



THE EFFECT OF MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. EGA WAYANG GARMINDO NORTH JAKARTA

Dewi Lestari¹

¹Pamulang University, Indonesia
Email: dosen01997@unpam.ac.id

Abstract

The purpose of this study was to determine how much influence motivation and work environment have on employee performance at PT. Ega Wayang Garmino, North Jakarta, either partially or simultaneously. The research method uses a quantitative research method with a descriptive quantitative approach. The sample used in this study is a saturated sample, namely using the entire population of 57 people as a sample. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing. The results of the research show that there is a positive influence between employee motivation and performance partially. Where is the simple linear regression equation $Y = 8.039 + 0.789 X_1$ means it has a positive effect, the correlation test $r = 0.760$ is included in the strong category, the coefficient of determination is 57.8% and the remaining 42.2% is influenced by other factors, the t test is $t_{count} 8.684 > t_{table} 1.673$ then H_{a1} is accepted and H_{o1} is rejected. The results showed that there was a positive influence between the work environment and employee performance partially. Where is the simple linear regression equation $Y = 7.853 + 0.787 X_2$ means that it has a positive effect, the correlation test $r = 0.861$ is included in the very strong category, the coefficient of determination is 74.2% and the remaining 25.8% is influenced by other factors, the t test is $t_{count} 12.578 > t_{table} 1.673$ then H_{a2} is accepted and H_{o2} is rejected. The results showed that there was a positive influence between the variables of motivation and work environment on employee performance simultaneously, where the multiple regression equation $Y = 4.699 + 0.242 X_1 + 0.622 X_2$ means a positive effect, multiple correlation test $r = 0.874$ is included in the very strong category, the coefficient of determination of 76.4% and the remaining 23.6% which is influenced by other factors, the f test of $f_{count} 87.374 > f_{table} 3.168$ means that it can be concluded that the variables of motivation and work environment have a significant effect on employee performance.

Keywords Motivation, Work Environment and Employee Performance

INTRODUCTION

In an organization the potential of human resources is essentially one of the assets and plays a very important role in achieving organizational goals, because human resources are the main asset that has a large influence on organizational progress.

As is known so far, organizations face more problems related to human resources when compared to other economic resources because managing human resources cannot be equated with machines, materials and funds which are only technical problems. The problems that arise from an organization in general are within the scope of management of employees, clerks, laborers, managers and other workers to be able to support the activities of the organization or company in order to achieve the goals set by the organization. Formulation of the problem

Based on the background above, it can be seen that the research problem of PT. Ega Wayang Garmino North Jakarta as follows: Does motivation influence simultaneously on the performance of employees of PT. Ega Puppet Garmino North Jakarta?, Does the work

environment simultaneously affect the performance of employees of PT. Ega Puppet Garmino North Jakarta? And Does motivation and work environment influence simultaneously on the performance of employees of PT. Ega Puppet Garmino North Jakarta? Research purposes

As for the research objectives of PT. The Ega Wayang Garmino North Jakarta that is to be achieved is as follows: To know and analyze the effect of motivation Simultaneously on the performance of employees of PT. Ega Puppet Garmino, North Jakarta. To know and identify the influence of the work environment simultaneously on the performance of employees of PT. Ega Puppet Garmino, North Jakarta, To know and analyze the effect of motivation and work environment simultaneously on the performance of employees of PT. Ega Puppet Garmino, North Jakarta.

Benefits of research The benefits of this research are as follows: For the Company. It is hoped that this research can provide useful information to improve employee performance related to motivation and work environment for the progress of the company, For Universities Can be used as reference material for other researchers who examine the same problem and as the development of science.and For Researchers It is hoped that this research can add insight to the authors and deepen knowledge regarding the influence of work motivation and work environment on employee performance at PT. Ega Puppet Garmino, North Jakarta.

LITERATUR REVIEW AND HYPOTHESES

Motivation

Motivation to work is very important for the company. Without the motivation of employees to work together for the benefit of the company. Then the goals that have been set will not be achieved. Conversely, if there is high motivation from employees, then this is a guarantee for the company's success in achieving its goals (Gitosudarmo in Sutrisno, 2017:111) "With motivation as the driving force of an employee at work, it is hoped that employee performance will increase and the goals of the company will be achieved.

Work Environment

The work environment according to Afandi (2018: 66) is something that there is in the environment of workers who can influence him deeply carry out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and adequate no working tools. Work environment can be interpreted as a whole the tools faced, the surrounding environment where a worker, his method of work, as the effect of his work both as

individuals and as a group. Sedarmayanthi (2009) suggests that the work environment is a place where employees carry out activities every day. A conducive work environment provides a sense of security and enable employees to work optimally. Environment work can affect employees emotionally. Work environment is the totality of tools and materials encountered, the environment in which he works, the method of work both individually as well as groups

Employee Performance

The company can be said to be successful if the performance of human resources trying to improve employee performance to achieve goals established company. According to Sandy (2015:11), performance is an achievement that has been achieved by employees in carrying out work that has been given. Meanwhile, according to Sutrisno (2016:151) performance or Work performance is the result of work that has been achieved by someone based on his work behavior in carrying out activities at work.

Hypotheses

- H1. The effect of Motivation is significant on Employee Performance.
- H2. The effect of Work Environment is significant on Employee Performance.
- H3 The effect of Motivation and Work Environment is significant on Employee Performance.

METHOD

The type of research used in writing this thesis is a type of quantitative research with a descriptive approach. According to Sugiyono, (2017: 8) "quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical with the aim of testing the hypotheses that have been set. This study uses a descriptive approach. According to Sugiyono, (2017: 147) "the descriptive research method is carried out to determine the existence of independent variables, either only on one variable or more (the dependent variable or independent variable) without making comparisons of the variables themselves and looking for relationships with other variables."

The author conducted research at PT. Ega Wayang Garmino, North Jakarta, which is located at Jl. Prince Jayakarta Block E No.14, Mangga Dua Selatan, Sawah Besar, Central Jakarta, DKI Jakarta 10730. The time of this research was carried out for 3 (three) months starting from January to March 2022. This research was carried out in stages.

With pre-survey (Introduction, proposal writing, proposal seminars, submission of permits, academic guidance on research process, research data collection, data processing, thesis preparation and thesis refinement. Population according to Sugiyono, (2018: 80) "Population is a generalization area consisting of: objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions". In this study the population used is employees at PT. Ega Wayang Garmino, North Jakarta, with a total of 57 employees.

According to Sugiyono, (2017: 81) "the sample is part of the number and characteristics possessed by the population. The population in this study is unknown, so the authors determine the number of samples to be studied. This research is a sample research, not a population study because according to Sugiyono, (2017: 85) "saturated sampling technique is a sampling technique in which all members of the population are used as samples".

Data analysis

In this study, the data analysis method was used with the Classical Assumption test, namely using validity and reliability tests, Normality Tests, Multicollinearity Tests, Heteroscedasticity Tests, Autocorrelation Tests, Hypothesis Tests, Multiple Regression Tests, Coefficient of Determination Tests.

DISCUSSION

Normality test

whether in the regression model, the dependent variable and the independent variable both have a normal distribution or not. A good regression model is the distribution of data that is normal or close to normal. To ensure that the assumption that the equation is normally distributed is carried out through a measuring tool approach to calculating the residual dependent variable.

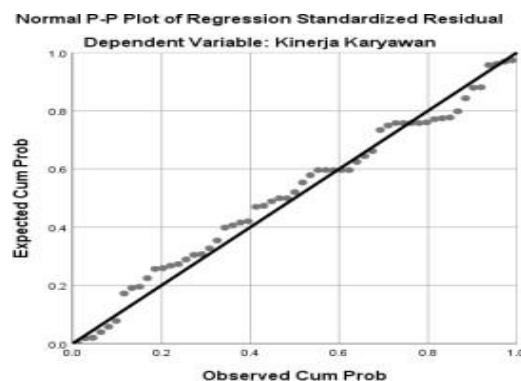
Table 1 Normality Test Kolmogorov-Smirnov Test One-Sample Kolmogorov-Smirnov Test
Unstandardized Residual

N		57
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.91923762
Most Extreme Differences	Absolute	.078
	Positive	.078
	Negative	-.077
Test Statistic		.078
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based on the table above, it can be seen from the sig. on the Kolmogorov-Smirnov section of $0.200 > 0.050$. So the variables in this study are normally distributed.

The normality test is also carried out using a probability plot graph where residual variables can be detected by looking at the distribution of the residual points following the direction of the diagonal line, and this is in accordance with the results of the distribution diagram processed with SPSS Version 25 as shown below.



Figur 1 Normality test P-Plot

In the picture above it can be seen that the normal probability plot graph shows a normal graphic pattern. This can be seen from the points that spread around the diagonal line and follow the diagonal line. Therefore it can be concluded that the regression model meets the normality assumption.

Multicollinearity Test

The multicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation relationship between the independent variables. A good regression model should not have a correlation between the independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values. As for the prerequisites are as follows.

Table 2 Multicollinearity Test

Coefficients ^a							
<u>Model</u>	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	<u>B</u>	Std. Error	Beta			Tolerance	VIF
1. (Constant)	4.699	2.924		1.607	.114		
Motivation (<u>X₁</u>)	.242	.108	.234	2.238	.029	.401	2.494
Work Environment (<u>X₂</u>)	.622	.095	.681	6.517	.000	.401	2.494
a. Dependent Variable: Employee Performance (Y)							

Based on the results of the multicollinearity test in the table above, the motivation variable tolerance value is 0.401 and the work environment is 0.401, where both values are less than 1, and the Variance Inflation Factor (VIF) value the motivation variable is 2.494 and the work environment is 2.494 where the value is less than 10. Thus this regression model has no multicollinearity disturbances.

Autocorrelation Test

The autocorrelation test is intended to determine whether or not there is a correlation deviation between sample members. To determine whether there is autocorrelation, a Durbin-Watson (DW) test is performed by comparing the Durbin-Watson values with criteria or guidelines in interpretation. The criteria for the Durbin-Watson test guidelines (DW Test) which are the reference can be seen in table 3.

Table 3 Autocorrelation Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.874 ^a	.764	.755	2.97281	2.017

a. Predictors: (Constant), work Environment (X_2), Motivation (X_1)

b. Dependent Variable: Employee Performance (Y)

Based on the results of the autocorrelation test in the table above, the value of d_u is searched for in the Durbin-Watson table value distribution based on k (2) and N (57) with a significance of 5%. The d_u value ($1.645 < \text{Durbin-Watson } (2.017) < 4 - d_u$ (2.01)). Then it is stated that there is no positive/ negative correlation.

Heteroscedasticity Test

Heteroscedasticity testing is intended to test whether in a regression model there is an inequality of residual variance. One way to detect whether there is heteroscedasticity is with the Glejser test where the results of this test can be seen whether there is an inequality of variance in the regression model. from a residual observation to another observation. The conditions for occurrence and absence of heteroscedasticity disorders are as follows:

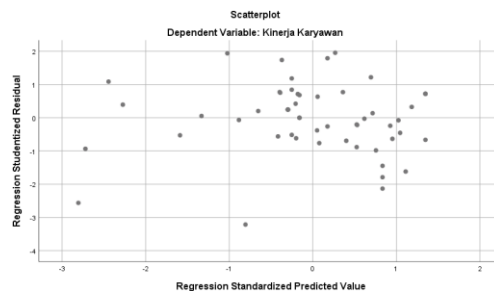


Figure 2 Heteroscedasticity Test

Based on the results of the image in above, the dots on the Scatter Plot chart does not have a clear distribution pattern or does not form certain patterns, thus there is no heteroscedasticity disorder in the regression model so that this regression model is feasible to use.

Hypothesis Uji

Testing the hypothesis of motivation variables (X_1) and work environment (X_2) on employee performance (Y) is carried out by the t test (partial test). In this study used a significance criterion of 5% (0.05) by comparing the value of tcount with ttable as follows.

Table 5 Hypothesis Test Results (t test)

Unstandardized Coefficients			Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta		
1 (Constant)	3.991	1.858		2.148	.036
Motivation (X_1)	-.075	.069	-.230	-8.684	.003
Work Environment (X_2)	.032	.061	.110	12.578	.002

a. Dependent Variable: Employee Performance (Y)

Based on table 5 it can be concluded Motivation has a significant effect on employee performance. The hypothesis test obtained by the value of t count > t table or (8.684 > 1.673). Thus, Ho1 is rejected and Ha1 is accepted, meaning that there is a significant influence between motivation on employee performance at PT. Ega Puppet Garmino, North Jakarta. And The work environment has a significant effect on employee performance. The hypothesis test obtained is t count > t table or (12.578 > 1.673). Thus Ho2 is rejected and Ha2 is accepted, meaning that there is a significant influence between the work environment on employee performance at PT. Ega Puppet Garmino, North Jakarta.

Table 6 Hypothesis Test Results (Anova test)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1544.350	2	772.175	87.374	.000 ^b
	Residual	477.229	54	8.838		
	Total	2021.579	56			

a. Dependent Variable: Employee Performance(Y)

b. Predictors: (Constant), Work Environment (X_2), Motivation (X_1)

Based on Table 6 it can be concluded Motivation and work environment have a significant effect on employee performance. Hypothesis testing obtained $F_{count} > F_{table}$ or $(87.374 > 3.168)$. Thus H_{o3} is rejected and H_{a3} is accepted. This means that there is a significant influence between motivation and work environment variables on employee performance simultaneously at PT. Ega Puppet Garmino, North Jakarta.

CONCLUSION

Based on the description above, the results of the analysis and discussion regarding the influence of motivation and work environment on employee performance at PT. Ega Wayang Garmino North Jakarta, as follows:

1. Motivation has a significant effect on employee performance. The hypothesis test obtained by the value of $t_{count} > t_{table}$ or $(8.684 > 1.673)$. Thus, H_{o1} is rejected and H_{a1} is accepted, meaning that there is a significant influence between motivation on employee performance at PT. Ega Puppet Garmino, North Jakarta.
2. The work environment has a significant effect on employee performance. The hypothesis test obtained is $t_{count} > t_{table}$ or $(12.578 > 1.673)$. Thus H_{o2} is rejected and H_{a2} is accepted, meaning that there is a significant influence between the work environment on employee performance at PT. Ega Puppet Garmino, North Jakarta.
3. Motivation and work environment have a significant effect on employee performance. Hypothesis testing obtained $F_{count} > F_{table}$ or $(87.374 > 3.168)$. Thus H_{o3} is rejected and H_{a3} is accepted. This means that there is a significant influence between motivation and work environment variables on employee performance simultaneously at PT. Ega Puppet Garmino, North Jakarta.

REFERENCES

- A, Muri Yusuf.(2015).Metode Penelitian Kuantitatif, Kualitatif & Penelitian Gabungan. Kencana: Jakarta.
- Adhari, Iendy Zelvian. (2021). *Optimalisasi Kinerja Karyawan Menggunakan Pendekatan Knowledge Management & Motivasi Kerja*. Jawa Timur: CV. Penerbit Qiara Media.
- Afandi, P. (2018). *Manajemen Sumber Daya Manusia* (Teori, Konsep dan Indikator). Riau: Zanafa Publishing.
- Anoraga, P.(2014).*Manajemen Bisnis*. Semarang : PT. Rineka Cipta.
- Anwar Edy, Sutrisno, (2014). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Prenada Media Group
- _____, (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Prenada Media Group

- Anwar Prabu Mangkunegara. (2013). *Sumber Daya Manusia*. Bandung : PT.Remaja
- Ardana, Komang dkk.(2012). *Manajemen Sumber daya Manusia*. Yogyakarta :Graha Ilmu.
- Asmalah, L., & Noviyanti, I. (2021). The effect of work discipline and work motivation on employee performance in PT. Struktur Pracetak Nasional Jakarta. *Journal of Research in Business, Economics, and Education*, 3(6), 54-65.
- Ghozali, I. (2016). *Aplikasi Analisi Multivariete Dengan Program Ibm SPSS 23 (Edisi 8) Cetakan Ke VIII* . Semarang : Universitas Diponegoro.
- _____, (2017). *Analisis Multivariat dan Ekonometrika dengan EvIEWS 10*. Semarang: Badan
- _____, (2018). *Aplikasi Analisi Multivariete Dengan Program Ibm SPSS 23 (Edisi 8) Cetakan Ke VIII* . Semarang : Universitas Diponegoro
- Noviyanti, I., Fitria, J. R., & Asmalah, L. (2022). The effect of leadership and work motivation on employee performance in PT ISS Indonesia cleaning service division South Jakarta. *International Journal of Economy, Education and Entrepreneurship*, 2(2), 468-476.
- Noviyanti, I., & Ramadan, A. S. (2021). Pengaruh Kedisiplinan Dan Kompensasi Terhadap Kinerja Karyawan Pada PT. Mitra Pinanthika Mustika Rent Di Tangerang. *Jurnal Arastirma*, 1(1), 22-32.
- Noviyanti, I., & Hijriatunnisa, E. M. (2022). Pengaruh Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Angkasa Pura Propetindo di Bandara Soekarno Hatta. *Jurnal Ekonomi, Manajemen Pariwisata dan Perhotelan*, 1(2), 216-226.
- Noviyanti, I., Hayati, F. A., Nufus, K., Maduningtias, L., Rostikawati, D., Sunarsi, D., & Effendy, A. A. (2020). Did Virtual Transformational Leadership Style Influence Schools Performance? Answer form Indonesian Senior High Schools. *PalArch's Journal of Archaeology of Egypt/Egyptology*, 17(6), 8438-8461.
- Suryani, Nur, and Nur Syahida. 2018. "Pengaruh Disiplin Kerja, Lingkungan Kerja Fisik, Dan Motivasi Kerja Terhadap Kinerja Perangkat Desa." *Economic Education Analysis Journal* 2(1):1–14.
- Veithzal Rivai. 2015. *Manajemen Sumber Daya Manusia*. Depok: PT. Raja Grafindo Persada.
- Widodo. 2015. *Manajemen Pengembangan Sumber Daya Manusia*. Yogyakarta: Pustaka Belajar