

The Influence of Work Environment and Motivation on Employee Performance

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Abstract

The purpose of this study was to determine the effect of work environment and motivation on employee performance. This study uses quantitative methods. The population and sample in this study were employees of PT. Maxxis International Indonesia is part of the quality control division with a total of 62. The method of data collection is through questionnaires distributed through google form. In conducting data analysis, using the SPSS program. The techniques used in this research are Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Test and Hypothesis Testing. The results of the study show that the work environment variable has a significant effect on employee performance, the results of the study on motivational variables have a significant influence on employee performance.

Keywords: Work Environment, Motivation, And Employee Performance.

1. Introduction

Indonesia is one of several countries in the world that attracts investors to invest, one of which is a foreign company from Taiwan located in Bekasi Regency. PT. Maxxis International Indonesia is a company engaged in the automotive sector that focuses on the production of motorcycle tires. Established in 2017 in the GIIC Cikarang area, Kab. Bekasi, West Java, Indonesia after being spread in several countries around the world. The reason for choosing Kota Deltamas as the location for the factory construction is because this area has several reasons, namely, a strategic location, complete facilities, and supported by adequate facilities and infrastructure. In addition to these reasons, Indonesia is one of the countries with the 4th largest population in the world and the 3rd largest number of motorcycle users in the world, which is supported by natural wealth in the form of rubber which is the main ingredient in producing tires. In addition, with the construction of PT. Maxxis International Indonesia is expected to open up new job opportunities and is estimated to be able to absorb around 3,000 Indonesian workers.

PT. Maxxis International Indonesia has a basic company quality policy of prioritizing quality and customer satisfaction. This policy aims to make the products produced can become world-class tires that are highly respected with a strong global brand identity and provide more benefits than what consumers want. To improve performance and maintain competitiveness with competitors, it is necessary to pay attention to employee performance which is influenced by the work environment, compensation, and work motivation.

According to Mangkunegara (2016) the work environment is the entire tooling and materials encountered, the surrounding environment in which a person works, his work methods and work arrangements both as individuals and groups. In addition, the work environment is everything that is around the workers that can affect themselves in carrying out the tasks assigned (Nitisemito, 2010). So broadly speaking, the work environment is divided into two, namely the physical work environment and the non-physical work environment. The physical work environment is a condition in which all physical conditions exist in the workplace that can affect employees either directly or indirectly, such as; coloring, lighting, air, noise, movement, security, and cleanliness. While the non-physical work environment is all conditions that occur related to work relations, both relationships with superiors and relationships with fellow co-workers such as; work responsibilities, work structure, smooth communication, and cooperation between groups. At PT. Maxxis International Indonesia department quality control itself is not very supportive work environment because there are still some shortcomings such as dirty and dusty floors, dirty storage areas, and unattractive environmental coloring, minimal communication between superiors and subordinates, and poor relations between fellow workers. not good so that it makes employees less comfortable in carrying out their work.

Motivation is important for employees, motivated employees will feel happier, healthier, and want to come to work. Lack of employee motivation can have a serious impact on employee absenteeism and engagement levels. Low employee morale can be detrimental to the achievement of business goals and company profitability. Motivation is a process of giving encouragement to subordinates so that subordinates can work in line with the given limits in order to achieve organizational goals optimally (Khair, 2019). At PT. Maxxis International Indonesia there are still some colleagues whose researchers found how their motivation and loyalty decreased due to several things such as; communication between superiors and subordinates is not good, lack of rewards for the work of employees, relationships between co-workers who are concerned with personal comfort which if left unchecked will have an impact on the performance of the employees themselves. Therefore, companies must pay attention to employee motivation so that the company and employees can run smoothly without harming each other

2. Literature Review

Employee Performance

Performance is generally defined as a person's success in carrying out a job (Arianty et al., 2016). Employee performance is the work achieved by a person in carrying out the tasks assigned to him to achieve work targets. Employees can work well if they have high performance so that they can produce good work. Employee performance is one of the determining factors for the success of an agency or organization in achieving its goals. Mangkunegara (2016) argues that performance is the result of quality and quality work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. From some of these definitions, it can be concluded that employee performance is a result of work achieved by employees for their work, both within the company or organization in achieving predetermined goals with a certain period of time.

Work Environment

The work environment is a condition related to the characteristics of the workplace on the behavior and attitudes of employees where it is related to the occurrence of psychological changes due to things experienced at work or in certain circumstances that must be considered by the organization which includes work boredom, monotonous work, and fatigue. According to Mangkunegara (2012) the work environment is the whole of the tools and materials encountered, the

surrounding environment in which a person works, his work methods and work arrangements both as individuals and groups. According to Syahropi (2016), the work environment is the atmosphere or condition around the work location. The work environment can be in the form of rooms, layouts, facilities and infrastructure, as well as working relationships with fellow co-workers. If the work environment can create a comfortable atmosphere and provide peace, it will make the work atmosphere conducive, so that it can improve one's work results for the better, because they work without distractions. On the other hand, if the atmosphere or conditions of the work environment do not provide comfort or tranquility, it will result in a disturbed work atmosphere which will ultimately affect work. From this definition, it can be concluded that the work environment is everything that is around the workers both physically and non-physically that affects the tasks assigned to them. Therefore, a conducive work environment will encourage and increase employee morale so that job satisfaction can be obtained.

Motivation

Every organization wants to achieve its goals. To achieve this goal, the role of humans involved in it is very important. In order to move people in accordance with what the organization wants, it must be understood the motivation of humans working in the organization, because this motivation determines the behavior of people to work, or in other words, behavior is the simplest reflection of motivation. Motivation is a process of giving encouragement to subordinates so that subordinates can work in line with the given limits in order to achieve organizational goals optimally (Andika, 2019). Motivation is an encouragement to a series of processes of human behavior in achieving goals (Wibowo, 2017). Hendrawan (2020), states that motivation is a factor that encourages a person to perform a certain activity, therefore motivation is often interpreted as a factor driving a person's behavior. From this definition, it can be concluded that motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals. These attitudes and values are invisible which provide the power to encourage individuals to behave in achieving goals.

Hypothesis Development

Relationship between work environment and performance

The work environment is everything that is around the workers that can affect them in carrying out the tasks that are the responsibility of the workers. The work environment can range from office equipment and supplies to relationships between fellow employees. To get good employee performance results, companies need to pay attention to the condition of equipment and supplies in the office. Inadequate office equipment and supplies will hamper employee performance because employees fully work using office equipment and supplies. Relationships between fellow employees who are not harmonious will also hamper employee performance because there will often be conflicts between employees. Whereas in the company, good teamwork is needed so that work can be completed effectively and efficiently. According to Hanafi (2017) the work environment is everything that can be directly connected in the aspect of thoughts and direct actions taken by employees in the process of completing all their duties and responsibilities. The main goal is to create a work environment that is able to provide employees with convenience and can eliminate the causes of frustration and anxiety at work. Based on the description of the research, the following hypothesis is put forward:

H1: The work environment affects employee performance

Relationship between motivation and performance

Motivation is a force that arises from within or from outside a person and generates enthusiasm and perseverance to achieve something desired. Hasibuan (2018) states that if employees have a strong drive from within themselves or from outside themselves (for example from the company), then employees will be encouraged to do something well. The better the employee's work motivation in working in the company, the more employee performance will increase. Based on the description of the research, the following hypothesis is put forward:

H1: Motivation affects employee performance

Research Design

The design in this study is as shown in Figure 1 below:

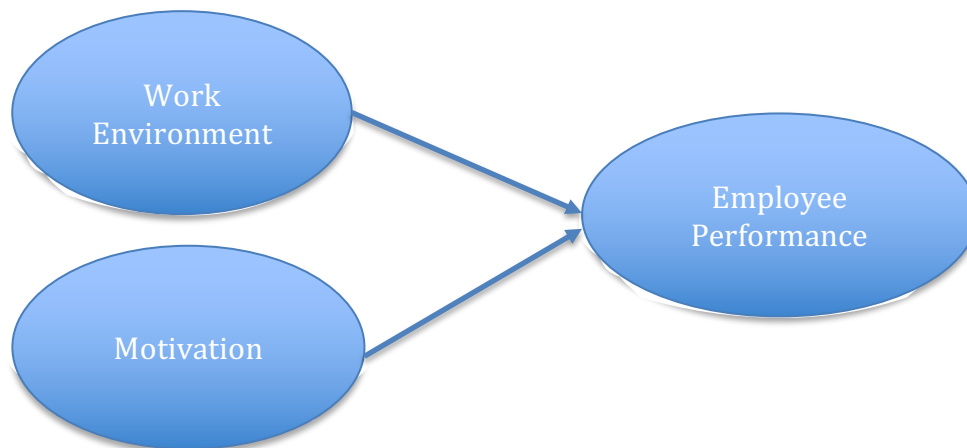


Figure 1. Framework

Hypothesis:

H1: The work environment affects employee performance

H2: Motivation affects employee performance

3. Methodology

This study uses quantitative methods. This research was conducted at PT. Maxxis International Indonesia quality control department located in Cikarang, Greenland International Industrial Center area. The research population is all employees of PT. Maxxis International Indonesia who work in the quality control department totals 62 employees. The sampling technique in this study used a saturated sampling technique, so the sample in this study amounted to 62 respondents. The data collection method used is a questionnaire via googleform. Method Data analysis using multiple linear regression test using SPSS.

4. Result and Discussion

Coefficient of Determination Test (R^2)

The results of the coefficient of determination test (R^2) are listed in table 1 below:

Table 1. Coefficient of Determination Test Results (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.733 ^a	.537	.521	2.17090

Source: SPSS (2021)

Based on the results of the analysis of the coefficient of determination (R²) obtained the value of R Square (coefficient of determination) of 0.537 or (53.7%). This shows that the percentage of the influence of the independent variable work environment and motivation on employee performance is influenced by the work environment and motivation of 53.7% while the remaining 46.3% is influenced by other variables not included in this research model.

Multiple Linear Regression Test

The results of the multiple linear regression test are listed in table 2 below:

Table 2. Test Results of Multiple Linear Equations

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	6.767	4.401		1.537	.130
	Work Environment	.432	.097	.451	4.437	.000
	Motivation	.417	.106	.398	3.921	.000

Source: SPSS (2021)

The results of multiple linear regression analysis in the table above can be obtained coefficients for the independent variables X1 = 0.432 and X2 = 0.417 with a constant of 6.767. So that the multiple linear regression equation model obtained is as follows:

$$Y = 6.767 + 0.432 (X1) + 0.417 (X2)$$

The constant value (α) is 6.767, meaning that if the work environment and motivation variables are 0, then the employee performance variable is 6.767. The regression coefficient for the work environment variable is 0.432, meaning that if the work environment variable has increased by one unit, then the employee performance variable will have increased by 0.432 units assuming the other independent variables are fixed. The regression coefficient (b2) for the motivation variable is 0.417, meaning that if the motivation variable is has increased by one unit, then the employee performance variable will increase by 0.417 units with the assumption that the other independent variables have a fixed value.

F Test (Simultaneous)

The results of the F test are listed in table 3 below:

Table 3. ANOVA

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	322.540	2	161.270	34.219	.000 ^b
	Residual	278.057	59	4.713		
	Total	600.597	61			

Source: SPSS (2021)

Based on the results of the regression analysis, the Fcount value was 34,219 while the Ftable value at a significance level of 5% was 3,150. Thus, Fcount is greater than Ftable ($34.219 > 3.150$) and the significance value (Sig.) is less than 0.05 ($0.000 < 0.05$). From these results, it can be concluded that H0 is accepted and Ha is rejected, which means that the work environment and motivation are significantly different. simultaneous effect on employee performance.

Discussion

Influence of Work Environment on Employee Performance

The work environment variable has a significant effect on the performance of employees of PT. Maxxis International Indonesia Quality Control Department, the partial test results show that the t-test results for the work environment variable obtained a t-count of 4.437 with a sig value of 0.000, while the t-table at a significance level of 5% was 2.001. Then t count ($4.437 > t$ table (2.001), and the significance value ($0.000 < 0.05$). So then Ho is accepted, and H α is rejected. This means that partially the work environment affects the performance of employees of PT. Maxxis International Indonesia Quality Control Department. This research is in line with research conducted by Badrianto (2020) and Ferawati (2017) which explains that the work environment affects employee performance.

The Effect of Motivation on Employee Performance

The motivation variable has a significant effect on the performance of employees of PT. Maxxis International Indonesia Department of Quality Control, partial test results that the results of the t test for the motivation variable obtained t count results of 3.921 with a sig value of 0.000, while the t table at a significance level of 5% was 2.001. Then t count ($3.921 > t$ table (2.001), and the significance value ($0.000 < 0.05$). Thus Ho is rejected, and H α is accepted. This means that partially motivation has a significant effect on the performance of employees of PT. Maxxis International Indonesia Quality Control Department. This research is in line with research conducted by Ekhsan (2019) and Theodora (2015) which explain that motivation affects employee performance.

5. Conclusion

This study aims to determine how the influence of work environment and motivation on employee performance at PT. Maxxis International Indonesia. Based on the results of hypothesis testing, it can be concluded that there is a significant influence of the work environment on employee performance, meaning that the better the work environment of the employee, the higher the employee's performance. Conversely, the worse the work environment owned by the employee, the lower the employee's performance. This can be seen based on the partial test of the results of the t test for the work environment variable. There is a significant influence of motivation on employee performance, meaning that the higher the motivation given to employees, the higher the employee's performance. Conversely, the lower the motivation given to employees, the lower the employee's

performance. This can be seen based on a partial test of the results of the t test for the motivation variable.

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