
The Impact of Work Environment and Work Motivation on Employee Performance on PT. Bandar Krida Jala Patimban Subang Indonesia

Ajeng Awallin Pramestiara¹; Ratna Komala Putri²

Widyatama University¹; Telkom University²

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Abstract

This research aims to determine the work environment, work motivation and employee performance on PT. Bandar Krida Jala Patimban Subang and to find out how much influence between work environment, work motivation and employee performance on PT. Bandar Krida Jala Patimban Subang. The work environment of non physical environment that is owned by PT. Bandar Krida Jala Patimban Subang can be said to be less good because of PT. Bandar Krida Jala Patimban Subang loading and unloading service company at the port Patimban Subang, which is erratic bad weather, less property, prayer room and toilet too far and the high risk of being less sturdy building materials that is danger for employees especially during a thunderstorm. Work motivation that is owned by employees of PT. Bandar Krida Jala Patimban Subang can be said to be low because the employees will get compensation in accordance with the performance that conducted and the high risk which can be dangerous employees so that employees feel unmotivated to work. This has an impact on the achievement of performance conducted by employees who from year to year are always unable to reach the company's targets and will have an impact of the income earned by the company. The research method used is descriptive-verification method. The sample used in this study is all employees of PT. Bandar Krida Jala Patimban Subang. Data processing is done by using multiple linear regression, analysis of the coefficient of determination and hypothesis testing. Based on the results of the study it can be concluded that there is an influence between the work environment on employee performance on the PT. Bandar Krida Jala Patimban Subang and there is an influence between work motivation on employee performance on PT. Bandar Krida Jala Patimban Subang and there are joint effects between work environment and work motivation on employee performance on PT. Bandar Krida Jala Patimban Subang.

Keywords: Environment, Work Motivation, Employee Performance.

1. Introduction

Human resource management to achieve the goals of a company, various kinds of visions and missions set by a company to get results in accordance with what the company expects. Suparyadi (2015:2) states that human resource management is a system that aims to influence the attitudes, behavior, and performance of employees in order to be able to make an optimal contribution in order to achieve company goals. The purpose of a company which is an organization must provide clear directions and have been agreed upon by all employees in this case the human resources involved in it, there are organizations that have profit-oriented goals and or service-oriented orientations.

In carrying out the company's daily activities, companies compete with each other to be the best in everything, every effort made by companies to continue to develop themselves in the eyes of consumers is of course the result of the hard work of all employees in the organization. Employees are a very valuable organizational asset that must be managed properly by the organization in order to provide optimal performance. One of the things that must be the main concern of the organization is compensation, job satisfaction, and a sense of pride from employees of the company to which they contribute.

Income that will be obtained by the company will continue to decline due to the impact of performance employees which is decreasing every month. This will be a serious matter that needs to be considered by the company because if the performance employees is always decreases then it is possible that the company will continue to suffer losses due to the impact of a decrease in company profits or revenues.

In general, the success or failure of an employee will be measured and seen from the performance that the employee gives to the company. Employees who cannot contribute optimally are considered to have failed because they cannot work according to the company's targets and need to be evaluated so that in the future, employees can improve and increase the contributions they make. The performance that employees provide will have an impact on the income obtained by the company. According to Robbins and Judge (2015)

This study took two factors with the two highest percentages, namely work environment and work motivation. The first factor that is likely to cause the phenomenon in PT. Bandar Krida Jala Patimban Subang is a work environment. The work environment owned by PT. Bandar Krida Jala Patimban Subang can be said to be not good because the available environment is not able to support employees in completing work. According to Widodo (2016), humans will be able to carry out their activities well so that optimal results are achieved, if they are supported by appropriate environmental conditions. The work environment in a company is all the circumstances that exist around the workplace, which will affect employees either directly or indirectly. The work environment itself includes several factors and many factors that affect a working environment condition. Indicators of the work environment, namely, lighting or light in the workplace, noise in the workplace, air circulation in the workplace, layout in the workplace and safety and comfort in the workplace. Based on the theory and complaints above, the possibility that causes the phenomenon to occur is in the less sturdy building materials in the workplace especially during a thunderstorm, while the other indicators are perceived as good by employees.

The second factor is the possibility that can cause the phenomenon of work motivation because employees do not have high motivation to be able to create high and good performance so employees cannot work according to company targets. According to Hasibuan in Sutrischastini and Agus (2015), motivation is the provision of a driving force that creates enthusiasm for one's work, so that they are willing to work together productively to achieve and realize the goals that have been determined. There are three dimensions that can measure an employee's work motivation, namely the need for achievement, the need for affiliation and the need to master something. Based on the theory above and based on employee complaints, the possible causes of

the above phenomenon are indicators of the need for affiliation and the need to master something, while for other indicators it is perceived as good by employees.

2. Literature Review

- **Work Environment**

The work environment is a condition that has an impact on the comfort of employees in working because the work environment has meaning that is considered important for employees to encourage employees to contribute optimally."A clean and tidy work environment not only supports the general health and well-being of employees but also neatness and accuracy of work."According to Appleby et al in Moulana et al. (2017), According to Mangkunegara in Wijaya (2017), explaining that broadly speaking, the work environment is influenced by physical and non-physical factors where physical factors are: Cleanliness, air exchange, weather, lighting, temperature, and noise.

- **Work Motivation**

Work motivation is one of the most important aspects that must be owned by every employee who works in the company. This is because employees who have high work motivation will have high morale to always try to improve their performance. The following is the definition of work motivation according to several experts:According to Chukwuma and Obiefuna (2014), work motivation is "The process of generating behavior, sustaining behavioral progress, and channeling specific action be According to Hasibuan in Sutrischastini and Agus (2015), suggests that work motivation consists of 3 (three) need drives, namely: Need of achievement, Need of affiliation (need for affiliation), Need of power (the need to master something).

- **Employee Performance**

Employee performance can be used as a measure of the success of an employee in working at a company. Employees who can work optimally by working with the ability to produce output that is in accordance with company standards and are able to work in accordance with company targets will be categorized as outstanding employees. According to Colquit in Wibowo (2016), According to Sutrisno (2016), performance is a person's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the assigned tasks. charged to him as well as the quantity, quality and time used in carrying out the duties. According to Hasibuan (2016: 95), the elements assessed in the performance appraisal process are: Loyalty, Work Achievement, Honesty, Discipline, Cooperation, Leadership, Personality, Initiative, Skills, Responsibility.

3. Framework and Hypothesis

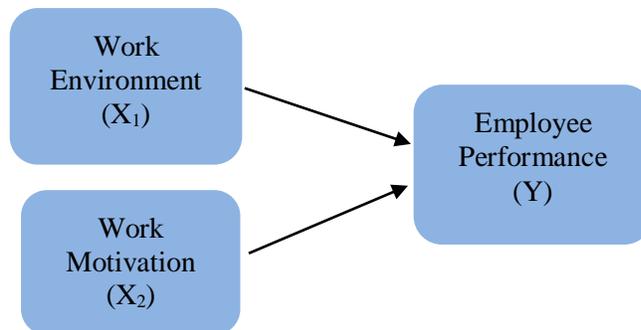


Figure 1. Relationship Flow Framework between Latent Variables

X_1 = Work Environment

X_2 = Work Motives

Y = Employee Performance

ζ = Residue factor

- **Hypothesis**

H₁: Work Environment the influence to Employee Performance

H₂: Work Motives the influence to Employee Performance

4. Research Methodology

The purpose of this research is to find out how big the influence of Work Environment and Work Motives Employee Performance with the object of research PT. Bandar Krida Jala Patimban Subang, employee analysis unit of PT. Bandar Krida Jala Patimban Subang, by testing the multiple linear regression hypothesis and testing the effect of the t-table test, the coefficients are terminated, with the distribution of questionnaires using the census method, the analysis method of this research is descriptive and verification.

5. Research Finding and Argument

Multiple linear regression analysis is used by researchers, if the researcher predicts how the condition (up and down) of the dependent variable (criteria), if two or more independent variables as predictor factors are manipulated (increase in value). So multiple regression analysis will be carried out if the number of independent variables is at least 2 (Sugiyono 2017: 275). The following values are obtained:

- **Coefficient of Determination**

The magnitude of the contribution of the work environment and work motivation on employee performance at PT. Bandar Krida Jala Patimban Subang is indicated by the magnitude of the coefficient of determination (is the result of the square of the correlation coefficient multiplied by 100 percent).

Table 1.
Partial Coefficient of Determination Results

		Correlations		
		Work Environment	Work Motives	Employee Performance
Work Environment	Pearson Correlation	1	,745**	,769**
	Sig. (2-tailed)		,000	,000
	N	35	35	35
Work Motives	Pearson Correlation	,745**	1	,790**
	Sig. (2-tailed)	,000		,000
	N	35	35	35
Employee Performance	Pearson Correlation	,769**	,790**	1
	Sig. (2-tailed)	,000	,000	
	N	35	35	35

** . Correlation is significant at the 0.01 level (2-tailed).

- The correlation 59.14% which means that work environment (X₁) has an effect on employee performance (Y) on PT. Bandar Krida Jala Patimban Subang is 59.14% while the remaining 40.86% is influenced by other variables not examined in this study, such as compensation, competence, organizational culture and so on.
- The coefficient of determination (Kd) is 62.41% which means that work motivation (X₂) affects employee performance (Y) on PT. Bandar Krida Jala Patimban Subang amounted to 62.41% while the remaining 37.594% was influenced by other variables not examined in this study, such as compensation, competence, organizational culture and so on.

Tables .2.
Simultaneous Coefficient of Determination Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,835 ^a	,698	,679	,37527

a. Predictors: (Constant), Work Motives , Work Environment

From the table of determination coefficient 4.16 R Squere is 0.698 or 69.8%, the work environment and work motivation have an influence on employee performance at PT. Bandar Krida Jala Patimban Subang amounted to 69.8% and the remaining 30.2% was influenced by other factors not examined, for example: compensation, competence, organizational culture and so on.

- Multiple Linear Regression Analysis

Tables 3.
Multiple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	,333	,427		,778	,442
1 Work Environment	,449	,162	,405	2,776	,000
Work Motives	,485	,145	,489	3,351	,000

a. Dependent Variable: Kinerja_Karyawan

Analysis Regresion Variable. Work Environment and Work Motives influence to Employee Performance PT. Bandar Krida Jala Patimban Subang.

- a) The constant of 0.333 Work Environment and Work Motives then Employee Performance on PT. Bandar Krida Jala Patimban Subang by 0.333.
 - b) Work Environment Coeficien Beta 0.449 is Work Environment influence Employee Performance on PT. Bandar Krida Jala Patimban Subang of 0.449.
 - c) Work Motives 0.485Coeficien Beta. That increase in Work Motives by 1 unit will increase Employee Performance on PT. Bandar Krida Jala Patimban Subang of 0.485.
- After partially testing the hypothesis, the following are the results obtained based on the data processing that has been carried out:

Tables 4.
t-test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	,333	,427		,778	,442
1 Work Environment	,449	,162	,405	2,776	,000
Work Motives	,485	,145	,489	3,351	,000

a. Dependent Variable: Employee Performance

a. Work Environment Variables

Work environment variable, the t-count value was 2.776 and the t-table was 2.037. Because the value of t arithmetic is greater than t table ($2.776 > 2.037$) with a significance value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. This means that the work environment has a significant effect on employee performance at PT. Bandar Krida Jala Patimban Subang.

b. Work Motivation Variable

Work motivation, the t-count value was 3.351 and the t-table 2.037. is arithmetic is greater than t table ($3.351 > 2.037$) This means that work motivation has a significant effect on employee performance at PT. Bandar Krida Jala Patimban Subang.

5. Conclusion and Suggestion

• **Conclusion**

1. PT. Bandar Krida Jala Patimban Subang is 59.14% while the remaining 40.86% The framework of thinking that the work environment is one of the factors in improving performance., which has the result that the work environment affects the performance of PT. Bandar Krida Jala Patimban Subang.
2. That work motivation is one of the factors in improving employee performance. which has the result 0.485 Coeficien Beta that work motivation has an influence on the performance of PT. Bandar Krida Jala Patimban Subang employees, meaning that motivation has a good effect on employee performance.
3. Work environment and work motivation is one of the factors in improving employee performance. This is in line with research conducted by Hidayat (2015), which has the result that the work environment and work motivation have an influence on the performance of the employees of the PT. Diamond Industries Ceramics.

• **Suggestion**

1. To improve the work environment, the company should to repair and replace the materials with more sturdy materials then provide the toilet and prayer room that closer and provide any property for support the work of employees. So that it is expected to improve the work environment.
2. To increase employee motivation, this can be done by providing training and improving employee abilities to employees who have high self-confidence and to employees who are able to complete the amount of work in accordance with the company's targets.
3. To further improve employee performance, the company provides a good environment and increases employee motivation with several changes that are expected to improve company performance.
4. For further researchers who conduct the same research, in order to conduct further research, factors other than the work environment and work motivation that can affect employee performance, such as compensation, organizational culture, workload and so on.

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