

**THE IMPACT OF WORK MOTIVATION, ORGANIZATIONAL  
COMMITMENT AND WORK ENVIRONMENT ON EMPLOYEE  
PERFORMANCE OF EDUCATIONAL SERVICE WORKER AT  
FACULTY OF ANIMAL SCIENCE, ANDALAS UNIVERSITY**

**THESIS**

Submitted as Partial Requirements to Achieve the Bachelor Degree Title on  
Bachelor Study Program (S1) of Management Department in Economics Faculty  
of Universitas Andalas



Submitted by :


**Gabelly Sharmila**

**1610521015**

Supervisor :

**Dr. Yuliasri S.E, MBA**

**BACHELOR DEGREE INTERNATIONAL MANAGEMENT  
FACULTY OF ECONOMICS  
ANDALAS UNIVERSITY  
PADANG  
OCTOBER 2021**

	Alumni Number at University	<b>Gabelly Sharmila</b>	Alumni Number at Faculty
	a) Place/Date of Birth: Jambi/13 April 1998, b) Parent's Name: Metri Hasan and Husmaini, c) Faculty: Economic, d) Major: International Management, e) Student Number: 1610521015, f) Graduation Date: 14 <sup>th</sup> August 2021, g) Grade: Very Satisfactory, h) GPA: 3,51 i) Length of Study: 4 Years, j) Parent's Address: Komp. Jondul IV blok OO/15 Perupuk Tabing, Padang.		

**THE IMPACT OF WORK MOTIVATION, ORGANIZATIONAL COMMITMENT AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE OF EDUCATIONAL SERVICE WORKER AT FACULTY OF ANIMAL SCIENCE, ANDALAS UNIVERSITY**


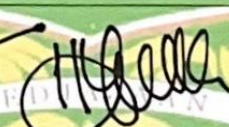
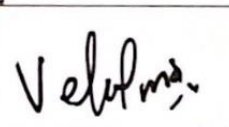
*Bachelor Thesis By : Gabelly Sharmila  
Supervisor : Dr. Yuliharsi,SE,M.BA*

**ABSTRACT**

A university is a higher education and research institution, which awards academic degrees in various fields. The faculty of Animal Science of Andalas University is one of the oldest faculties at Andalas University and has an increasing number of students every year. By that situation, the faculty must improve their quality, especially educational service worker in helping students and lecturers in terms of service. There are many factors that can affect the performance. Some of them are work motivation, organizational commitment and work environment. This research aims to the influence of work motivation, organizational commitment and work environment on employee performance at the faculty of Animal Science, Andalas University. This study uses a quantitative approach with online survey techniques. Using 40 samples consisting of employees at the faculty of animal science educational service worker. By using SmartPLS 3.0 to analyze data, it is found that Work Motivation has a positive and significant impact on employee performance, Organizational Commitment has a negative but not significant impact on employee performance, and Work Environment has a positive and significant impact on employee performance.

**Keywords:** *Work Motivation, Organizational Commitment, Work Environment, Employee Performance.*

This thesis already examined and passed on May, 19<sup>th</sup> 2021. This abstract already approved by supervisor and examiners:

Signature	1. 	2. 	3. 
Name	Dr. Yuliharsi,SE,M.BA	Dr. Hendra Lukito, SE,MM.PhD	Velia Meidilisa, SE, MM

Acknowledgement,  
Head of Management Department

Dr. Hendra Lukito, SE,MM.PhD  
NIP. 197106242006041007

Alumnus has already registered at faculty/university and gets alumnus number:

	Staff of Faculty/University	
Alumni's number at faculty	Name	Signature
Alumni's number at university	Name	Signature

