The Effect Of Work Environment And Work Motivation On Employee Performance At Pt. Sun Star Prima Motor Cempaka Putih

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Abstract

This study aims to find out the effect of work environment and work motivation on employee performance on PT. Sun Star Prima Motor Cempaka Putih. The research method used is quantitative research. Data collection methods are performed by means of observation, interviews, quotient. Sample count is 50 respondents. Data processing uses Smartpls 4 software. This study used Structural Equstion Modeling (SEM). The analysis results show that the working environment has no significant effect on employee performance. Based on results showing that the Working Environment for Employee Performance has a static value of $1.106 < 0.96$ and a value of $0.269 > 0.05$ indicating that it has no effect, the Employment Motivation for Employee Performance has a static value of $7.473 < 1.96$ and a value of $0.000 < 0.05$ indicating that there is an environmental effect, Work on Employment Motivation had a tstatic value of $13.939 < 1.96$ and a value of $0.000 < 0.05$ indicating that it was influential, Work Environment on Employee Performance through Variable Employment Motivation with a tstatic value of $6.285 > 1.96$ and a value of $0.000 < 0.05$.

Keywords: Work Environment, Work Motivation, Employee performance.

Introduction

There is much competition between one company and another, given that the role of human resources is crucial. In determining the progress and success of the company. Therefore, companies must pay attention to several aspects in order to minimize problems within the company and utilize existing human resources for the success of a company. According to Moeheriono (2014) the employee's performance is an overview of the level of achievement of a program or policy in the realization of a company's goals, goals, missions, and missions expressed through planning strategies.

An important aspect of determining the good and bad performance of employees is the working environment. According to Djoko Soelistya (2021:45), the working environment is a supporting aspect that supports the running of a company, such as employees, work equipment, and others. This needs to be taken into account so that achieving goals within the company can go well. The working environment becomes an employee facility in carrying out an activity in order to create a performance that meets the expectations of the company. Therefore, it should be worked out so that the working environment can be created properly and can be conducive so that it can make employees feel comfortable and feel excited to do their tasks, then that is why the employee's performance will improve.

In addition to the work environment, the aspect that needs to be considered is work motivation that affects employee performance. According to Hasibuan (2014:13), work motivation is the passion given to a person so that they will cooperate, work effectively and integrate to achieve success with all their efforts. Work motivation is part of the factor that determines a person's performance. Large or small motivation given. The differences in job motivation for employees are usually reflected in the various activities and achievements they achieve. Therefore, it is to motivate employees to know the motives and motivations that employees want and increase employee motivation. The importance of the company knowing the needs and expectations of its employees, what talents and skills they have and how to plan employees at the most appropriate positions, so that employees will be more motivated.

Problem Formulation

The following formulations of the study are:
1. Does the working environment affect employee performance
2. Does work motivation have an effect on employee performance
3. Does the work environment affect work motivation
4. Does the working environment affect employee performance through work motivation variables

Research Objectives

The purpose of this study is:
1. To know the effect of the working environment on employee performance
2. To understand the effect of work motivation on employee performance
3. To know the effect of the work environment on work motivation
4. To understand the effect of the working environment on the performance of employees through work motivation variables

Research Methods

Data Type

The type of data used in determining writing uses quantitative data. Research methods based on the philosophy of positivism (relying on empism) are used to examine populations or samples. Quantitative data is a database of numbers or data.

Data Source

The data sources obtained in this study are:

1. Primary data

Primary data is data collected by researchers in a company that takes place through objects with observations, interviews and quotients.

Data Collection Techniques

In this study, data collection techniques were carried out in the following ways:
1. Observation
Observation is a method of collecting information that is done by conducting observations and recording and systematic observations of phenomena that are the object of observation. As an evaluation tool for evaluating individual behavior or the process of an observable activity.
2. Interview
An interview is a meeting conducted by two people to exchange information and ideas in a question-and-answer manner, so that it can be concluded into a conclusion.
3. Quisionary
A query is a data collection technique that is performed by giving a set of questions or written statements to the respondent to answer.

Population and Samples

A population is a region of generalization that occurs over objects or subjects with specific qualities and intrinsic characteristics set by researchers to study and then draw conclusions. So the population of all employees at PT. Sun Star Prima White Motor as much as 50.

A study sample is a population reachable by a researcher so that the entire population is taken for a study sample. So this study used a sample of 50 employees from 50 population in PT. Sun Star Prima Motor Cempaka Putih.

Research Veriabel

In this study there were two exogenous variables and one endogenous variable which included the following explanation:

X1: is an exogenous variable that is the working environment
X2 : is an exogenous variable that is work motivation
Y : is an endogenous variable, namely employee performance

Research Hypothesis

H_{o1}: there was no significant influence between the working environment on employee performance at PT. Sun Star Prima Motor Cempaka White

H_{a1}: teir can be a significant influence between the employment environment of employees at PT. Sun Star Prima Motor Cempaka Putih.

H_{o2} : there is no significant influence between employee motivation and employee performance at PT. Sun Star Prima Motor Cempaka Putih.

H_{a2}: teir can be a significant influence between employee motivation and employee performance at PT. Sun Star Prima Motor Cempaka Putih.

H_{o3}: there is no significant influence between the employment environment and the employment motivation of PT. Sun Star Prima Motor Cempaka Putih.

H_{a3}: teir can be a significant influence between employee performance and PT. Suin Star Prima Motor Cempaka Putih went through variable motivation.

H_{o4} : there is no significant influence between employee performances on PT. Sun Star Prima Motor Cempaka Putih went through variable motivation.

H_{a4} : teir can be a significant influence between employee performance at PT. Sun Star Prima Motor Cempaka Putih went through variable motivation**.**

RESULT AND DISCUSSION

Result

Tabel 1Koefisien Determinasi (R-Square)

variable	R-Square
Work Motivation	0,594
Employee Performance	0,751

Source: Processed data results 2023

The r-squiarei value is 0.751 which means the employee variability of the employee performance is increased by the variability of the worker's motivation of 75.1%. The r-squiarei value is 0.594 which means the variability of the performance motivation at the highest level by the variability of the performance environment is 75.1%.

Tabel 2 Path Coefficients

Variable	Original sample (O)	Sample mean (M)	Standard devition (STDEV)	T statistic (O/STDEV)	P values
Work Environment→Work Motivation	0,777	0,787	0,056	13,939	0,000
Work Environment→Employee Performance	0,131	0,115	0,119	1,106	0,269
Work Motivation→Employee Performance	0,784	0,803	0,105	7,473	0,000

Source: Data processed results 2023

The above table can be seen from the variability of the lattice environment to the motivation of the lattice in this peineilitian meinuininjuin the gainer at a t-statistic value of 13.939>1.96 and a p-value of 0.000< 0.05. In the variability of the lattice spacing against the motivation for the untheir meshes the lattice multiplier can be found at a static t value of 1.106>1.96 and a p-value of 0.269<0.05. In the variability of the employment motivation against the employee's kineiraja, the gainer is at a tstatic value of 7.473>1.96 and a value of 0.000<0.05.

Tabel 3 Specific Indirect Effects

Variabel	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/S/STDEV)	P values
Work Environment→Work Motivation→Employee Performance	0,609	0,632	0,097	6,285	0,000

Source: Data processed results 2023

It can be seen that the variability of the employment environment through variability in employment motivation against variability in employee performance is increasing with a t-statistics value of 6.286>1.96 and a p-value of 0.000<0.05.

Discussion

1. The Effect of Work Environment on Performance at PT. Sun Star Prima Motor Cempaka Putih.

Based on the results of data processing from the research conducted, it is known that there is no significant influence of the work environment on performance. The results of processing t statistics value data (1.106 < 1.96) in other results obtained p values <0.05 (0.269 > 0.05). These results can prove that work environment variables have no effect on employee performance at PT. Sun Star Prima Motor Cempaka Putih.

The results of this study are in line with the results of previous research conducted by Rizal Nabawi (2019) based on the results of data processing obtained from t calculate for work environment variables 1.333 < 1.668 with a sig value of 0.186 > 0.05. This shows that work environment variables partially have an insignificant effect on employee performance variables.

2. The Effect of Work Motivation on Performance at PT. Sun Star Prima Motor Cempaka Putih

Based on the results of data processing from the research carried out, it is known that there is a significant influence of work motivation on performance. The results of processing data from t statisics values (7.473 > 1.96) at p value results <0.05 (0.000 < 0.05). artially have an insignificant effect on employee performance variables. These results prove that work motivation variables affect employee performance at PT. Sun Star Prima Motor Cempaka Putih the higher the work motivation, the more it will improve employee performance.

The results of this research are in line with the results of previous research conducted by Lusri & Siagian (2017), the results of this study obtained a calculated t value for the work motivation variable of 7.138 greater than t table 2.013 and a significant value of 0.000 < 0.05, thus work motivation affects employee performance at the Batam City Regional Industry and Trade Office.

3. The Influence of the Work Environment on Work Motivation at PT. Sun Star Prima Motor Cempaka Putih

Based on the results of data processing from the research conducted, there is a significant influence of the work environment on work motivation. The results of processing statistical t value data (13.939 > 1.96) in other results obtained p value < 0.05 (0.000 < 0.05). This result can be proven that the variable of the work environment on work motivation at PT. Sun Star Prima Motor Cempaka Putih.

The results of this study are in line with the results of research conducted by Rahim (2017)which shows the magnitude of the influence of the work environment on work motivation is worth 11.71% and the total influence is 35.04%, this shows that the work environment affects work motivation.

4. The Influence of the Work Environment on Work Motivation at PT. Sun Star Prima Motor Cempaka Putih

Based on the results of data processing from the research conducted, it was found that there was a significant influence of work motivation on performance. The results of processing t statistics value data (7.473 > 1.96) on p values <0.05 (0.000 < 0.05). These results prove that work motivation variables affect employee performance at PT. Sun Star Prima Motor Cempaka Putih.

The results of this study are in line with the results of previous research conducted by Revia Rezita, (2014)It can be seen that work motivation is proven as a variable in the relationship between the work environment and employee performance. This is evidenced by the results of the calculation of indireict eiffeict (IEi) of 0.189 and the total eiffeict (TEi) of work environment variables on employee performance through work motivation of 0.746.

Conclusion

Based on the data analysis that has been carried out it is known: 1. The work environment shows no influence on employee performance. The results of this study show that the better the work environment, the better the performance for employees. 2. Work motivation shows that there is a significant influence on employee performance. The more motivated employees are, the more their performance will increase. 3. The work environment shows a significant influence on work motivation. Because a good and supportive work environment can also increase work motivation in each employee. 4. The work environment on employee performance has an influence through work motivation variables. The results of the study that through a good work environment will be able to improve performance in employees which results in employee motivation to work higher.

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