

## **Influence of Work Environment and Work Motivation to Performance Employee**

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### **ABSTRACT**

*This research aims to provide an empirical explanation regarding the influence of the work environment and work motivation on employee performance at PT. Parwata Rimba in South Barito Regency. The research method used in this research is Quantitative Research using Descriptive Statistics techniques and Multiple Linear Regression analysis. The population and sample in this study were employees of PT. Parwata Rimba totaling 40 respondents using Saturated Sampling or Census techniques. The collected data was analyzed using the SPSS version 25 program. The research results showed that: a) the work environment did not have a significant effect on employee performance, b) work motivation did not have a significant effect on employee performance, and c) simultaneously the work environment and work motivation had an effect. positive and significant on employee performance.*

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## **INTRODUCTION**

Humans play an important role in a company, because managing employees well is a way of increasing performance and productivity, and also increasing the company's competitiveness. Para expert in the twentieth develops human resources into a field of study specifically studying the use and relationships of humans when achieving goals organization. Employees, equipment, and others are several components of the world of work Which support operation companies. So that objective companies can achieve success, these things must be paid great attention to. Employees: The situation at a company are greatly influenced by their work environment. It is estimated that a noticeable work environment will increase morale. Production employees will increase if spirit work increases.

The work environment is defined as everything that is around the worker and has the potential to influence him when doing his work NitiseMITO (2016). However, another opinion expressed by Ahyari (2015) states that the work environment is the environment where the employees work . Meanwhile Reksohadiprojo And Gitosudarmo (2015) explains that the work environment means the conditions or conditions of the work location that need to be regulated so that workers are free from disturbances, experience increased productivity and reduce production costs . Environment work must be responded to by the company as Wrong One factor Which can affect worker performance. This is because of the surrounding environment the good ones will drive employees to complete the task Which given. A poor working environment is likely to require more time and labor, which then causes an inefficient work system (Sedarmayanti, 2001). A good work environment will trigger growing satisfaction in employees, which will then have a positive influence on their performance. The opposite also applies, poor working environment conditions make employees not feel satisfied while doing their work.

Motivation is a component with an important role in every effort of a group of individuals to achieve a common goal. Abraham H. Maslow is considered the creator of the theory of motivation. The book " *Motivation and Personality* " contains the results of his thoughts. In the 40s, Maslow created a theory of motivation which basically refers to the idea that every person has five hierarchies or levels of needs, namely physiological needs, security needs, and social needs. social,

need valued And self-actualization (Siagian, 2015).

Company PT. Parwata Rimba is a Plantation Forest company Industry (HTI) . where are the activities? including rubber plant production, sowing and planting rubber seeds, maintaining rubber plants, and harvesting rubber plantation products. PT. Parwata Rimba's address is Bantai Bambure Village, District Hamlet North, Regency South Barito, Province Kalimantan Middle.

Work environment at PT. Parwata Rimba is divided into 2, namely the environment physical and non-physical. Physical work environment means all conditions that can occur around the work location and affect employees directly or indirectly . There are a number of factors that are known to have an influence on the physical work environment, including temperature, lighting, air circulation, humidity, mechanical vibrations, disturbances, color scheme, smells, decorations, security, as well as music. Facility Which is capable in the environment Work naturally influences employees in is implementing work at the company. In PT. Parvata Jungle facility Which Still not enough available make fewer employees slow to play. For the non-physical work environment , it is defined as all conditions experienced and related to work relationships, with superiors or with co-workers. PT. Parvata Rimba shows that the non-physical work environment is running well. The relationship between employees and superiors is well established, as evidenced by the well-received presentation of employee aspirations regarding the company's progress. Establishing a relationship between superiors and employees while leading the company's operations. Ideally, company leaders have an important role in developing interpersonal relationships and communication with all employees so that cooperation can be maintained well, so that employees are more motivated to carry out their work and responsibilities. answer company.

Employees who work in a company certainly have their own motivation each. There are two types of motivation, namely intrinsic And extrinsic. Work motivation is true in the company PT. Parwata Rimba is realized with employees who can carry out work according to the skills and abilities they have mastered. Meanwhile motivation Work extrinsic employee PT. Parvata Jungle where are they who just starting work and socializing have to spend time with Lots person And requested For finish work until finished, jelly reach target Which desired company.

Based on pre research, researchers found problems at the company PT. Parwata Rimba in Kab. South Barito. Where in the work environment still there is a lack of special attention in various workplaces which is also becoming causes of decreased employee performance. Such as inadequate facilities in the room office. Lack of facility equipment in the office Which make employee performance not enough to continue his job. In employee work motivation, superiors do not give enough appreciation or appreciation to employees for the achievements of the work they do for the company. This is what causes it employee not enough enthusiastic And decreasing motivation Work in Work task And not quite enough answer at the company. According to Wilson Bangun (2012), the definition of performance *is* the work results achieved by employees based on *job* requirements, for example lacking enthusiasm for work and not having a feeling of responsibility for their work, which then has an impact on its performance.

There are several objectives in this research, namely: (1) To determine the influence of the work environment on employee performance in PT. Parwata Jungle. (2) To know influence Motivation Work to Performance Employee in PT. Parwata Jungle. (3) For known influence in a way simultaneously Environment Work And Motivation Work against Performance Employees at PT. Parvata Jungle.

## LITERATURE REVIEW

### Work Environment

Nitisemito (2016) expressed an opinion regarding the work environment which is defined as everything that is around the worker and has the potential to influence him when doing his work. Everything in the environment Work a workers can make the biggest impact satisfied they with work they And how much Good they do it so they achieve better results. The work environment parameters are categorized as good, having facilities and infrastructure that help workers complete their tasks given company and helpful they increase performance there. Indicator environment work put forward by (Nitisemito, 2016) in the form of :

a. Atmosphere Work

The definition of work atmosphere is the conditions that surround workers while carrying out them and can have an influence on the implementation of these tasks. Some things that are included in the work atmosphere are tools and auxiliary facilities work, work location, quietness, lighting, cleanliness, relationships between workers and superiors are also included.

b. Connection with colleague Work

Have close and harmonious relationships with all colleagues and superiors. The quality of good relationships is used as a consideration for employees in determining relationships within a company. Apart from that, the establishment of harmonious and family relationships has an impact on employee performance in carrying out their work.

c. Facility Work

The company provides complete equipment and facilities and the results support smooth work. Equipped with work facilities, even though they are not the newest, can be a support while carrying out work.

The types of work environment are divided into two, namely as follows:

a. Environment Physical Work

All circumstances that can occur around the work location and affect employees directly or indirectly are defined as the physical work environment.

b. Environment Work Non physical

Environment Work Non-physical is defined as all conditions experienced and related to work relationships, with fellow superiors, between co-workers, and also between superiors and subordinates.

### Work Motivation

Abraham H. Maslow became a scientist known for pioneering theories related to motivation. The book with the title “*Motivation And Personality*” contains various thoughts about motivation. In the 40s, Maslow created a motivation theory which basically refers to the idea that every person has five hierarchies or levels of needs (Siagian, 2015), namely : Need physiological, Needs security, Social needs, Needs esteem, and self-actualization needs. Motivation is an important factor in every effort made by a group of individuals who work together to achieve a specific goal. Human behavior is influenced by motivation. Other terms that describe motivation in the form of support, desire, encouragement, or any need that makes an individual feel enthusiastic, so that motivation arises to fulfill and reduce the urge felt, thus being able to act and act according to what happens in order to realize the goal (Jufrizen, 2017). Because everyone has desires, will, and feelings that influence their abilities, which determine How how they behave And Act. Opinion expressed by Abraham Maslow in Mangkunegara (2017) explains that :

a. Physiological needs, namely the need to drink, eat, breathe, physical protection;

b. Safety needs, namely the need to be able to protect from danger, threats, environment life,

- And contradiction;
- c. The social need to feel belonging, namely the need to receive acceptance from the group, interaction, affiliation, and wanting to feel loved and loved;
  - d. The need for self-esteem is the need to receive respect and be appreciated from other individuals;
  - e. Self-actualization needs, opportunities for individuals to develop their potential, skills and abilities. The need to express opinions through stating ideas and providing criticism and assessment of something.

The scope of the company generally provides workers with two types of motivation, two types of which are (Hasibun, 2011) :

- a. Motivation positive (*incentive positive*): Managers provide motivation (stimulation) to their subordinates by providing awards in the form of prizes to employees with achievements above standard. Giving gifts as a form of motivation is expected to increase work morale.
- b. Motivation negative (*incentive negative*): Managers provide motivation (stimulation) to their subordinates by punishing employees with performance below standard. Giving punishment as a form of negative motivation encourages employee morale in the short term due to fear of punishment, but does not apply in the long term.

### **Employee Performance**

*Actually Performance* is a term to refer to achievements achieved and *work shown* usually used in referring to performance. The definition of performance is in the form of employees carrying out their duties in accordance with their responsibilities and also fulfilling the quantity and quality of work. For the general understanding, performance is the employee's work achievements which are based on quality and quantity in collective agreement. Indicator Performance according to Malini (2006) is as following:

- a. Quality  
Adherence to procedures, dedication and discipline produces quality. The degree to which something produces output work that meets expectations. Work quality assessment is based on the quality of the employee's work and also the employee's abilities and skills in completing their work as perfectly as possible.
- b. Quantity  
It relates to how much work can be completed, for example the total work cycle completed. Quantity measurement is done by counting the amount of work completed.
- c. Work Same  
The definition of cooperation is the employee's ability to carry out the work assigned together with other employees, with the aim of obtaining maximum results from the work.

Instrument evaluation Performance is used with the aim of knowing and assessing employee performance in carrying out their work. By making a comparison between standard appearance standards and employee work performance, it is included in the essence of performance appraisal evaluation. Opinions expressed by Certo Ilyas (2001) explain that performance appraisal is assessing the achievement of work results in accordance with the management system targets and tracking personal activities during a certain period. The importance of performance causes the following things :

- a. Making the opportunity to develop work abilities more optimal is the desire of every employee;
- b. Employees have the desire to receive recognition and appreciation when they are able to carry out their work as well as possible;

- c. Every employee wants work appraisals to be carried out as objectively as possible.

## METHODS

This research uses an explanatory pattern, namely research that aims to explain the position of the variables studied and the relationship between one variable and another variable. The research proposes a hypothesis: 1) Suspected Environment Work influential significant to PT. Employee Performance . Parwata Rimba in Kab. South Barito, 2) Allegedly Motivation Work matters significant to PT. Employee Performance. Parwata Rimba in Kab. South Barito, 3) Suspected Environment Work And Motivation Work have influence significant to PT. Employee Performance . Parwata Rimba in Kab. South Barito.

The dependent variable (Y) is a dependent variable whose existence is influenced by the independent variable. In this study the dependent variable is the performance of PT employees. Parwata Rimba in Kab. South Barito . The independent variable (X) is an independent variable which will then influence the dependent variable which consists of Work Environment (X1) and Work Motivation ( X2). Based on theoretical support and the results of previous research, the conceptual framework that will be used in this research can be described in the image below:

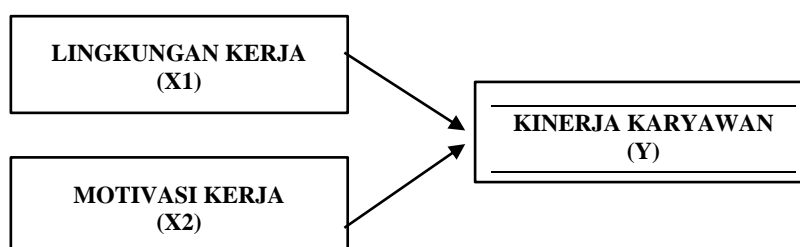


Figure 1. Research Framework

## RESULTS

Table 1. Reliability Test Results of Research Instruments

Goods	Chronbach Alpha	Information
X1	0.685	reliable
X2	0.702	reliable
Y	0.663	reliable

Source: Processed Primary Data (2023)

The basis for decision making for the reliability test is alpha of 0.60. A variable is considered reliable if the variable value is > 0.60. If it is smaller, then the variable studied cannot be said to be reliable. In the reliability test, results were obtained for each variable with a Chronbach alpha value > 0.60, so if the Chronbach alpha criteria were met, it was concluded that all statement items for each variable were reliable.

Table 2. Results of Multiple Linear Regression Equations

Coefficient <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficient	Q	signature.
	B	Std. Error	Beta		
1 (Constant)	-23,212	13,094		-1,773	,085
WORK ENVIRONMENT	,645	,282	,329	2,286	,028
WORK MOTIVATION	,583	,223	,376	2,612	,013

A. Dependent Variable: PERFORMANCE

$$Y = -23.212 + 0.645 X1 + 0.583 X2 + e$$

- The k constant value in the linear multiple regression analysis shows that the influence of the work environment variables and work motivation is negative, which means that if the work environment variables and work motivation are constant then performance will decrease.
- The work environment regression coefficient value is 0.645 and has a positive sign, which means that if the work environment is good, performance will be better too.
- Mark The regression coefficient for work motivation is 0.583 and has a positive sign, which means that if work motivation is good, the performance will be better.

Table 3. Partial Test Results (t)

		Coefficient <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficient		
Model		B	Std. Error	Beta	Q	signature.
1	(Constant)	-23,212	13,094		-1,773	,085
	WORK ENVIRONMENT	,645	,282	,329	2,286	.028
	WORK MOTIVATION	,583	,223	,376	2,612	.013

A. Dependent Variable: PERFORMANCE

**t table = 2.026**

- Testing the hypothesis X1 obtained a value of tcount > ttable or 2.286 > 2.026 and a sig value. < 0.050 or 0.028 < 0.050 then H<sub>0</sub> is rejected. Ha is accepted so there is a significant influence between the independent variable work environment (X1) and the variable employee performance resilience (Y).
- Testing the hypothesis X2 obtained a value of tcount > ttable or 2.612 > 2.026 and sig value. < 0.050 or 0.013 < 0.050 then H<sub>0</sub> is rejected. Ha is accepted so there is a significant influence between the independent variable work motivation (X2) and the dependent variable (Y).

Table 4. Simultaneous Test Results (F)

		ANOVA <sup>a</sup>				
Model		Sum of Squares	Df	Means Square	F	signature.
1	Regression	24,600	2	12,300	5,748	.007b -
	Remainder	79,175	37	2,140		
	Total	103,775	39			

A. Dependent Variable: PERFORMANCE

B. Predictors: (Constant), WORK MOTIVATION, WORK ENVIRONMENT

**F table = 3.245**

In simultaneous testing, the results obtained were Fcount > Ftable or 5.748 > 3.245 and sig. equal to 0.007 < 0.050 . So H<sub>0</sub> is rejected and H<sub>is</sub> accepted , meaning that the independent variables work environment (X1) and work motivation (X2) simultaneously influence the employee performance engagement variable (Y).



Table 5. Coefficient of determination (R<sup>2</sup>)

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Estimation Error
1	.487 <sup>a</sup>	.237	.196	1,463

A. Predictors: (Constant), WORK MOTIVATION, WORK ENVIRONMENT  
 B. Dependent Variable: PERFORMANCE

Based on Table 5, the coefficient of determination (R<sup>2</sup>) is 0.237. In other words, it shows that the influence of work environment variables and work motivation contributes to employee performance by 23.7%. Meanwhile, the remaining 76.3% is influenced by other variables outside this research model. For example, work discipline, leadership style, organizational culture, and so on.

## Discussion

### The Influence of Work Environment on Performance

Based on the t test, the results obtained show that the calculated t-value of 2,286 is greater than the t-table of 2.026 and the significance value of 0.028 is smaller than 0.050. Based on these results, this means that Ha is accepted. Work Environment has a significant influence on performance. Based on the results of the multiple linear regression analysis test, it shows a positive direction with a beta coefficient value of 0.645, this shows a positive direction towards performance. This means that if the work environment variable increases, employee performance will also increase. This supports the research of Nurdin and Tjipto Djuhartono , 2021 who researches The Influence of Work Motivation and Work Environment on Employee Performance : Case Study at PT. Denki Engineering , research results show that work motivation and work environment are partial or simultaneous has a significant influence on employee performance

### The Effect of Work Motivation on Performance

Based on the t test, the results obtained show that the calculated t value of 2.612 is greater than 2.026 and the significance value of 0.013 is smaller than 0.050. Based on these results, this means that Ha is accepted. Work motivation has a significant influence on performance. Based on the results of the multiple linear regression analysis test, it shows a positive direction with a beta coefficient value of 0.583, this shows a positive direction towards performance. This means that if work motivation increases, performance will also increase. This supports previous research by Nurmin Arianto, Hadi Kurniawan in 2020 which examined the influence of motivation and work environment on employee performance. The research results show that motivation and work environment have a significant influence either partially or simultaneously.

### The Influence of Work Environment and Work Motivation on Performance

Based on the results of the hypothesis F test, a sig value was obtained simultaneously.  $0.007 < 0.05$  with a calculated F value greater than F table, namely  $5.748 > 3.245$ , so it can be concluded that Ha is accepted, there is a simultaneous influence of the Work Environment and Work Motivation on Performance.

## CONCLUSION

After testing the variables X1 Work Environment and X2 Work Motivation, it can be concluded that:

- a. The work environment has a positive and significant influence on P T employee performance . Parvata Jungle d i Regency. South Barito.
- b. Work Motivation which has a positive and significant influence on employee performance P T. Parwata Jungle d i Regency. South Barito.
- c. Work Environment and Work Motivation simultaneously have a positive and significant effect on P T Employee Performance . ParwataRimba in iKab. South Barito.

Variables X1 and Variables X1 and X2 simultaneously have a positive and significant effect on performance, this shows that the work environment and work motivation together have a significant effect on performance. This becomes input and evaluation material **for PT. Parvata Jungle d i Regency. South Barito** to improve the work environment and work motivation in order to achieve company goals and improve performance for company employees.

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