

The Influence of Work Motivation and Work Environment Towards Employee Performance

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Abstract- This research aims to determine the influence of Work Motivation and Work Environment partially and simultaneously towards Employee Performance of Celupan Division at PT. Laju Karya Mandiri. This research categorized as associative causal research. In this research, Work Motivation has a role as independent variable X_1 , Work Environment as independent variable X_2 and Employee Performance as dependent variable Y . Amount of sample in this research is 69 people. Sample determination in this research uses saturation sampling method. Interview, questionnaire and documentary study are used to collect data. To analyze data, researcher uses classical assumption test, regression test and hypothesis test. Using 5% at significant level, the tests has an output that: 1) t Test of X_1 obtain t_{value} 3,338 with 0,001 at significant value which means Work Motivation has a positive and significant influence toward Employee Performance. 2) t Test of X_2 obtain t_{value} 6,610 with 0,000 at significant value which means Work Environment has a positive and significant influence toward Employee Performance. 3) F Test of X_1 and X_2 obtain F_{value} 70.914 and 0,000 at significant value which means Work Motivation and Work Environment have a positive and significant influence towards Employee Performance. 4) Coefficient Determination Test (R^2) of X_1 and X_2 obtain R Square value 0,682 which means Employee Performance is influenced by Work Motivation and Work Environment about 68,2% and the rest 31,8% influenced by another variable that exclude from this research.

Keywords: *Work Motivation, Work Environment and Employee Performance.*

1. Introduction

Every organization has to optimize and manage its human resource. Managing human resource can't be separated from employee factor that expected to work diligently in order to accomplish personal and organizational goals. Employees are main asset for organization and play an important role in every organization's activities. To accomplish organization's goal, employee needs to be motivated to work effectively and efficiently. Regarding how important employee's role, the organization have to look after its employee and managing them to be a good and well-managed employee. A highly motivated employee can complete task as many as they asked and vice versa. Beside work motivation, there is another factor that can influence employee performance. The factor is work environment.

A good and well-managed work environment can increase employee's performance. Imagine if we have a clean, healthy and comfortable work environment, we can work more effectively. Also, a good work environment will give employee a paradigm to think that they can work better because they are surrounded by many good things. Besides that, a good work environment can create work relationships among fellow

employee. The relationships that created inside work environment will lead the organization into huge successive. Still, organization has to creating and improving the environment in order to get a good result as much as they want.

PT. Laju Karya Mandiri is a private organization works in industry textile processing. The main activity from the organization is processing a big bundle of strings later will be colored or rolled into a small piece of strings. Having 434 employees, PT. Laju Karya Mandiri should manage its employee in order to get a good result. Celupan Division had a major responsible to process the big bundle of strings. According to interview result with employee "W" from Celupan Division, the division found some trouble related to their performance. Majority, the employee feels they are not well-motivated by the organization. They often received some pressure especially from Marketing Division about their works. Another problem is related to work environment. Celupan Division works inside a poor-lighted, noisy and hot temperature workshop. The employee stated that majority of the employee can't work effectively because they can't see the surrounding properly. Plus, they feel so disturbed because of the noise.

Regarding to it, this research aims to determine the influence of Work Motivation and Work Environment towards Employee Performance of Celupan Division at PT. Laju Karya Mandiri.

2. Literature Review

2.1 Work Motivation

Work motivation can be defined as a stimulus, a drive or incentive in this case, that drives individuals to put all the efforts, the time, the talent they had to accomplish personal and organizational goals (Siagian, 2003). Abraham Maslow according to Sofyan (2013) stated that work motivation divided into five types: (1) physiological needs; (2) safety and security needs; (3) affiliation or acceptance needs; (4) esteem or status needs, and; (5) self-actualization. The reason why the individuals willing to work is they had to fulfill their needs.

2.2 Work Environment

Work environment has been referred to as the surrounding condition under an employee works (Sunyoto, 2013). Work environment is a crucial factor that could be influencing employee performance. If work environment is clean, healthy and comfortable, it would make employee works diligently to accomplish their tasks. Sedarmayanti (2010) once stated that work environment divided into two types, physical work environment and non-physical work environment. Physical work environment is a surrounding condition that could affect the employee to accomplish their tasks physically. For example, lighting, air temperature, decoration, and work equipment. As for non-physical work environment is a relationship between top management with low management, or relationship between fellow employees.

2.3 Employee Performance

Employee performance is the overall outcome of a person's works which is compared against the work standard or the targets and responsibilities set and mutually agreed before (Rivai, 2015). Becker and Klimoski (1989) stated that employee performance defined by six factors: (1) work quality; (2) work quantity; (3) behavior; (4) teamwork; (5) communication, and; (6) overall performance.

2.4 Research Paradigm

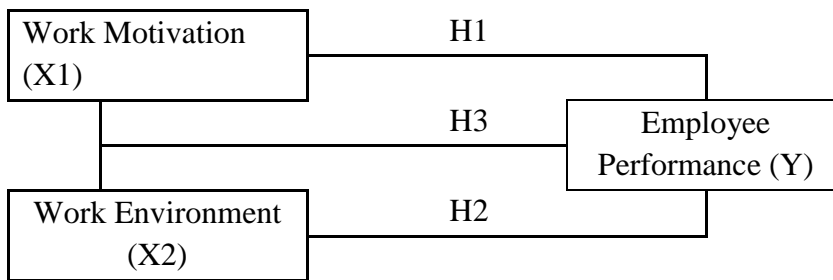


Figure 1. Research Paradigm

From Figure 1, the hypothesis for this research is:

Work Motivation (X_1) influence Employee Performance (Y)

H_0 : There are no influence between Work Motivation and Employee Performance

H_1 : There are influence between Work Motivation and Employee Performance

Work Environment (X_2) influence Employee Performance (Y)

H_0 : There are no influence between Work Environment and Employee Performance

H_1 : There are influence between Work Environment and Employee Performance

Work Motivation (X_1) and Work Environment (X_2) influences Employee Performance (Y)

H_0 : There are no influences between Work Motivation and Work Environment towards Employee Performance

H_1 : There are influences between Work Motivation and Work Environment towards Employee Performance

3. Methodology

This research categorized as associative causal research. Associative causal research has a purpose to determine the influence between two or more variables with causality relationship (Sugiyono, 2013). In this research, Work Motivation has a role as independent variable or X_1 , Work Environment as independent variable or X_2 and Employee Performance as dependent variable or Y.

3.1 Research Location

This research took place at PT. Laju Karya Mandiri which located at Jalan Industri 1 Cimareme No. 7 Padalarang, Kabupaten Bandung Barat, Jawa Barat.

3.2 Population and Sample

The population for this research is employee of Celupan Division which consists of 69 employees. Amount of sample in this research is 69 people. Sample determination uses saturation sampling method. Interview, questionnaire and documentary study are used to collect data.

3.3 Data Analysis

To analyze the data, this research uses software IBM SPSS Version 21 for Windows. Also, all the data will be processed to validity & reliability test, classical assumption test, regression test and hypothesis test.

4. Results

4.1 Validity and Reliability Test Results

Table 1. Validity Test Results

No.	Statements	r _{value}	r _{table}	Description
1	X1.1	0,828	0,2369	Valid
2	X1.2	0,808	0,2369	Valid
3	X1.3	0,688	0,2369	Valid
4	X1.4	0,832	0,2369	Valid
5	X1.5	0,820	0,2369	Valid
6	X2.1	0,891	0,2369	Valid
7	X2.2	0,880	0,2369	Valid
8	X2.3	0,901	0,2369	Valid
9	X2.4	0,921	0,2369	Valid
10	X2.5	0,828	0,2369	Valid
11	X2.6	0,814	0,2369	Valid
12	Y.1	0,726	0,2369	Valid
13	Y.2	0,906	0,2369	Valid
14	Y.3	0,916	0,2369	Valid
15	Y.4	0,859	0,2369	Valid
16	Y.5	0,909	0,2369	Valid
17	Y.6	0,866	0,2369	Valid

Source: Processed Data, 2020

From the validity test results, all the statements got a r_{value} greater than r_{table} which means all the statements are good to be used for collecting data in this research.

Table 2. Reliability Test Results

No.	Variable	Cronbach's Alpha	Cronbach's Alpha Required	Description
1	Work Motivation	0,855	0,60	Reliable
2	Work Environment	0,935	0,60	Reliable
3	Employee Performance	0,933	0,60	Reliable

Source: Processed Data, 2020

From the reliability test results, all the variables got a Cronbach's alpha values greater than Cronbach's alpha value required which means all the variables are good to be used for collecting data in this research.

4.2 Classical Assumption Test Results

Normality Test Results

Table 3. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		69
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,31452166
	Absolute	,074
Most Extreme Differences	Positive	,055
	Negative	-,074
Kolmogorov-Smirnov Z		,614
Asymp. Sig. (2-Tailed)		,846

Source: Processed Data, 2020

From Table 3, can be seen that asymp. sig. (2-tailed) value is 0,846 which greater than probability value required 0,05. Regarding to it, all the statements are normally distributed.

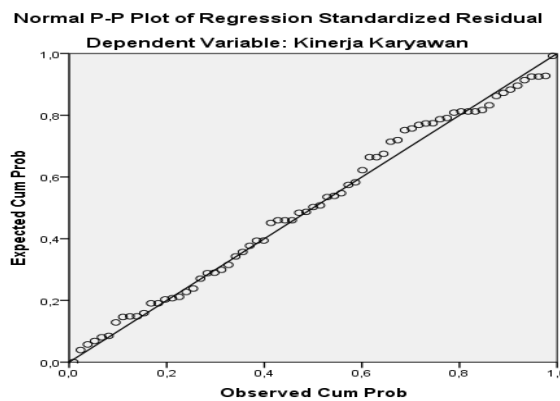


Figure 2. Normal P-P Plot

From the Figure 2, can be seen that all the statements are spread all over the line and follow the stream. Regarding to it, all the statements are normally distributed.

Multicollinearity Test Results

Table 4. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work Motivation	,587	1,705
	Work Environment	,587	1,705

Source: Processed Data, 2020

From Table 4, can be seen that all the independent variables got a tolerance value are 0,587 greater than required value 0,10 and VIF value are 1,705 smaller than required value 10. Regarding to it, all the independent variables are not having a multicollinearity indication.

Heteroscedasticity Test Results

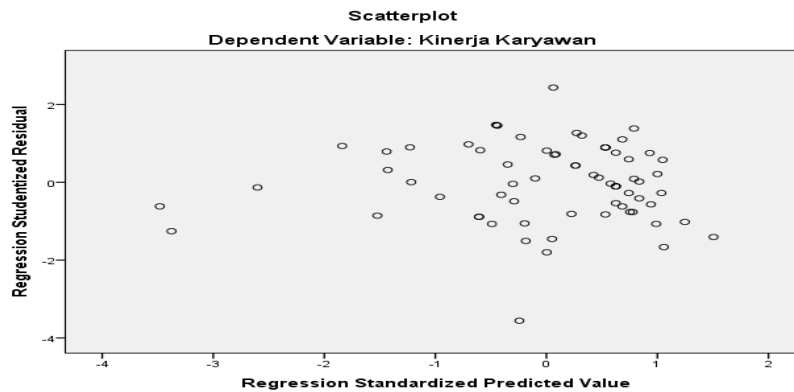


Figure 3. Scatterplot Graphic

From the Figure 3, can be seen that all the statements are spread above and below the 0 value. Thus, the statements scatter evenly and not shaped into some pattern. Regarding to it, all the statements are not having any heteroscedasticity indication.

Table 5. Heteroscedasticity Test Results

Model		Sig.
1	(Constant)	,044
	Work Motivation	,545
	Work Environment	,445

Source: Processed Data, 2020

From the Table 5, can be seen that work motivation got a sig. value about 0,545 and work environment got a sig. value about 0,445. The two values are greater than sig. value required 0,05. Regarding to it, all the independent variables are not having any heteroscedasticity indication.

4.3 Regression Test Results

Multiple Linear Regression Analysis

Table 6. Multiple Linear Regression Analysis Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,333	1,569		2,762	,007
	X ₁	,358	,107	,302	3,338	,001
	X ₂	,518	,078	,599	6,610	,000

Source: Processed Data, 2020

From Table 6, can be seen that:

- a. Constant value is 4,333 stated if Work Motivation and Work Environment valued 0 and did not change, then it would be predicted that Employee Performance is valued by 4,333.

- b. Work Motivation got B value about 0,358 which means if work motivation increase and the other variable constant, then Employee Performance will increase about 0,358.
- c. Work Environment got B value about 0,518 which means if work environment increase and the other variable constant, then Employee Performance will increase about 0,518.

Multiple Correlation Analysis

Table 7. Multiple Correlation Analysis Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,826 ^a	,682	,673	2,349

Source: Processed Data, 2020

From Table 7, can be seen that R value is 0,826. If we look at the coefficient correlation interpretation table by Sugiyono (2015), the value 0,826 can be interpreted as a very strong correlation. Regarding to it, all the variables are having a very strong and positive correlation.

4.4 Hypothesis Test Results

t Test (Partially Test)

Table 8. t Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,333	1,569		2,762	,007
	X ₁	,358	,107	,302	3,338	,001
	X ₂	,518	,078	,599	6,610	,000

Source: Processed Data, 2020

From Table 8, can be seen that:

- 1) Work Motivation got t_{value} about 3,338 greater than t_{table} 1,668 with sig. value about 0,001 smaller than sig. value required 0,05. Regarding to it, Work Motivation is significantly influencing Employee Performance.
- 2) Work Environment got t_{value} about 6,610 greater than t_{table} 1,668 with sig. value 0,000 smaller than sig. value required 0,05. Regarding to it, Work Environment is significantly influencing Employee Performance.

F Test (Simultaneously Test)

Table 9. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig
1	Regression	782,796	2	391,398	70,914	,000 ^b

Residual	364,277	66	5,519		
Total	1147,072	68			

Source: Processed Data, 2020

From Table 9, can be seen that F_{value} is 70,914 greater than F_{table} 3,13 with sig. value about 0,000 smaller than sig. value required 0,05. Regarding to it, Work Motivation (X_1) and Work Environment (X_2) are significantly influencing Employee Performance (Y).

Determination Coefficient (R^2)

Table 10. Determination Coefficient (R^2) Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,826 ^a	,682	,673	2,349

Source: Processed Data, 2020

From Table 10, can be seen that R Square value is 0,682 which means Work Motivation (X_1) and Work Environment (X_2) are influencing Employee Performance (Y) about 68,2%. And the rest 31,8% are influenced by another variable that exclude from this research.

Table 11. Partial Determination Coefficient (R^2) Test Result

ANOVA ^a									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	4,333	1,569		2,762	,007			
	X_1	,358	,107	,302	3,338	,001	,687	,380	,232
	X_2	,518	,078	,599	6,610	,000	,793	,631	,458

Source: Processed Data, 2020

From Table 11, it could be doing some calculation in order to get how much each independent variable influence dependent variable with formula Beta x Zero Order:

- a. $X_1 = 0,302 \times 0,687 = 20,7\%$
- b. $X_2 = 0,599 \times 0,793 = 47,5\%$

From calculation results above, Work Motivation influence about 20,7% and Work Environment influence about 47,5%.

5. Conclusion

- 1) t Test of X_1 obtain t_{value} 3,338 with 0,001 at significant value which means Work Motivation has a positive and significant influence toward Employee Performance. t Test of X_2 obtain t_{value} 6,610 with 0,000 at significant value which means Work Environment has a positive and significant influence toward Employee Performance.

- 2) F Test of X_1 and X_2 obtain F_{value} 70.914 and 0,000 at significant value which means Work Motivation and Work Environment have a positive and significant influence towards Employee Performance.
- 3) Coefficient Determination Test (R^2) of X_1 and X_2 obtain R Square value 0,682 which means Employee Performance is influenced by Work Motivation and Work Environment about 68,2% and the rest 31,8% influenced by another variable that exclude from this research.

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