



THE EFFECT OF EMPLOYEE COMMITMENT AND ORGANIZATIONAL CLIMATE ON EMPLOYEE MOTIVATION AT THE SERVICE OF POPULATION AND CIVIL REGISTRATION IN PINRANG DISTRICT

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ABSTRACT

The study aims to explore the effect of employee commitment and organizational climate on employee motivation at the service of population and civil registration in pinrang district by using quantitative approach. The author conducted research at the Department of Population and Civil Registry of Pinrang Regency, located in Pinrang Regency. In this study, the population was employees at the Office of Population and Civil Registry of Pinrang Regency, Pinrang Regency, totaling 39 people. Data collection techniques were carried out through distributing questionnaires and interviewing respondents, as well as other data that supports the subject matter of this discussion. In addition, data is obtained through information and documents, as well as literature related to the problem under study. To answer the main problems raised, the analytical method used is descriptive analysis and multiple linear regression. The data was analyzed by using SPSS 16.0 for Windows software. The result shows that the variables of Employee Commitment and Organizational Climate together have a significant effect on employee motivation at the Department of Population and Civil Registry of Pinrang Regency.

1. INTRODUCTION

Human resources are the most important factor for any organization, because without human resources the goals and objectives of the organization will not be achieved as planned. Therefore, the role of human resources is very important in every Pinrang Regency Population and Civil Registry Office or organization. The importance of the role of human resources for each Pinrang Regency Population and Civil Registry Office or organization is expected to increase employee motivation. For this reason, human resources need to have reliable skills or skills in handling every job, because with the existence of reliable skills, it can directly affect employee work motivation. One of the factors that influence employee motivation in a Population and Civil Registry Office of Pinrang Regency is employee commitment and organizational climate. Because, with the creation of strong employee commitment and supported by a comfortable and conducive working climate or atmosphere with fellow employees, attitudes and behavior will be formed that can motivate employees to work and ultimately improve employee performance.

Employee Commitment is an important part that influences the success or failure of the business. Even the progress of the Department of Population and Civil Registry of Pinrang Regency was directly influenced by the performance of the employees. But vice versa, if employee commitment is low, it is likely that the Pinrang Regency Population and Civil Registry Office cannot develop to the peak of success. Employees who have a high commitment will accept almost all work assignments and responsibilities given to them and feel loyalty and a sense of belonging to the organization. Employees with high commitment, pay attention to the fate of the organization which ultimately creates motivation to work harder. Building commitment from employees is not easy, it takes quite a long process until finally the commitment is used to form by itself. The task of leadership in a transparent manner fosters work enthusiasm from employees so that they wish to take part in achieving goals. If the Organizational Culture is good, Organizational Commitment will also be good (Furkony, 2018).

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Organizational commitment can be interpreted as an attitude that must be owned by every employee to show loyalty to the organization where they work (Halimsetiono, 2014). Apart from employee commitment, the organizational climate or work environment also influences employee work motivation, because a comfortable and conducive environment can provide positive energy for employees so that they feel happy and always enthusiastic in completing their respective tasks or obligations. Harmonious working relationships between fellow employees and between superiors and employees can build a sense of kinship at the Pinrang Regency Population and Civil Registry Service, so that the commitment to jointly raise the Pinrang Regency Population and Civil Registry Service is getting stronger. Service orientation is part of the organizational climate. Service orientation defines as a series of organizational activities designed to create and provide excellent service. Service orientation is a strategic choice to create excellent service. Service driven organizations will provide psychological benefits to employees such as team spirit (*esprit de corps*) and organizational commitment (Rahayu & Handayani, 2017). Organizational climate is a very important factor in achieving organizational goals. Resources are a very important factor in determining a business. Therefore, an organization or company must have a program to increase employee motivation, so that the organization or company can easily achieve its goals (Saputri, 2019). It is this thing that is interesting for the writer to do research at the Department of Population and Civil Registry of Pinrang Regency. Because the Department of Population and Civil Registry of Pinrang Regency has become a public servant in terms of population data and Civil Registry, it is interesting to see how the performance management is carried out by the Office of Population and Civil Registry of Pinrang Regency, especially to see the effect of employee commitment and organizational climate on Employee motivation, because maintaining the existence of the Pinrang Regency Population and Civil Registry Service so far is not easy. Of course the commitment of all stage holders plays a very important role.

2. LITERATURE REVIEW

a. Human Resource Management

Human resource management is an approach to human management. This approach to people management is based on the value of people in relation to the organization. Humans are an important resource in the organization, besides that organizational effectiveness is largely determined by human resource management. Human resource management is managing human resources. Of all the resources available in the organization, human resources are very important and very decisive. All the potential possessed by human resources greatly influences the organization's efforts to achieve its goals (Santander, 2017). The main focus of human resource management is to contribute to the success or failure of an organization or company (Rahman et al., 2019). Human resource management is a process consisting of planning, organizing, directing and procuring, controlling, developing, compensating, integrating, promoting, evaluating work, and terminating employment in order to achieve the goals set (Kembau et al., 2018). This includes starting to select anyone who has the qualifications and deserves to occupy a position in the company (the man in the right place) as required by the company so that these qualifications can be maintained and even improved and developed from time to time. Because human resource management is an ongoing process in line with the company's operational processes, attention to human resources has a special place in the company's organization. Human Resources (HR) is the main element that determines the success of the implementation of national defense, facing increasing threats today (Sebastian, 2018). Therefore, human resources are a very vital element in every organization, because the human resource factor is very dominant in organizational work processes, so to achieve organizational goals it is necessary to develop human resources to improve performance, skills, behavior and knowledge. employee (Priyatna, 2017). Therefore, in managing these various resources, the human resources must be of high quality. In other words, various abundant resources if not followed by HR competence will be useless because they cannot be managed and utilized properly (Lijan Poltak Sinambela, 2016). But on the contrary, if the employee's needs are not met, the employee will not have a sense of attachment to his place of work which will ultimately cause the employee to have no involvement in work and the organization. Employees like this can be said to have low commitment to the organization.

Not all employees feel motivated at work and have the impression of getting organizational support. Human resource management that does not have a good system can cause this. Some of the impacts that arise are the low level of discipline, performance and productivity. Job satisfaction is also low (Sinambela, 2021). Organizational commitment will be an indicator of employee job satisfaction, along with the effectiveness of interpersonal communication. On the other hand, open communication within an organization will make the work atmosphere conducive and comfortable. By getting used to having good communication skills at work, employees will achieve job satisfaction (Hutagalung & Ritonga, 2018). Therefore, to increase Job Satisfaction, Organizational Commitment, Leadership Style and Organizational

Culture which are the causes of low Employee Performance, company management should pay attention to factors such as Organizational Culture, Job Satisfaction, Leadership Style and Organizational Commitment, because these factors it is proven to affect the level of Job Satisfaction, Organizational Commitment and Employee Performance (Sumarwinati & Ratnasari, 2019). In this study it was found that employees' perceptions of organizational support became mediators linking organizational rewards, procedural fairness, and superiors' support with employee commitment. Research on perceptions of organizational support begins by observing whether leaders (managers and supervisors) care about employees' commitment to the organization, and how employees evaluate organizational commitment to them. For employees, the organization is an important thing because the organization is a source of socio-emotional such as respect, care, and economic benefits. Appreciation and care provided by the organization can meet the needs of employees for acceptance, appreciation and good affiliation. A positive assessment by the organization also shows that all the efforts and efforts made by its employees are noticed and appreciated.

One of the external factors that play a role is Organizational Support, namely employees' perceptions of the extent to which the organization gives positive value to their contributions and cares about their welfare. Organizational support has been found to have important consequences for employee performance and well-being. An organization that is ready to provide rewards for employee work efforts and meet socio-emotional needs will increase employee commitment to work (Chandhika & Saraswati, 2019). If the employee's perception of organizational support is positive, this will increase the employee's feelings of responsibility and emotional attachment to the organization which will ultimately encourage employees to work hard in order to achieve organizational/company goals. Employees who feel valued and supported by the organization will be more emotionally attached to the organization where they work. These individuals will also feel they have a moral obligation to remain in the organization and give their best efforts to achieve the vision and mission of the organization.

b. Definition of Employee Commitment

Definition of Employee Commitment to the Organization Employee commitment to the organization is a relationship between individual employees and work organizations, where employees have confidence and trust in the values and goals of the work organization, there is a willingness to use their efforts seriously for the benefit of the work organization and have the desire strong enough to remain part of the work organization. In this case the individual identifies himself with a particular organization where the individual works and hopes to become a member of the work organization in order to participate in realizing the goals of the work organization. There are various kinds of definitions put forward by experts regarding employee commitment to the organization. Organizational commitment is a situation where employees in the organization want to remain part of the organization and want to do whatever it takes to stay in the organization. (Dewi & Turangan, 2020). Organizational commitment means more than just formal membership, because it includes an attitude of liking the organization and a willingness to strive for a high level of effort for the benefit of the organization including elements of loyalty to the organization, involvement in work, and identification of organizational values and goals.

According to Tri Kamasanthi & Kunci (2008) commitment to the organization is not just loyalty to the company, but an ongoing process to show their concern for the company. Organizational commitment is characterized by three things, namely acceptance of organizational values and goals, readiness and willingness to work seriously on behalf of the organization and the desire to maintain membership in the organization. Without a strong organizational commitment within the individual, it will not be possible for an organization to run optimally. In addition, Sulistiawan et al., (2021) Defining organizational commitment is a psychological state of the relationship between employees and their organizations in employees to believe and be able to accept the goals of the organization, and remain loyal to the organization where employees can express all attention to the organization on an ongoing basis. Every employee in a company needs to get satisfaction at work which can also have an impact on improving employee performance. Job satisfaction is an attitude in the form of a reflection of the employee's feelings towards the whole work which consists of various aspects. Someone who is satisfied with his job will have high motivation, commitment to the organization and work participation so that he will continue to improve his performance (Pratiwi, 2021). Employees who have high organizational commitment also have a positive outlook and will do their best for the benefit of the organization. This makes employees have the desire to provide energy and responsibility that further supports the welfare and success of the organization where they work. Based on the definitions above, it can be concluded that employees' commitment to the organization includes elements of loyalty to the organization, involvement in work and identification of organizational values and goals. Besides that, employee commitment to the organization implies something more than passive loyalty to the organization, but shows how the relationship between employees and the organization.

c. Aspects of Employee Commitment to the Organization

According to Steers (1985) employee commitment to the organization has three main aspects, namely: identification, employee involvement and loyalty to the organization or company.

- 1) Identification, is a belief in and acceptance of a set of values and organizational goals. This dimension is reflected in several behaviors such as the similarity of personal values and goals with organizational values and goals, acceptance of organizational policies and pride in being part of the organization. This aspect of identification can be developed by modifying organizational goals, so that they include some of the personal goals of employees or in other words the company also includes the needs and desires of employees in its organizational goals so that it will create an atmosphere of mutual support between employees and the organization. Furthermore, this atmosphere will bring employees willing to contribute something for the achievement of organizational goals, because employees accept organizational goals that are believed to have been arranged to meet their personal needs as well.
- 2) Involvement, namely a strong desire to work for the benefit of the organization. This is reflected in the employee's efforts to accept and carry out every task and obligation assigned to him. Employees not only carry out their duties but always try to exceed the minimum standards set by the organization. Employees will also be encouraged to do work outside their duties and roles if their assistance is needed by the organization. cooperate well with the leadership or with fellow co-workers. One way that can be used to provoke employee involvement is by inviting their participation in various decision-making opportunities, which can foster confidence in employees that what has been decided is a joint decision.
- 3) Employee loyalty to the organization means a person's willingness to perpetuate his relationship with the organization, if necessary by sacrificing his personal interests in order to achieve the success and success of the organization. The willingness of employees to maintain themselves working in the company is important in supporting employee commitment to the organization where they work. This can be pursued if employees feel there is security and satisfaction in the organization where they join to work.

An employee's commitment to an organization or company is very important. Even though this is very common, it is not uncommon for employers and employees to not really understand the meaning of commitment. Even though this understanding is very important in order to create conducive working conditions so that the company can run well. Based on some of the definitions above, it can be concluded that employee commitment is a feeling of attachment that is owned by employees so that the employee remains in the organization to achieve the vision, mission and goals of the organization, so that the employee is not willing to leave the organization for any reason.

3. METHODS

This study uses a quantitative approach. The author conducted research at the Department of Population and Civil Registry of Pinrang Regency, located in Pinrang Regency. The research time was less than one month. In this study, the population was employees at the Office of Population and Civil Registry of Pinrang Regency, Pinrang Regency, totaling 39 people. Sampling using the saturated sample method, so that all populations become samples, namely 39 respondents. The types of data used are qualitative data and quantitative data. Qualitative data is in the form of an overview of the company's background, organizational structure and condition of the company. Meanwhile, quantitative data, namely the number of employees at the Population and Civil Registry Office of Pinrang Regency and also data in the form of questionnaire results distributed to employees. Data collection techniques were carried out through distributing questionnaires and interviewing respondents, as well as other data that supports the subject matter of this discussion. In addition, data is obtained through information and documents, as well as literature related to the problem under study. To answer the main problems raised, the analytical method used is descriptive analysis and multiple linear regression. In the descriptive analysis, the researcher describes the respondents' responses regarding employee commitment and organizational climate on employee motivation through questionnaires distributed using the Likert Scale indicator. Multiple linear regression analysis in this study was used to determine the influence of the independent variables (employee commitment and organizational climate) on the dependent variable (employee motivation). Data analysis will use SPSS 16.0 for Windows software.

4. RESULTS AND DISCUSSIONS

Results

a. Analysis and Discussion of Each Research Variable

Each questionnaire distributed by respondents regarding employee commitment and organizational climate and employee motivation uses a weighted scale of Likert. This can be explained as follows

Table 1. Questionnaire Weighting Concerning Employee Commitment (Xi)

Identification Category	SD 1	D 2	N 3	A 4	SA 5	Weight
Important identification is carried out in order to achieve common goals between employees and the Department of Population and Civil Registry of Pinrang Regency.			14 (33,3%)	20 (52,4%)	5 (14,3%)	240
The Office of Population and Civil Registry of Pinrang Regency also includes the needs and desires of employees in organizational goals.		-	7 (17,5%)	20 (52,4%)	12 (30,2%)	260
Involvement	SD 1	D 2	N 3	A 4	SA 5	
Employees like to work together, both with leaders or with co-workers at the Office of Population and Civil Registry Office of Pinrang Regency.	-	-	7 (19.0%)	14 (33.3%)	18 (47.6%)	270
Employees feel obligated to carry out decisions that have been mutually agreed upon because of a sense of attachment.		-	4 (12.7%)	19 (50.8%)	16 (36.5%)	267
Loyalty	SD 1	D 2	N 3	A 4	SA 5	
Employees are ready to self-defense Work at the Department of Population and Civil Registry of Pinrang District.				28 (71,4%)	11 (28,6%)	270
Employees prioritize the interests of the Population and Civil Registry Office of Pinrang Regency rather than personal interests.		-	3 (4,8%)	15 (39,7%)	21 (55,6%)	284
Average			4,21			

Based on Table 1 shows the respondents' responses to the Employee commitment variable that the statement "Employee prioritizes the interests of the Population and Civil Registry Office of Pinrang Regency rather than personal interests", in the loyalty category has the highest weight of 284. The high answer is because there are 21 people in the statement (55,6%) who answered strongly agreed, 15 people (39.7%) who answered agreed and 3 people (4.8%) who answered neutral. While the lowest is the statement "Identification is important to achieve common goals between employees and the Office of Population and Civil Registry of Pinrang Regency", in the identification category it has a weight of 240. This is because 5 people who answered strongly agreed (14.3%), 20 people answered agree (52.4%), and 14 people

answered neutral (33.3%). Table 1 also shows an average value of 4.21, this figure is close to 4 (agree) which means that the commitment of the Employees of the Population and Civil Registry Office of Pinrang Regency is in a strong state.

Table 2. Weighting Questionnaire Regarding Organizational Climate (X2)

Standard Category	SD 1	D 2	N 3	A 4	SA 5	Weight
Work standards focus on how well the tasks will be carried out by employees at the Population and Civil Registry Office of Pinrang Regency.	-	-	-	30 (76.2%)	9 (23.8%)	267
Employees feel that the standard given by the Population and Civil Registry Office of Pinrang Regency is in accordance with their abilities.	-	-	2 (4.8%)	13 (33.3)	24 (61.9)	288
Group Spirit Category	SD 1	D 2	N 3	A 4	SA 5	Weight
There is a spirit of work between employees in carrying out each work at the Department of Population and Civil Registry of Pinrang Regency.	-	-	4 (9.5%)	23 (60.3%)	12 (30.2%)	265
Employees Help each other in overcoming peer difficulties other work at the Department of Population and Civil Registry of Pinrang Regency.	-	-	2 (4.8%)	11 (27.0%)	26 (68.3%)	292
Coordination	SD 1	D 2	N 3	A 4	SA 5	Weight
The working relationship between divisions in the context of carrying out tasks goes well and smoothly at the Population and Civil Registry Office of Pinrang Regency.	-	-	3 (7.9%)	23 (60.3%)	13 (31.7%)	267
The pattern of superior-subordinate relationships takes place with harmony in the Population and Civil Registry Office of Pinrang Regency.	-	-	2 (4.8)	11 (27.0)	26 (68.3)	292
Organizational Clarity	SD 1	D 2	N 3	A 4	SA 5	Weight

Employees know and understand work procedures in the OFFICE of the Population- and Civil Registry Office of Pinrang Regency.	-	-	4 (9.5%)	22 (58.7%)	13 (31.7%)	266
Employees of the Population and Civil Registry Office of Pinrang Regency know the conditions for occupying a certain position.	-	-	2 (4.8)	18 (46.0%)	19 (49.2%)	280
Average			4,394			

Table 2 describes the respondents' responses to the organizational climate variable in the statement "Employees help each other in overcoming the difficulties of other colleagues at the Population and Civil Registry Office of Pinrang Regency" in the category of group spirit and the statement "The pattern of superior-subordinate relations takes place harmoniously in the Population and Records Office. Pinrang Regency Civil Service" in the coordination category has the highest weight, which is 292. While the lowest is the statement "There is a spirit of work between employees in carrying out every job in the Population and Civil Registry Office of Pinrang Regency" in the category of group spirit, which is equal to 265. This table also illustrates a total average of 4.394 which means that the organizational climate at the Office of Population and Civil Registry Office of Pinrang Regency. The center of Makassar is in good condition.

Table 3. Questionnaire Weighting Regarding Employee Motivation (Y)

Performance Category	SD 1	D 2	N 3	A 4	SA 5	Weight
The existence of a desire for achievement as a necessity can encourage employees to achieve targets.	-	-	9 (22.2%)	21 (55.6%)	9 (22.2%)	252
Employees are willing to give the best performance for the Department of Population and Civil Registry of Pinrang Regency	-	-	4 (9.5%)	19 (50.8%)	16 (39.7%)	271
..						
Award Category	SD 1	D 2	N 3	A 4	SA 5	Weight
The Department of Population and Civil Registry of Pinrang Regency gives appreciation and recognition of the achievements made by employees.	-	-	2 (4.8%)	21 (54.0%)	16 (41.3%)	275
Recognition of a performance provides higher satisfaction than rewards in the form of material or prizes.	-	-		19 (49.2%)	20 (50.8%)	299

Tantangan	SD 1	D 2	N 3	A 4	SA 5	
There are challenges faced by cultivating work passion for employees in the organization's office	-	-	9 (12.7%)	23 (60.3%)	7 (27.0%)	261
Employees try to overcome the challenges that exist in each job.	-	-	4 (9.5%)	21 (54.0%)	14 (36.5%)	269
Responsibility	SD 1	D 2	N 3	A 4	SA 5	
Employees feel they own and also feel responsible for the progress of the Office of Population and Civil Registry Office of Pinrang Regency.	-	-	6 (14.3%)	26 (68.3%)	7 (17.5%)	254
Employees are responsible for the work assigned by the Department of Population and Civil Registry of Pinrang Regency.	-	-	4 (9.5%)	16 (41.3%)	19 (49.2%)	277
Development Category	SD 1	D 2	N 3	A 4	SA 5	Weight
Development of one's ability is a strong incentive for employees to work harder.	-	-	2 (4,8%)	26 (68.3%)	11 (27.0%)	266
Department of Population and Civil Registry of Pinrang Regency conduct education on the work ability of its employees.	-	-	6 (14.3%)	16 (41.3%)	17 (44.4%)	271
Opportunity	SD 1	D 2	N 3	A 4	SA 5	
The Office of Population and Civil Registry of Pinrang Regency provides opportunities for employees to advance in the form of a career path.	-	-	9 (23.8%)	21 (54.0%)	9 (22.2%)	251
Every employee has the same opportunity to develop a career at the Department of Population and Civil Registry of Pinrang Regency.	-	-	4 (9.5%)	11 (28.6%)	24 (61.9%)	285
Average			4,254			

Table 3 describes the respondents' responses to the employee motivation variable in that the statement "Recognition of a performance gives higher inner satisfaction than rewards in the form of material or gifts" in the award category has the highest weight, which is equal to 299. While the lowest weight is in the statement " The Office of Population and Civil Registry of Pinrang Regency provides opportunities for employees to advance in the form of career paths in the opportunity category, namely 251. This table shows a total average of 4.254, close to 4 (agree), which means that employee motivation is in good condition.

Results of data analysis using SPSS 16.00 for Windows software are presented in the following table:

Table 4. Model Summary

Model	R	IStd. R Square	Adjusted R Square	Error of the Estimate
1	.758a	.574	.560	.17114

a. Predictors: (Constant), X2, X1

b. Dependent Variable, Y

The correlation coefficient (R) of 0.758 indicates a relationship between the independent variables (Xi and X2) and the dependent variable (Y). Based on the results of the multiple correlation coefficient analysis, it can be seen that the closeness of the relationship between employee commitment and organizational climate on employee motivation is positive.

R Square / coefficient of determination is 0.574 meaning that 57.4% of the variation in employee motivation can be explained by the variable employee commitment and organizational climate. While the remaining 42.6% (100% -57.4%) is explained by other variables not examined in this study. Table 5. Results of Regression Equation Analysis of the Effect of Employee Commitment and Organizational Climate on Employee Motivation at the Department of Population and Civil Registry of Pinrang Regency

Table 5. Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		I
	B	Std. Error	Beta	T	
1 (Constant)	1.009	.401	.589	2.515	.015
X1	.417	.062	.350	6.766	.000
X2	.345	.086		4.018	.000

Dependent Variable: Y

Based on the results of the analysis, the regression equation for employee commitment (Xi) and organizational climate (X2) has an effect on employee motivation (Y) in the Population and Civil Registry Office of Pinrang Regency, as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 1,009 + 0,417X_1 + 0,345X_2$$

From the results of the analysis, the value of the regression coefficient can be explained as follows:

- From the regression equation above, a constant value of 1.009 is obtained which indicates that if there is no increase in employee commitment, then employee motivation will reach 1.009. While the regression coefficient of 0.417 indicates that every time there is an addition of one unit for employee commitment, there will be an increase in employee motivation of 0.417. These results are strengthened by taking into account the significance value of 0.000, because the significance of 0.000 < 0.05 (significance level or alpha = 5%), thus employee commitment has a positive and significant effect on employee motivation.
- The constant value is 1.009 which indicates that if there is no increase in organizational climate, then employee motivation is 1.009. While the regression coefficient of 0.345 indicates that every time there is an addition of one unit for organizational climate, there will be an increase in employee

motivation of 0.345. These results are strengthened by taking into account the significance value of 0.000, because the significance of $0.000 < 0.05$ (significance level or $\alpha = 5\%$), thus organizational climate has a positive and significant effect on employee motivation.

2. T Test/ Partial

T / partial test basically shows how far the influence of the independent variables individually on the dependent variable. To determine the value of t table degrees of freedom $df = (n - k - 1)$ where n is the number of samples and k is the number of independent variables. Where is the number of samples ($63 - 2 - 1 = 60$) which means the t table is 1.6076.

- a. If $t \text{ count} > t \text{ table}$ then H_0 is rejected and H_a is accepted, meaning that the independent variable can explain the dependent variable.
- b. If $t \text{ count} < t \text{ table}$ then H_0 is accepted and H_a is rejected, meaning that the independent variable cannot explain the dependent variable. The hypothesis for testing the independent variables, namely employee commitment (X_1) and organizational climate (X_2) individually to the dependent variable (Y), namely employee motivation, can be formulated as follows:
 - a. Not (H_0) hypothesis
 - b. $H_0 : b_1 = 0$, the magnitude of b_1 does not differ from zero, then the effect of the independent variable on the dependent variable is zero or does not exist. This shows that the independent variable has no significant effect on the dependent variable.

Alternative hypothesis (H_a)

$H_a : b_i \neq 0$, the magnitude of b_i is not equal to zero, so the effect of the independent variable on the dependent variable is not zero. This shows that the independent variable has a significant effect on the dependent variable.

So by looking at table 5, it can be explained as follows:

- a. The coefficient t calculates the employee commitment variable (X_1) of $6.766 > t \text{ table}$ of 1.6076 with a significant level of $0.000 < 0.05$ with ($\text{sig} < \alpha 5\% = 0.05$) so the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) accepted. This shows that the independent variable, namely employee commitment (X_1), individually has a significant effect on the dependent variable employee motivation (Y).
- b. The t coefficient for organizational climate variable (X_2) is $4.018 > t \text{ table}$ for 1.6076 with a significant level of $0.000 < 0.05$ ($\text{sig} < \alpha 5\% = 0.05$) so that the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) accepted. This shows that the independent variable, namely organizational climate (X_2), individually has a significant effect on the dependent variable of employee motivation (Y).

3. F / Simultaneous Test

Table 6. Table of Simultaneous F I Test Effect of Employee Commitment and Organizational Climate on Employee Motivation at the Department of Population and Civil Registry of Pinrang Regency

ANOVA ^o					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	2.370	2	1.185	40.46	.000a
Residual	1.757	60	.029	0	I
Total	4.12	62			

a. Predictors: (Constant), X_2 , X_1

b. Dependent Variable: Y

The F test was conducted to test whether the independent variable Employee Commitment (X_1) and Organizational Climate Variable (X_2) together have a significant effect on the dependent variable Employee Motivation (Y). To determine the value of F, the degree of freedom table $df = (n - k - 1)$ where n is the number of samples and k is the number of independent variables. Where is the number of samples ($63 - 2 - 1 = 60$) which means the F table is 3.1504.

- a. If $F_{\text{count}} > F_{\text{table}}$ then H_0 is rejected and H_a is accepted, meaning that the independent variable can explain the dependent variable.
- b. If $F_{\text{count}} < F_{\text{table}}$ then H_0 is accepted and H_a is rejected, meaning that the independent variable cannot explain the dependent variable.

The hypothesis for testing the independent variable, namely employee commitment (X_1) and organizational climate (X_2) jointly affect the dependent variable (Y), namely employee motivation, can be formulated as follows:

- a. $H_0 : b_1, b_2 = 0$, the magnitude of b_1, b_2 is not different from zero, then the effect of the independent variable on the dependent variable is zero or does not exist. This shows that the independent variables together have no significant effect on the dependent variable.
- b. $H_a : b_1, b_2 \neq 0$, the magnitude of b_1, b_2 is not equal to zero, then the effect of the independent variable on the dependent variable is not zero. This shows that the independent variables together have a significant effect on the dependent variable.

Table 6 shows that the calculated F value $> F_{\text{table}}$ is $40.460 > 3.1504$ with this significant value of $0.000 < 0.05$ (sig $< \alpha$ 5%). Thus rejecting H_0 and accepting H_a , which means that the employee commitment variable (X_1) and organizational climate variable (X_2) together have a significant effect on employee motivation (Y) at the Population and Civil Registry Office of Pinrang Regency, accepted and proven true.

Discussion

After testing the effect of employee commitment (X_1) and organizational climate (X_2) on employee motivation (Y) with multiple linear regression, statistical t test, statistical F test, it will be discussed as follows: The correlation coefficient (R) of 0.758 indicates a relationship between the independent variables (X_1 and X_2) and the dependent variable (Y). From the results of the analysis of the multiple correlation coefficients, it can be seen that the close relationship between employee commitment and organizational climate on employee motivation is positive. If the R Square / coefficient of determination is 0.574, it means that 57.4% of the variation in employee motivation can be explained by the variable employee commitment and organizational climate. While the remaining 42.6% ($100\% - 57.4\%$) is explained by other variables not examined in this study.

The results of multiple linear regression analysis of the effect of employee commitment (X_1) and organizational climate (X_2) on employee motivation (Y) at the Population and Civil Registry Office of Pinrang Regency, can be explained as follows:

- a. The regression coefficient for Employee Commitment (X_1) is 0.417 which states that if Employee Commitment experiences an addition of one unit, Employee Motivation increases by 0.417 assuming (X_2) is constant. These results indicate that the higher the employee's commitment, the higher the motivation generated, conversely, the lower the employee's commitment, the lower the motivation generated.
- b. The organizational climate regression coefficient (X_2) of 0.345 states that if the organizational climate experiences an addition of one unit, employee motivation increases by 0.345 assuming X_1 is constant. These results indicate that the greater the organizational climate created by the Office, the greater the motivation generated, conversely, the smaller the organizational climate created, the lower the motivation generated.

Based on the statistical t test, the results of the analysis are as follows:

- a. The t coefficient of the employee commitment variable (X_1) is 6.766 $> t$ label is 1.6076 with a significant level of $0.000 < 0.05$ with (sig $< \alpha$ 5%) so the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. This shows that the independent variable, namely employee commitment (X_1), individually has a significant effect on the dependent variable employee motivation (Y).
- b. The t coefficient for organizational climate variable (X_2) is 4.018 $> t$ table for 1.6076 with a significant level of $0.000 < 0.05$ (sig $< \alpha$ 5%) so the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. This shows that the independent variable, namely organizational climate (X_2), individually has a significant effect on the dependent variable of employee motivation (Y).

Based on the F test shows that the calculated F value $> F_{\text{table}}$ is $40.460 > 3.1504$. This value is significant with $0.000 < 0.05$ (sig $< \alpha$ 5% = 0.05). Thus rejecting H_0 and accepting H_a , which means that the employee commitment variable (X_1) and organizational climate variable (X_2) together have a significant effect on employee motivation (Y) at the Pinrang Regency Population and Civil Registry Service, accepted and proven true. In this discussion it is directed to analyze the extent to which employee

commitment and organizational climate influence employee motivation at the Population and Civil Registry Office of Pinrang Regency, and it appears that these two variables have an effect. positive and significant impact on employee motivation at the Department of Population and Civil Registry of Pinrang Regency,. With high employee commitment, employees will be willing to accept almost all tasks and responsibilities given to them and feel loyalty and a sense of belonging to the organization. In addition, employees also pay attention to the fate of the organization which ultimately motivates employees to work harder. And with a comfortable and conducive organizational climate, it will provide positive energy for employees so that they feel happy and always enthusiastic and in the end employees will be motivated in completing their respective tasks or obligations.

Organizational regulations are an important element for business stability and employee development.

a. Protect the business life

Business life will continue to develop if it is guaranteed by a regulation made by business people. The function of this business regulation guarantees that the rights and obligations of both parties are implemented.

b. Maintain economic stability

Business people definitely want their business to run smoothly without interference from internal and external organizations. Indirectly, when organizational dynamics run harmoniously, the rights and obligations of both parties are carried out in accordance with regulations, meaning that the country's economy will definitely increase.

c. Maintain rights and obligations

In order for the rights and obligations of both parties to work properly, they must be bound by organizational regulations. Rights and obligations are the main objects regulated by law in any country.

d. Maintain organizational confidentiality

One of the functions of organizational regulations is to maintain confidentiality so that it does not leak to the public.

e. Manage human resources

Employees are an asset as well as a burden to the organization, because employees have extraordinary potential if fostered and developed, smart employees will have an impact on organizational progress. Smart employees are able to provide innovative input to the organization.

f. Maintain product quality

Large organizations must have regulations that contain conditions so that the products produced are in accordance with the production plan. Good products through manufacturing mechanisms in accordance with the requirements specified in organizational regulations.

g. Ensure employee performance

Every employee in carrying out their duties must comply with the job description determined by the organization. Job descriptions are useful for managing organizational harmonization. Job description is part of the organizational regulations governing employee performance.

h. Maintain the internal security of the organization

Every time there is a violation, the culprit will be dealt with firmly. If necessary, witnesses will be given according to the level of guilt. Regulations are made aiming to maintain a safe work environment.

CONCLUSION

Based on the T test it can be explained that employee commitment has a significant effect on employee motivation. This is indicated by $T \text{ count} > T \text{ table}$, namely $6.766 > 1.6706$ with a significant level of $0.000 < 0.05$. And organizational climate has a significant effect on employee motivation as shown by $4.018 > 1.6076$ with a significant level of $0.000 < 0.05$ of the significant level ($\text{sig} < 0.05$). From the simultaneous F / test, it was obtained that $F \text{ count} > F \text{ table}$, namely $40.460 > 3.1504$ and a significant value of $0.000 < 0.05$ which is ($\text{sig} < 0.05$). Thus it can be said that the variables of Employee Commitment and Organizational Climate together have a significant effect on employee motivation at the Department of Population and Civil Registry of Pinrang Regency.

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