



THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE.

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The purpose of this study was to investigate the relationship between work environment and motivation, and their impact on employee performance. The researchers employed a quantitative research method to gather and analyze data. The data analysis technique used in this study was multiple linear regression analysis, which allowed the researchers to examine the relationships between the variables of interest. The sample for this study consisted of 31 respondents were selected based on certain criteria and represented a diverse range of job roles and levels within the organization. The results of the analysis revealed that both work environment and motivation had a positive and significant effect on employee performance at CV. Elhabib Setia Aminah. This implies that when employees perceive a favorable work environment and experience high levels of motivation, their performance tends to improve. Specifically, the study found that the combined influence of work environment and motivation accounted for 61.2% of the variability in employee performance. This suggests that more than half of the changes in employee performance can be attributed to the work environment and motivation factors considered in this study. It is important to note that there are other factors beyond the scope of this research that contribute to employee performance. These include compensation, leadership style, work stress, and other individual and organizational factors. The remaining 39.8% of the variance in employee performance can be attributed to these unexamined variables. These results have implications for human resource management practices and suggest that organizations should focus on optimizing work conditions and promoting employee motivation to improve overall performance levels.

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INTRODUCTION

The success of an organization in managing the human resources owned by the organization greatly determines the successful achievement of the goals of an organization. Every organization tries to improve the performance of its employees in the hope that the company's goals will be achieved. To achieve company goals effectively and efficiently, employee behavior is very important for the company's success (Sitopu et al., 2021). An organization must treat its employees with humanity, which includes giving them a position that can increase their sense of self-esteem, facilities needed, fulfilling expectations,

motivating them, giving them opportunities to grow and develop, and ensuring their health and safety (Mahardhika, 2013). Employee performance is the end result of a person's efforts in completing the tasks and obligations given to him based on his ability, experience, honesty, and availability. Employee performance can be influenced by various factors, including work motivation and work environment (Alya et al., 2022). The results of research conducted by (Pratama, 2020) state that motivation and work environment are influential Positive on Employee Performance, this is in line with the results of research conducted by (Rahayu, Subiyanto, & Kurniawan, 2021) (Seran, Subiyanto, & Kurniawan, 2021) which state that the Work

Environment, Motivation has an influence on Employee Performance.

Based on the results of a pre-survey conducted by researchers on employees. With a result of 65.2% of employees has not been able to meet the targets set by the company, and 34.8% of employees have not been able to complete the job in optimal time. In addition to this, there are still many employees who do not achieve daily or monthly sales targets according to what has been set by the company (Van Tien et al., 2021). If this continues to be left unchecked, it will have an impact on the company which is marked by a decrease in the quality and quantity of employee performance which will have a negative impact on the company.

The work environment is everything around employees that can have an impact on how they carry out the tasks for which they are responsible is considered an employee work environment (Alya et al., 2022). Therefore, it is necessary to make efforts to create an effective and conducive work environment because what is mediated will encourage employees to feel comfortable at work, happy and enthusiastic in carrying out their duties, which in turn will increase job satisfaction which in turn improves employee performance.

As for the work environment. The researcher knows from initial observations and interviews with employees that: (1) the company's security conditions do not pay special attention, employees who use motorbikes are prohibited from double locking their vehicles, (2) there is no CCTV in the company so there is a lack of security levels inside or in the company area, (3) lack of air ventilation in the company so that if the AC is off the room will feel stuffy. Based on the results of a pre-survey conducted by researchers, the work environment is the main factor causing the decline in the quality and quantity of employee performance (Laraswati et al., 2020). Is characterized by 56.5% of employees feeling that the needs of their work environment have not been met properly.

Motivation is a factor that can stimulate a person to act in a certain activity, motivation is often seen as influencing a person's behavior. Superiors who regularly motivate employees can improve employee performance (Jose et al., 2021). Motivation is the component that determines why people behave in various ways and how they behave in relation to their performance in an organization (Saether, 2019).

The leadership of the company stated during the interview that there were still employees who had not instilled high morale and were motivated to work better. Based on the results of a pre-survey conducted by researchers on employees. The second factor that causes a decrease in the quality and quantity of employee performance is motivation, which is marked by 26.1% of employees feeling their motivational needs have not been met.

METHOD

The method applied in this study is the quantitative method which will present the results in the form of numbers which are described using multiple linear regression analysis to test the hypothesis and determine the effect of the dependent variable (work environment, motivation) on the independent variable (employee performance) which is processed using SPSS version 25. In this study to measure the variables Work Environment (X1), Motivation (X2) and Employee Performance (Y) using a questionnaire using a Likert scale.

The sampling technique in this study is to use a saturated sampling technique in which this technique uses the population as the sample. The sample used in this study were employees from CV. Elhabib Setia Aminah with a selected population of 31 employees of CV. Elhabib Setia Aminah. In this study, the object of research is the influence of the work environment and motivation on employee performance at CV. Elhabib Setia Aminah, where the main objects in this study are employees of CV. Elhabib Setia Aminah who is in Ciamis Regency.

The data collection technique uses primary data where the researcher uses a questionnaire that contains questions with score answers using a Likert scale, interviews, and observations to collect the data needed in this research process. The data obtained from the questionnaire/questionnaire that has been filled out by these respondents will be analyzed using the Multiple Linear Regression Analysis Technique that has been determined by the researcher. In this study using the presentation of quantitative data using validity and reliability tests, t test, f test and the coefficient of determination using the help of a software application in the form of SPSS version 25.

RESULT AND DISCUSSION

1. Validity Test Results

Table 1 Work Environment Validity Test Table (X1)

Instrument Item No	Pearson Correlation R Compute	R Table	Significance Value	Information
X1.1	0.811	0.376	0.000	Valid

X1.2	0.768	0.376	0.000	Valid
X1.3	0.768	0.376	0.000	Valid
X1.4	0.812	0.376	0.000	Valid
X1.5	0.797	0.376	0.000	Valid
X1.6	0.788	0.376	0.000	Valid
X1.7	0.828	0.376	0.000	Valid

Source: Primary data processing results, 2022

All work environment statements in the research instrument are considered valid based on the table above, because the r_{count} is greater than the r_{table} 0.376.

2. Motivational Validity Test Table (X2)

Table 3 Motivational Validity Test Table (X2)

Instrument Item No	Pearson Correlation R Compute	R Table	Significance Value	Information
X2.1	0.386	0.376	0.000	Valid
X2.2	0.577	0.376	0.000	Valid
X2. 3	0.691	0.376	0.000	Valid
X2. 4	0.377	0.376	0.000	Valid
X2. 5	0.575	0.376	0.000	Valid
X2. 6	0.644	0.376	0.000	Valid

Source: Primary data processing results, 2022

Almost all motivational statements in the research instrument are considered valid and based on the table above, because the r_{count} is greater than the r_{table} 0.376. And there is one invalid statement because the $r_{calculated}$ value is smaller than the r_{table} of 0.376 .

3. Employee Performance Validity Test Table (Y)

Table 3 Employee Performance Validity Test Table (Y)

Instrument Item No	Pearson Correlation R Compute	R Table	Significance Value	Information
Y. 1	0.786	0.376	0.000	Valid
Y.2	0.766	0.376	0.000	Valid
Y.3	0.766	0.376	0.000	Valid
Y.4	0.815	0.376	0.000	Valid
Y.5	0.716	0.376	0.000	Valid
Y.6	0.737	0.376	0.000	Valid
Y.7	0.835	0.376	0.000	Valid

Source: Primary data processing results, 2022

All Employee Performance statements in the research instrument are considered valid based on the table above, because r_{count} is greater than r_{table} 0.376.

Table 4 of Reliability Test Results

Variable Study	Cronbach Alpha	Reliability Standards	Test results
Work Environment (X1)	0.788	0.600	Reliable
Motivation (X2)	0.698	0.600	Reliable
Employee Performance (Y)	0.787	0.600	Reliable

Source: Primary data processing results, 2022

The results of the Reliability Test in the table above show that the Cronbach Alpha value

> Reliability Standard which indicates that all variables are reliable or can be said to be reliable.

Table 5 of Determination Coefficient Results

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.782 ^a	.612	.584	2.16877
a. Predictors: (Constant), Motivation, Work Environment				

Source: SPSS Outputs

Based on the table, the R Square value is 0.612. This describes that the variable Work Environment (X1) and Motivation (X2) explains the effect on Employee Performance (Y). With

61.2%. While the remaining 39.8% is the influence of independent variables not examined by researchers in this study such as compensation, leadership style, work stress and others.

Table 6 of F Test Results

ANOVA ^a						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	207,784	2	103,892	22,088	.000 ^b
	residual	131,700	28	4,704		
	Total	339,484	30			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Motivation, Work Environment						

Source: SPSS F Test Output

Based on the table above, it shows that the calculated F value (22,088) is greater than F_{table} (3.34), and sig b (0.000) is smaller than alpha 5% (0.05). This indicates that the research results reject H0 and accept H3. Comparison between F_{count} and F_{table} can prove that together the work

environment and motivation have a positive effect on employee performance with a significant level of influence. This means that the work environment and motivation greatly determine the performance of employees.

Table 7 T test results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	5,815	4,565		1,274	.213
	Work environment	.489	.104	.611	4,719	.000
	Motivation	.358	.157	.295	2,279	.030
a. Dependent Variable: Employee Performance						

Source: SPSS t-test output

Based on the table above, the following results can be obtained. The t value for the work environment variable is 4.719 and the t_{table} is 2.048 so that t_{count} > t_{table} (2.048), or the sig t value for the work environment (0.000) is less than alpha (0.05).

Based on the results that have been obtained, H₀ is rejected and H₁ is accepted for the work environment variable. Thus, partially the work environment variable has a significant positive effect on employee performance. The t

value of the motivation variable is 2.279 and the t_{table} is 2.048 so that t_{count} > t_{table} (2.048), or the sig t value for motivation (0.000) is smaller than alpha (0.05).

Based on the results that have been obtained, H₀ is rejected and H₂ is accepted for the motivational variable. Thus, partially the motivational variable has a significant positive effect on employee performance.

Partially, the work environment variable is more influential than the motivational variable.

That is, the Work Environment variable plays a greater role in determining employee performance compared to the motivational variable.

CONCLUSSION AND RECOMMENDATION

Based on the results of research that has been carried out regarding the Influence of the Work Environment and Motivation on Employee Performance conducted. With a large sample of 31 people. The results of research and discussion that aim to determine the effect of the work environment and motivation on employee performance, it can be concluded that The work environment and motivation that has been given. Has been implemented well, but there are still points that are assessed by employees that have not been fulfilled properly.

The work environment partially has a significant and positive effect on employee performance. With this it can be said that H1 and H2 are accepted. Work Environment and Motivation simultaneously have a significant and positive effect on Employee Performance. With this it can be said that H3 is accepted

Researchers submit suggestions as material for company considerations to improve employee performance. Suggestions that can be given by researchers to companies are as follows Companies can improve employee performance by improving the quality of the work environment, which can be in the form of physical and non-physical environments such as relationships with superiors, relationships with fellow co-workers and so on.

Companies can improve employee performance by providing motivation to employees who can encourage themselves to improve performance. By increasing the provision of motivation to employees, it is expected to improve the performance of employees. Because the influence of motivation shows a positive direction.

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