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**THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON
EMPLOYEE PERFORMANCE OF PT. HASTA MULTI SEJAHTERA
CIKARANG**

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Abstract

Work environment and motivation are two of the factors that are thought to be relatively large in influencing employee performance at PT Hasta Multi Sejahtera. To prove the influence of both of them, this study was conducted to determine the effect of the work environment and motivation on performance at PT Hasta Multi Sejahtera. The study was conducted at PT Hasta Multi Sejahtera Cikarang by taking 60 respondents, as a sample in the study for 3 months. Data retrieval is done by using a Likert scale questionnaire, and by using a quantitative descriptive approach. Therefore, the analysis of the data used is statistical analysis in the form of multiple linear regression tests. The results of this study indicate that partially and simultaneously work environment and motivation variables influence the performance of employees at PT Hasta Multi Sejahtera Cikarang. This is evidenced by the results of the simultaneous test (F test) and the results of the partial test (t-test) also show the significant value of the two independent variables that support the hypothesis. Therefore the test results of this study state that there is a simultaneous influence between work environment variables and motivation on employee performance at PT Hasta Multi Sejahtera.

Keywords: Work environment, Motivation, Employee Performance..

1. Introduction

High performance of the employee is expected by the company, the more employees who have high performance, the overall productivity of the company will increase so that the company will be able to survive in global competition. Employee performance can be measured through the effective and efficient completion of their duties and performing their roles and functions and positively related to the company's success. According to Prof. Dr. Moeheriono, M.Sc (2014: 95) Performance is a depiction of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, mission, organization as outlined in an organization's strategic planning.

The environment always gives a significant influence on anyone, including the company. The company will not grow well if the work environment around it is not conducive, a good work environment determines the level of employee performance. Unhealthy working environment conditions can make employees easily stressed, not eager to work, come late, and vice versa. If the work environment is healthy then, of course, the employee will be enthusiastic about working, not easily sick and easy to concentrate so that work can be

completed quickly according to targets, employee performance will not be optimal if the working environment is not pleasant. Understanding the environment in general according to Robbins (2010) "The environment refers to institutions and forces that are outside the organization and potentially affect the performance of the organization".

In addition to the work environment, employee motivation is also one of the elements that largely determine the company's success in achieving its goals. Companies need to provide encouragement that can provide awareness and willingness for employees to work as desired by the company, the encouragement is called work motivation. However, providing motivation is not easy. Motivation represents psychological processes that encourage actions in the form of attitudes and behaviors, related to work motivation, empowerment is a very related issue because empowerment will be able to provide a stimulus for employees to be motivated to work and employees who are empowered will be able to produce optimal performance.

"Motivation is a process that causes the intensity, direction and continuous efforts of individuals towards the achievement of goals (Robbins in Wibowo 2016: 322), While motivation in general understanding is related to efforts to achieve goals, we focus on organizational goals in order to reflect interest in work and behavior related to the job

PT. HASTA MULTI SEJAHTERA is an integrated company in the field of Manufacturing Industries. This company has been running for a long time and continues to grow at this time so it is very interesting to find out more information about this company, especially on performance issues. Indicators of performance measurement, namely the presence of fluctuating employees and a large number of employees who do not come to work without notice, leave, permits, etc., can be one of the factors in the decline in performance.

In addition to the opinions of experts and the existence of several previous studies that examine the influence of the work environment and motivation on employee performance can strengthen the relationship between work environment and motivation on employee performance.

Aldo Herlambang in the article "The influence of work motivation and work environment on the performance of employees of PT Karmand Andalan Putra Surabaya" published in *Journal of Business Administration (JAB)* volume 13 No. 1, the March 2017 period concluded that work motivation has a significant effect on the performance of employees of PT. Karmand Andalan Surabaya, The work environment has a significant effect on the performance of the employees of PT. Karmand Andalan Putra Surabaya, Work motivation and work environment simultaneously have a significant effect on the performance of PT Karmand Andalan Putra Surabaya.

In this study, researchers want to further see the relationship between these three variables through a study. As for this study is to determine the effect of the work environment on the performance of employees of PT. Hasta Multi Sejahtera, to determine the effect of motivation on the performance of employees of PT. Hasta Multi Sejahtera and to know the influence of the work environment and motivation on the performance of the employees of PT. Hasta Multi Sejahtera.

2. Literature Review

Performance

Performance or also called job performance or actual performance or level of performance, which is the level of employee success in completing work. According to Colquitt Lepine and Wesson quoted by Wibowo in *Performance Management* (2015: 2) "Performance is the value of a series of behaviors that contribute, both positively and negatively, to the completion of organizational goals". Performance is "A depiction of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, mission, organization as outlined in an organizational strategic planning Moeheriono (2012: 95)".

Work Environment

The work environment is "Everything that is around the worker and that can affect him in carrying out the tasks assigned" Alex S. Nitisebito (2015: 198). Likewise, when doing work. The work environment is "A

place where there are several groups in which there are supporting facilities to achieve goals following the vision and mission of the company” Sudamaryati (2013: 23).

The work environment creates high comfort for employees; the comfort created from this work environment affects the employee's seriousness in working so that it can encourage employees to work better because of environmental support (Budiyanto and Uetomo 2011: 192).

Motivation

Motivation comes from the Latin word *Movere* which means encouragement, driving force or strength that causes an action. The word *Movere* in English is often equated with Motivation which means giving a motive, creating a motive, or things that cause an impulse or a state that gives rise to an impulse. According to Hasibuan Malayu S.P in Sunyoto Danang (2012: 191) “Motivation means a desire to stimulate one's willingness to work, each motive has a specific goal to be achieved.

Framework

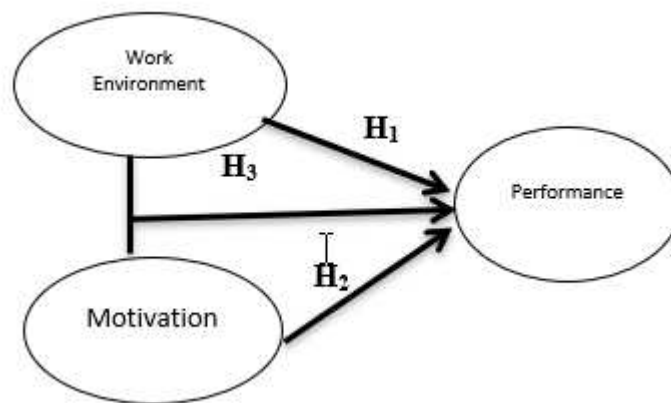


Figure 1. Research Framework

Hypothesis:

Based on the research objectives, the theoretical basis and framework of thought can be proposed as follows:

H1: Work environment influences employee performance

H2: Motivation influences employee performance

H3: Work environment and motivation simultaneously influence employee performance

3. Methods

The population used in this study were all employees of PT. Hasta Multi Sejahtera, amounting to 60 people with sampling techniques using saturated sample techniques in which all populations are equal to the sample. The required data is taken using a questionnaire technique. Using multiple linear regression methods, to test the effect of independent variables on the dependent variable. Testing data used in this study include validity, reliability, classic assumption tests (normality test, multicollinearity test, Heterokedaticity test, multiple linear regression analysis, t-test to test and prove research hypotheses, simultaneous, and coefficient of determination).

4. Results and Discussion

Multiple Linear Regression Analysis

Multiple linear regression analysis used in this study aims to determine whether there is an influence of independent variables on the dependent variable. A summary of the results of data processing using the SPSS program is as follows:

Table 1
Multiple Linear Regression Results

		Coefficients ^a				Collinearity Statistics		
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	5,542	3,836		1,445	,154		
	Lingkungan kerja	,073	,080	-,071	,911	,366	,940	1,064
	Motivasi	,778	,076	,798	10,181	,000	,940	1,064

a. Dependent Variable: Kinerja Karyawan

Source: Processed research data, 2019

Based on the SPSS output above, the following regression equation is obtained:

$$Y = 5,542 + 0,73 X_1 + 0,778 X_2$$

The model shows that:

- a. Constant = 5.542 Positive constant values indicate the positive influence of independent variables (work environment and motivation). If the independent variable increases or influences, the employee performance variable will increase by 5.542 or be fulfilled.
- b. Work environment variable coefficient (X1) = 0.73 It is a regression coefficient value of the work environment variable (X1) to the employee performance variable (Y) meaning that if the work environment (X1) has increased, the employee performance (Y) will increase by 0.73 or 0.73%. A positive coefficient means that between the work environment (X1) and employee performance (Y) a positive relationship. An increase in the work environment (X2) will increase employee performance (Y).
- c. Motivation variable coefficient (X2) = 0.778 Is a regression coefficient value of motivation variable (X2) to Employee performance variable (Y) means that if motivation (X2) has increased, then employee performance (Y) will increase by 0.778 or 77.8% The coefficient of positive value means between motivation (X2) and employee performance (Y) a positive relationship. An increase in motivation (X2) will increase employee performance (Y)

Hypothesis testing

This test is to determine the effect of the work environment (X1) and Motivation (X2), partially on employee performance variables (Y) at PT. Hasta Multi Sejahtera with t-test. From the analysis using the error rate (α) 10%: 2 = 5% = 0.05 and the degree of freedom (df) = n-k1.

Information:

- a. Number of respondents (n) = 60 people
- b. The number of independent variables (k) = 2
- c. Significance level $\alpha = 5\%$
- d. Degree of freedom (df) = $n-k-1 = 60-2-1 = 57$. It is known that the ttable value of 1.672 from the calculation results obtained the t-count value as shown in the following table

Table 2
Hypothesis Testing Results with Partial Test (t-Test)

Variable	T _{count}	Sign	t _{table}
Work Environment (X1)	0.911	0.366	1.672
Motivation (X2)	10.181	0.000	1.672

Source: Processed research data, 2019

a) Work environment

Based on the partial test results for the work environment variables obtained $t_{count}=0.911$ with a significance value of 0.366 with a significant probability far greater than 0.05 and a value of tcount smaller than t_{table} $0.911 < 1.672$ then H_{a1} is rejected. This shows that there is no influence between the work environment variables on employee performance received.

b) Motivation

Based on the partial test results for the Motivation variable obtained $t_{count} = 10.181$ with a significant value of 0.000 with a significant probability far smaller than 0.05 and tcount greater than t table $10.181 > 1.672$ then H_{a2} is accepted. This shows that there is an influence between Motivation variables on employee performance received..

Simultaneous Influence Analysis with F Test

This test is to determine the effect of the work environment (X1) and motivation (X2), simultaneously or together on employee performance variables (Y) with the F test. To find out the F table, the degree of freedom is divided into two, namely the degree of freedom as numerator or df (n1) and degree of freedom as denominators or df (n2).

Information:

- a. Number of respondents (n) = 60 people
- b. The number of independent variables (k) = 2
- c. Significance level $\alpha = 5\%$

Degree of freedom, search using:

$$df (n1) = k - 1 = 2 - 1 = 1$$

$$df (n2) = n - k = 60 - 2 = 58$$

with a value of $df (n1) = 1$ and $df (n2) = 58$ and a significance level of 5% or 0.05, the F table value is 4.01.

The F test table in this study is as follows:

Table 3
Hypothesis Testing Results with Simultaneous Test (F Test)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	689,904	2	344,952	58.030	,000 ^b
	Residual	338,829	57	5.944		
	Total	1028,733	59			

a. Dependent Variable: Kinerja Karyawan
 b. Predictors: (Constant), Motivasi, Lingkungan kerja
 Sumber Data: Data Penelitian yang Diolah (2018)

Source: Processed research data, 2019

Based on the data above, this simultaneous test can be seen in the F test value and is significant. Because the significant probability results are much smaller than 0.05 and the value of Fcount=58.030 is greater than Ftable=4.01 then Ha3 is accepted. This shows a simultaneous effect on employee performance.

Coefficient of Determination

The coefficient of determination (R²) essentially measures how far the model's ability to explain the variation of the dependent variable. The coefficient of determination (R²) can be seen in Table 5.14 below:

**Table 4
 Determination Test Results**

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,819 ^a	,671	,659	2,438

a. Predictors: (Constant), Motivasi, Pelatihan
 b. Dependent Variable: Kinerja Karyawan

Source: Processed research data, 2019

The results of calculations using SPSS version 25 can be seen that the coefficient of determination (R square) obtained is 0.671. This means that 67.1% of work environment and motivation influence employee performance while the remaining 32.9% employee performance is affected by other variables not examined in this study

5. Conclusion

Analysis of the variables that affect employee performance shows that the work environment variable does not have a positive relationship with employee performance with $t_{count} < t_{table}$ or $0.911 < 1.672$ while the significance level $>$ significance extent or $0.366 > 0.05$. This shows that the work environment variable does not significantly influence employee performance. Based on the results of the analysis of the variables that affect employee performance, it appears that the second variable being analyzed, which is Motivation, affects partially on employee performance. This is evidenced by the calculation of t_{count} greater than t_{table} , namely t_{count} of 10.181 with > 1.672 , while the significance level $<$ significance extent or $0.000 < 0.05$ shows that the motivation variable has a significant effect on employee performance. The results of the analysis of the variables that affect performance employees appear that together (simultaneously) the two variables, work environment, and motivation analyzed affect employee performance. This is evidenced by the results of the Fcount calculation of

58.030> Ftable 4.01. This shows that simultaneously the work environment and motivation significantly influence employee performance.

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