



Work motivation and work environment as a trigger for increased employee performance

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ARTICLE INFO

Article history:

Received Dec 30, 2023
Revised Jan 03, 2024
Accepted Jan 12, 2024

Keywords:

Employee Performance;
Regression Analysis
Work Environment;
Work Motivation.

ABSTRACT

Effective management, thinking about the importance of human resources. Employee performance is an essential factor influencing success. In an organization, this is one of the most critical functions of a company. This study aims to determine the variables that affect employee performance and develop a theoretical basis and research model. This study used an associative descriptive quantitative method with a population of 42 respondents drawn into a sample using non-probability sampling, using the saturated sampling / total sampling method. Data analysis techniques using linear regression with the help of SPSS software version 26. The results of this study show that the first hypothesis states that work motivation significantly influences employee performance. The second hypothesis states that the work environment substantially affects employee performance. The third hypothesis is that employee performance is influenced by work motivation and work environment, which can simultaneously improve employee performance. This research is expected to provide theoretical contributions to the literature in this context, certainly in the context of human resource management.

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1. INTRODUCTION

Human resources is the design of various formal systems in an organization to ensure the effective and efficient use of human expertise to achieve organizational/company goals following the intended determination. Human resources are employed in organizations that become activists, theorists, and planners to achieve the organization's purposes. Quality human resources will be produced if human resource management is done well and can shape employee performance better so that it can have a positive impact on the effectiveness of interpretation within the company as a whole (Al Amin et al., 2023; Alfarizi et al., 2022; Anshori et al., 2022). Human Resource Management can be interpreted as science applied in the management of Human Resources and is one of the main elements of the organization to achieve the goals that have been set. The success or failure of an organization in realizing its goals depends mainly on the human resources owned by the company (Gunawan et al. 2022; Haryadi. D, 2022; Haryadi. D et al., 2021). Human resources play a significant role in organizations' achieving competitive advantage. The development of technology and environmental changes make human resources a critical factor in determining the ability of organizations or companies in global competition (Haryadi. D et al., 2022; Haryadi. D & Wahyudi, 2020; Karsikah et al., 2023).

In a company, there are often fluctuations in the performance of its employees. Several factors cause a decrease and increase in an employee's performance in the company, one of which is motivation and work environment. To improve employee performance, encouragement and motivation triggers are needed for company employees through specific actions from the company. Company resources are precious capital for a company because humans carry out all operational activities/activities of the company. Even though companies have many machines to support their operational activities, the role of HR is not underestimated because to run all existing devices, companies need human resources (Ahlstedt et al., 2023; Collie, 2023). The rapid development of science and technology today greatly influences business progress. Advancing the business venture requires proper management. The company takes various ways to survive and develop its operations. Intense competition requires companies to increase competitiveness to maintain survival (Haryadi et al., 2021; Mulyadi et al., 2023).

One factor that can improve employee performance is by providing work motivation. Work motivation has a dominant role in enhancing employee performance. This can all be supported by the provision of motivation because, indirectly, motivation is a stimulant for employees to work better and can encourage employees to be more active in performing and more passionate, it will benefit the company (Ahlstedt et al., 2023; Collie, 2023). Motivation itself is one of the factors that can affect employee performance in the company and is a factor that moves someone to have the desire and willingness to work (Li et al., 2023; Popoola & Fagbola, 2023). Even employees who are motivated in carrying out their work have the assumption that their task is a challenge that must be completed. They will exert all their abilities to complete the job enthusiastically. For employees who are not motivated, their performance cannot be maximized, and company goals cannot be achieved (Heidari et al., 2024; Kohnen et al., 2023).

In addition to work motivation, performance is influenced by a comfortable, clean, and safe work environment. The work environment is everything around the worker, which can affect him in carrying out the tasks charged. For example, cleanliness, music, and others. Because it can affect the work done, every company must strive in such a way that it has a positive influence on employees (Andrews & Haskell, 2023; Yilmaz & Seren İntepeler, 2023). The work environment is an environment in which these employees work in which there are conditions in which the employees work. The work environment is something that exists in the territory of workers that can affect them in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and whether or not work equipment is adequate (Gomes et al., 2023; Ljungberg et al., 2023). The work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods, and his work arrangements as individuals and as a group. The work environment can be divided into two, namely, the physical work environment and the non-physical work environment (Suleiman, 2023; Yang et al., 2023). The work environment in a company is critical to getting the attention of company leaders because a conducive and comfortable work environment will affect the effectiveness and productivity of employees in the company (Rydenfält et al., 2023).

Performance is defined as what employees do or don't do. Employee performance influences how much they contribute to the organization (Mukhlisin et al., 2023; Mulyadi et al., 2023; Oktaviani et al., 2023). Performance is the result of work that can be achieved by a person or group of people in a company following their respective authorities and responsibilities to achieve organizational goals illegally, does not violate the law, and does not conflict with morals and ethics (Perry et al., 2023; Purnamasari et al., 2023; Princess et al., 2023). Performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given to him (Rahmatullah et al., 2022; Riyanto et al., 2022; Salahudin et al., 2023; Setiadi et al., 2023). Performance is the implementation of the plan that has been prepared. Human resources implement performance with the ability, competence, motivation, and interests. How organizations value and treat their human resources will affect their attitudes and behaviors in performing (Tajudin et al., 2023; Tania et al., 2021; Wahyudi et al., 2023).

This study aims to develop a model examining the three variables the author has analyzed to find out the factors that can improve employee performance. This research is expected to make

theoretical contributions to the literature in this context, including in the context of human resource management.

2. RESEARCH METHOD

In this study, the method used by the author is descriptive quantitative research with a causal approach. The causal approach research type process is an analysis that will look for an overview of the relationships, influences, impacts, and causal effects of various concepts or factors that are designed in management science in some ways. The population in this study was employees of PT Indonesia Nippon Seiki Serang Assembling section, which amounted to 42 respondents. The sample in this study consisted of employees of PT Indonesia Nippon Seiki Serang Assembling Section, totaling 42 respondents. The sampling technique was saturated/total sampling, meaning that the entire population was drawn as a sample. The data collection technique used in this study used a questionnaire with a Likert scale of 1-5 using the Likert scale method, namely strongly disagree, disagree, hesitate, agree, and strongly agree. Based on the research sample, 42 questionnaires were obtained from respondents. To get this data, the author made a questionnaire with a Google form distributed by WhatsApp of implementing staff employees, and the author began distributing questionnaires from November 13, 2023, to December 9, 2023, after the data was collected by the author using IBM SPSS software version 26. The data analysis technique in this study is a descriptive analysis using the SPSS assistance program version 26, then to determine the influence between variables using inferential analysis with the SPSS assistance program version 26 through multiple linear regression analysis with validity tests, reliability calculations, then classical assumption tests which include normality and multicollinearity of data. The t-test and f-test are used to determine the effect of variables by looking at t-statistical values and significance. In this study, the author formulated research hypotheses, including H1: There is a significant influence of employee work motivation on employee performance, H2: There is a substantial influence of the work environment on employee performance, H3: There is a significant influence of employee motivation and work environment simultaneously on employee performance.

3. RESULTS AND DISCUSSIONS

Before testing assumptions, it is necessary to test validity to show how positive an instrument is or how to measure something designed. Work motivation was measured using five statements, work environment was measured using five accounts, and employee performance was measured using five accounts. This study tried to test validity by looking at the validity number of corrected total item correlation values. Furthermore, the results of the validity test calculation and the results of reliability calculations for each variable can be seen in Table 1, validity and reliability below.

Table 1. Validity and Reliability Test

Item Statement	Validity Convergent	r-table	Decision	Reliability Convergent
Work Motivation				0.892
WM_1	0.738	0.304	Valid	
WM_2	0.776	0.304	Valid	
WM_3	0.700	0.304	Valid	
WM_4	0.747	0.304	Valid	
WM_5	0.725	0.304	Valid	
Work Environment				0.900
WE_1	0.626	0.304	Valid	
WE_2	0.777	0.304	Valid	
WE_3	0.850	0.304	Valid	
WE_4	0.740	0.304	Valid	
WE_5	0.804	0.304	Valid	
Employee Performance				0.930
EP_1	0.696	0.304	Valid	
EP_2	0.870	0.304	Valid	
EP_3	0.867	0.304	Valid	
EP_4	0.847	0.304	Valid	
EP_5	0.873	0.304	Valid	

Table 1 shows that all statement indicator variables for each variable on each indicator have r-count values > 0.304 , which automatically meet the data validity standard. The needle is considered accurate if each r-calculate point of validity value $r > 0.329$. Not only look at the validity of the reliability value as well, which must be greater than 0.60. The average alpha value lies above 0.60. The following are the results of the classic assumption test from normality data that are proven to be normally distributed data, as seen in Table 2 below.

Table 2. One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		42
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.09415708
Most Extreme Differences	Absolute	.119
	Positive	.059
	Negative	-.119
Test Statistic		.119
Asymp. Sig. (2-tailed)		.148 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Table 2 shows the magnitude of the Kolmogorov-Smirnov normality and obtained Asymp Sig. (2-tailed) of 0.148 indicates residual data that has a significance value greater than 0.05. The following results of the multicollinearity examination can be seen in Table 3 below.

Table 3. Multiklonieritas Test

Tableiclients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Work Motivation	.134	1.473
	Work Environment	.134	1.473

a. Dependent Variable: Employee Performance

Based on the results of the multicollinearity test in Table 3. It is known that the Variance Inflation Factor (VIF) value is 1.473, and the Tolerance value is 0.134. The result of the multicollinearity test decision is that if the tolerance value ($0.134 > 0.10$) and VIF ($1.473 < 10$), it can be concluded that there is no multicollinearity between independent variables in this research model. The following multiple linear regression analysis can be seen in Table 4 below.

Table 4. RegresRegressionr Test

Model	Coefficients a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
(Constant)	1.837	2.558		.718	.477	
1	Work Motivation	.431	.479	.392	2.290	.034
	Work Environment	.700	.169	.617	4.134	.000

a. Dependent Variable: Employee Performance

The positive constant 1.837 means that if the value of the variables of work motivation and work environment is equal to zero, then the level or magnitude of employee performance is 1.837. The regression coefficient of the work motivation variable has a positive value of 0.431, which means that if the value of the work motivation variable increases one hundred %, then employee performance increases 0.431 times. The value of the regression coefficient of the work environment variable is positive by 0.700. This explains that if the value of the work environment variable increases by one hundred percent, then the employee performance variable increases by 0.700 times. The following analysis results in hypothesis testing are presented in Table 5 below:

Table 5. Hipotesis Test

Variable	T-value	P-values	Result
WM → EP	2.290	0.034	Accepted
WE → EP	4.134	0.000	Accepted
WM & WE → EP	27.984	0.000	Accepted

Source: Results of research data processing 2023

Table 5, the first hypothesis statistically indicates that the variable of work motivation partially exerts a significant influence on employee performance. One factor that can improve employee performance is by providing work motivation. Work motivation has a dominant role in enhancing employee performance. This can all be supported by the provision of motivation because, indirectly, motivation is a stimulant for employees to work better and can encourage employees to be more active in performing and more passionate, it will benefit the company (Ahlstedt et al., 2023; Collie, 2023). Motivation itself is one of the factors that can affect employee performance in the company and is a factor that moves someone to have the desire and willingness to work (Li et al., 2023; Popoola & Fagbola, 2023).

The second finding shows statistically that work environment variables partially significantly influence employee performance. In addition to work motivation, performance is controlled by a comfortable, clean, and safe work environment. The work environment is everything around the worker, which can affect him in carrying out the tasks charged. For example, cleanliness, music, and others. Because it can affect the work done, every company must strive in such a way that it has a positive influence on employees (Andrews & Haskell, 2023; Yilmaz & Seren İntepeler, 2023). The work environment is an environment in which these employees work in which there are conditions in which the employees work. The work environment is something that exists in the domain of workers that can affect them in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and whether or not work equipment is adequate (Gomes et al., 2023; Ljungberg et al., 2023).

The third finding shows that work motivation and discipline variables significantly influence employee performance. Explanation is one factor that can affect employee performance in the company, and it causes someone to have the desire and willingness to work (Li et al., 2023; Popoola & Fagbola, 2023). Even employees who are motivated in carrying out their work have the assumption that their task is a challenge that must be completed. They will exert all their abilities to meet the position enthusiastically, and for employees who are not motivated, their performance cannot be maximized, and company goals cannot be achieved (Heidari et al., 2024; Kohnen et al., 2023). Thus, the work environment is something that exists in the domain of workers that can affect them in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and whether or not work equipment is adequate (Gomes et al., 2023; Ljungberg et al., 2023). The work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods, and his work arrangements as individuals and as a group. The work environment can be divided into two: physical and non-physical (Suleiman, 2023; Yang et al., 2023). The work environment in a company is critical to getting attention from company leaders because a conducive and comfortable work environment will affect the effectiveness and productivity of employees in the company (Rydenfält et al., 2023).

4. CONCLUSION

From the results of research and discussion, the author concludes that the first hypothesis states that the variable of work motivation significantly influences employee performance, meaning that employee motivation in the company is higher, and the higher the employee performance. The second hypothesis is that work environment variables significantly affect employee performance; the better the work environment, the more employee performance increases. The third hypothesis is that employee performance is influenced by work motivation and work environment. The variables of work motivation and work environment are included in the excellent category because the results of the descriptive analysis show the requirements as an indicator analysis as a reflection of the company. It is necessary to maintain a harmonious relationship between employees, have a sense of togetherness between employees, and increase human resources. Future research must

add research variables such as leadership, job satisfaction, and organizational culture to determine what factors can improve employee performance. This research is expected to make theoretical contributions to the literature in this context, including in the context of human resource management.

ACKNOWLEDGEMENTS

The author would like to express my deepest gratitude for the expression and dedication of the entire team. The International Journal of Applied Finance and Business Studies has reviewed the article and published the author's paper. In addition, the author also would like to thank all peer reviewers who have collaborated and supported the preparation of this article so that it can be successful and published in the International Journal of Applied Finance and Business Studies.

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