



THE EFFECT OF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT DUTA VISUAL NUSANTARA TIVI TUJUH JAKARTA SELATAN

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Abstract

This study aimed to determine the effect of work motivation and work environment on employee performance at PT Duta Visual Nusantara Tivi Tujuh, South Jakarta, either partially or simultaneously. The method used is quantitative. The method used in this research is the descriptive analysis method with a quantitative approach. This study shows that work motivation has a significant effect on employee performance with the regression equation $Y = 17.134 + 0.572X_1$. The correlation value of 0.694 means that the two variables have a strong relationship level. The value of the coefficient of determination is 48.1%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(7.765 > 1.997)$. The work environment significantly affects employee performance with the regression equation $Y = 14,424 + 0,642X_2$. The correlation value of 0,687 means that the two variables have a strong relationship level. The value of the coefficient of determination is 47.1%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(7.614 > 1.997)$. Work motivation and work environment simultaneously have a significant effect on employee performance with the regression equation $Y = 7,741 + 0,392X_1 + 0,432X_2$. The correlation value of 0.804 means that the independent and dependent variables have a very strong relationship level. The value of the coefficient of determination is 64.6%, while other factors influence the remaining 35.4%. Hypothesis test obtained $F_{arithmetic} > F_{table}$ value or $(58.469 > 2.750)$.

Keywords: Work Motivation; Work Environment; Employee Performance

INTRODUCTION

In the current era of globalization, organizations are focused not only on policies and procedures but also on organizations formed by humans and their relationships with one another. Employees as human resources are the most valuable assets owned by the company, of course, they have limits on abilities, thoughts, feelings and saturation points that affect attitudes in doing their work, in doing work, of course, every employee will interact with various conditions in the work environment. Thus, special attention should center on human resources, which are the determinants of organizational goals.

Television media is a capital-intensive, technology-intensive and human resource-intensive industry. The realm of broadcasting has become a global demand for technological advancements. Technological progress has fueled the green economy's growing needs. It has been agreed upon by the International Telecommunication Union (ITU) that Analog TV would be phased out by 2015. The USA, for example, has switched off analog 2009, Japan 2011, Korea China & UK 2012, Brunei 2014, Singapore, Malaysia, Thailand and the Philippines 2015.

Indonesia's reform movement in 1998 has triggered the development of the television industry. Along with this, the community's need for reform is also increasing. The availability of qualified human resources does not match the emergence of various television stations in Indonesia. Even though graduates from universities teach things related to the world of television, it does not mean that the world of television has many sufficient human resources.

The broadcasting phenomenon in Indonesia is already too late compared to neighboring countries. Moreover, if you want to follow the critics all this time, it will be even later. If it is too late, Indonesia will suffer losses. Because by maintaining an analog system becomes inefficient, consumes frequency, wastes electricity, picture and sound quality is not good, and the development of internet-based broadband is also hampered. If we don't digitize immediately, Indonesia will be isolated. All manufacturers will no longer produce TV, transmitters, and Analog content.

Every organization must be able to optimize human resources and how their human resources are managed. Management of human resources cannot separate from the factor of employees who are expected to perform and achieve organizational goals. To achieve organizational goals, employees need the motivation to work more diligently.

The availability of quality Human Resources is believed to be the main key to success. Therefore, to realize quality Human Resources, the company needs optimal participation as a forum for developing Human Resources in a better direction. Seeing the importance of employees in the organization, employees need more serious attention to the tasks performed so that organizational goals are achieved. With high work motivation, employees will work harder in carrying out their work.

According to Kasmir (2016: 182), "Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period." In addition, the performance factor can also be seen from employee absenteeism, where later it can be seen how their level of absenteeism is every month.

According to Afandi (2018: 83), "Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics. ethics".

Table 1
PT Duta Visual Nusantara Tivi Tujuh's Work Target year 2021

No	DIVISION	WORK TARGET	DESC
1	<i>Human Resource Departement</i>	Establishment of a new organizational structure for 2022 and its job desk	Not achieved
		Solving employment problems with industrial relations	
2	<i>Finance</i>	Preparation of financial reports for 2022 (budget realization reports, balance sheets and others)	Not achieved
3	<i>Purchasing</i>	Creating a new cooperation contract for 2022 with a new vendor	Not achieved
4	<i>Account Executive</i>	Create and will construct agencies following the latest SOP 2022	Not achieved

Source: PT Duta Visual Nusantara Tivi Tujuh (2021)

The table above shows that in the Human Resource Department, Finance, Purchasing and Account Executive divisions, there are still several unfinished work targets according to the month, which means that this factor is due to declining employee performance. The target exceeds the time limit determined by the company.

According to Sutrisno (2017:109), "Motivation is a factor that encourages a person to perform a certain activity. Therefore, motivation is often interpreted as a factor driving one's behavior." Seeing the importance of employees in the organization, employees need more serious attention to the tasks performed so that organizational goals are achieved. In addition to work motivation factors, the work environment in which the employee works is no less important in improving employee performance.

According to Gitosudarmo (2015: 109), "Motivation is a factor that encourages a person to perform a certain activity. Therefore, motivation is often interpreted as a factor driving a person's behavior. Conversely, with low work motivation, employees do not have the enthusiasm to work, give up easily, and have difficulty completing their work.

Table 2
PT Duta Visual Nusantara Tivi Tujuh Working Facilities year 2021

No	FASILITAS	UNIT	KETERANGAN
1	Sports Facilities	Trandmil & Healthy Gym	It cannot use
2	Work Facilities	5 Computer, 3 Printer, dan 4 Scanner	Need Repair
3	Internet	1 WLAN (Firstmedia)	Jaringan Melambat
4	Pickup Bus	3 Bus ELF (Merk HIACE)	Need Repair
5	Operational Vehicle	2 Motorcycle & 3 Mini Bus	Need Repair

Source: PT Duta Visual Nusantara Tivi Tujuh (2021)

To increase employee motivation, the company provides several facilities in the form of gym equipment, computers, and several operational vehicles that employees can use. Employees can take advantage of the facilities provided by the company to make improvements to the facilities so that they work even more actively.

The work environment in a company is very important to be considered by management even though the work environment does not carry out the production process in a company. Still, the work environment directly influences the employees who carry out the production process. Therefore, the role of the work environment is very dominant on the level of work motivation and employee performance in a company.

According to Afandi (2016: 51), "The work environment is something that exists in the workers' environment that can affect themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and whether or not work equipment is adequate."

Table 3
PT Duta Visual Nusantara Tivi Tujuh Work Environment year 2021

No	WORKING ENVIRONMENT CONDITIONS	RATING
1	Room Lighting	Bad
2	Use of Room Color	Good
3	Noise	Good
4	Air temperature	Bad
5	Space Required	Good
6	Work Safety	Good

From the results above, the employee's work environment has not been fully met. It can see from the assessment of the state of the work environment that falls into the bad criteria, namely lighting, there are still some rooms that are dim or even the lights go out often so that it interferes with the view of employees and will cause feelings of displeasure or dissatisfaction. Uncomfortable for those who look at it, after that the second bad category is the air temperature, it can be said to be bad because the room temperature is hot because some of the air conditioners are dead causing employees to feel tired and sweaty when working, which means the 2 components above must address immediately to support employee performance to obtain better results.

Based on the description of the background of the problem above, the main problems faced in this study are described as follows: 1) Is there a partial and significant effect of work motivation on employee performance at PT Duta Visual Nusantara Tivi Tujuh, South Jakarta? 2) Is there a partial and significant effect of the work environment on employee performance at PT Duta Visual Nusantara Tivi Tujuh, South Jakarta? 3) Does work motivation and work environment have a simultaneous and significant influence on employee performance at PT Duta Visual Nusantara Tivi Tujuh, South Jakarta?

Human Resources

Human resource management is a process that includes planning, leadership, organizing, and controlling activities related to work, procurement, development, promotion, compensation, evaluation, and making work decisions to achieve the goals that have been set.

According to Bintoro and Daryanto (2017:15), "Human resource management is a science or method of how to manage the relationship and the role of resources (labor) owned by individuals efficiently and effectively and can be used optimally so that the company's common goals are achieved, employees and society to the maximum." No company does not need Human Resources management or Human Resource (HR). The Human Resources section is responsible for taking care of various

company needs related to Human Resources, including Human Resource Management, so that all activities or work run smoothly and more efficiently.

Human resource development functions to carry out human resource planning, implementation, recruitment, training, career development of employees or employees, and taking initiatives towards the organizational development of an organization or company.

According to Dessler (2015: 3), "Human resource management is acquiring, training, appraising, and compensating employees and managing labor relations, health and safety, and matters relating to justice."

From the definition of the experts above, the notion of management, although there are slight differences, basically there is one thing in common. Based on some of the definitions above, Human Resource Management is an application of planning, managing, directing, and supervising human resources in the company. These functions are used to carry out procurement, development, maintenance, and utilization of resources man.

Performance

Performance is the result or level of success of a person during a certain period in carrying out a task compared to various possibilities, such as work standards, targets or targets, and even criteria determined in advance and mutually agreed. According to Afandi (2018:83), "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, not violating the law and not contrary to morals and ethics. Ethics". Based on the concept of performance management, it can say that the way to regulate individuals and the elements in it aims to provide understanding to leaders and employees about what must be achieved and how to achieve it so that the goals set by the company can achieve.

Performance is defined as what employees do or don't do. Employee performance is what influences how much they contribute to the organization. Employees who have a high level of competence, motivation, and interest can implement this performance. This performance itself is influenced by how the company treats and values its employees.

According to Mangkunegara (2016: 67), "Performance is the result of work achieved based on job requirements. Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties following his responsibilities."

According to Ricardianto (2018:45), "Performance is a description of the level of achievement of the implementation of an activity program or policy to realize the targets which include the goals of the organization's vision and mission which are regulated in the strategic plan of an organization."

According to Simamora (2015:339), "Performance refers to the level of achievement of the tasks that make up an employee's job. Performance reflects how well an employee fulfills the requirements

of a job. Often misinterpreted as effort, which reflects the energy expended, performance is measured in terms of results”.

With various existing definitions, it can conclude that the notion of performance is an achievement or result that has been achieved by employees based on a predetermined time and is related to an interaction between employee abilities that have a strong relationship with the organization's strategic goals, customer satisfaction and how performance contributes on the economy in the environment. In addition, performance can show how quickly and precisely it is in completing any given work to achieve the company's previously planned goals.

Work Motivation

In a general sense, motivation is a need that drives action towards a certain goal. According to Azwar (2016: 73), "Motivation is a stimulus or power generator owned by a person or group of people who want to act and cooperate optimally and carry out something that has been planned to achieve the goals that have been set." The definition of motivation is "The process by which behavior is energized and directed" (a process where the behavior is nurtured and directed). Psychologists provide similarities between motives and needs (urges, needs).

Motivation is the willingness to expend a high level of effort for organizational goals conditioned by the ability of that effort to meet some individual need. Needs occur when there is no balance between what is owed and expected. Encouragement is a mental force oriented towards fulfilling expectations and achieving goals, and goals are goals or things that an individual wants to achieve.

Motivation is the key to a successful organization to maintain the continuity of work in the organization in a healthy way and help survive. According to Gitosudarmo (2015: 109), "Motivation is a factor that encourages a person to perform a certain activity. Therefore, motivation is often interpreted as a factor driving a person's behavior. Every activity carried out by someone must have a factor that drives the activity. The driving factor for a person to carry out a certain activity, in general, is the need.

According to Widodo (2015: 187), "Motivation is a force that exists within a person, which drives his behavior to take action. The magnitude of the intensity of the power from within a person to perform a task or achieve a goal shows the extent to which the level of motivation.

From the above understanding, it can conclude that what is meant by work motivation is something that can cause enthusiasm or encouragement to work individually or in groups towards work to achieve goals. Employee work motivation is a condition that makes employees have the will or need to achieve certain goals by implementing a task. Employee work motivation will supply energy to work or direct activities during work and cause an employee to know that there are relevant goals between organizational goals and personal goals.

Work Environment

The work environment is an atmosphere where employees carry out daily activities, which is very important for management to pay attention to the employees. According to Afandi (2018:65), "Something exists in the environment of workers that can affect themselves in carrying out their duties such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and whether or not work equipment is adequate." Although the work environment does not carry out the production process in a company, the work environment directly influences the employees who carry out the production process.

A conducive work environment provides security and allows employees to work optimally. If the employee likes the work environment where he works, he will feel at home at work, carrying out his activities so that work time is used effectively. On the other hand, an inadequate work environment will reduce employee performance.

The work environment is an important component when employees carry out work activities. By paying attention to a good work environment or creating working conditions that can motivate to work, it will influence the enthusiasm or enthusiasm of employees at work. A conducive work environment provides security and allows employees to work optimally.

The work environment can interpret as the entire tooling faced, the surrounding environment in which a worker, his work methods, and the influence of his work both as individuals and as a group. According to Danang (2015: 38), "The work environment is everything around the workers, which can affect them in carrying out the assigned tasks."

According to Sedarmayanti in Desi (2015:25), "The work environment is the entire tooling and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups."

The explanation above can conclude that the work environment is a condition around employees that can affect themselves in carrying out the tasks that are their responsibility.

METHOD

Types of Research

In a study, a research design is needed so that this research is more organized and achieves the desired goals of the researcher. According to Sugiyono (2017:3), "The research method is a scientific method to obtain data with certain purposes and uses. Based on this, four keys need to be considered: the scientific method, data, purpose, and use.

In this study, researchers used quantitative associative methods. This research method aims to determine the relationship between two or more variables. According to Sugiyono (2016: 8), "Quantitative research is a research method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out using the Slovin formula, data collection uses research instruments, data analysis is quantitative or statistical. So the result is to test the established hypothesis.

Place and time of research

This study uses primary data to examine the effect of motivation and works environment on employee performance. The research location is PT Duta Visual Nusantara Tivi Tujuh, Menara Bank Mega Building Jl Kapt P Tendean Kav 12-14A, Mampang Prapatan, South Jakarta 12790 – Indonesia.

Conducted to this result from August 2021 to January 2022.

Population and Sample

According to Sugiyono (2015: 80), "Population is a generalization area consisting of objects or subjects with certain qualities and characteristics determined by researchers to be studied and drawn conclusions."

According to Sugiyono (2017: 80), "Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions."

In this study, all employees at PT Duta Visual Nusantara Tivi Tujuh totaling 200 employees and having their address at Menara Bank Mega Building Jl Kapt. P Tendean Kav 12-14A Mampang Prapatan, South Jakarta 12790 - Indonesia.

According to Silaen (2018: 87), "Population is the whole of objects or individuals who have certain characteristics (traits) to be studied. The population is also called the universe (universe), which means the whole can be living or inanimate objects.

The researcher uses the Slovin formula because, in sampling, the number must be representative so that the research results can be generalized. The calculation does not require a table for the number of samples but can be done with simple formulas and calculations. Slovin's formula to determine the sample is as follows:

Description:

N = Total Populations

n = Number of samples

e = Presentation of allowance for accuracy of sampling error that can still tolerate; e = 10%

$$\begin{aligned}
 n &= \frac{200}{1 + 200 (0,10)^2} \\
 &= \frac{200}{1 + 0,01} \\
 &= \frac{200}{3}
 \end{aligned}$$

$$n = 66.66 = \textbf{67 Sample}$$

RESULTS AND DISCUSSION

Overview of Research Objects

TRANS7, originally named TV7, started on March 22, 2000, announced in the Supplement to the State Gazette Number 8687 of 2001 dated December 28, 2001, as PT Duta Visual Nusantara Tivi Tujuh. On August 4, 2006, the Kompas Gramedia group established a strategic partnership with CT Corp, and since then, TV7 has changed to TRANS7. TRANS7 operates based on the Broadcasting Organization Permit Number 1820 of 2016 dated October 13, 2016, issued by the Ministry of Communication and Information of the Republic of Indonesia, as part of a media group under the auspices of CT Corp. TRANS7 is the television of choice for Indonesian viewers with Positioning Smart, Entertaining & Family. Our broadcasts have spread to 29 provinces in Indonesia in their journey to date. A total of 40 transmission stations have been operating to expand broadcast coverage nationwide and are operated by local resources.

Located in the Integrated Area of CT Corp, and supported by the latest equipment that will provide High Definition Impressions with better image quality. We also have 4 studios integrated into the TRANS7 studio complex located in the Kuningan Barat area, South Jakarta.

Descriptive Analysis

The variables used in this study are work motivation (X1), work environment (X2) and employee performance (Y). In analyzing, the writer uses descriptive analysis by providing an overview of the study's results and how the characteristics of the research subjects are related to the variables studied. The weighting in this study uses the Likert measurement method, where the statement contains 5 alternative answers by determining the scale range of each variable.

Discussion of Research Results

1. The Effect of Work Motivation (X1) on Employee Performance (Y)

Based on the analysis results, the regression equation value is $Y = 17.134 + 0.572X_1$, the correlation coefficient value is 0.694, meaning that the two variables have a strong relationship. The value of determination or influence contribution is 0.481 or 48.1%, while other factors influence the remaining 51.9%. Hypothesis test obtained value $t_{\text{arithmetic}} > t_{\text{table}}$ or $(7.765 > 1.997)$. Thus, H_0 is rejected, and H_1 is accepted, meaning that there is a significant effect of work motivation on employee performance

2. Effect of Work Environment (X2) on Employee Performance (Y)

Based on the test results, the value of the regression equation $Y = 14.424 + 0.642X_2$, the correlation coefficient value of 0.687 means that the two variables have a strong level of relationship. The value of determination or influence contribution is 0.471 or 47.1%, while other factors influence the remaining 52.9%. Hypothesis test obtained value of $t_{\text{arithmetic}} > t_{\text{table}}$ or $(7.614 > 1.997)$. Thus, H_0 is rejected, and H_2 is accepted, meaning that the work environment has a significant effect on

employee performance.

3. The Effect of Work Motivation (X1) and Work Environment (X2) on Employee Performance (Y)

Based on the study results, it showed that work motivation (X1) and work environment (X2) had a significant effect on employee performance with the regression equation $Y = 7.741 + 0.392X1 + 0.432X2$. The correlation coefficient between the independent and dependent variables was calculated at 0.804, which means that it has a very strong relationship. The value of the coefficient of determination or the contribution of its influence simultaneously is 64.6%, while other factors influence the remaining 35.4%. Testing the hypothesis obtained the calculated F value $> F_{table}$ or $(58,469 > 2,750)$. Thus, H_0 is rejected, and H_3 is accepted. This result means a significant simultaneous effect of work motivation and work environment on employee performance.

CONCLUSIONS

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion of the influence of work motivation and work environment on employee performance, as follows:

1. Work motivation significantly affects employee performance with the regression equation $Y = 17.134 + 0.572X1$. A correlation value of 0.694 means that the two variables have a strong relationship level. The value of the coefficient of determination is 48.1%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(7.765 > 1.997)$. Thus, H_0 is rejected, and H_1 is accepted, meaning that work motivation has a significant effect on employee performance.
2. The work environment significantly affects employee performance with the regression equation $Y = 14,424 + 0,642X2$. The correlation value of 0,687 means that the two variables have a strong relationship level. The value of the coefficient of determination is 47.1%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(7.614 > 1.997)$. Thus, H_0 is rejected, and H_2 is accepted, meaning that the work environment has a significant effect on employee performance.
3. Work motivation and work environment simultaneously significantly affect employee performance with the regression equation $Y = 7.741 + 0.392X1 + 0.432X2$. The correlation value of 0.804 means that the independent and dependent variables have a very strong relationship level. The value of the coefficient of determination is 64.6%, while other factors influence the remaining 35.4%. Hypothesis test obtained $F_{arithmetic} > F_{table}$ value or $(58.469 > 2.750)$. Thus, H_0 is rejected, and H_3 is accepted. This result means a significant simultaneous influence of work motivation and work environment on employee performance.

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