

The Influence of Work Environment, Work Motivation and Training on Employee Performance in PT. Lima Benua Medan

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Abstract

Assessing and observing the impact of the work environment, motivation, and training on the performance of PT. Lima Benua both individually and simultaneously to realize the objectives of this research. Quantitative descriptive is this type of research, with explanatory nature. The population of all employees of PT. Lima Benua were 36 people. A sample of 36 people, obtained by the saturated sampling technique. Research data obtained by conducting interviews, questionnaires, and documentation studies. The data analysis method is multiple linear regression, coefficient of determination test, partial test, and simultaneous test. The result is that the work environment, motivation, and training individually and simultaneously affect the performance of PT. Lima Benua. 78.5% of the variation of employee performance variables that can be studied with the independent variables of work environment, motivation, and training, 21.5% of the excess of the coefficient of determination test is examined outside the research variables.

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

1. Introduction

PT. Lima Benua Kargo is a company engaged in the transportation of goods. The results of the initial survey revealed that there was a decrease in employee performance which was known from the targets set by the company that had never been achieved. The decline in employee performance is related to a work environment that is increasingly uncomfortable, decreased work motivation and reduced work skills. The work environment is everything that is around employees when they work, both physical and non-physical, directly or indirectly, which can affect an employee and their work at work. The results of observations related to work environment problems, namely air circulation in the work room is also not good even though it is equipped with air conditioning facilities, noise, air temperature increases. Work motivation describes an impulse or will within or outside a person that causes someone to do something. Another problem that affects employee performance is employee motivation. Work motivation in the company decreases, this is known from employees who are less active in completing work, not focusing on the goals set by the company and decreasing the level of perseverance in carrying out work.

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In addition, training also affects employee performance. Training as a process of employee self-development so that they can work more skillfully and increase employee knowledge and skills. The problem of training is that the minimum training participants are employees who have worked for 2 years in the company, causing the training participants to be very limited because the majority of employees have worked periods of less than 2 years. Employees who take part in the training generally graduated from high school which resulted in the material being taught being difficult to understand and finally the implementation of the training required a large amount of money which caused the company to rarely hold training.

2. Literature Review

Work Environment

Situations and circumstances in which these employees carry out their duties and work to the maximum are called the work environment (Wongkar, 2018). Conditions around employees or workers who are active and can affect the course of these activities are another definition of the work environment (Nurudin, 2017). Relationships with superiors, relationships with co-workers, cleanliness, facilities and working conditions are parameters of the work environment sourced from Simarmata (2018) used by researchers in this study.

Work Motivation

Conditions that encourage a person to make himself or herself create a passion for work in order to work innovatively and creatively in an effort to achieve the goals of the company are called work motivation (Nuryasin, 2016). Awards for achievements given by the leadership, giving full responsibility for the task, recognition of the abilities and expertise of employees from the leadership are parameters of motivation that comes from Khasanah (2019).

Training

With training. Improving employee skills and specific employee skills to be successful in carrying out their work is a contribution from training, Pratama (2018). There are requirements set for training participants, the design of the training should be in accordance with the abilities of the participants, the headers delivered are in line with the goals to be achieved, skilled trainers, real and predictable training objectives and targets are parameters of the training quoted from Mangkunegara (2016: 44)

Performance

The embodiment of the character shown by each person such as the work performance displayed by employees is equivalent to their capacity in the company is the definition of performance quoted from Pratama (2018). Number of jobs, the dimension shows the number of jobs produced by individuals or groups as requirements that become job standards. Quality of work, certain requirements that must be possessed by employees in order to produce work in accordance with the quality demanded by a particular job. Timeliness, each job has different characteristics, for certain types of work must be completed on time, because it has dependence on other jobs. Attendance demands the presence of employees in doing it according to the specified time. Ability to cooperate, not all work can be completed by one employee alone. For certain types of work may have to be completed by two

or more employees, so that it requires cooperation between employees is needed is an indicator of employee performance, Bangun (2012: 234).

Hypothesis Development

The Effect of Work Environment on Employee Performance

One of the employees' performance gains is motivated by the work environment. This is because a good, peaceful work environment can maximize the seriousness of employees at work, Simarmata (2018).

The Effect of Motivation on Employee Performance

High performance achievement will be achieved by someone who has high motivation, due to hard work and controlled behavior towards the goals that the person wants to achieve, Nisa (2017).

The Effect of Training on Employee Performance

The ability and ability of employees to carry out current work related to training. Training is not optimal if the training materials are not in accordance with the needs. This means that employee performance will be maximized if the training materials or materials are good or appropriate, Pratama (2018:3)

Framework Thinking and Hypotheses

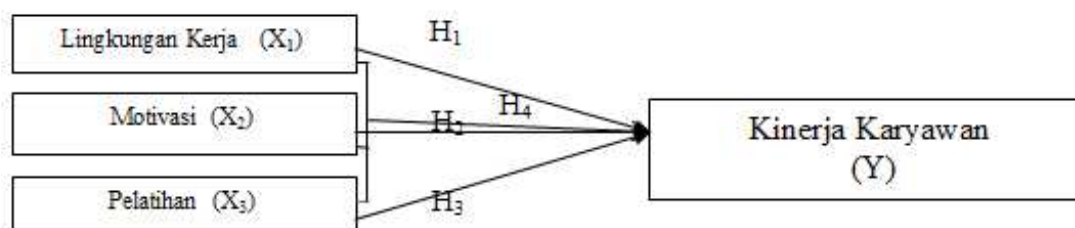


Figure 1. Research Model

Source: Study Literature (authors, 2020).

The temporary answer to the research problem formulation, where the problem formulation is stated in the form of a question sentence is called a hypothesis, Sugiyono (2017:99). The hypotheses of this research are:

- H1: The work environment affects the performance of employees at PT. Lima Benua
- H2: Motivation affects the performance of employees of PT. Lima Benua.
- H3: Training has an effect on the performance of employees of PT. Lima Benua.
- H4: Work environment, motivation and training affect the performance of employees of PT. Lima Benua.

3. Methodology

Researchers conducted research at PT. Lima Benua Kargo, which is located at Jalan Yos Sudarso Km 16 No. 16 Medan This research was conducted by direct observation to the location. Researchers conducted research activities from September 2020 to September 2021. The scientific way to obtain data with a specific purpose and use is called the research method, Sugiyono (2017:3) The quantitative method that prioritizes the translation of numerical data (numbers) processed by statistical methods is

the research approach used in this study. In the design of submitting hypotheses and realizing the conclusions of the results on a possible error, a significant relationship will be obtained between the variables being studied. Therefore, this quantitative approach is used by researchers.

This research is a quantitative descriptive type. The research design arranged in order to present a structured description of scientific instructions originating from the research subject/object is called quantitative descriptive research, Salim and Haidir (2019:45). Explanatory descriptive is the nature of this research. Research that aims to examine the relationship between variables that explain a particular symptom is called explanatory research, Zulganef (2013:11). In explanatory research, the researcher tries to explain or prove the relationship or influence between variables. The generalizing area consists of objects/subjects that have certain qualities and characteristics that are determined by researchers to be studied, and then the conclusion is drawn is called population, Sugiyono (2012:115) All employees of PT Lima Benua Kargo became the population in this study, namely 34 people.

Part of the number, and characteristics possessed by the population is called the sample, Morissan (2017: 109). Saturated sampling technique is a sampling technique from this study, which means the entire population, namely 34 people, is the research sample. Interviews, Questionnaires and Documentation Studies are data collection techniques, Sanusi (2011: 105) The data of this study came from primary data and secondary data. Primary data obtained from respondents in the form of questionnaires submitted to respondents, secondary data, namely notes or documents regarding the general description of the company, literature that supports research.

In order to determine whether there is an influence between the independent variables on the dependent variable, multiple linear regression analysis was performed with the following formula:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Description:

Y : Employee Performance
a : constant
X1 : Work Environment
X2 : Motivation
X3 : Training
b : Regression coefficient
e : Residual Error (error).

Coefficient of Determination

According to Ghozali (2016: 95), the coefficient of determination (R^2) essentially measures how far the model's ability to explain variations in the dependent variable is. The value of the coefficient of determination is between zero and one. A small R^2 value means that the ability of the independent variables in explaining the variation of the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable.

Simultaneous Hypothesis Testing (F-Test)

To find out whether all independent variables have a simultaneous effect on the dependent variable, the F test is carried out.

The criteria for evaluating the hypothesis in this F test are:

H0 is accepted if: $F_{count} \leq F_{table}$

H1 Accepted if: $F_{count} > F_{table}$, Ghozali (2016:96)

Partial Hypothesis Testing (t-Test)

To find out whether the independent variable partially affects the dependent variable, the t-test is carried out.

The criteria for evaluating the hypothesis in this t-test are:

H₀ is accepted if $-t_{count} > t_{table}$

H₁ is accepted if $-t_{count} < -t_{table}$. Ghozali (2016:98)

4. Result and Discussion

Descriptive Statistics

Descriptive statistics is the first step in discussing statistics. Statistical data can be seen in the following table:

Table 1. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Lingkungan Kerja	36	31,00	59,00	41,2500	5,17342
Motivasi kerja	36	20,00	37,00	29,5278	3,23804
Pelatihan	36	22,00	40,00	29,3611	4,27052
Kinerja	36	23,00	40,00	29,8333	3,92428
Valid N (listwise)	36				

Source: Research Results, 2021 (Data Processed)

Work Environment Variables in Table III.1 with a sample of 36 respondents an average of 41,2500 units, the minimum work environment value of 31 and a maximum of 59 and a standard deviation of 5.1734201. Work Motivation with a sample of 36 respondents has an average of 29.8557 with a minimum work motivation value of 20 and a maximum of 37 and a standard deviation of 3.2804. Training with a sample of 36 respondents had an average of 29.3611 units with a minimum training of 22 and a maximum of 40 with a standard deviation of 3.92428. Employee performance with a sample of 36 respondents has an average of 29.8333, with a minimum employee performance of 23 and a maximum of 40 and a standard deviation of 3.92428.

Normality Test

Normal distributed data seen from the histogram graphic display in Figure III.1 gives a distribution pattern that does not turn left or right and is seen from a straight line dividing the left and right sides equally or symmetrically so that the data is normally distributed.

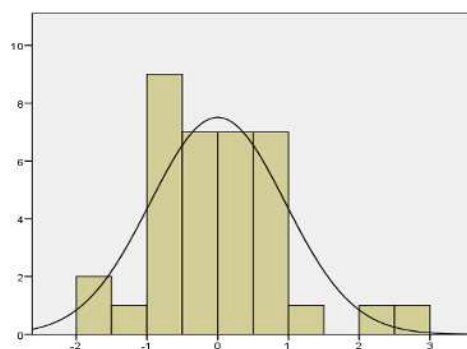


Figure 2. Histogram Graph

Source: Research Results, 2021 (Data Processed)

Multicollinearity Test

Table 2. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
1	(Constant)	
	Lingkungan Kerja	,531
	Motivasi Kerja	,593
	Pelatihan	,547

Source: Data Processing, 2021

The tolerance value of the work environment, motivation and training in the table above is > 0.1 and has a VIF value of < 10 , this means that there are no symptoms of multicollinearity.

Heteroscedasticity Test

The presence or absence of heteroscedasticity in a multiple linear regression equation can be predicted using a scatterplot graph.

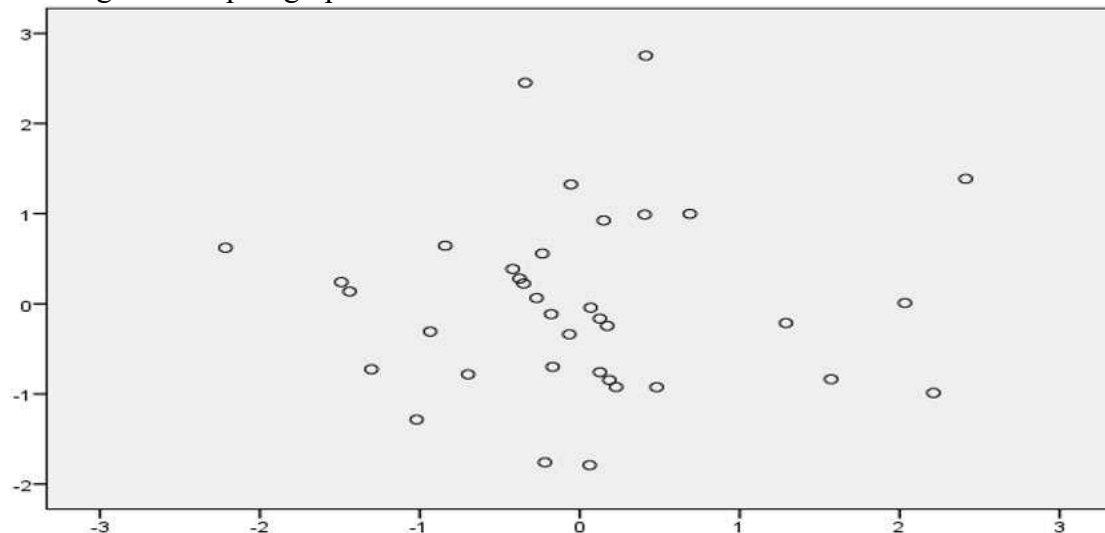


Figure 3. Scatterplot Graph

In the picture above, there are no symptoms of heteroscedasticity in the regression model, it can be seen from the absence of a clear pattern and the points are randomly scattered both above and below the Y axis zero. Thus, it can be concluded that there are no symptoms of heteroscedasticity in the regression model

Hypothesis Determination Coefficient

The results of the analysis of determination (R^2) can be seen in the table below:

Table 3. Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,896 ^a	,804	,785	1,81855

Source: Data Processing Results, 2021

Based on Table 3, it is known that the coefficient of determination test results obtained an Adjusted R square value of 0.785 in the table above, meaning that 78.5% of the variation in employee performance variables is explained by the Work Environment, Work Motivation and Training variables while the remaining 21.5% is explained outside the variables of this study.

Simultaneous Hypothesis Testing (Test F)

Simultaneous test results can be seen in Table 4:

Table 4. Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	433,172	3	144,391	43,660	,000 ^b
	Residual	105,828	32	3,307		
	Total	539,000	35			

Source: Data Processing Results, 2021

F-test results obtained by the value of Fcount (43.660) > (2.9011) with a significance level of <0.05, which means that simultaneously the work environment, work motivation and training affect employee performance at PT. Five Continents Cargo Medan. Thus, it is concluded that the hypothesis is accepted.

Partial Hypothesis Testing (T Test)

Table 5. Partial Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2,465	3,001		-,821	,418
	Lingkungan Kerja	,228	,082	,301	2,802	,009
	Motivasi kerja	,377	,123	,311	3,057	,004
	Pelatihan	,400	,097	,435	4,111	,000

Source: Data Processing Results, 2021

Based on the table above can be explained: Work Environment, from the calculation of the Work Environment partial test, the value of tcount (2.802) > ttable(2.037) with a significance level (0.009) < (0.05) means that the Work Environment partially affects Employee Performance at PT. Lima Benua Kargo Medan. Work Motivation, from the calculation of the partial test of Work Motivation, the value of tcount (3.057) > ttable(2.037) with a significance level (0.004) < (0.05) means that Work Motivation partially affects Employee Performance at PT. Lima Benua Kargo in Medan. Training, from the calculation of the partial test of Training obtained the value of tcount (4.111) > ttable(2.037) with a significance level of (0.000) < (0.05) meaning that training partially affects employee performance at PT. Lima Benua Kargo in Medan. Thus the hypothesis proposed that communication affects employee performance is accepted.

$$Y = 19.259 + 0.223X_1 + 0.339X_2 - 0.404X_3$$

From the above equation can be interpreted as follows: Constants worth -2.465 which means if the Work Environment, Work Motivation and Training are considered zero, Employee Performance has a value of -2.465 units. Work Environment regression coefficient is 0.228, meaning that for every 1 unit increase in the Work Environment, Employee Performance increases by 0.228 units assuming other

variables are considered constant. The regression coefficient of Work Motivation is 0.377 and is positive, this means that for every 1 unit increase in the Work Motivation variable, Employee Performance increases by 0.377 units assuming other variables are considered constant. Training regression coefficient is 0.400 and is positive, this means that for every 1 unit increase in Training, Employee Performance increases by 0.4001 units assuming other variables are held constant.

Discussion

The Effect of Work Environment on Employee Performance

The results showed that the tcount of the Work Environment variable was 2.802, which was greater than the ttable value of 2.037 and the significance value of 0.009 was smaller than the value of 0.05. Which means that the work environment variable partially has a significant effect on employee performance. The results of this study are in line with the opinion of Simarmata (2018), which states that employee performance gains are motivated by the work environment. This is because a good, peaceful work environment is able to maximize the seriousness of employees at work. The results of respondents' answers regarding the questionnaire regarding the work environment proved that there were problems in the work environment in the company, which was known from the answers of respondents who stated that they did not agree with the statement that the size of the workspace was able to accommodate all work activities, disagreed with the statement which stated that the lighting in the workspace was good, disagree with the statement stating that the lighting facilities in your work space are in accordance with the needs, less influential with the statement that air circulation in the workplace affects performance, disagree with the statement that the relationship between superiors and subordinates is going well, disagree with the statement stating that the relationship between superiors and co-workers is going well, disagree with the statement that the leader always supervises what employees are doing and disagree with the statement stating that relations with colleagues are going well ic.

The Effect of Motivation on Employee Performance

The results showed that the tcount of the Work Motivation variable was 3.057, which was greater than the ttable value of 2.037 and the significance value of 0.004 was smaller than the value of (0.05), which means that the Incentive variable partially has a significant effect on employee performance. High motivation that an employee has at work will result in high performance as well. someone who has high motivation, will be able to work hard and behave in self-control to the goal to be achieved, according to the opinion of Nisa's research (2017) which is in line with the results of this study. This is also reinforced by the opinion of Sutrisno (2017), which states that companies must provide motivation to employee's employees so that employees are willing and willing to devote their energy and thoughts for the sake of work, if the company wishes to achieve the best performance in accordance with a predetermined plan. The situation in employees that there are different wants, needs and expectations from one employee to another cause's problems in employee motivation not to be easy. The company will obtain maximum employee performance in accordance with the specified standards, if management can understand motivational issues and can overcome them. Work motivation is needed to improve employee performance. Employees with high motivation will work optimally accompanied by controlled behavior towards the right target so that the high work motivation of employees at work will result in high work performance as well.

The Effect of Training on Employee Performance

The results showed that the tcount value of the Training variable was 4.111, greater than the ttable value of 2.037 and a significant value of 0.000, smaller than the value of 0.05, which means that communication partially has a significant effect on employee performance. The ability and expertise

of employees in implementing the current job is related to training. The training itself is not optimal if there are many materials that are less relevant to the needs, this is due to poor material planning. This means that employee performance can be improved by providing good or appropriate training materials, the opinion of Pratama (2018:3) is in accordance with the results of this study. This is also reinforced by the opinion of Suryadana (2015), which states that employee development means advancing the abilities of an employee and the company as a whole, when employees develop the organization, the organization will develop more and employee performance will increase. The ability and ability of the workforce to carry out work related to training. The training will not run optimally if the training materials are not well planned, less relevant to the needs. This means that employee performance will increase by maximizing training materials

5. Conclusion

Based on the results of data analysis and discussion that has been stated above, several conclusions can be drawn as follows: Employee Performance of PT. Lima Benua Kargo Medan are positively and significantly affected by the Work Environment. Employee Performance of PT. Lima Benua Kargo are positively and significantly influenced by Work Motivation Employee Performance of PT. Lima Benua Kargo Medan positively and significantly affected Training Employee Performance of PT. Lima Benua Kargo Medan are affected by the work environment, work motivation and training positively and significantly. As much as 78.5% of the variations in employee performance variables that can be explained by the work environment, work motivation and training variables, the remaining 21.5% are explained by other variables outside of this study.

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