

## **The Impact of Motivation, Work Environment, and Technological Innovation on Employee Performance at the Office of Population and Civil Registration in Soppeng District.**

**Subhan Abbas Akbar<sup>1,a\*</sup>, Baharuddin Semmaila<sup>2,b</sup>, Serlin Serang<sup>3,b</sup>**

<sup>a</sup>Postgraduate Program of Magister Management, Universitas Muslim Indonesia

<sup>b</sup>Department of Management, Faculty of Economics and Business, Universitas Muslim Indonesia

\*[serlinsarang@umi.ac.id](mailto:serlinsarang@umi.ac.id)

**Abstract.** This research aims to examine how work motivation, the work environment, and technological innovation affect the performance of civil servants in Indonesia. Specifically focusing on employees of local government in Soppeng District, South Sulawesi, the study utilizes primary data gathered through purposive sampling via questionnaire tabulations. Employing multiple linear regression analysis and SPSS version 23 for data processing, the findings reveal that while work motivation significantly influences employee performance positively, the effects of the work environment and technological innovation, though positive, are not statistically significant at the Office of Population and Civil Registration in Soppeng District. These results add to the body of knowledge in government management literature.

**Keywords:** Motivation, Work Environment, Innovation, Performance, Civil Servants, Human Resource Management