The results can be seen in the following table:

Table 4
Multiple Regression Equations

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	35,157	10055		3,497	.001
	Motivation	.258	.113	.220	2,288	.024
	Spatial	1020	.032	.312	3,091	.000
	Competence	1,368	.050	.968	7,623	.000
	Internal Communications	.420	.155	.299	2,706	.008
a. Dependent Variable: Y						

Source: SPSS Output Results (Year 2023)

Based on Table 4, the estimation model can be analyzed as follows:

$$Y = 35,157 + 0.258 (X1) + 1020 (X2) + 1,368 (X3) + 0.420 (X4)$$

Based on the equation above it can be explained that:

1. From the equation above it can be seen that there is a constant value of 35,157 which means that if motivation, spatial planning, competence and internal communication are zero, then the value of the performance variable is at 35,157. This means that the variables of motivation, spatial planning, competence and internal communication contribute to improving the performance of Class I Padang Agricultural Quarantine Center employees.
2. The value of the motivational regression coefficient is positive 0.258. This means that if motivation increases by one unit, it will result in an increase in performance of 0.258 unit.
3. The value of the spatial regression coefficient is positive, namely 1020. This means that if the spatial layout increases by one unit, it will result in an increase in employee performance by 1020 unit.
4. The value of the competency regression coefficient is positive, namely 1,368. This means that if the competency increases by one unit, it will result in an increase in employee performance by 1,368 unit.
5. The value of the internal communication regression coefficient is positive, namely 0.420. This means that if internal communication increases by one unit, it will result in an increase in employee performance of 0.420 unit.

Statistic test

Hypothesis Testing 1

The first hypothesis put forward, that motivation partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the motivational variable is $0.024 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between motivation on the performance of Class I Padang Agricultural Quarantine Center employees.

Hypothesis Testing 2

The second hypothesis put forward, that Spatial Planning partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of spatial variables is $0.000 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between spatial planning on the performance of Class I Agricultural Quarantine Center employees in Padang.

Hypothesis Testing 3

The third hypothesis put forward, that competence partially has a positive effect on performance. Based on the results of the analysis of the t test, it is known that the significance level of the competency variable is $0.000 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between competence on the performance of Class I Padang Agricultural Quarantine Center employees.

Hypothesis Testing 4

The fourth hypothesis put forward, that internal communication partially has a positive effect on performance. Based on the results of the analysis of the t test, it is known that the significance level of the internal communication variable is $0.008 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So

that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between internal communication on the performance of employees of the Padang Class I Agricultural Quarantine Center

F test (simultaneous)

Hypothesis Testing 5

The fifth hypothesis put forward, that motivation, spatial planning, competence, and internal communication together have a positive effect on employee performance. Based on the results of the analysis of the F test, it is known that the significance level of motivation, spatial planning, and competence and internal communication variables is $0.000 < 0.05$. Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a jointly significant effect of motivation, Spatial Planning, Competence and internal communication on the performance of Class I Agricultural Quarantine Center employees in Padang. As can be seen in table 5 below:

Table 5
F test results

ANOVA b						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	610,445	4	305,222	385,887	.000a
	residual	37,175	52	.791		
	Total	674,620	56			
a. Predictors: (Constant), X4, X2, X3, X1						
b. Dependent Variable: Y						

Source: SPSS Output Results (2023)

Testing the Coefficient of Determination (R²)

Analysis of the coefficient of determination forhard skills, soft skills and motivationon employee performance is carried out using the IBM SPSS for Windows Version 26.0 program with the SPSS output form as stated below:

Table 6
Test resultsR Square

Summary modelb				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.843a	.710	.704	0.12246
a. Predictors: (Constant), X4, X2, X3, X1				
b. Dependent Variable: Y				

Source: SPSS Data Processing Results (Year 2023)

Based on the results of the analysis R square is 0,710 this means that 71.0% of employee performance is influenced by the independent variables of motivation, spatial planning, competence and internal communication. While the remaining 29.0% is influenced by other variables outside the model.

III. Discussion

InfluenceMotivation on the Performance of Class I Agricultural Quarantine Center Employees in Padang.

The results of this study indicate that motivation has a significant influence on the performance of Class I Padang Agricultural Quarantine Center employees. This indicates that motivation determines the performance of the Padang Class I Agricultural Quarantine Center employees. This means that the higher the motivation of employees, it will improve employee performance.

From the results of this study, it appears that the work motivation variable has a coefficient0.258 which means motivation has a big influence. This indicates that motivation can play a role in improving employee performance. If the Padang Class I Agricultural Quarantine wants to improve employee performance, it must improve employee motivation.

This is consistent with Kreitner, (2015) states that motivation is taken from the Latin term movere, meaning "to move", motivation is a psychological process that enhances and directs behavior to achieve goals.

The word motivation can also be interpreted as encouragement, driving force or strength contained within the organism that causes the organism to act or act. Ruliana, (2016). Whereas Robbins, (2018) states that motivation is a process that explains the intensity, direction, persistence of effort to achieve a goal.

The results of this study are in line with research Handayani, (2016) which shows that motivation has a positive and significant effect on employee performance. Sindhi, (2020) the results of his research also show that motivation has a significant effect on employee performance.

Influence Spatial Planning for the Performance of Class I Agricultural Quarantine Center Employees in Padang.

The results of this study indicate that spatial planning has a significant positive effect on the performance of Class I Agricultural Quarantine Center employees in Padang. This indicates that the layout of the office determines the performance of the Padang Class I Agricultural Quarantine Center employees. This means that the better the spatial layout of the agency, the employee's performance will improve.

From the results of this study, it appears that the work layout variable has a coefficient 1020 which means that the layout of the workspace has a big influence. This indicates that good and good spatial planning can play a role in improving employee performance. If the Padang Class I Agricultural Quarantine wants to improve employee performance, it must improve the spatial layout of the agency for Employees.

This is in line with opinion Moekijat, (2016) argues that "office layout is the determination of the arrangement of all these components in an efficient unit". Where as Sedarmayanti, (2017) explained that "office layout is the arrangement and arrangement of all office machines, office equipment and office furniture in the right place, so that employees can work well, comfortably, freely, and freely to move, so that work efficiency is achieved". Besides that, Gavinov, (2016) states that "office layout can be formulated as the arrangement of equipment in the available space. Gie, (2017) also states that "office layout is the determination of space requirements and of the detailed use of this space to prepare a practical arrangement of factors deemed necessary for the implementation of office work at a reasonable cost"

The results of this study are in line with Emi's research (2016) which shows that spatial planning affects employee performance. Anggraeni, (2020) the results of his research also show that spatial planning has a significant effect on employee performance.

Influence Influence Competence on the Performance of Class I Agricultural Quarantine Center Employees in Padang.

The results of this study indicate that competence has a significant influence on the performance of Class I Agricultural Quarantine Center employees in Padang. This indicates that competency determines the performance of Class I Padang Agricultural Quarantine Center employees. This means that the greater the competence provided by an agency, the employee's performance will increase.

From the results of this study, it appears that the work competency variable has a coefficient 1,368 which means competence has the greatest influence from the other variables. This indicates that competency can play a role in improving employee performance. If the Padang Class I Agricultural Quarantine wants to improve employee performance, it must increase the competency of employees in agencies.

This is in accordance with the opinion of the Training Agency in Sudarmanto, (2017) said competence is the ability to carry out activities in a job or function in accordance with expected work standards. Spencer, (2022), states competence as a characteristic that underlies a person and is related to the effectiveness of individual performance in his work. Based on this definition, it implies that competence is a part of personality that is deep and inherent in a person and predictable behavior in various situations and work tasks.

The results of this study are in line with research Ilman Orur, (2019) which shows that there is a positive significant influence between competence on employee performance.

Influence Internal Communication on Employee Performance at the Padang Class I Agricultural Quarantine Center.

The results of this study indicate that internal communication has a significant influence on the performance of Class I Agricultural Quarantine Center employees in Padang. This indicates that internal communication determines the Performance of Class I Padang Agricultural Quarantine Center Employees. This means that the better internal communication between employees and leaders in an agency will improve employee performance.

From the results of this study, it appears that the internal work communication variable has a coefficient 0.420 which means that internal communication has a big influence. This indicates that internal communication can play a role in improving employee performance. If the Padang Class I Agricultural Quarantine wants to improve employee performance, it must improve internal communication between employees and good leaders in agencies.

The results of this study are in line with research Fakhri, (2020) which shows that there is a positive significant influence between motivation on employee performance.

Influence of Motivation, Spatial Planning, Competence and Motivation on Employee Performance at the Padang Class I Agricultural Quarantine Center.

The results of this study indicate that motivation, spatial planning, competence and internal communication together have a significant influence on the performance of Class I Agricultural Quarantine Center employees in Padang. This indicates that motivation, spatial planning, competence and internal communication determine the performance of the Padang Class I Agricultural Quarantine Center employees. This means motivation, spatial planning, competence and internal communication will improve employee performance.

This is in line with research Handayani, (2016), Sindhi, (2020), Anggraeni, (2020) and Emi (2016) who showed that the results show support for a positive and significant influence between motivation, spatial planning, competency, and internal communication on employee performance

IV. Conclusions and recommendations

Conclusion

1. Motivation has a positive influence on the performance of Class I Padang Agricultural Quarantine Center employees. This means that employee performance will increase if employee motivation is high then it is able to provide encouragement to employees in carrying out their duties.
2. Spatial planning has a positive influence on the performance of Padang Class I Agricultural Quarantine Center employees. This means that employee performance will increase if a good work layout is able to provide enthusiasm for employees in carrying out work. The better the spatial layout in an agency, the better the performance of employees in carrying out their work in the agency.
3. Competence has a positive influence on the performance of Class I Padang Agricultural Quarantine Center employees. This means that employee performance will increase if employee competency with the agency where the employee is increased, thereby making employees confident and more enthusiastic about doing a good job. and high competence will encourage high performance.
4. Internal Communication has a positive influence on the performance of Class I Padang Agricultural Quarantine Center employees. This means that employee performance will increase if good internal communication is able to provide enthusiasm and comfort for employees in carrying out work. The better the internal communication between employees and leaders within an agency, the better their performance in carrying out their work within the agency.
5. Motivation, spatial planning, competence and internal communication all have a positive effect on the performance of the Padang Class I Agricultural Quarantine Center employees. Employee performance is influenced by the independent variables of motivation, spatial planning, competence and internal communication.

Suggestion

Based on the results of the discussion analysis and some conclusions in this study, suggestions that can be given through the results of this study in order to get better results, namely:

1. For future researchers, it is hoped that they can examine other variables outside of this variable in order to obtain more varied results that can describe what things can affect performance and it is advisable to expand the scope of research on the influence of motivation, spatial planning, competence and internal communication on the performance of employees used in this study.
2. For agency management, it is hoped that they will improve competence and good spatial planning in agencies. Because to achieve productivity and achieve better agency goals, high competence, good and good spatial planning and loyalty from employees are needed. when motivation and spatial planning, competency and internal communication are provided in a balanced manner, the performance of employees also increases.

References

- [1]. Anggraeni, W. (2020). Dampak Tata Ruang Kantor terhadap Efektivitas Kerja Pegawai Dinas Pendidikan Kota Bandung. *Jurnal Pendidikan Ekonomi Bisnis*, 14(1).
- [2]. Asnar, Z. H. (2018). Pengaruh Tata Ruang Kantor Terhadap Produktivitas Kerja Pegawai Di Pusat Kajian Dan Pendidikan Dan Pelatihan Aparatur III Lembaga Administrasi Negara (PKP2A III LAN) Samarinda. *EJournal Ilmu Pemerintah*, 1(4), 1488–1500.
- [3]. Davis, K. & J. W. N. (2018). *Perilaku dalam Organisasi*. Cetakan Ketujuh. Erlangga.
- [4]. Effendi, U. (2018). *Asas Manajemen*. Rajawali Pers.
- [5]. Fakhri, A. dan. (2020). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan PT. Gramedia Media Cabang Emerald Bandung. *Jurnal Computeth & Bisnis*, 10(2).
- [6]. Febrian, D. (2016). Pengaruh Komunikasi Internal Terhadap Kinerja karyawan (Studi pada Hotel Horison Ultima Bandung bagian Room Division). *E- Proceeding of Management*, 3(2).
- [7]. Gavinov, I. T. (2016). *Manajemen Perkantoran*. Parama Publishing.
- [8]. Ghozali, I. (2017). *Aplikasi Analisis Multivariate dengan Program SPSS*. Universitas Diponegoro.
- [9]. Gie, T. L. (2017). *Administrasi Perkantoran Modern*. Liberty Yogyakarta.

- [10]. Hafid, H. (2018). Pengaruh Kompetensi, Kepemimpinan, Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Samsat Polewali Mandar. *Jurnal Manajemen*, 3(2).
- [11]. Handayani, R. (2016). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Pengadilan Agama Martapura. *Jurnal Wawasan Manajemen*, 2(3).
- [12]. Hasibuan, M. S. . (2020). *Manajemen Dasar, Pengertian, dan Masalah*. Bumi Aksara.
- [13]. Ilman Ataunur, dan E. A. (2019). Pengaruh Kompetensi Dan Pelatihan Terhadap Kinerja Karyawan PT. Adaro Energy Tbk. *Jurnal Akuntansi & Bisnis*, 7(1).
- [14]. Kreitner, Robert., and Angelo, K. (2015). *Perilaku Organisasi (Orgaizational Behavior)*. Salemba Empat.
- [15]. Kreitner, R. & A. K. (2017). *Perilaku Organisasi-Edisi Kelima*. Salemba Empat.
- [16]. Moekijat. (2016). *Manajemen SumberDaya Manusia (Manajemen Kepegawaian)*. Mandar Maju.
- [17]. Novitasari, D. dan R. I. S. (2019). Pengaruh Komunikasi Internal, Pelatihan Kerja Dan Kemampuan Kerja Terhadap Kinerja Karyawan Pada Cv Tirto Agung Lodoyo. *Riset Mahasiswa Ekonomi*, 12(1).
- [18]. Prameswari, I. S. dan D. (2017). Human capital Approach To Increasing chage management. Department of Business Administration Science, *Jurnal AdBispreneur*, 2(1).
- [19]. Robbins. (2019). *Perilaku Organisasi*. Gramedia.
- [20]. Robbins, S. P. (2018). *Perilaku Organisasi, Jilid I dan II, alih Bahasa: Hadyana Pujaatmaja*. Prenhallindo.
- [21]. Ruliana, P. (2016). *Komunikasi Organisasi*. Rajawali Pers.
- [22]. Sedarmayanti. (2017). *Manajemen Sumber Daya Manusia*. PT Refika Aditama.
- [23]. Sindi, L. dan A. G. (2020). Pengaruh Motivasi Kerja terhadap Kinerja Karyawan Wilayah Telkom Jabar Barat Utara (Witel Bekasi). *Jurnal Manajemen Dan Organisasi*, 5(3).
- [24]. Spencer, L. M. and S. M. S. (2022). *Competence Work: Model for Superior Performance*. John Wiley and Sons, Inc.
- [25]. Sudarmanto. (2017). *Kinerja dan Pengembangan Kompetensi SDM*. Pustaka Pelajar.
- [26]. Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- [27]. Sulistiyani, A. T., & R. (2018). *Manajemen Sumber Daya Manusia*. Gramedia.
- [28]. Sutrisno, E. (2019). *Manajemen Sumber Daya Manusia Edisi Pertama*. Kencana Prenada Media Group.
- [29]. Wibowo. (2017). *Perilaku Dalam Organisasi*. Rajawali Pers.