

The Influence of Work Motivation and Physical Work Environment towards Employee Performance PT. Rudi Apriadi Lifiah

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Abstract

This study aims to determine the effect of motivation and work environment on the employees' performance at PT. Rudi Apriadi Lifiah Palembang. This study utilized primary data and secondary data obtained through a questionnaire. Respondents in this study amounted to 57 respondents. The method of analysis in this study was multiple linear regression. The results show that motivation (X1) and work environment (X2) simultaneously have a significant positive effect on employee performance (Y). This research is useful for companies to improve employee performance through motivation and work environment.

Keywords: motivation, work environment, employee performance

1. Introduction

Human resources are needed in a company or also an organization because to achieve a company's organizational goals requires quality human resources, therefore human resources are very important for the smooth running of the company's activities. To achieve the company's goals, it must have good management, simply put, human resource management is according to Dessler (2015). Human resource management is the process of dealing fairly with employee training, employee training, assessment, compensation, health and safety work relations with management functions.

Performance is the result or output of a process Nurlaila (2010). According to Sedarmayanti (2011) Performance is a translation of performance which means the work of a worker, process management or the organization as a whole, where the results of the work must be shown as concrete and measurable evidence compared to standards existing ones are determined. Performance is a very important and interesting part because it has proven to be very important in its benefits.

Motivation is a condition (energy) that moves within the individual directed to achieve organizational goals. Motivation is defined by Stanford in Mangkunagara (2011). As a positive effort to mobilize, distribute and direct the power and potential of the workforce to be productive in achieving and realizing the goals set previously and as follows. If there is great motivation from employees, this can be a guarantee of the company's success in achieving its goals

The work environment also influences employee performance. The work environment is a very important factor that influences the achievement of organizational goals which can improve a person's performance. A good work environment can support work implementation so that employees have work enthusiasm. The more comfortable the work environment, the more employee performance will increase Rostiana (2012).

2. Literature Review

2.1 Motivation

Motivation is a process where needs encourage a person to carry out a series of activities that lead to the achievement of certain goals which, if successfully achieved, will satisfy or fulfill those needs, Munandar (2010) . Maslow's Theory in Rekso and Handoko (2015) , divide human needs as follows:

- a. Physiological Needs
- b. Taste Needs Safe
- c. Need Social
- d. Need Award
- e. Actualization Needs self

2.2 Physical work environment

According to Sutrisno (2011) quoted in Hendri (2020), the work environment is the entire work facilities and infrastructure around employees who are doing work which can influence the implementation of work. The physical work environment is all physical conditions found around the workplace that affect employees either directly or indirectly. The indicators in the work environment according to Sunyoto (2012) in Hendri (2020) are as follows:

a. Connection employee

In this employee relationship, there are two relationships, namely the relationship as an individual and the relationship as a group. Relationships as individuals, the motivation an employee gets comes from co-workers and superiors. It becomes motivation if the employee's relationship with his co-workers and superiors is harmonious. Likewise, if the relationship between them is not harmonious, it will result in a lack of motivation for employees to work. get attention so that the existence of this group becomes more productive, environmental noise level work .

b. Work environment .

work environment can have a negative impact, namely internal unease Work. For employees, of course, a calm work environment is very helpful in completing work and this can increase work productivity.

c. Regulation work .

Good and clear work regulations can have a good influence on employee satisfaction and performance for career development in the company. With this set of regulations, employees will be required to carry out their activities to achieve certain company goals and individual goals. In addition, there will be more employees motivated to work better.

d. Description .

In this case, lighting is not limited to electric lighting, but also includes solar lighting. This is often necessary for employees. To save costs, lighting in the business should be done using sunlight.

e. Circulation air .

If there is sufficient air circulation or exchange, the first thing you have to do is carry out ventilation. The ventilation must be wide enough, especially in a room that is quite hot. For companies that feel that there is not enough air exchange or they still feel stuffiness .

f. Security

A work environment with a sense of security will create calm and comfort, which can provide encouragement to work. Security that is included in the work environment is the security of employees' personal property

2.3 Employee Performance

Employee performance is the work result achieved by an employee in carrying out his work in accordance with the standards and performance that have been set by that job Mamik; 2010, in Apriyanto: 2015 Performance is a work result achieved by a person in carrying out According to Tika (2008) in Riski (2019), employee performance is a work function or activity of a person or group in an organization which is influenced by various factors to

3. Research method

The time required for this research is approximately 3 months. In this case the research tries to take a research location, where this location is located at PT Rudi Apriadi Lifiah, located on Jalan Kol. H Burlian No 412, Palembang 3015. The population in the study is the area that the researcher wants to study. As according to Sugiyono (2017), population is a generalized area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then draw conclusions. The population in this study were all employees of PT Rudi Apriadi Lifiah, totaling 57 people. Sampling in this study used non-probability sampling with a saturated sampling technique, where sampling of population members was carried out entirely from a population of 57 respondents.

Data analysis techniques aim to simplify the data so that it is better understood. The initial step taken by researchers was to use relevant quantitative measuring tools, which analyzed based on data obtained from existing sources using SPSS 24.

4. Findings and Discussions

Based on the results of the validity test in table 4.5 above, it can be seen that each statement item for each variable has a calculated $r >$ from r table (0, 277) and has a positive value. Thus, the statement item is declared valid for each variable , namely the motivation variable (X_1), work environment (X_2) and employee performance (Y).

Table 1. Validity Test Results

Statement Item	r count	r table	Information
Motivation (X_1)			
1	0.666	0.277	Valid
2	0.765	0.277	Valid
3	0.621	0.277	Valid
4	0.749	0.277	Valid
5	0.728	0.277	Valid
6	0.612	0.277	Valid
Work Environment (X_2)			
1	0.519	0.277	Valid

2	0.547	0.277	Valid
3	0.661	0.277	Valid
4	0.700	0.277	Valid
5	0.539	0.277	Valid
6	0.639	0.277	Valid
Employee Performance (Y)			
1	0.674	0.277	Valid
2	0.606	0.277	Valid
3	0.467	0.277	Valid
4	0.480	0.277	Valid
5	0.634	0.277	Valid
6	0.632	0.277	Valid
7	0.506	0.277	Valid

4.2 reliability test results

Reliability testing aims to show the extent to which a measurement result is relatively consistent, if the measurement is repeated two or more times. So, in other words, reliability is an index that shows the extent to which a measuring instrument can be trusted or relied upon. Testing the reliability of this research instrument using *the Cronbach's alpha formula* using SPSS.2 4.00 . *Scale reliability* . The results of reliability testing on this research instrument were declared reliable because the alpha value of each variable was above 0.60 .

Table 2. Reliability test results

Variable	Cronbach Alpha	Criteria	Information
Motivation (X ₁)	0.789	> 0.60	Reliable
Work Environment(X ₂)	0.706	> 0.60	Reliable
Employee Performance (Y)	0.732	> 0.60	Reliable

4.3 Hypothesis test results

Table 3. Simultaneous test results (F test)

ANOVA^a

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	171,793	2	85,897	22,525	,000 ^b
	Residual	205,926	54	3,813		
	Total	377,719	56			

a. Dependent Variable: Employee Performance

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

Based on table 3 , the results of the F test/simultaneous test research using the F test calculation show a value of 22.525 which is greater than the F table value, namely 3.16 and

the probability level ($0.000 < 0.05$) based on test criteria with a significant level of $\alpha = 5\%$, then it can be stated that H_0 is rejected and H_a is accepted, meaning that there is a significant influence simultaneously or together between motivation (X_1) and the work environment (X_2) on the performance of PT employees. Rudi Apriadi Lifiah.

Table 4. Partial Test Results (t Test)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	16,324	2,641		6,182
	Motivation	,459	,150	,431	3,050
	Work environment	,256	,121	,298	2,112

a. Dependent Variable: Employee_Performance

Based on table 4. in the partial test research carried out on the motivation variable (X_1) the calculated value was $3.050 > 2.021$ from the t_{table} or testing using a significant level of $\alpha = 5\%$ (0.05). The research results showed a sig value of $0.004 < 0.05$, so it can be stated that H_0 is rejected and H_a is accepted, meaning that the motivation variable (X_1) has a positive and significant effect on the employee performance variable (Y). Then the partial test research carried out on the work environment variable (X_2) also obtained a calculated value greater than the t_{table} ($2.112 > 2.021$) and testing by measuring the significant level $\alpha = 0.05$, showed a significant value where the sig value of the work environment variable (X_2) that is $0.039 < 0.05$ so that the conclusion of hypothesis 2 can be stated that H_0 is rejected and H_A is accepted, meaning that the job satisfaction variable (x_2) has a positive and significant effect on employee performance variables (Y).

4.4 Discussions

Based on the results of the Partial Test (t-Test) of hypothesis 1, it was found that Motivation (X_1) has a positive and significant influence on Employee Performance. Testing the influence of the Motivation variable on Employee Performance can be seen by looking at the calculated t value of $3.050 > t_{table}$ of 2.0 21 and with a significance of $0.04 < 0.05$. This shows that employees at PT. Rudi Apriadi Lifiah has high work enthusiasm followed by the ability of employees who can collaborate well with fellow colleagues, thus making the work achieve a goal according to the expected target. This researcher is also relevant to research conducted by Arianto and Kurniawan (2020) who stated that the results of research on work motivation have a positive and significant effect on employee performance, both partially and simultaneously, and also have a strong correlation with employee performance variables. Employees who have high work motivation will have the encouragement to want to use their abilities to work very well.

Based on the results of the Partial Test (t-Test) of hypothesis 2, it was found that the Work Environment (X_2) also has a positive and significant influence on Employee Performance. Testing the influence of the Work Environment variable (X_2) on Employee Performance can be seen by looking at the calculated t value of 2.112 which is greater than the t_{table} of 2.021 or with a significance of $0.039 < 0.05$ And in this research, the influence of the environment is stated to have an influence and is significant on performance PT employees. Rudi Apriadi Lifiah. The research

results are also relevant to research conducted by Arta (2019) where the results of the research state that the work environment influences employee performance. Thus it can be said that a good work environment will also have a good influence on employee performance, conversely if the company has a poor work environment this will also have an impact on reducing employee performance for the company.

5. Conclusion

This research aims to determine the effect work motivation and work environment on employee performance at PT. Rudi Apriadi Lifiah Based on the description of the research results and discussion, the researcher can conclude that:

1. From the results of the t test carried out on hypothesis one, it can also be concluded that work motivation (X_1) has a positive and significant effect on employee performance (Y) at PT. Rudi Apriadi Lifiah. The results of data processing and computerization using the SPSS version 24 program obtained t count > from t table, namely ($3.050 > 2.021$) and the significant value is smaller than 0.05, namely ($0.004 < 0.05$), which means partially or individually the variable work motivation (X_1) has a positive and significant effect on employee performance (Y).
2. From the results of the t test carried out on the second hypothesis, it can also be concluded that the work environment (X_2) has a positive and significant effect on Employee Performance (Y) of PT. Rudi Apriadi Lifiah. The results of processing and computerization using the SPSS version 24.00 program obtained t count > from t table, namely 2.112, greater than 2.021 and a significant value of 0.39, smaller than 0.05, which means that there is a positive and significant influence of the work environment on employee performance in this study. namely employees of PT. Rudi Apriadi Lifiah
3. Based on simultaneous testing (F test), it shows that the significant probability for the Work Motivation and Work Environment variables on employee performance is $0.000 < 0.05$, meaning that the *independent variables* are motivation (X_1) and work environment (X_2) simultaneously. positive and significant effect on the *dependent variable*, namely employee performance (Y) PT. Rudi Apriadi Lifiah.

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