

## MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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### Abstract

This research aims to identify and evaluate the effects of motivation and work environment on employee performance. This study was carried out in South Sulawesi Province, and it used a literary design with a qualitative method. Purposive sampling, i.e., direct appointment by the researcher, was employed in the sampling method. Techniques for gathering data include observation, interviews, surveys, and recordkeeping. Data analysis involves reducing, presenting, and deriving conclusions from data. The findings revealed that motivation and work environment might have a direct impact on performance. The typical employee is highly motivated, with intense excitement in carrying out their tasks and obligations, maximal efforts, and precise work instructions. Meanwhile, the work environment influences employee performance by fostering positive relationships with coworkers, providing a pleasant working environment, and making available work facilities.

**Keywords:** Motivation, Work Environment, Performance, Employees, Indonesia

### Abstrak

Penelitian ini bertujuan untuk mengidentifikasi dan mengevaluasi pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan. Penelitian ini dilakukan di Provinsi Sulawesi Selatan, dan menggunakan desain sastra dengan metode kualitatif. Teknik penentuan informan dengan purposive sampling, yaitu penunjukan langsung oleh peneliti, yang digunakan dalam metode pengambilan sampel. Teknik pengumpulan data meliputi observasi, wawancara, survei, dan pencatatan. Analisis data melalui reduksi, display, dan penarikan kesimpulan dari data. Temuan penelitian mengungkapkan bahwa motivasi dan lingkungan kerja memiliki dampak langsung pada kinerja. Karyawan baik memiliki motivasi yang tinggi, dengan semangat yang tinggi dalam melaksanakan tugas dan kewajibannya, dengan upaya maksimal, dan instruksi kerja yang tepat. Sedangkan lingkungan kerja mempengaruhi kinerja karyawan dengan terjalinnya hubungan positif dengan rekan kerja, adanya lingkungan kerja yang menyenangkan, dan menyediakan fasilitas kerja.

**Kata Kunci:** Motivasi, Lingkungan Kerja, Kinerja, Karyawan, Indonesia

## 1. Introduction

Employees that put out a strong effort at work will consistently demonstrate sincerity in their job. Employees who work and play with devices, watch television or talk with coworkers. Such conduct will almost likely not shorten the task's completion time. Every task will undoubtedly encounter difficulties; an individual who is highly motivated at work will demonstrate hard effort or perseverance in resolving the issue (Mahrinasari et al., 2021). Observations indicate that if an employee has a technical issue with the computer, they quickly seek assistance from other workers. This demonstrates an employee's lack of perseverance in resolving work-related issues. Employees should address their job issues first, but if they cannot do so, they should seek assistance from others.

The job environment is another element that influences employee work performance. The work environment, in general, refers to the conditions that exist around employees, including both physical

and non-physical surroundings that may aid in the execution of employees' tasks. The work environment is defined as anything surrounding the worker that may interfere with his ability to do his duties (Zacharias et al., 2021).

Another motivation issue is the amount of effort put in by workers. Employees that put up a strong effort at work are constantly serious about their job. If employees work and also play with devices, watch television, or talk with coworkers. Such conduct will almost likely not shorten the task's completion time.

The workplace is more than just a physical location. An employee's non-physical work environment is also relevant to them at work. Employees are required to create a pleasant connection with their coworkers in a non-physical work setting (Sahid et al., 2020). Another issue with the work environment is the lack of supporting work amenities. Based on observations, the facilities in the workplace are sometimes insufficient, which is a highly disruptive job since specific facilities must do detailed work.

## **2. Method**

This study employs a literary research strategy that demonstrates a cause-and-effect connection between the variables under consideration. The purpose of this literature review is to ensure that the linked variables have a cause-and-effect relationship. Meanwhile, this research technique employs the qualitative approach, which evaluates specific hypotheses by analyzing the connection between variables. This study was carried out in South Sulawesi Province. From April to July 2020, it lasted four months until the necessary data on several specified informants and secondary data as supporting data were obtained. The informant collecting method used in this study was a purposive sample strategy, which means that the researcher chose the sampling. Data collection was carried out to acquire information required to accomplish research goals, and data collection in this study was carried out via observation, interviews, and documentation studies.

## **3. Results and Discussion**

### **3.1. Motivation on Employee Performance**

According to the study's findings, motivation for discipline is positive and substantial, implying that greater motivation will enhance employee performance under the premise that other influencing variables remain constant. A study with a favorable impact shows that motivation has a positive and substantial influence on performance. Previous research has found that motivation has a favorable and substantial impact on performance, which is confirmed by the results of this study. Agencies that wish to grow must have plans to enhance their effectiveness and efficiency continually. Agencies must be able to manage their resources effectively. Managing human resources is not a simple task since human resources are difficult to anticipate. Each person is unique in their way. They each have unique requirements, goals, attitudes, desires, responsibilities, and potential (Usman et al., 2020).

Employee motivation is influenced by the direction of their conduct, degree of effort, and perseverance. Employee perseverance is the most potent predictor of employee performance, indicating that workers are better at keeping time, duties, maintaining office equipment, and following regulations (Yusriadi et al., 2020). Motivated workers will be more active and glad to position themselves in productive things and constantly maintain a productive method to enhance their job outcomes in the workplace. Employee performance improves due to their perseverance in carrying out their responsibilities freely and responsibly, and the drive comes from their knowledge. The previous study has shown that performance is the availability of someone who emerges with his consciousness to obey the rules that apply in the company (Tamsah et al., 2020).

It may anticipate success and failure based on employee work motivation. Enthusiastic employees are generally hopeful and confident in their abilities to take action. On the other hand, employees who lack self-confidence will have challenges in their life, both at work and in dealing with coworkers. Motivation is one of the elements that may help enhance job discipline. Essentially, agencies demand workers be willing and able to work diligently and be highly motivated to accomplish organizational objectives. Employee abilities, talents, and skills are worthless if they are not accompanied by employee desire to enhance work discipline (Mustafa et al., 2020). Human resources are the most crucial element in attaining corporate objectives that need particular attention. The leader of the work unit should be required to constantly encourage his employees to improve their work discipline for collaboration and mutual understanding of the responsibilities and functions of each work unit to operate correctly.

### **3.2. Work Environment on Employee Performance**

All agencies, without a doubt, have norms of conduct that workers must follow in their job, both written and unwritten if they want employees to comply with all environmental initiatives aimed at boosting employee morale. Workers often have flaws in terms of the environment, notably disobedience, which may impact morale. Therefore there must be regulations that employees must follow. It may use the work environment to guide workers in carrying out their duties so that they do not break the regulations that have been established (Anwar, 2021). Employees have a poor work environment without supporting a good employee environment with company rules or requirements that are often disregarded or violated (Makmur & Makmur, 2021). On the other hand, if the employee follows the organization's policies, it demonstrates excellent environmental circumstances (Ahdan et al., 2019).

Employee discipline has risen in a work setting with an excellent working culture, including utilizing office equipment, time management, duties, and other regulations. The working environment as a working relationship in the company is the working relationship between workers and between employees and superiors in this research (Sukimi et al., 2019). The work environment is inextricably linked to collaboration; every employee will engage and collaborate with the different circumstances included in

the work environment. Availability of work facilities: Each office must seek pleasant facilities and infrastructure and be appropriately cared for to impact staff morale positively. The working environment in the company is a functional interaction between workers and supervisors (Sandra, 2021; Yusriadi et al., 2019).

#### 4. Conclusion

Based on the findings and discussion in this research, it is possible to infer that motivation and work environment directly impact performance. Employees are highly driven, as shown by solid employee perseverance in carrying out their tasks and obligations and maximal efforts and precise work instructions to be followed. Meanwhile, the work environment influences employee performance by fostering positive relationships with coworkers, providing a pleasant working environment, and making available work facilities. Employee performance is better suggested by the capacity to maintain and use office equipment, which is excellent enough to regulate the connection between motivation and the work environment.

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