

Original Research Article

The Role of Motivation, Work Discipline and Work Environment and Their Influence on the Performance of the Air Force

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Abstract: Efforts to improve the performance of members of the Indonesian National Army Air Force at Maintenance Depot (Depohar) 60 Iswahjudi Magetan Air Base require proper processing of human resources to achieve the desired performance in line with expectations. This research aims to analyze the influence of motivation, work discipline and work environment on the performance of Indonesian National Army Air Force members at Depohar 60 Iswahjudi Air Base Magetan, either simultaneously or partially. This research also wants to analyze which variables, such as motivation, work discipline, and work environment, influence the performance of members of the Indonesian National Army Air Force at Depohar 60 Iswahjudi Air Base, Magetan. The type of research used is explanatory research. The research population was all members of the Indonesian National Army Air Force at Depohar 60 Iswahjudi Air Base, Magetan, namely 40 members. Considering that the population is a manageable size, census research is used. Namely, all members of the first 60 officers in Depohar will be research respondents. The analysis method uses multiple linear regression and hypothesis testing. The research results show that motivation, work discipline and work environment affect the performance of the first officer members of the Indonesian National Army Air Force at Depohar 60 Iswahjudi Air Base, Magetan, both simultaneously and partially. Furthermore, this research identified that the work environment had a dominant influence on the performance of Indonesian National Army Air Force members at Depohar 60 Iswahjudi Air Base, Magetan. The benefit of this research is that it can be used as input for practitioners so that they can find out how members' attitudes towards motivation variables, work discipline and work environment affect performance and can also be used as a reference in carrying out strategic steps in order to improve member performance.

Keywords: Motivation, Work Discipline, Work Environment, Performance, Members of the Indonesian Air Force.

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1. BACKGROUNDS

In essence, every member of the Indonesian Air Force (TNI-AU), in particular, has needs that must be met, both material and non-material. Members need reciprocity as remuneration or reward for the work they have done. Maintenance Depot 60 (Depohar 60) is the implementing unit for the Air Force materiel maintenance command (Koharmatau), which is a subsystem that functions as the main supporting element for Air Force materiel maintenance both directly related to the maintenance of the leading equipment of the air weapons system in the form of weapons and ammunition material as well as activities air operations and other operations.

Maintenance Depo 60 (Depohar 60), in carrying out its duties, always prioritizes the material readiness of weapons and ammunition operated throughout the territory of the Unitary State of the Republic of Indonesia in supporting the logistics of the Indonesian Air Force (TNI-AU). Work motivation is another factor that is no less important in influencing the good and bad of member performance. Work motivation is a determining factor in the success of an agency. Work motivation is the drive, effort and desire within humans that activates, empowers and directs behavior to carry out tasks well within the scope of work.

This research refers to previous research conducted by Cahyana & Jati (2017), which added one

independent variable, namely motivation, in research conducted by Amir *et al.*, (2016). Because if someone is motivated, they will make positive choices to do something Amir *et al.*, (2016). Discipline is the most essential thing in humans, and it makes us individuals who are obedient to everything we do. Being a student, it is essential to have disciplined behavior. Discipline is not only shown to comply with school rules but also to discipline ourselves so that we become orderly and obey the rules that apply wherever we are. Discipline is an action that shows orderly behavior and compliance with various rules and regulations.

The problematic condition within the Maintenance Depot 60 environment is that the motivation provided so far has been there but needs to be improved, mainly from a financial perspective, decreasing self-awareness of members' roles regarding work discipline and performance. The environmental performance conditions at Maintenance Depot 60 show that the environmental conditions are not good. This can be seen from several indicators, including that members often use their time for purposes other than working hours, members are often absent during work hours, and also the discipline of working diligently is still considered lacking, members' ability to serve the community is still considered not in line with program targets. The program being implemented and considering the demands of the Maintenance Depo 60 to improve member performance must also be balanced with efforts to improve the quality of members within the Maintenance Depo 60 environment physically and non-physically.

This research aims to describe the motivation, work discipline and work environment on the performance of members of the TNI-AU, analyze the level of significance of motivation, work discipline and work environment simultaneously on the performance of members of the TNI-AU, analyze the level of significance of motivation, work discipline and the work environment partially affects the performance of TNI-AU members, and analyzes which variables from motivation, work discipline and work environment dominantly influence the performance of TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan. The benefit of this research is that it can be used as input for practitioners and the Depohar 60 Lanud Iswahjudi Magetan so that they can find out how members' attitudes towards motivation variables, work discipline and work environment affect performance and can also be used as a reference in carrying out strategic steps in order to improve performance. To members of the Indonesian Air Force at Depohar 60 Iswahjudi Air Base, Magetan.

2. THEORETICAL BASIS

Sinambela (2018) states that member performance is a member's ability to perform specific skills. Sinambela (2018) states that performance refers to achieving members' goals for the assigned tasks.

Sinambela (2018) states that performance results from evaluating the work carried out by individuals compared to the criteria that have been determined together. Mangkunegara (2017) motive is a need that exists within a member that needs to be fulfilled so that the member can adapt to their environment. Motivation is a condition that moves members to achieve goals. Motivation can also be energy to generate encouragement within oneself. Winardi (2016) states that motivation is a potential force that exists within a human being, which can be developed by himself or by several external forces that essentially revolve around monetary and non-monetary rewards, which can influence his performance results positively or negatively.

Sinambela (2018) discipline is every individual and group that guarantees compliance with orders and takes the initiative to take necessary actions if there are no orders. Sinambela (2018) states that work discipline is a tool that leaders use to communicate with members so that they are willing to change their behavior and follow the rules of the game that have been set. According to Nitisemito (2018), the work environment is everything that surrounds workers and that can influence them in carrying out their assigned tasks. Afandi (2017) states that the work environment exists in the workers' environment, which can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and adequate work equipment.

The work environment is everything around the workers/members that can influence the members' job satisfaction in carrying out their work to obtain maximum work results. In the work environment, work facilities support members in completing the tasks assigned to them to improve their work—members in an agency. The hypothesis of this research is as follows: H1: Motivation, work discipline and work environment simultaneously have a significant effect on the performance of TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan; H2: Motivation, work discipline and work environment partially have a significant effect on the performance of TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan; H3: Motivation has a dominant influence on the performance of TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan.

3. RESEARCH METHODS

3.1 Research Design

The research design is quantitative research with a hypothesis, where statistical tools are needed to prove the hypothesis. This type of research is causal-comparative, using three independent variables and one dependent variable. The results of the influence between the variables studied will be explained in more depth so that this type of research is explanatory. Sugiyono's (2009) research aims to determine and explain the relationship between two or more variables, looking for

the influence of a causal relationship between the independent variable (influencing variable) and the dependent variable (influenced variable).

3.2 Scope and location of research

The scope of this research is in the field of Human Resources Management (HRDM) with a focus on determining the influence of motivation, work discipline and work environment, which simultaneously have a significant effect on the performance of TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan. Location: This research was conducted at Depohar 60 Lanud Iswahjudi Magetan. Location research This research is due to the distance between the researcher's house and the place or location being researched close so that the researcher can easily take the material to be researched and is cost-effective.

3.3 Data Types and Sources

The type of data used is quantitative data. Quantitative data is questionnaire data converted into numbers (Umar, 2003). The primary and secondary data used in this research are primary and secondary. Primary data was obtained by distributing questionnaires to respondents where the researcher first provided the questions. Meanwhile, secondary data used to support primary data is administrative data obtained from DEPO 60 Moeljono Magetan Air Base documents.

3.4 Population and Sampling Techniques

Population shows the condition and number of research objects as a whole that have specific characteristics. Population is the totality of all possible values, the results of counting and measurements. Quantitative and qualitative rather than specific characteristics regarding a complete and precise group of objects (Istijanto, 2006). In this research, the population in question is all members of the first officers of the Indonesian Air Force at Depo 60 Iswahjudi Air Base, Magetan, totaling 40 members. Because the population is not too large, census research was used, namely all members of the TNI-AU with the rank of first officer in the TNI-AU at Depo 60 Iswahjudi Air Base, Magetan, totaling 40 members as respondents who will be researched as a whole. Thus, this research is census research.

3.5 Data analysis technique

In data analysis, researchers used descriptive analysis techniques, Multiple Linear Regression analysis, and classical assumption analysis consisting of multicollinearity, heteroscedasticity, autocorrelation and normality tests (Ghozali, 2007). Hypothesis testing is carried out using the *f*/simultaneous test, *t*/partial test, and dominant test.

4. RESEARCH RESULTS AND DISCUSSION

4.1 Analysis Results Description

Researchers used the SPSS program to describe

the four variables studied. The statistics used are lean and mode values. Members' work motivation is measured into five indicators, namely Physical Needs, Safety Needs, Social Needs, Esteem Needs, and Self-Actualization Needs.

Motivation for physical needs is measured by four questionnaire items: suitability of basic salary, suitability of allowances, incentives received and suitability of working hours with rest periods. The results of the means analysis show the highest value of 3.95. They are measuring the work motivation of members at Depohar 60 Lanud Iswahjudi Magetan as shown by the suitability of working hours with rest periods. This is shown by the strongly agreed choice of 95%. The motivation for the need for security is measured by three questionnaire items: protection at work, old age security in the form of pension funds and health security in the form of health insurance. The results of the means analysis show the highest value of 3.73. Measuring the work motivation of members at Depohar 60 Lanud Iswahjudi Magetan, which is demonstrated by protection at work, is shown by the strongly agreed choice of 75.0%.

Social needs motivation is measured by three questionnaire items: building good relationships and mutual respect, harmonious relationships between employees, and attention from superiors. The results of the means analysis show the highest value of 3.70. Measuring the work motivation of members at Depohar 60 Lanud Iswahjudi Magetan as shown by the attention of superiors, this is shown by the strongly agree choice of 77.5%. The motivational need for appreciation was measured using three questionnaire items: appreciating achievement, performance appraisal systems, and feelings of being respected by colleagues and superiors. The results of the means analysis show the highest value of 3.20. They measure the work motivation of Depohar 60 Lanud Iswahjudi Magetan members, shown by their appreciation of achievements. The agreed choice of 62.0% shows this.

Motivation for self-actualization needs is measured by three questionnaire items: the opportunity to take part in training, opportunities for self-development, and equal opportunities for employee promotion. The means analysis results show the highest value of 3.10, measuring the motivation for the appreciation needs of members at Depohar 60 Lanud Iswahjudi Magetan, which is indicated by employees having the same opportunity for promotion. The agreed choice of 62.5% shows this.

Members' work discipline is measured into three indicators: obeying time rules, obeying agency regulations, and obeying the rules of behavior at work. Two questionnaire items measure work discipline in adhering to time regulations: I always arrive on time at work and carry out work tasks until they are completed

every day. The results of the means analysis show the highest value of 3.83. Measuring the work discipline of members at Depohar 60 Iswahjudi Air Base Magetan is shown by obeying time regulations. This is shown by the strongly agree rating of 63.0%

Two questionnaire items measure work discipline in obeying agency regulations: I always tidy up work equipment after use, and I always obey the regulations implemented by the company. The results of the means analysis show the highest value of 3.95. I am measuring the work discipline of members at Depohar 60 Lanud Iswahjudi Magetan, as shown by my always tidying up work equipment after use. This is shown by the strongly agreed choice of 70.4%. Work discipline: obeying the rules of behavior at work is measured by six questionnaire items: I always tidy up work equipment after use, and I always obey the regulations implemented by the company. The results of the means analysis show the highest value of 3.95. Measuring the work discipline of members at Depohar 60 Iswahjudi Magetan Air Base as shown by Charismatic superiors, if there is a violation of work discipline, this is shown by a strongly agreed vote of 70.5%.

Members' work environment is measured into two indicators, namely, physical environmental factors and psychological environmental factors. The physical work environment is measured by three questionnaire items: adequate work support facilities and equipment, neat equipment arrangement, and workspace cleanliness. The results of the means analysis show the highest value of 3.68. Measuring the working environment of members at Depohar 60 Lanud Iswahjudi Magetan, with adequate work support facilities and equipment, is shown by the agreed vote of 53.7%. The psychological work environment is measured by four questionnaire items consisting of supervision that has been carried out correctly, a cheerful atmosphere between members that is good, relationships and treatment between members that run well, and safety from intimidation between members. The results of the means analysis show the highest value of 3.85. Measuring the working environment of members at Depohar 60 Lanud Iswahjudi Magetan, which is shown by the working atmosphere between members, is good. The agreed vote of 57.4% shows this.

Member performance is measured in five indicators: quality, quantity, responsibility, cooperation, and initiative. The number of questionnaire items is nine items. Quality performance is measured by two questionnaire items: thoroughness in completing tasks and reporting activities that can be presented well and cleanly. The results of the means analysis show the highest value of 3.65. It measures members' performance at Depohar 60 Lanud Iswahjudi Magetan as demonstrated by thoroughness and thoroughness in completing tasks. This is shown by the strongly agreed choice of 53.7%. Quantity performance is measured by

two questionnaire items: doing work according to the target output that individuals must produce per hour and doing work according to the number of activity cycles completed. The results of the means analysis show the highest value of 3.75. It measures members' performance at Depohar 60 Lanud Iswahjudi Magetan as demonstrated by carrying out work per the output target that individuals must produce per hour. This is shown by the strongly agreed choice of 46.3%.

Two questionnaire items measure responsible performance: complete the work that has been my responsibility within a certain period well, and I can co, and complete the tasks that have been my responsibility with satisfactory results. The results of the means analysis show the highest value of 3.68. It measures members' performance at Depohar 60 Lanud Iswahjudi Magetan, as shown by my always completing the work that has been my responsibility within a certain period well. This is shown by the strongly agreed choice of 53,744. Collaboration performance is measured by two questionnaire items: this member works with members in the same section or division and efficiently collaborates with friends in other sections or divisions. The results of the means analysis show the highest value of 3.85. Measuring the performance of members at Depohar 60 Lanud Iswahjudi Magetan, as shown by this member, makes it easy to work with members in the same section or division. This is shown by the strongly agreed choice of 64.8%.

Initiative performance is measured by one questionnaire item of employees indicating their willingness to carry out work without being ordered by superiors. The results of the means analysis show the highest value of 3.95. Measuring the performance of members at Depohar 60 Lanud Iswahjudi Magetan, as shown by these employees, shows a willingness to do work without being ordered by superiors. This is shown by the strongly agreed choice of 70.4%.

4.2 Classic Assumption Test Results

Multicollinearity is a situation where, in a regression equation, there is a very high correlation between independent variables. To find out the symptoms of multicollinearity, you can look at the VIF value. The VIF value must be less than 10 to be said to be free of symptoms of multicollinearity.

Table 1: Variance Inflater Factor Value

Independent / Independent Variable		Collinearity Statistics	
		Tolerance	VIF
1	Motivation (X ₁)	0.960	1,042
2	Work Discipline (X ₂)	0.992	1,008
3	Work Environment (X ₃)	0.957	1,045

Source: Data processed in 2023

Based on the VIF calculation above, it can be seen that all independent variables, namely motivation,

work discipline and work environment, have VIF values below ten so that multicollinearity does not occur. Autocorrelation in a regression model can be determined using a serial correlation test model using the Durbin-Watson (DW) method. A regression model equation can have no autocorrelation symptoms if the Durbin-Watson

value is between -2 and 2 or $-2 < DW < 2$. Based on the calculation results, it can be seen that the *Durbin-Watson value* is 1.182, so it is greater than the value -2 and smaller than 2. This means that it can be concluded that there is no autocorrelation in the regression model.

Table 2: Autocorrelation Model Test Results Summary

Model	R	R Square	Adjusted R Square	Std Error of the Estimate	Durbin-Watson
1	,712*	,506	,465	.36982	1,182
a. Predictors: (Constant) X3, X1, X2					
b. Dependent Variable Y					

The heteroscedasticity test can be demonstrated by looking at the *scatterplot results*. The regression

equation is free from heteroscedasticity if the scatterplot distribution is spread out.

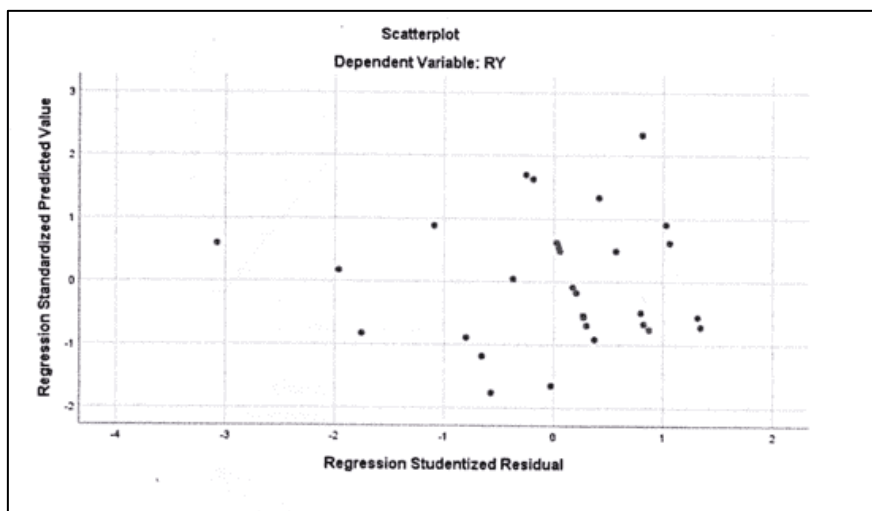


Figure 1: Heteroscedasticity

The image above is a scatterplot that explains that the scattered dots do not form a pattern. According to the statistical analysis results, the pattern's irregularity above shows that there is no heteroscedasticity, meaning

that the respondents' perceptions can be measured. The normality test is intended to evaluate whether the independent and dependent variables in a regression model are normally distributed.

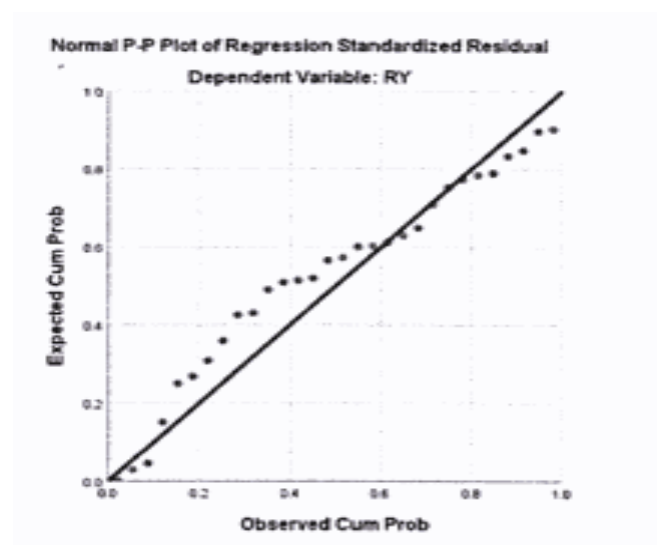


Figure 2: Data Normality

The picture shows that the points are spread around and approaching the diagonal line, showing that the research data is usually distributed.

Table 3: Recapitulation of Multiple Linear Regression Analysis Results

Variable	Information	Coefficient Regression (β)	t. count	Sig.
X ₁	Motivation	0.318	3,376	0.002
X ₂	Work Discipline	0.516	4,147	0,000
X ₃	Work environment	0.166	2,423	0.004
Constant	,196			
R ²	0.506 ^a			
Adjusted R Square	0.465			
Fcount	12,311			
Sig. F	0,000 ^b			
N	40			
Dependent variable = Member Performance (Y)				

Source: Data processed in 2023

Based on the regression table above, a multiple linear regression equation can be prepared as follows:

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

The regression constant value of 0.196 indicates that when the independent variables (motivation, social discipline, and work environment) are assumed to be constant or have a value of 0, then there is still or is the performance of members at Depohar 60 Iswahjudi Air Base, Magetan. The regression coefficient (β_1) for the motivation variable is 0.318, indicating that motivation positively influences member performance at Depohar 60 Iswahjudi Air Base, Magetan. The t-test results show that the probability value of variable X₁ (0.002) is less than the researcher's error level 0.05 ($\alpha = 0.05$).

The regression coefficient (β_2) for the work discipline variable is 0.516, indicating that work discipline positively influences the performance of members at the Surabaya Murjono Air Base Logistics service. The t-test results show that the probability value of the variable X₂ (0.000) is less than the researcher's error level of 0.05 ($\alpha = 0.05$). The regression coefficient (β_2) for the motivation variable is 0.166, indicating that the work environment positively influences the performance of members at Depohar 60 Iswahjudi Air Base, Magetan. The results of the t-test show that the probability value of the variable.

The close relationship between the independent variable motivation (X₁), work discipline (X₂), work environment (X₃) and the dependent variable member performance (Y) can be measured using multiple correlation coefficient analysis. The resulting R-value (correlation coefficient) of 0.712 shows that the correlation between the independent variables (motivation, work discipline, work environment) and the dependent variable (member performance) is 71.2%. This figure shows a strong relationship between the independent variable chosen by the researcher and the dependent variable. The R² (adjusted) value or coefficient of determination value is 0.506^a, which

means that knowledge, ability and motivation contribute to organizational performance by 50.6%. In contrast, the remaining 49.4% is another independent variable that should have been studied.

4.3 Hypothesis Test Results

Testing hypothesis I in this research uses the F test, namely testing the influence of motivation variables, work discipline and work environment on the performance of members at Depohar 60 Lanud Iswahjudi Magetan. Based on the results of the F test, it can be seen that the calculated F value is 12,311 with sig. F. 0.00, while the Ftable value (α : DF=nk1), for the value $\alpha = 0.05$ and df: 40, the value obtained is .304. The comparative value between F calculated and F table shows that F calculated is more significant (F calculated (12,311) > F table (.301). And the Sig. F value (0.000) is less than the researcher's error level 0.05 or 5%. It can be concluded that motivation, work discipline and work environment significantly affect member performance. Thus, the hypothesis can be proven.

Testing hypothesis II in this research uses the t-test, namely testing the significance of the influence of each (partial) independent variable on the dependent variable as follows: Variable X₁ has a t value of 3.376 with a significance (Sig.) of 0.002; Variable X₂ has a t value of 4.147 with a significance (Sig. .) of 0.000. Variable The results of this research show that both the significance values (Sig. t) for the independent variables, namely: motivation, work discipline and work environment) partially have a significant effect on member performance. Thus, the second hypothesis can be proven.

The test results for the three independent variables are by comparing the Unstandardized Coefficient value of the work discipline variable (X₂) of 0.516, it is the largest compared to the motivation and work environment variables. Thus, the third hypothesis, which states that work discipline is an independent variable with a more significant or dominant influence on member performance, can be proven.

5. DISCUSSION

The motivation of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base is measured by five indicators: physical, security, social, esteem, and self-actualization. For indicators of physical needs, most respondents strongly agree that members provide appropriate working hours with rest time. This shows that TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base provide quality services to all parties regardless of social status.

The indicator of the need for security, namely member protection at work, showed that most respondents tended to agree with the statement that members of the TNI-AU at Depohar 60 Air Base Iswahjudi Magetan felt that there were members who acted pretty. For the indicator of social needs, namely that members have good relations and mutual respect between the TNI-AU at Depohar 60 Iswahjudi Air Base, Magetan, it is shown that most respondents tend to agree in choosing a statement of concern from their superiors for members at the TNI-AU at Depohar 60 Iswahjudi Air Base, Magetan. The indicator of the need for appreciation, namely that members appreciate achievements for whatever they do, shows that most respondents agree with the statement that members appreciate achievements.

The indicator of self-actualization needs, namely that employees have equal opportunities for promotion, shows that most respondents tend to agree that employees have equal opportunities for promotion. The results of the analysis of descriptions of motivation found that the motivation of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base influences members' performance, so high motivation is needed from members.

The work discipline of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base is measured by three indicators: obeying time regulations, obeying agency regulations and obeying the rules of behavior at work. For the indicator of compliance with time regulations, namely punctuality of working hours, it was shown that most respondents tended to strongly agree with the statement that members of the TNI-AU at Depohar 60 Iswahjudi Air Base Magetan obeyed time regulations. Indicators of compliance with agency regulations, namely working conditions that are pretty harmonious and always by work procedures, show that most respondents strongly agree and agree with the statement, I always tidy up work equipment after using it. The indicator of compliance with the rules of behavior at work is that members have never experienced conflict; it is shown that most respondents tend to strongly agree with choosing the charismatic statement from their superiors if there is a violation of work discipline.

The analysis of descriptions of work discipline found that work discipline influenced the performance of

TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan. The work environment of TNI-AU members at the Mutiono Surabaya Air Base Logistics Service is measured by two indicators, namely physical environmental factors and physical environmental factors. Indicators of physical environmental factors, namely adequate work support facilities and equipment that support adequate work, show that most respondents agree that facilities and equipment support adequate work. Indicators of physical environmental factors, namely a sense of trust between members and a harmonious working atmosphere, show that most respondents agree that the working atmosphere between members is exemplary.

The analysis of descriptions of the work environment found that the work environment of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base influenced the members' performance and the work environment. The performance of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base is measured by five indicators: work quality, work quantity, responsibility, cooperation and initiative. The work quality indicator, namely being thorough and accurate in completing tasks, was shown by most respondents tending to agree that accuracy and speed in completing tasks at the TNI-AU at Depohar 60 Iswahjudi Air Base, Magetan. The work quantity indicator, namely being able to work according to procedures, shows that most respondents agree that members are capable. The amount of work completed by the TNI-AU at Depohar 60 Iswahjudi Air Base, Magetan.

The indicator of responsibility, namely having become responsible for carrying out work, shows that most respondents agree that I always complete the work that has become my responsibility within a certain period. Indicators of cooperation are cohesiveness and good relationships with colleagues and superiors. It was shown that most respondents tended to agree that this member had worked with members of the same section or division in the TNI-AU at Depohar 60 Iswahjudi Air Base, Magetan. The indicator of initiative is always being independent in carrying out work without waiting for orders from superiors, and it automatically shows that most respondents tend to agree with the employee's statement, indicating a willingness to carry out work without being ordered by superiors. The analysis of performance descriptions found that the performance of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base was able to complete work on time by the targets and provisions in force.

Members' performance at the TNI-AU at Depohar 60 Iswahjudi Magetan Air Base is measured by the quality, quantity of work, responsibility, cooperation and initiative. The analysis of performance descriptions found that the performance of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base was able to complete work on time by the targets and provisions in

force.

Martin Jr. in Fitri Wirjayanti, 2014 defines work motivation, namely that motivation is needed in organizations and professional human resources are needed, which will create good abilities and commitment from the people who work in the organization as well as being able to build the organization's image. According to respondents' perceptions, it was found that member motivation can influence performance. The results of the analysis of the description of motivation found that the Motivation of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base influenced members' performance, so it was necessary to resolve motivation with fellow members. The research results are similar to Ina's 2019 research regarding the influence of Work Motivation and Discipline on the Performance of PDAM Tirtanadi Members, Tuasan Medan Branch, showing simultaneously that there is a joint positive and significant influence between work motivation and work discipline on member performance.

The research results show a positive and significant joint influence on member performance between work motivation and work discipline. Singodirnejo and Edy Sutrisno 2016, explain the dimensions of work discipline regarding the rules of what members of the agency can and cannot do. This research is measured by obeying time rules, agency regulations, and behavioral rules at work. According to Retno, 2016 research results showed that work motivation and discipline positively and significantly affected members' performance at the South Sulawesi Provincial Education Office in Makasar City. The analysis of descriptions of work discipline found that the work discipline of TNI-AU members at the Muliono Surabaya Air Base Logistics Service influenced the members' performance so that they were not disturbed on duty.

According to Afandi (2016), factors that influence the work environment are physical, environmental, and psychological factors. The analysis of descriptions of the work environment found that the work environment of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base influenced the members' performance and the work environment. Rido's 2018 research results show that the work environment dramatically influences members' performance. As members' work environment improves, they can produce excellent performance. Some explanations regarding the results of this research compared with the results of previous research can be concluded that members who carry out service work, especially service to the community, require quality, quantity, responsibility and member initiative in their duties. If everything is fulfilled, the opportunity to achieve good performance is realized.

6. CONCLUSIONS

High work motivation received an excellent perception from TNI-AU members at Depohar 60 Iswahjudi Air Base, Magetan, and responded positively to respondents. Members' work discipline adheres to time regulations, and it has been found that punctuality of working hours can lead to work discipline. Members' work environment can be found to be physical and physical environmental factors that can improve members' performance at work.

The performance of TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base found that the quality and quantity of work were able to complete work on time by the rules and regulations in force. The research results showed that motivation, work discipline and work environment impacted the performance of TNI-AU members at Depohar 60 Iswahjudi Air Base Magetan. Motivation, work discipline, and a work environment that responds quickly to instructions positively impact members' performance in completing work on time.

Member work motivation is the most dominant symptom measured and influences member performance most. Thus, improving the performance of members of the TNI-AU at Depohar 60 Iswahjudi Magetan Air Base is greatly influenced by the quality of work, quantity of work and work environment. Based on the research results, it is recommended that motivation is needed when working at Depohar 60 Iswahjudi Air Base, Magetan. Therefore, each member must be highly motivated to work. Aspects of communication between members to achieve work targets. For this reason, communications facilities and infrastructure need to be reviewed and evaluated. The evaluation results are expected to improve overall performance further. The members' responsiveness to the leadership's instructions received the highest response, meaning that TNI-AU members at Depohar 60 Iswahjudi Magetan Air Base have an alert work culture in carrying out superiors' orders. Therefore, the compensation system must be reviewed to support individual performance so members can be enthusiastic about working. The author believes many other variables can influence performance before being examined in this research. One is that the compensation system and work culture become more attractive to research at Depohar 60 Iswahjudi Air Base, Magetan.

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