

Elevating Performance: Unveiling the Power of Job Satisfaction, Environment, and Motivation among Civil Servants

Umi Kalsum^{1,a*}, Salim Basalamah^{2,b*}, and Asdar Djamereng^{3,b*}

^aMagister Management, Postgraduate Program, Universitas Muslim Indonesia

^bDepartment of Management, Faculty of Economics and Business, Universitas Muslim Indonesia

*uwmycaltsum@gmail.com

Abstract. This research was conducted with the following objectives: (1) To determine and analyze the influence of job satisfaction on the performance of the Gowa District Land Office. (2) To determine the influence of the work environment on the performance of the Gowa District Land Office. (3) To determine and analyze the influence of work motivation on the performance of the Gowa District Land Office. The research method used in this study is descriptive analysis and multiple linear regression analysis, with a sample size of 51 respondents. Based on the results of multiple linear regression analysis, the research findings indicate that (1) Job satisfaction has a positive but not significant effect on the performance of the Gowa District Land Office. (2) The work environment has a positive and significant effect on performance. (3) Work motivation has a positive and significant effect on the performance of the Gowa District Land Office.

Keywords: job satisfaction, motivation, work environment, performance, civil servants