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## **The Effect Of Motivation And Work Environment On Employee Performance In Wonderful Citamiang**

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### **Abstract**

The role of human resources is very important in the running of a company, therefore companies must provide motivation and create a comfortable work environment for employees in order to improve employee performance. The purpose of this study was to determine the effect of motivation and work environment on employee performance. This type of research is quantitative by using. This research was conducted using 50 employees at Wonderful Citamiang. The processed data is primary data obtained from the results of data processing through interviews and questionnaires using a Likert scale. Based on the results of the study, it shows that the motivation variable has no significant effect on employee performance variables, and there is a significant influence between work environment variables on employee performance variables. And there is a simultaneous influence between motivation and work environment variables on employee performance.

**Keywords: Motivation, Work Environment, Employee Performance.**

### **Introduction**

Human resources are an important role for the success of an organization or company, because humans are living assets that need special attention by companies. Therefore, humans as living assets of the company must receive serious attention and be managed properly. This is so that the company's human resources are able to provide optimal contribution to an organization. In managing human resources, it is necessary to have management capable of managing resources in a systematic, planned and efficient manner.

According to Kasmir (2016: 6) in (Daspar, 2020) states that "human resource management is the process of managing people, through planning, recruitment, selection, training, development, compensation, career, safety and health and maintaining work relationships to achieve company goals and increasing the welfare of stakeholders. In this case, human resources describe the quality of management that can manage resources in a systematic, planned and efficient manner."

To improve employee performance, work motivation is needed, and a work environment that can encourage employees to improve employee performance. Factors that affect employee motivation according to Herzberg (2008) in (Adha et al., 2019) "consists of two factors, namely, motivation factor and hygiene factor. Motivation factor is the driving force that arises from within each employee. While the hygiene factor is the driving force that comes from outside the employee, especially from the organization or facility where he works. Most of the motivating forces that come from outside the employee are the compensation received and the work environment that supports the work."

According to (Bambang, 2011) in (Adha et al., 2019) explained that "the work environment is one of the factors that affect the performance of an employee. An employee who works in a work environment that supports him to work optimally will produce good performance, conversely if an employee works in a work environment that is inadequate and does not support optimal work it will make the employee concerned become lazy, get tired quickly so that the employee's performance it will be lower accordingly."

According to Eysenck (Kiruja E. K., 2013) in (Hanafi & Yohana, 2017) "employee performance can also be determined as a person's ability to perform and also includes the opportunity and willingness to do their job. The meaning of willingness to do their job means that there is a desire of employees to put a lot of effort into their work." Based on the description above, the writer is interested in raising the title "The Influence of Motivation and Work Environment on Employee Performance at Wonderful Citamiang". The aims of this study are (1) to determine the effect of work motivation on employee performance at Wonderful Citamiang, (2) To determine the effect of the work environment on employee performance at Wonderful Citamiang, (3) To determine the effect of work motivation and work environment on employee performance at Wonderful Citamiang.

## Method

The object of this research on Wonderful Citamiang which is located in the Puncak Bogor tourist area. This study uses a quantitative method, namely data that can be interpreted as research both in the form of information and explanations expressed in numbers measured by statistics as a counting test tool, on the problems studied to draw conclusions (Sugiyono, 2018). All employees Wonderful Citamiang is a population. Based on a total population of 50 people, the samples taken in this study were the entire population or all employees at Wonderful Citamiang. Validity and reliability tests were used in data collection to administer the questionnaire. The measurement scale uses a Likert scale. Normality test, multiple regression analysis was used to analyze the data used in this study. The hypothesis can be accepted, if the significance value is less than 0.05 ( $\alpha \leq 0.05$ ). While the coefficient of determination (Adjusted R Square) has a value ranging from zero to one, the value of the coefficient of determination which is getting closer to one indicates that the independent variable of the study can explain almost all the information needed by the dependent variable.

## Result

### Validity test

Validity test is used to measure whether or not a questionnaire is valid. Validity testing is done by using product moment correlation analysis.

Table 4.5 Test Results of Testing the Validity of Motivation Variables

No.	R count	R table	Information
1.	0,565	0,279	Valid
2.	0,290	0,279	Valid
3.	0,344	0,279	Valid
4.	0,663	0,279	Valid
5.	0,695	0,279	Valid
6.	0,703	0,279	Valid
7.	0,464	0,279	Valid
8.	0,446	0,279	Valid
9.	0,437	0,279	Valid
10.	0,428	0,279	Valid
11.	0,504	0,279	Valid
12.	0,453	0,279	Valid
13.	0,368	0,279	Valid
14.	0,657	0,279	Valid
15.	0,437	0,279	Valid

Source: Data processed by SPSS version 25, 2023

The results of the data in the table above show that the motivational variable has a larger r count than the r table, so it can be said that all concepts of measuring motivational variables in this study are valid. The validity test for each item of the variable shows a value that is above the r table value for n-50, namely 0.279.

Table 2: Work Environment Variable Validity Test Results

No.	R count	R table	Information
1.	0,636	0,279	Valid
2.	0,713	0,279	Valid
3.	0,754	0,279	Valid
4.	0,873	0,279	Valid
5.	0,795	0,279	Valid
6.	0,750	0,279	Valid
7.	0,535	0,279	Valid
8.	0,594	0,279	Valid
9.	0,495	0,279	Valid
10.	0,499	0,279	Valid
11.	0,710	0,279	Valid
12.	0,795	0,279	Valid
13.	0,780	0,279	Valid
14.	0,517	0,279	Valid
15.	0,493	0,279	Valid

Source: Data processed by SPSS version 25, 2023

The results of the data in the table above show that the motivation variable has a larger r count than r table, so it can be said that all work environment variable measurement concepts in this study are valid. The validity test for each item of the variable shows a value that is above the r table value for n-50, namely 0.279.

Table 3: Results of Validity Test of Employee Performance Variables

No.	R count	R table	Information
1.	0,656	0,279	Valid
2.	0,693	0,279	Valid
3.	0,702	0,279	Valid
4.	0,601	0,279	Valid
5.	0,723	0,279	Valid
6.	0,737	0,279	Valid
7.	0,380	0,279	Valid
8.	0,374	0,279	Valid
9.	0,548	0,279	Valid
10.	0,532	0,279	Valid
11.	0,706	0,279	Valid
12.	0,572	0,279	Valid
13.	0,674	0,279	Valid
14.	0,674	0,279	Valid
15.	0,791	0,279	Valid

Source: Data processed by SPSS version 25, 2023

The results of the data in the table above show that the motivation variable has a larger r count than r table, so it can be said that all the concepts of measuring employee performance variables in this study are valid. The validity test for each item of the variable shows a value that is above the r table value for n-50, namely 0.279.

### Reliability Test

The reliability test is used to test the extent to which the reliability of the measurement tool can be used again for the same research. Reliability testing was carried out using the Cronbach Alpha analysis technique.

Table 4: Reliability Test Results

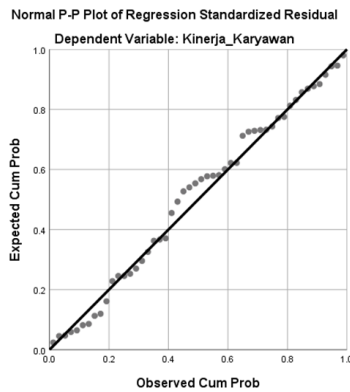
Variable	Alpha	Information
Motivation	0,788	Reliable
Work environment	0,908	Reliable
Employee performance	0,891	Reliable

Source: Data processed by SPSS version 25, 2023

The results of the data in the table above show that the variables of motivation, work environment, and employee performance have a coefficient greater than 0.60 so that it can be said that all concepts of measuring motivation, work environment, and employee performance variables used in this study are reliable.

**Normality test**

1. Graphical Normality Test P.Plot



**Figure 1: Graphical Normality Test Results P.Plot**

Source: SPSS versi 25 data processing results, 2023

From the output chart, it is presented clearly with dots spreading around the diagonal line and following the direction of the diagonal line. So that the data is normally distributed.

2. Kolmogorv-Smirnov Normality Test

Table 4: Normality Test

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		50
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	5.85513894
Most Extreme Differences	Absolute	.121
	Positive	.070
	Negative	-.121
Test Statistic		.121
Asymp. Sig. (2-tailed)		.067 <sup>c</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Source: Data processed by SPSS version 25, 2023

The Kolmogorov-Smirnov normality test has a basis for making a decision that is said to be normally distributed if:

- a. Significant value > 0.05 then the residual value is normally distributed.
- b. If the significant value is <0.05 then the residual value is not normally distributed.

So from processing the data in the table above, it can be seen that the Kolmogorov-Smirnov value has a significant value of 0.067, so it can be concluded that of the three variables that have been tested, motivation (X<sup>1</sup>), work environment (X<sup>2</sup>), and employee performance (Y) are normally distributed, because it is known that the significant value is 0.067 > 0.05.



## Multicollinearity Test

Table 5: Multicollinearity Test

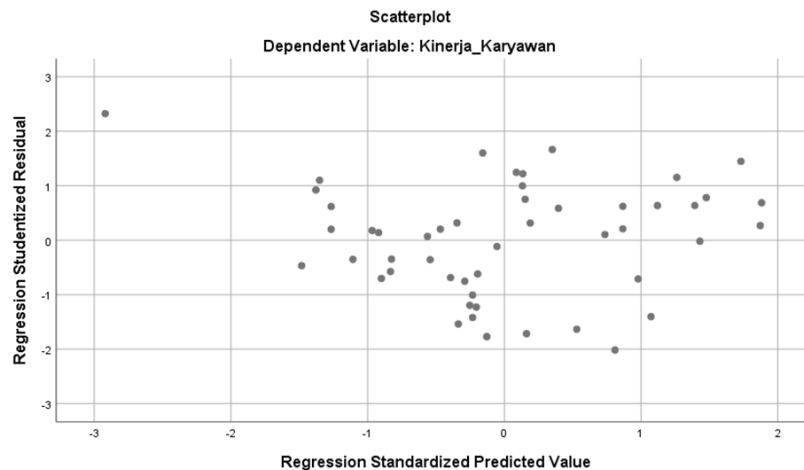
		Coefficients <sup>a</sup>					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	20.172	11.117		1.814	.076		
	Motivasi_Kerja	.176	.163	.129	1.076	.287	.928	1.078
	Lingkungan_Kerja	.490	.105	.562	4.687	.000	.928	1.078

a. Dependent Variable: Kinerja\_Karyawan

Source: SPSS version 25 data processing results, 2023

The results of the calculation of the tolerance value show that there are no independent variables that have a tolerance value of less than 0.10, which means there is no correlation between the independent variables or the independent regression model of multicollinearity.

## Heteroscedasticity Test



Source: SPSS data processing results, 2023

Figure 2 Heteroscedasticity Test

The results of the heteroscedasticity test can be seen from the picture above. This Scatterplot graph looks to spread randomly and spread both above and below and spreads the average circle section 1 to -1, the number 0 on the Y axis indicates that there is no heteroscedasticity in the regression model so this is feasible used to predict motivation and other variables, namely work environment and employee performance.

## Multiple Linear Regression Analysis

**Table 6: Multiple Linear Regression Analysis**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.172	11.117		1.814	.076
	Motivasi_Kerja	.176	.163	.129	1.076	.287
	Lingkungan_Kerja	.490	.105	.562	4.687	.000

a. Dependent Variable: Kinerja\_Karyawan

Source: Data processed by SPSS. version 25 2023

Based on the results of multiple regression analysis testing in the image above, it can be interpreted as follows:

1. A constant value of 20.172 indicates that when the variables of motivation and work environment change or are constant, the employee's performance *Wonderful Citamiang* is 20.172.
2. When the motivation variable is 0.01, the employee's performance increases by 0.176.
3. When the work environment variable is 0.01, the employee's performance is 0.490.

## T Test

**Table 7: Partial Test (t test)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.172	11.117		1.814	.076
	Motivasi_Kerja	.176	.163	.129	1.076	.287
	Lingkungan_Kerja	.490	.105	.562	4.687	.000

a. Dependent Variable: Kinerja\_Karyawan

Source: Data processed by SPSS version 25, 2023

Based on the table above, the testing of the independent variables can be explained as follows:

1. The results of the t test show that the significant value of the effect of t count is  $1.076 < 2.011$ , which means that  $H_0$  is accepted and  $H_a$  is rejected. This means that motivation ( $X^1$ ) has no significant effect on employee performance (Y).
2. The results of the t test show that the significant value of the effect of t count is  $4.687 > 2.011$ , so  $H_0$  is rejected and  $H_a$  is accepted. This means that motivation ( $X^2$ ) has a significant effect on employee performance (Y).

## Test F

**Table 8: Simultaneous Test Results (Test)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	680.530	2	340.265	13.924	.000 <sup>b</sup>
	Residual	1148.590	47	24.438		
	Total	1829.120	49			

a. Dependent Variable: Employee\_Performance

b. Predictors: (Constant), Work\_Environment, Work\_Motivation

Source: Data processed by SPSS version 25, 2023

In the table above it can be seen that the results of f count are  $13.924 > f$  table 3.20. Then prove that  $h_03$  is rejected and  $h_a3$  is accepted. This means that there is a simultaneous influence of motivation ( $X^1$ ) and work environment ( $X^2$ ) on employee performance (Y).

### Coefficient of Determination

**Table 9: Test of the Coefficient of Determination  
Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.610 <sup>a</sup>	.372	.345	4.943

a. Predictors: (Constant), Work\_Environment, Work\_Motivation

Source: Data processed by SPSS version 25, 2023

From the results of the output data above, the Adjusted R Square value (coefficient of determination) is 0.345, which means that the influence of motivational variables ( $X^1$ ) and work environment ( $X^2$ ) on employee performance variables (Y) is 34,5% and the remaining 63,5% is influenced by other factors beyond this discussion.

### Conclusion

Based on the results of the analysis that has been carried out, this study can conclude that: 1) Motivation has no significant effect, meaning that the higher the motivation, the smaller the effect on employee performance. 2) There is a positive influence between the work environment and employee performance, meaning that the higher the value of the work environment, the higher the employee performance. 3) There is a positive influence between motivation and work environment on employee performance together, meaning that the higher the value of the two independent variables, the higher the performance of Wonderful Citamiang employees.

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