



Effect of Motivation and Work Environment on Employee Performance of PT. XYZ

Wenna Junianta Turnip

Sekolah Tinggi Ilmu Ekonomi KBP, Jl. Khatib Sulaiman No.61, Lolong Belanti, Kec. Padang Utara, Kota Padang, Sumatera Barat 25173

ARTICLE INFO

Keywords:
Motivation,
Work Environment,
Employee Performance

E-mail:
wennajunianta73@gmail.com

ABSTRACT

This study aims to determine the effect of motivation and work environment on employee performance. This research is a quantitative study with an associative method. The analysis method uses the questionnaire method. The population in this study were employees of PT. XYZ, amounting to 55 people. The statistical tests used are the classic assumption test, hypothesis testing, multiple linear regression analysis, correlation coefficients and the coefficient of determination. The results of this study indicate that the independent variables, namely Motivation (X1) and Work Environment (X2), have a positive and significant effect on the Performance of Employees of PT. XYZ.

Copyright © 2020 Enrichment : Journal of Management.
All rights reserved.

1. Introduction

Human resource companies (HR), namely employees to realize the achievement of the objectives of a company. Companies should manage human resources well. This also applies to companies engaged in services. It is undeniable that employees are the mainstay to improve the performance of the company itself. So the company is required to be able to optimize the performance of its employees. The existence of human resources in a company plays a very important role.

The workforce has enormous potential in carrying out company activities. Companies and employees are two things that need each other. If employees succeed in bringing progress to the company, the benefits obtained will be picked by both parties. For employees, success is the actualization of self potential as well as an opportunity to meet their needs, while for the company, success is a means to the company's growth and development. By paying attention to all the needs of human resources to support their work, it is expected that employees can improve their performance. Employee performance is an action taken by employees in carrying out the work given by the company (Handoko, 2010: 34 in the thesis of Lubis society, 2018: 2). Every company always expects its employees to have achievements, because employees who excel will make optimal contributions to the company. In other words the survival of a company is determined by the performance of its employees. According to (Siagian, 2012: 21 in the thesis of Lubis society, 2018: 2). So is the case with a good work environment, will cause the level of employee performance in the company will increase. Vice versa if the declining work motivation of employees and the poor working environment will certainly have an impact on the decline in employee performance itself, and the company will be in a critical period and will be difficult in global competition. One effort to improve employee performance, including by paying attention to the motivation of its own employees. The issue of motivation in companies must be made as a serious concern in Human Resource Management.

For the achievement of company goals, employees need motivation to work more diligently. Work motivation is an important factor, because with high work motivation it will be supported by an increase in employee performance. Therefore work motivation is needed to increase employee work. According to (Sunyoto, 2012: 11 in the thesis of the Lubis society, 2018: 3), motivation is an impulse that grows in a person. Both originating from within and from outside himself.

A comfortable work environment will affect employees to work harder and concentrate on completing their tasks on schedule. Successful performance improvement requires agencies to know performance targets. If the performance targets are grown from within the employee will form a strength of self and if the situation of the work environment also supports the achievement of performance will be easier (Mangkunegara, 2012: 40 in the thesis of Lubis society 2018: 4). Agencies that have a good and comfortable work environment will make it easy for employees to improve their performance. Besides good working conditions will help reduce boredom and fatigue. So it is expected to improve employee performance. PT. Rotella Persada Mandiri is one of the popular Honda dealers. This dealer is located on Jl Serdang No. 161 G Perbaungan. Performance is a reflection of the company's ability to manage and allocate its employees, therefore the performance of employees of PT. XYZ has an important influence on the ongoing activities of the company and influences the process of achieving the company's goals. There are still employees who have a less responsible attitude towards the tasks given as the cause of the less optimal PT. XYZ. Therefore, PT. XYZ has hopes that its employees can comply with the established regulations. There are still employees who do not have the attitude of responsibility towards the task indicated as the cause of the lack of optimal performance of PT. Rotella Persada Mandiri Perbaungan.

2. Theory

2.1 Definition of Performance

Human resources are very important for companies or organizations in managing, managing, and utilizing employees so they can function productively for the achievement of objectives. Human resources are one of the potential factors of production, in fact. The factor of human production not only works physically but also works thoughtfully. Optimization of human resources has become a central point of organizational change in improving employee performance. So it can be said



that human resources are a very important source or key factor to get good performance.

(Mangkuprawira 2011, in the thesis of Lubis society, 2018: 12) said that the performance is the result of a certain work process in a planned manner in order to obtain results according to company standards. (Rivai 2014, in the thesis of Lubis society, 2018: 12) performance is a real behavior that is displayed by everyone as a work achievement produced by employees in accordance with their role in the company. (Mangkunegara 2012: 21, in the thesis of the Lubis society 2018: 12) defines performance is the result of quality and quantity of work achieved by employees in carrying out their duties in accordance with the responsibilities given to them.

(Sulistiyani 2011: 66, in the thesis of Lubis society 2018: 12) Performance is a combination of ability, effort, and opportunity that can be assessed from the results of his work. Performance refers to the level of achievement of the tasks that make up an employee's work (Simamora, 2010: 97, in the thesis of the Lubis community, 2018: 12). Performance appraisal is the process by which the organization oversees individual implementation. In the performance appraisal the employee's contribution to the organization is assessed during a certain period.

2.2. Definition of Motivation

According to Mathis and Jackson (2006: 114 in permanent essay thesis 2013: 13) motivation is a desire in someone who causes the person to act. People act usually for a reason to reach a goal According to (Sunyoto, 2012: 11 in permanent thesis 2013: 13), motivation is an impulse that grows in a person. Both originating from within and from outside himself to do a job in high spirits using all the abilities and skills they have to achieve organizational goals.

Wibowo M (2012 in the thesis of Lubis society 2018: 16) said that motivation is a will or desire that arises in the employee that gives rise to enthusiasm or drive to work optimally to achieve organizational goals. Siagian (2012: 135 in the thesis of lubis masnilayati 2018: 16) Motivation comes from the Latin word *movere* which means encouragement or mobilizer. Motivation is the driving force that results in a member of the organization willing and willing to mobilize the ability in the form of energy and time to carry out various activities that are his responsibility and carry out his obligations in order to achieve the goals and various organizational goals that have been determined previously.

Sadirman (2011: 75 in the thesis of lubis 2018: 17) Motivation is a change in energy in someone who is marked by the appearance of felling and preceded by a response to the existence of a goal to do as a willingness to spend a high level of effort for organizational goals, which is conditioned by the ability of that effort to meet an individual's needs.

From the opinion of the experts the conclusion of motivation is the various efforts made by humans, of course, to fulfill their wants and needs. However, so that their desires and needs can be met it is not easy to get if without maximum effort.

2.3. Definition of the Work Environment

According to Darvis (in Ekaningsih, 2012: 21 in permanent essay thesis 2013: 21) the work environment in an organization has an important meaning for individuals who work in it, because this environment will affect directly or indirectly the humans in it. There are three reasons, there is evidence that shows that tasks can be completed better in a good organizational work environment, there is evidence that managers can influence the work environment in the organization or work unit that is led, compatibility between individuals and organizations has a very important role in achieving individual achievement and satisfaction in the organization. Komarudin (2011: 88 in the thesis of Lubis society 2018: 23) argues that the work environment is a psychological and physical social life in the organization that affects the work of employees in performing their duties. According to Gibson (in Ekaningsih, 2012: 21 in the permanent essay thesis 2013: 21) states that one of the employee's performance is influenced by the work environment. The work environment in the organization will give an idea that someone working will produce a good output if they are compatible with the organization and its work

According to Sedarmayanti (2010: 1 in the thesis of Lubis society 2018: 23) the work environment is the overall tools and materials faced, the surrounding environment in which a person works, his work methods, and his work arrangements both as individuals and as groups. Meanwhile, according to Nitsemito (2012: 182 in the thesis of the Lubis society 2018: 23) the work environment is something that exists around the workers and that affects them in carrying out the tasks that are charged.

3. Research Methods

Hypothesis testing in this study are as follows:

a. -F Test (Concurrent Test)

To test whether the proposed hypothesis is accepted or rejected F statistic (F test) is used. If F arithmetic < F table, then H₀ is accepted or H_a is rejected, whereas if F arithmetic > F table, then H₀ is rejected and H_a is accepted. If the significance level is below 0.05 then H₀ is rejected and H_a is accepted.

b. T-Test (Partial Test)

Partial test uses t test, which is to test how far the influence of one explanatory variable / independent individually in explaining the variation of the dependent variable. Decision making based on comparisons of the calculated t value according to the significant level used is 0.05. Decision making is based on the probability values obtained from the results of data processing through the SPSS Parametric Statistics program as follows:

H₀ = The independent variable partially has no effect on the dependent variable.

H₁ = The independent variable partially influences the dependent variable.

Basic decision making:

1) If probability > 0.05 then H₀ is accepted

2) If the probability is < 0.05 then H₀ is rejected

The probability value of the t test can be seen from the results of the processing of the SPSS program in the COEFFICIENT table sig column or significance (Ghozali, 2011: 98-99 in the thesis of arta adi kusuma 2013).

c. Correlation Coefficient (R) and Determination Coefficient (Adjusted R²)

The correlation coefficient (R) shows how much the relationship that occurs between the independent variables (X₁, X₂) simultaneously against the dependent variable (Y). R values range from 0 to 1, the value is getting closer to 1 means that the relationship is getting stronger, on the contrary the value is approaching 0, the relationship is getting



weaker. According to Sugiyono (2012 in permanasari ragil thesis 2013) guidelines to provide interpretation of the correlation coefficient as follows:

- 0.00 - 0.199 = very low
- 0,20 - 0,399 = low
- 0.40 - 0.599 = moderate
- 0.60 - 0.799 = strong
- 0.80 - 1,000 = very strong

According to Santoso (2002 in the permanent essay thesis 2013) that for regression with more than two independent variables used Adjusted R Square as the coefficient of determination. Adjusted R Square is the adjusted R Square (R²) value. The coefficient of determination (Adjusted R²) aims to find out how much percentage of the independent variable is able to explain the dependent variable. The greater the value of the coefficient of determination, the better the ability of the variable X to explain the variable Y (Sugiyono, 2012 in the final thesis of permanasari 2013).

4. Research Results and Discussion

Based on simultaneous testing, the results show that motivation and work environment variables simultaneously or simultaneously significantly influence employee performance. From the results of Fcount (59.796) > Ftable (3.18) and a significance level of 0.000 < 0.05. Based on partial testing, the results show that motivation variables have a positive effect on employee performance and the work environment has a negative effect on employee performance.

4.1. Effect of Motivation on Employee Performance

Based on the results of the study showed that motivation has a positive and significant effect on employee performance. The results of this hypothesis are supported by research conducted by Farizki (2017) stating that the variables of work motivation and work environment significantly influence the performance of medical staff at Bhakti Rahayu Hospital Surabaya.

Motivation is formed from the attitude of employees in dealing with work situations in the organization. Motivation is a condition or energy that drives employees directed to achieve organizational goals. Positive employee mental attitude towards work situations is what strengthens his work motivation to be able to achieve maximum performance. In this study the motivation of employees to work dominantly comes from within (internal).

The results of this hypothesis are supported by the opinion of Manik (2010) that employees in carrying out their duties and responsibilities accompanied by encouragement from within themselves and outside themselves will make them happy, excited and excited at work. In addition, employees also feel valued or recognized by their work so they are willing to work hard, thus impacting on improving their performance. Efforts to achieve maximum employee motivation, organizations can provide what the employee desires to work. The higher the motivation of an employee to do the job the higher the level of performance. Conversely, the lower the motivation for someone to do a job, the lower the level of performance.

Sufficient motivation will make an employee more enthusiasm for work which will ultimately create employee performance that is increasing. Conversely low motivation leads to decreased employee performance as a result difficult organizational goals are achieved.

4.2. Effect of Work Environment on Employee Performance

Based on the results of the study indicate that the Work Environment has a positive and significant effect on Employee Performance. This is in line with the opinion of Siagian (2012) an inadequate work environment can disrupt the concentration of employees in carrying out their work, giving rise to the conditions of the work environment has a significant role in influencing employees at work which will have an impact on employee performance.

Good employee attitude towards other employees gives a very good influence in the company environment. The work environment greatly affects the comfort that will be felt by all employees while in the work environment. A good attitude between employees creates a comfortable atmosphere between employees so that teamwork will increase.

Teamwork includes a series of synergy activities carried out by all employees to achieve company goals. With the good cooperation between employees in completing work, the timeliness of employees in completing work will be very good. This is one of the roles of the work environment that is very important in the company, especially good attitude among employees.

A good attitude to other employees indirectly provides comfort in the work environment. If employees have gained comfort in the work environment, then the timeliness of employees in completing work will be good and will affect the company's performance and the achievement of company goals.

This is in line with the results of research conducted by Nunung Ristiana (2012). There is a positive and significant influence on work environment variables, the more comfortable the work environment will be, the more employee performance will improve.

4.3. Effects of Motivation and Work Environment on Employee Performance

Based on the results of the simultaneous test found that the motivation and work environment variables jointly affect employee performance. The results of this study indicate a Fcount of 3.793 with a significance value of 0.000 below 0.05. This means that H_a was accepted and H₀ was rejected. That is, statistically shows that motivation and work environment in this study together have a significant effect on employee performance. The higher the motivation and the better the work environment will have an impact on the better performance of employees at PT.XYZ. Simultaneously the motivation and work environment variables significantly influence the performance of the employees of PT. XYZ. The results of this study are in line with the research of Wahyudi and Suryono (2006) which states that the motivation and work environment variables significantly influence employee performance. A good way to improve company goals is to motivate employees individually, because each individual in carrying out activities has their own goals, so that in uniting these goals the company should pay attention to motivation so that employee activities do not stray far from the company's goals, other than that creating a good and pleasant environment can provide an attraction for employees to improve performance.



Enrichment Journal of Management

journal homepage: www.enrichment.iocspublisher.org



5. Conclusion

Based on the results of the analysis that has been done, it can be concluded as follows:

- 1) Motivation variables have a positive and significant effect on employee performance. This can be seen from the significant value ($0.048 < 0.05$) and $t_{count} (2.027) > t_{table} (1,673)$ meaning that if the Motivation variable increases, then the employee's performance will increase.
- 2) Work environment variables have a negative and significant effect on employee performance. This can be seen from the significant value ($0,000 < 0.05$) and $t_{count} (8,411) > t_{table} (1,673)$ meaning that if the work environment variable is negative, then there are other variables that influence.
- 3) The independent variables, namely Motivation (X1) and work environment (X2) together have a positive and significant impact on employee performance (Y) as the dependent variable.
- 4) Test results for the coefficient of determination (R²) obtained from R Square 0.685 means that the motivation and work environment variables are able to explain the performance of employees of PT. XYZ is 68.5%, while the remaining 32.5% is influenced by other factors not examined in this study.

Referensi

- [1] A.M Sardiman. (2011). *Interaksi dan Motivasi Belajar Mengajar*. Jakarta: PT Rajawali Pers.
- [2] Agnoli, S., Runco, M. A., Kirsch, C., & Corazza, G. E. (2018). The role of motivation in the prediction of creative achievement inside and outside of school environment. *Thinking Skills and Creativity*, 28, 167–176. doi:10.1016/j.tsc.2018.05.005
- [3] Andersson, A., Hiselius, L. W., & Adell, E. (2020). The effect of marketing messages on the motivation to reduce private car use in different segments. Andersson, A., Hiselius, L. W., & Adell, E. (2020). The effect of marketing messages on the motivation to reduce private car use in different segments. *Transport Policy*. doi:10.1016/j.tranpol.2020.02.006
- [4] Anoraga, P., & Widiyanti, N. (2011). *Psikologi Dalam Perusahaan*. Jakarta: PT. Rineka Cipta.
- [5] Anym dan Chidi. 2012. "Motivation and Employees Performance in the Public and Private Sectors in Nigeria. *International Journal of Business Administration*. Volume 3 No. 1 Januari 2012. Nigeria : University of Lagos.
- [6] Arikunto, S. (2010). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- [7] Armin Pratama (2017), Pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja pegawai pada kantor BAPPEDA kota Kendari. Skripsi Universitas Halu Oleo Kendari.
- [8] Arta Adi Kusuma (2013), Pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan hotel muria semarang. Skripsi Universitas Negeri Semarang.
- [9] Chang, Y., Hou, R.-J., Wang, K., Cui, A. P., & Zhang, C.-B. (2020). Effects of intrinsic and extrinsic motivation on social loafing in online travel communities. *Computers in Human Behavior*, 106360. doi:10.1016/j.chb.2020.106360
- [10] Fang, W., Zhang, Y., Mei, J., Chai, X., & Fan, X. (2018). Relationships between optimism, educational environment, career adaptability and career motivation in nursing undergraduates: A cross-sectional study. *Nurse Education Today*, 68, 33–39. doi:10.1016/j.nedt.2018.05.025
- [11] Farizki, M. R. (2017). Pengaruh Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Medis. *Jurnal Ilmu dan Riset Manajemen*. 6(5).
- [12] Ghozali, Imam. 2011. *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: BP UNDIP.
- [13] Hani, H. T. (2010). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE,
- [14] Harlie, M. (2012). SDM. Pengaruh Kedisiplinan kerja, motivasi, dan pengembangan karier terhadap kinerja pegawai negeri sipil pada pemerintah kabupaten tabalong di Tanjung Kalimantan Selatan. *Jurnal Aplikasi Manajemen*, 10(4).
- [15] Hasibuan. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- [16] Henry. (2009). *Manajemen Sumber Daya Manusia, (Edisi Kedua)*. Yogyakarta: STIE YKPN.
- [17] Komarudin. (2011). *Ensiklopedia Manajemen*. Bandung: Alfabeta
- [18] MacPhee, D., Prendergast, S., Albrecht, E., Walker, A. K., & Miller-Heyl, J. (2018). The child-rearing environment and children's mastery motivation as contributors to school readiness. *Journal of Applied Developmental Psychology*, 56, 1–12. doi:10.1016/j.appdev.2018.01.002
- [19] Mangkunegara, A. P. (2012). *Perilaku dan Budaya Organisasi, (Cetakan Pertama)*. Bandung: PT Refika Aditama.
- [20] Mangkuprawira, S. (2011). *Manajemen Sumber Daya Manusia Strategik*. Jakarta: Ghalia Indonesia.
- [21] Masnilayati Lubis (2018), Pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan divisi SDM dan divisi umum pada PDAM Tirtanadi Medan. Skripsi Universitas Sumatera Utara.
- [22] Mathis, R. L. (2012). *Manajemen Sumber Daya Manusia*, Jakarta: Salemba Empat.
- [23] Mathis, R. L., & Jackson, J. H. (2010). *Human Resource Management, (Alih Bahasa)*. Jakarta: Salemba Empat.
- [24] MaWOLI, M. A. (2011). SDM. An Evaluation Of Staff Motivation, Dissatisfaction and Job Peformance in An Academic Setting. *Australian Journal of Business and Management Research*, 1(9).
- [25] Møretør, T., Martens, L., Teixeira, P., Ferreira, V. B., Maia, R., Maugesten, T., & Langsrud, S. (2019). Is visual motivation for cleaning surfaces in the kitchen consistent with a hygienically clean environment? *Food Control*, 107077. doi:10.1016/j.foodcont.2019.107077
- [26] Murti, H., & Srimulyani, V. A. (2013). SDM. Pengaruh Motivasi Terhadap Kinerja Pegawai dengan Variabel Pemediiasi Kepuasan Kerja pada PDAM kota Medan. *Jurnal Riset Manajemen dan Akuntansi*, 1(1).
- [27] Nitisemito, A. S. (2012). *Manajemen Personalia (Manajemen Sumber DayaManusia)*. Yogyakarta: Ghalia Indonesia.
- [28] Pardoe, J., Vincent, K., & Conway, D. (2018). How do staff motivation and workplace environment affect capacity of governments to adapt to climate change in developing countries? *Environmental Science & Policy*, 90, 46–53. doi:10.1016/j.envsci.2018.09.020
- [29] Partovi, T., & Razavi, M. R. (2019). The effect of game-based learning on academic achievement motivation of elementary school students. *Learning and Motivation*, 68, 101592. doi:10.1016/j.lmot.2019.101592
- [30] Permansari, R. (2013). "Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kinerja PT. Augrah Raharjo Semarang", *Management Analysis Journal*, 2(2), 1-9.
- [31] Ragil Permasasari (2013), Pengaruh Motivasi dan lingkungan kerja terhadap kinerja karyawan PT. Anugrah Raharjo Semarang. Skripsi Universitas Negeri Semarang.
- [32] Robbins, Stephen, P. 2003. *Prinsip-Prinsip Perilaku Organisasi*. Jakarta: Erlangga
- [33] Sedarmayanti. (2010). *Manajemen Sumber Daya Manusia*. Bandung: PT Refika Aditama.
- [34] Siagian. (2012). *Kiat Meningkatkan Kinerja*. Jakarta: PT Rineka Cipta. Simamora,
- [35] Sugiyono. (2012). *Metode Penelitian Bisnis. Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- [36] Sulistiyani, A. T., & Rosidah. (2011). *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.
- [37] Sunyoto Danang. 2012. *Teori, Kuesioner, dan Analisis data Sumber Daya Manusia (Praktik Penelitian)*. Yogyakarta : CAPS.
- [38] Vierikko, K., Gonçalves, P., Haase, D., Elands, B., Ioja, C., Jaatsi, M., ... Yli-Pelkonen, V. (2019). Biocultural diversity (BCD) in European cities – interactions between motivations, experiences and environment in public parks. *Urban Forestry & Urban Greening*, 126501. doi:10.1016/j.ufug.2019.126501



Enrichment: Journal of Management

journal homepage: www.enrichment.iocspublisher.org



- [39] Wahyudi dan Suryono. 2006. "Analisis Pengaruh Gaya Kepemimpinan, Motivasi dan Lingkungan Kerja terhadap Kinerja Pegawai". Jurnal Manajemen Sumber Daya Manusia. Volume 1 No. 1. Hal 1-14 Kabupaten Boyolali : Universitas Slamet Riyadi Surakarta.
- [40] Wenjing, L., Bhutto, T. A., Xuhui, W., Maitlo, Q., Zafar, A. U., & Bhutto, N. (2020). Unlocking employees' green creativity: The effects of green transformational leadership, green intrinsic, and extrinsic motivation. *Journal of Cleaner Production*, 120229. doi:10.1016/j.jclepro.2020.120229