

Analysis of The Influence of Work Motivation Level and Work Environment Conditions on Employee Performance

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ABSTRACT:

Low work motivation and non-conducive work environment often occur in various companies. Low motivation due to poor work system, compensation and work climate. This study aims to determine the effect of work motivation and work environment on employee performance at PT Surya Shueen Yueh Industry, which became the population and sample in this study were all employees with a sample of 60 people. The data used is primary data by distributing questionnaires. Data processing techniques through validity, reliability, normality, multicollinearity, heteroscedasticity, correlation coefficient and multiple regression tests. Based on the results of the study, work motivation and work environment partially affect employee performance. Simultaneously, work motivation and work environment also have a positive effect on employee performance. The contribution of this research is that it is hoped that the company can properly maintain the needs of employees in the company, this form of maintenance can be in the form of providing compensation according to the rules, health facilities, vacations, bonuses and other facilities. So that employees will feel at home to stay in the company and can work enthusiastically so that company targets can be achieved.

Keywords: Work Motivation Level, Work Environment Conditions and Employee Performance

I. INTRODUCTION

The quality of human resources is the most important thing for a company, this determines the success of a company's goals. The performance of each employee is not the same for each employee, because employee abilities are individual. Employee performance is measured based on standards or criteria set by the company. Performance is also the result and effort of a person achieved by the existence of abilities and actions in certain situations(Wahyuni et al., 2023).

In realizing reliable employee performance can be through providing motivation in accordance with what the company wants to achieve. Motivation can provide employee morale, so that they want to work hard by giving all abilities and skills to realize company goals (Prabowo &

Lesmana, 2023). To achieve company goals, every company will provide motivation to its employees so that employees have a passion for work and bring positive things to the company (Puji Lestari et al., 2019). In addition to motivation, the work environment where employees work is no less important in improving employee performance. A good work environment can support the implementation of work so that employees have the enthusiasm to work and improve their performance. Meanwhile, a bad work environment can create discomfort (Christina & Sitorus, 2022).

Companies need optimal performance from employees so that company goals are achieved (Karmawan et al., 2015). To get optimal performance, companies must do various things that can encourage employee motivation such as: providing salaries and benefits in accordance with work, health insurance, tourism activities to further familiarize interpersonal relationships, employee cooperation and a good work environment to support employee performance (Fabiana Meijon Fadul, 2019). Based on the background above, the authors are interested in knowing the effect of motivation and work environment on employee performance.

II. LITERATURE REVIEW

Motivation is the key to an organization's success in maintaining an efficient workforce and helping the organization survive (Omollo, 2015). Motivation is the key to an organization's success in maintaining efficient work continuity and helping the organization survive. Highly motivated employees tend to have low accident rates, low ethical issues, high attendance rates, and low employee turnover rates. Motivation is the process of providing motives, encouragement, or stimulation to subordinates so that they work consciously, sincerely, and have passion in achieving organizational goals. Organizational leaders need to know the motives and motivations desired by employees in order to motivate them. There are many types of motivation such as providing fair compensation, giving awards, and so on (Kuswati, 2019). Several studies that have been conducted prove that employee motivation has a positive and significant effect on employee performance (Kuswati, 2020).

According to Nasution (2013), the work environment is everything in the organization that can affect employee activities and productivity. According to Sutrisno (2011), the work environment is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of work. Previous research on the work environment shows a positive and significant influence on employee performance (Muchtari, 2017); Wahyuni et al., 2023). In addition, good workplace conditions will create a comfortable working atmosphere for employees and boost performance (Putri et al., 2020).

According to Mangkunegara (2006): "Performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him." According to Martono et al (2018), performance shows what has been done by employees. Meanwhile, employee performance shows the ability of individuals to perform and complete tasks to help the organization achieve its goals. Therefore, it is important to conduct objective performance appraisals in an effort to assist leaders in improving employee performance (Pananrangi et al., 2020).

A. Hipotesis

Work motivation is the drive that makes people enthusiastic about doing work. Motivation can come from inside and outside a person. Work motivation is needed to improve employee performance. Therefore the hypothesis in this study is:

H1: Work motivation affects employee performance at PT Surya Shuenn Yueh Industry.

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The work environment is the overall condition of the workplace that can affect employees, including physical, social, organizational and psychological factors. A good work environment will improve the performance of company employees. Based on this explanation, this study proposes a hypothesis, that:

H2: Work environment affects employee performance at PT Surya Shuenn Yueh Industry.

Based on the research that has been done, it proves that work motivation has a good influence on employee performance. Motivated employees will work harder and be more enthusiastic at work. A comfortable work environment has an important role in improving employee performance, reducing stress levels and creating enthusiasm at work. The combination of the two will result in optimal performance which will ultimately improve the performance of the employees themselves. Based on this explanation, the 3rd hypothesis in this study is:

H3: Work motivation and work environment affect employee performance at PT Surya Shuenn Yueh Industry.

III. METHODS

This study uses a quantitative approach, according to Sugiyono (2018) quantitative research is: "Research methods used to examine specific populations or samples, data collection using research instruments, quantitative data analysis. With the aim of testing the hypothesis that has been set (Sugiono, 2017). The object used in this research is all employees of PT Surya Shuenn Yueh Industry. The research time was 1 week, from May 5, 2024 to May 11, 2024. The data source used in this research is primary data. Primary data is data obtained using a list of statements (questionnaires) that have been structured with the aim of collecting information on company employees.

The data collection technique is a questionnaire. The sampling technique used in this study uses simple random sampling technique, where each employee has the same opportunity to become a sample, the calculation uses 60 (Respondents). The type of research data is primary data obtained directly from respondents, data collection techniques using a questionnaire. While data analysis uses validity and reliability tests to test the validity of the data followed by a classical assumption test, if the data meets the validity test, the authors will continue with multiple regression tests to determine whether there is an influence between the independent variables on the dependent variable. Multiple regression analysis is used to determine the relationship between the independent variable and the dependent variable (Sugiyono, 2018). The author uses SPSS 18 software to process the data obtained.

IV. RESULTS

The validity test is carried out by comparing r count with r table (Ghozali, 2018). In this study, the number of samples was 60 respondents ($N = 60$) with a significant level of 0.05. The results of data processing regarding the validity test using SPSS 24 software obtained the following results:

Table 1. Work Motivation Validity Results

No. Soal	r Hitung	r Tabel	Keterangan
1	0,667	0,254	Valid
2	0,704	0,254	Valid
3	0,407	0,254	Valid
4	0,679	0,254	Valid
5	0,563	0,254	Valid
6	0,647	0,254	Valid

No. Soal	r Hitung	r Tabel	Keterangan
7	0,455	0,254	Valid
8	0,641	0,254	Valid
9	0,606	0,254	Valid

Source: Data results processed, 2024

Based on table 1 above, it is obtained that the value of r count for the question items of the Work Motivation variable (X1) is greater than r table ($r_{count} > r_{table}$), it can be concluded that the validity test results of all questions of the Work Motivation variable (X1) are declared valid.

Table 2. Work Environment Validity Results

No. Soal	r Hitung	r Tabel	Keterangan
1	0,592	0,254	Valid
2	0,636	0,254	Valid
3	0,572	0,254	Valid
4	0,566	0,254	Valid
5	0,645	0,254	Valid
6	0,729	0,254	Valid
7	0,633	0,254	Valid
8	0,614	0,254	Valid
9	0,637	0,254	Valid
10	0,731	0,254	Valid

Source: Data results processed, 2024

Based on table 2 above, it is obtained that the value of r count for the question items of the Work Environment variable (X2) is greater than r table ($r_{count} > r_{table}$), it can be concluded that the results of the validity test of all questions of the Work Environment variable (X1) are declared valid.

Table 3. Work Environment Validity Results

No. Soal	r Hitung	r Tabel	Keterangan
1	0,630	0,254	Valid
2	0,545	0,254	Valid
3	0,607	0,254	Valid
4	0,449	0,254	Valid
5	0,660	0,254	Valid
6	0,619	0,254	Valid
7	0,656	0,254	Valid
8	0,642	0,254	Valid
9	0,729	0,254	Valid
10	0,525	0,254	Valid

Source: Data results processed, 2024

Based on table 3 above, it is obtained that the value of r count for the question items of the Employee Performance variable (Y) is greater than r table ($r_{count} > r_{table}$), it can be concluded that the validity test results of all questions of the Employee Performance variable (Y) are declared valid.

A. Reliability Test

Reliability test is used to determine the consistency of measuring instruments. The reliability test is carried out by looking at the Cronbach's alpha value in the reliability statistics table.

Table 4. X1 Reliability Test Results

Reliability Statistics

Cronbach's Alpha	N of Items
.750	11

Source: Data results processed, 2024

Based on the reliability test results above for variable X1, the Cronbach's alpha value is 0.750 and it can be concluded that the research instrument is declared reliable.

Table 5. X2 Reliability Test Results

Reliability Statistics

Cronbach's Alpha	N of Items
.756	11

Source: Data results processed, 2024

Based on the reliability test results above for variable X2, the Cronbach's alpha value is 0.756 and it can be concluded that the research instrument is declared reliable.

Table 6. Y Reliability Test Results

Reliability Statistics

Cronbach's Alpha	N of Items
.749	11

Source: Data results processed, 2024

Based on the reliability test results above for variable Y, the Cronbach's alpha value is 0.749 and it can be concluded that the research instrument is declared reliable.

B. Normality Test

The normality test aims to determine whether each variable is normally distributed or not.

Table 7. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.35742473
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.060
Kolmogorov-Smirnov Z		.554
Asymp. Sig. (2-tailed)		.918

a. Test distribution is Normal.

b. Calculated from data.

Source: Data results processed, 2024

Based on the above, it can be seen that the significance value (Asmp Sig. 2-tailed) is 0.918. Because t je significance is more than 0.05, the residuals are normally distributed.

C. The multicollinearity test

The multicollinearity test aims to detect the presence or absence of multicollinearity, which can be seen from the variance inflation factor (VIF) and tolerance values..

Table 8. Multicollinearity Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	13.707	3.203			
Work_Motivation	.437	.052	.654	1.000	1.000
Work_Environment	.302	.052	.457	1.000	1.000

a. Dependent Variable: Employee_Performance

Source: Data results processed, 2024

Based on the results above, it can be seen that work motivation and work environment have a tolerance of 1.000 which means greater than 0.1 and a VIF value of 1.000 which means less than 10, it can be concluded that the two variables are declared free of multicollinearity.

D. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals of one observation to another.

Table 9. Heteroscedasticity test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.954	1.796		-.531	.597
Work_Motivation	.033	.029	.145	1.111	.271
Work_environment	.014	.029	.064	.492	.625

a. Dependent Variable: Abs_RES

Source: Data results processed, 2024

Judging from the results of the heteroscedasticity test in the table above, the sig. value of work motivation is 0.271, sig value, work environment is 0.625. The significance of the two variables is above 0.05, so it can be concluded that the two variables do not occur heteroscedasticity.

E. Linear Regression Analysis

1. The T test

The T test or partial test is a test to determine the effect of each independent variable on the dependent variable.

Table 10. Test Results of the Effect of Work Motivation On Employee Performance

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Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	26.620	2.901		9.176	.000
Work_Motivation	.443	.066	.664	6.758	.000

a. Dependent Variable: Employee_Performance

Source: Data results processed, 2024

Based on the t test results in the table above, the t value is 6.758 with a significance value or sig. of 0.000 < 0.05. Then when compared to the t table value with an error rate of 5 percent (0.05) with a df = n - 2 = 60 - 2 = 58 so that the t table value is 2.001. The calculated t value is 6.758 > t table 2.001, so there is a significant influence between work motivation and employee performance.

Table 11. Test Results of the Effect of Work Environment On Employee Performance

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	32.580	3.351		9.722	.000
Work_environment	.311	.077	.471	4.067	.000

a. Dependent Variable: Employee_Performance

Source: Data results processed, 2024

Based on the t test results in the table above, the t value is 4.067 with a significance value or sig. of 0.000 < 0.05. Then when compared to the t table value with an error rate of 5 percent (0.05) the t table value is 2.001. The calculated t value is 4.067 > t table 2.001, so there is a significant influence between work motivation and employee performance.

2. The F test

The F test is used to determine whether there is an influence of the Independent variables together (simultaneously) on the Dependent variable by comparing f count with f table.

Table 12. Test Results of the Effect of Work Motivation and Work Environment on Employee Performance

ANOVA^b

Model		Sum of Squares	df	F	Sig.
1	Regression	201.620	2	52.856	.000 ^a
	Residual	108.714	57		
	Total	310.333	59		

a. Predictors: (Constant), Work_Motivation, Work_environment

b. Dependent Variable: Employee_Performance

Source: Data results processed, 2024

Based on the table above, the value of f count 56.640 > f table 3.12. This means that simultaneously work motivation (X1) and work environment (X2) have a significant influence on customer satisfaction (Y).

F. Coefficient of Determination

Table 13. Results of the Coefficient of Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	.650	.637	1.38103

a. Predictors: (Constant), Work_Motivation, Work_environment

b. Dependent Variable: Employee_Performance

Source: Data results processed, 2024

Based on the results of the coefficient of determination test above between the work motivation (X1) and work environment (X2) variables on financial performance (Y), the coefficient of determination or R Square value of 0.650 is obtained. This means that employee performance is influenced by motivation and work environment by 65%, the remaining 35% comes from other factors not examined in this study.

V. DISCUSSION

The conclusions that can be drawn from the results of research and discussion are as follows: (1) There is an influence of motivation on employee performance at PT Surya Shuenn Yueh Industry. This illustrates that with good motivation, good employee performance will also be created, so the existence of motivation is very important. (2) There is an influence of the work environment on employee performance at PT Surya Shuenn Yueh Industry. This illustrates that with a good work environment, good employee performance will be created, so the existence of a work environment is also very important. (3) There is an effect of work motivation and work environment together on the performance of production employees at PT Surya Shuenn Yueh Industry. This illustrates that with good motivation, supported by a good work environment, good employee performance will also be created.

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