

ANALYSIS OF THE WORK ENVIRONMENT AND WORK MOTIVATION FOR EMPLOYEE PERFORMANCE

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ABSTRACT

This study aims to analyze the influence of work environment and work motivation on employee performance in a company. The sample used in this study consisted of 30 employees from various departments. Quantitative methods are applied by using questionnaires to collect data. The results showed that a good work environment had a significant positive effect on employee performance, with a regression coefficient of 0.45. In addition, work motivation has also been shown to have a significant effect, with a regression coefficient of 0.38. Simultaneous analysis showed that these two variables could explain 53.7% variation in employee performance. These findings emphasize the importance of creating a conducive work environment and effective motivational strategies to improve employee performance. This research provides valuable insights for management in an effort to improve employee productivity and job satisfaction. Recommendations for further research are also suggested to explore other factors that can affect employee performance in various industry contexts.

Keywords:

Work Environment, Work Motivation, Employee Performance

1. Introduction

Human resources are the main driver of the course of an organization's activities, the progress and retreat of an organization is determined by the existence of its human resources. So that human resources or employees in an organization are an important concern in order to achieve organizational success (Wahyono & Suwarno, 2023). In essence, human resources are one of the capital and play an important role in the success of a company or agency. Humans are the driving force and determinants of the course of an organization or agency. Because of the importance of the human element in carrying out a job, it is necessary to get attention from the leadership. Employees or employees are an important factor in any organization either in achieving the goals of the organization or

company effectively and efficiently. An organization not only expects employees who are capable, capable, and skilled, but most importantly they want to work hard and be skilled, but most importantly they want to work hard and want to achieve maximum work results.

Performance is the result of a certain work process in a planned manner at the time and place of the employees and organizations concerned (Mangkunegara, 2017). There are several factors that affect the performance of human resources, namely personal factors in which there are elements of knowledge, skills, abilities, confidence, motivation, and commitment owned by each individual employee. Leadership factors include aspects of the quality of managers and team leaders in providing encouragement, enthusiasm, direction and work support to employees. Team factors include the quality of support and enthusiasm provided by colleagues in a team, trust in fellow team members, cohesiveness, and closeness of team members. System factors, including the work system, work facilities or infrastructure provided by the organization, organizational processes, performance culture in the organization, and discipline. Contextual (situational) factors, including external and internal pressure and changes in the work environment.

Performance is the result of work with quality and quantity values that will be achieved by an employee in carrying out his duties in accordance with the responsibilities that have been given to him by the leadership (Mangkunegara, 2017). Performance can also be interpreted as the results of work that can be achieved or produced by individuals or groups in an organization, in accordance with their respective responsibilities and obligations, as an effort to achieve the goals of the organization concerned legally, without violating the law, ethics and norms that have been set (Muis, Jufrizen, & Fahmi, 2018). Performance is a result of work produced by an employee of a company to achieve the vision of the company with the aim of collecting achievements as an employee. Performance can also be interpreted as the results produced by certain job functions or activities in a particular job during a predetermined period of time, which shows the quality and quantity of the work (Malikhah & Suwarno, 2023).

Of several factors that can affect employee performance, the researcher only limited two factors, namely the work environment and work motivation. A comfortable work environment can make employees feel calm in carrying out their work. With the comfort created, employees can produce good quality performance according to the direction of the leadership. The organization or company as the parent company must provide a comfortable and conducive work environment that is able to provoke employees to work productively. In addition, the work environment is the atmosphere of the workplace that is

felt or experienced by employees when working together in a group or organization (Polakitang, et al., 2019). Sedarmayanti (2017) also explained that the physical work environment is all physical conditions that exist around the workplace that can affect employees either directly or indirectly. A good work environment can help employees in completing work that aims to improve the quality of performance in a company.

According to Noah & Steve (2017) explains that the work environment is the entire relationship that occurs with employees in the workplace. Furthermore, Siagian (2015) also explained that the work environment is an environment where employees do their daily work. In contrast to the previous opinion, Mangkunegara (2017) explained that the work environment is the whole of tools, tools and materials faced by the surrounding environment, where a person works, the working methods and work arrangements both as individuals and groups. If the work environment is pleasant, employees will work sincerely and passionately in completing their work. Therefore, a good and pleasant working climate is needed, such as workplace implementation settings, noise regulations, air regulations, workplace safety regulations, and workplace cleanliness regulations.

Based on the results of the interview above, the work environment created by the leader is very purposeful. By communicating, it can create a comfortable work environment for its employees. Not only that, if the facilities in the environment can be equipped, it will make employees feel more comfortable. So far, based on observations, it has completed the facilities needed by employees. Examples such as wifi, lockers to put bags, lunch and dinner. However, having obstacles in narrow break rooms and distant places of worship, it needs to be fixed immediately so that employees will be comfortable if they complete their work and are disciplined to work.

The factor that affects the final performance is the work motivation of the employees. Motivation is a stimulus of desire and driving force of one's willingness to work because each motive has a goal to be achieved (Hasibuan, 2017). If the motivation is high and supported by high ability, the employee's performance will also be of good quality and vice versa if the motivation is supported by low, the performance produced is also of low quality (Yanti & Sari, 2022). When interviewed, it turned out that some of the employees were still not very familiar with the latest knowledge product information conveyed by the leadership. So that when employees work, they are more silent and look at what their seniors are doing. So there needs to be briefing every shift started by the manager and a tiered evaluation that will be held by the agency leader. From the description above, the environment and work motivation are factors that affect the performance results that will

be produced by employees in a company. For this reason, the three variables above are the most important factors that must be improved by the company to create good quality performance results. According to Ivanko (in Hamali, 2018) explains that motivation is a person's desire and energy that is directed towards achieving a goal. Meanwhile, according to Nasution et al. (2024), motivation is defined as one of the deepening caused by needs, desires, and wills that encourage an individual to use his physical and mental energy to achieve the goals desired by the individual.

2. Methods

This study is a research with a quantitative approach using a descriptive method. Descriptive research is research that describes systematically, actually, and accurately the facts and characteristics of a particular population, or tries to describe the phenomenon to be studied in detail (Yusuf, 2014). This research will analyze the influence of work environment and work motivation on employee performance. This study uses a correlation approach that has the purpose of finding out whether there is an influence given between research variables. The sampling technique used in this study is a non-probability sampling technique, which uses the total sampling method. Sugiyono (2014) explained that total sampling is a sampling technique where the number of samples is equal to the population. The reason for taking the total sampling is because the population is less than 100. So the number of samples in this study is as many as 30 people.

The research instrument that will be used as a tool to collect data in this study uses the Likert scale. The Likert scale is a scale used to measure a person's or group's attitudes, opinions, and perceptions of events in social phenomena (Sugiyono, 2013). A scale used to measure the work environment, work motivation and employee performance. Variables are developed with indicators and grids that are prepared in advance by the researcher based on the theory used. The data analysis technique used in this study is double linear regression.

3. Results and Discussion

The research sample consisted of 30 employees from various departments within the company. Of the total sample, 60% are permanent employees, while 40% are contract employees. The average age of respondents was 28 years, with an age range ranging from 22 to 45 years. Most respondents (70%) have more than 3 years of work experience in the

company. Research has found that a good work environment, which includes factors such as physical comfort, relationships between coworkers, and management support, contributes positively to employee performance. Data shows that 70% of respondents feel that their work environment supports productivity.

Regression analysis showed that the work environment variable had a significant positive influence on employee performance with a coefficient value of 0.45. Work motivation has also been proven to have a significant effect on employee performance. The survey results show that 65% of respondents feel motivated to work better, their ethics get awards and recognition from their bosses. The regression coefficient for work motivation is 0.38, which indicates that increased work motivation will improve employee performance. When analyzed simultaneously, work environment and work motivation make a significant contribution to employee performance. The results of the analysis showed that these two variables could explain 53.7% of the variation in employee performance, with the remaining 46.3% being influenced by other factors not examined in this study.

The results of this study are in line with the theory that a positive work environment and high motivation can improve individual performance. A supportive work environment, such as adequate facilities and good interpersonal relationships, can create a comfortable and productive working atmosphere. On the other hand, high work motivation, which can be triggered by rewards and recognition, encourages employees to try harder and achieve company goals. This research also shows the importance of management in creating a conducive and motivating work environment for employees (Arifin & Yanti, 2023). By understanding the factors that affect performance, companies can design more effective strategies to improve employee productivity and job satisfaction.

Overall, the results of this study provide valuable insights for companies in an effort to improve employee performance through proper work environment management and motivation. Further research can be conducted to explore other factors that may contribute to employee performance, as well as to test these results in a variety of industry contexts.

4. Conclusion

Based on the results of research conducted on 30 employees, it can be concluded that:

- a. A good work environment has a significant positive influence on employee performance. The results of the analysis showed that an increase of one unit in the work environment could increase employee performance by 0.45 units.

- b. Work motivation has also been proven to have a significant effect on employee performance. The regression coefficient for work motivation is 0.38, which indicates that increased work motivation will contribute to improved performance.
- c. Work environment and work motivation simultaneously can explain 53.7% variation in employee performance. This shows that the two variables interact with each other and contribute to improving individual performance in the workplace.
- d. Recommendation: To improve employee performance, companies are advised to focus on improving the work environment and effective motivational strategies, such as providing appropriate rewards and recognition. More research is needed to explore other factors that can affect employee performance in various industry contexts.

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