



The Effect of Work Environment and Work Motivation on Employee Performance at PT Industry Publishing Pokta

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Abstract: Work environment and work motivation are one of the factors that influence employee performance, the purpose of this study is to determine the effect of work environment and work motivation on employee performance at PT Pokta Terbit Industri collected data through a questionnaire using a Likert scale, the questionnaire was given to 75 respondents, namely employees of PT Industry Publication Pokta, the number of respondents is based on the slovin formula with an alpha of 10%. Data analysis technique with instrument test, classical assumption test, multiple linear regression test and F test and T test. The results of this study indicate that the work environment and work motivation have a positive and significant effect either simultaneously or partially on employee performance at PT Industry Publishing Pokta.

Keywords: Work Environment, Work Motivation, Employee Performance

INTRODUCTION

PT Pokta Terbit Industri is a company engaged in the industrial sector and also engaged in the construction sector of the Civil Sector which is located in Dukuh Baru Hamlet, RT 029/07, Anggadita, Klari, Karawang, West Java, Indonesia. As with companies in general, PT Pokta Terbit Industri also has 300 employees who, in completing their work and responsibilities, found many problems that could affect the progress and setbacks of employee performance or the results of their work. There are several things that can affect the performance of employees at Pt. Industry published Pokta, two of which are expertise and knowledge. Based on the observations made, various problems were found, such as: Lack of employee motivation due to lack of opportunities to become permanent employees, lack of health benefits; Employees are often disturbed in carrying out their work, the working conditions are hot, because it is noisy outside, the workplace is dirty, the cooperation between employees is not good; The number of employees who do not come to work, often skip work and are often late; employee skills are still minimal

The things above are due to the work environment and work motivation in carrying out their work. In essence they argued that, the work environment and work motivation. is the ability to move people to the goals of the vision and mission of PT. Industry Publishing

Pokta. In achieving organizational goals, motivation also has a role in moving employees. According to Rohman (2009:15) motivation is a state in a person's personality that encourages the individual's desire to carry out certain activities in order to achieve goals. From the results of interviews regarding motivation, namely: 1) The individual's ability to do work is still not optimal so that the targeted performance is not achieved, because their motivation to work is not appropriate; 2) The level of effort devoted is not commensurate with the wages given; 3) Job descriptions, job specifications and job performance standards; 4) Because different jobs have different job descriptions, the performance evaluation program must provide a systematic way to consider these differences and ensure consistent evaluation across jobs and employees occupying them.

Of the various problems found in the problem identification above, the researcher is more interested in examining the problems of the work environment and work motivation only at PT. Industry Publishing Pokta. Because there are many employee complaints about work environment problems and work motivation which result in decreased performance. In view of the lack of desire to work to cover the necessities of life as well as appreciation from the company. As well as found a lack of cooperation between employees in completing work, besides that the work environment at the company can be said to be uncomfortable, this is caused by several things including not enough air conditioning, lack of supporting facilities for work. There are threats from outsiders.

LITERATURE REVIEW

Human Resource Management

According to Garry Dessler (2016) says that human resource management is: *"the process of acquiring, training, appraising, and compensating employees, and of attending to their labor relations, health and safety, and fairness concerns"*. This means the process of acquiring, training, appraising, and compensating employees, and taking care of their employment relations, health and safety, and fairness issues. According to Gomes (1997: 1) gives the notion of HRM in two main senses, namely: Management comes from the English verb to manage, which means to manage, organize, implement, and manage. and Human Resources, is one of the resources contained in the organization, includes all people who carry out activities. The resources contained in an organization can be grouped into two types, namely: a. Human resources (human resources), and b. Non-human human resources (non-human resources). This group of non-human resources includes capital, machinery, technology, materials and others (Larasetiati & Ali, 2019).

In addition, according to Edy Sutrisno (2016: 6) Human Resource Management is the activity of planning, procuring, developing, maintaining, and using human resources to achieve goals both individually and organizationally (Ali, 2019).

Work Environment

Every employee certainly wants himself to be accepted as a member of the group of co-workers where they work. Leaders can also influence employee motivation and job satisfaction through leadership style, personnel policies, role models, instructions, giving sanctions or giving praise or awards and so on. All organizations are influenced by the political system in their environment. Organizations must comply with local, state and international laws and regulations if they are to survive. Managers need to be well aware that in the end every aspect of their business activities will be influenced by legal considerations. Job design is also affected by government regulations (Saputra & Mahaputra, 2022).

Social Expectations The ability of a job design results in part from social expectations. Culture, work ethics, and religion all help shape social expectations. An example is the flow of unskilled labor from villages to big cities. They are generally willing

to accept low-paying work that is routine, physically difficult, and demands long, tiring working days. These workers are usually willing to accept menial work because they have left their villages where jobs are hard to come by. Nevertheless, nowadays employees, especially those in big cities, have received higher education and expect a better quality of work life from their jobs. Failure to meet these expectations can lead to low work motivation, dissatisfaction (Hairiyah & Ali, 2017).

Work Motivation

The definition of motivation according to: Jones (2005) argues that motivation is closely related to how the behavior is started, strengthened, supported, directed, stopped and what kind of subjective reactions arise in the organism when all this takes place. Meanwhile, according to Kartini Kartono (2000). Motivation is defined as the encouragement of a stimulus to take action. Thus the success of encouraging subordinates to achieve work productivity through understanding the motivations that exist within the social worker and understanding the motivation that exists outside the social worker, will greatly help achieve optimal work productivity (Pamungkas, Iqbal, M, & Saluy, 2022).

Opinion another opinion was put forward by Terry in Peter Boxal (2007) who explained that, "Motivation is a desire that is achieved in a person/individual that stimulates him to take actions". The definition of motivation put forward by Terry is more internal in nature, because the driving factor arises from within a person which stimulates him to take action. The driving factor can be in the form of needs, desires, desires that exist in humans. Meanwhile, Peter Boxal, (2007), provides an understanding of motivation as the whole process of giving work motives to subordinates in such a way that they want to work sincerely to achieve goals. The understanding given by Siagian is more external in nature because the impulse that appears in a person is stimulated by external factors, not purely from within (Prayetno & Ali, 2020).

Performance

According to John B Miner (1998) performance appraisal is a process carried out within an organization to assess individual performance results compared to predetermined targets through the accumulation of Quality of Work, Quantity of Work, Time at Work and Cooperation with other Work. According to Mathis & Jacson (2006: 382), says that performance appraisal is "the process of evaluating how well employees do their jobs when compared to a set of standards, and then communicating that information to employees. Performance appraisal is also called employee ranking, employee evaluation, employee review. performance, performance evaluation and results assessment. According to Dessler (2014), Performance appraisal means evaluating employee performance in the present and/or past relative to their performance standards (Agussalim, Limakrisna, & Ali, 2017).

In essence, performance appraisal always involves a three-step performance appraisal process: Setting work standards; Assessing the employee's actual performance relative to a standard (this usually involves some form of rating), and Providing feedback to the employee with the aim of helping him to eliminate performance deficiencies or to continue to perform above the standard (Ridwan, Mulyani, & Ali, 2020).

RESEARCH METHODS

In this study, researchers used quantitative research methods. Quantitative research is an approach for testing objective theories by examining the relationship among variables. The object of research that the writer examines is the work environment, work motivation and employee performance at PT Industry Publishing Pokta. Determining the number of samples can be done by means of statistical calculations, namely by using the Slovin formula. The

scoring technique in this study uses the Likert scale technique. In seeking reliability in this study the authors used the Cronbach Alpha technique to test reliability, measuring instruments namely task complexity, obedience pressure, auditor knowledge and audit judgment (Ali, H., & Limakrisna, 2013).

FINDINGS AND DISCUSSION

Partial correlation coefficient test Work environment on employee performance

The results of the first simple linear regression analysis will test how much influence the work environment has on employee performance at PT. Industry Publishing Pokta.

Table 1. The results of a simple regression analysis of the influence of the work environment on employee performance

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.444a	.197	.186	1.77722

- a. Predictors: (Constant), Work Environment
- b. Dependent Variable: Employee Performance

Based on table 1 that the R value is 0.444, this shows that the R value is in the battens 0.4 – 0.599 this means that the work environment variable has a moderate influence on employee performance at PT. Industry Publishing Pokta. Then by looking at the R square value of 0.197, this means that 19.7% of the work environment variable affects the performance of employees at PT. Pokta Terbit Industri and the remaining 80.3% of employee performance is influenced by other factors that were not examined in this study, such as other factors that have been identified in problem identification.

Partial correlation coefficient test Work motivation on employee performance

The results of the second simple linear regression analysis will test how much influence Work Motivation has on employee performance at PT. Industry Publishing Pokta.

Table 2. The results of simple regression analysis of the effect of work motivation on employee performance

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.552a	.304	.295	1.65450

- a. Predictors: (Constant), Work Motivation
- b. Dependent Variable: Employee Performance

Based on table 2, the R value is 0.522, this shows that the R value is in the battens of 0.400 – 0.599, this means that the work motivation variable has a moderate effect on employee performance at PT. Industry Publishing Pokta. Then by looking at the R square value of 0.295, this means that 29.5% of the work motivation variable affects employee performance at PT. Pokta Berbit Industri and the remaining 70.5% of employee performance is influenced by other factors that were not examined in this study, such as other factors that have been identified in problem identification.

Test the correlation coefficient simultaneously work environment and work motivation on employee performance

The results of the multiple linear regression analysis will test how much influence the work environment and work motivation have on employee performance at PT. Industry Publishing Pokta.

Table 3. The results of a simple regression analysis of the effect of work discipline on employee performance

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.561a	.315	.296	1.65316

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

b. Dependent Variable: Employee Performance

Based on table 4.20, the R value is 0.561, this shows that the R value is at the batten 0.400 – 0.599, this means that the work environment and work motivation variables have a moderate relationship with employee performance at PT. Industry Publishing Pokta. Then by looking at the R square value of 0.296, this means that 29.6% of the work environment and work motivation variables affect the performance of employees at PT. Pokta Berbit Industri and the remaining 70.4% of employee performance is influenced by other factors that were not examined in this study, such as other factors that have been identified in problem identification. If correlated, then contribution:

Table 4. Correlation Coefficient or R Square of Work Environment and Work Motivation

		Work environment	Work motivation	Employee performance
Work environment	Pearson Correlation	1	.666**	.444**
	Sig. (2-tailed)		.000	.000
	N	75	75	75
Work motivation	Pearson Correlation	.666**	1	.552**
	Sig. (2-tailed)	.000		.000
	N	75	75	75
Employee performance	Pearson Correlation	.444**	.552**	1
	Sig. (2-tailed)	.000	.000	
	N	75	75	75

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

From the influence of 31.5% work environment variables and work motivation affect employee performance at PT. Industry Published Pokta, partially, its contributions are:

Table 5. Influence Work Environment on Employee Performance

Contribution of each - each variable						
No	Variable	Regression Coefficient (beta)	Correlation Coefficient	R square	Contribution	
1	Work environment	0.138	0.444	0.315	6.127%	
2	Work motivation	0.460	0.552		25.392%	

From The table above can be concluded that the influence of the work environment on employee performance is 6.127% while the effect of work motivation on employee performance is 25.392% so that the total influence of the two variables is work motivation and work discipline, namely 6.127% plus 25.392%, which is 31.5 % while the other 68.50% is influenced by other variables not discussed by the researcher.

Multiple linear regression analysis

According to Ghozali (2018), multiple linear regression analysis is used to determine the direction and how much influence the independent variables have on the dependent variable. The results of the multiple linear regression analysis will test how much influence

the work environment and work motivation have on the performance of employees at PT. Industry Publishing Pokta.

Table 6. Results of multiple regression analysis

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	11.675	2.633		4.434	.000		
	LINGKUNGAN KERJA	.133	.126	.138	1.058	.294	.557	1.796
	MOTIVASI KERJA	.373	.106	.460	3.517	.001	.557	1.796

Source: Processed data for 2022

Based on table 6 the resulting form of the regression equation is:

$$Y=11.675+0.133X1+0.373X2+e$$

Y = employee performance, X1 = work environment, X2 = work motivation The multiple regression equation can be interpreted as following :

- a) For a constant value of 11.675, it means that the performance of employees at PT. Industry Publication Working Group before the independent variable was 11.675. This can be interpreted that the performance of PT. Industry Published Pokta is very good and it will be even better if it is influenced by work environment variables and work motivation.
- b) The work environment regression coefficient of 0.133 has a positive value indicating that the work environment has a positive effect on employee performance, the better the work environment, the better employee performance.
- c) The regression coefficient of work motivation is 0.373 with a positive value indicating that work motivation has a positive effect on employee performance, the better the work motivation, the better the employee performance.

T test

The t statistical test according to Ghozali (2018: 98) was carried out to be able to determine the effect of each independent variable (work environment and work motivation) on the dependent variable (employee performance). The basic decision making used in the t test is as follows: a) If the significant value is > 0.05 then the hypothesis is rejected (the regression coefficient is not significant). This means that the independent variables (work environment and work motivation) do not have a significant effect on the dependent variable (employee performance); b) If the value is significant < 0.05 then the hypothesis is accepted (significant regression coefficient). This means that the independent variables (work environment and work motivation) have a significant influence on the dependent variable (employee performance); c) If T count < T table shows that there is no influence between work environment variables and work motivation on employee performance; and d) If T count > T table then there is influence between work environment variables and work motivation on employee performance

Determination of T table is:

$$T \text{ table} = t(a/2;nk-1) = t(0.5/2;75-2-1) = t(0.25;72) = 1.99346$$

Table 7. T Test Results

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	11.675	2.633		4.434	.000		
	LINGKUNGAN KERJA	.133	.126	.138	1.058	.294	.557	1.796
	MOTIVASI KERJA	.373	.106	.460	3.517	.001	.557	1.796

Source: Processed data for 2022

Based on table 7 the significance value and T count t test in the work environment where the siq value is 0.294 this means greater than 0.05 this means that the effect is not significant and t count 1.058 is smaller than T table 1.99346 this means that the work environment variable is significantly partial positive effect on employee performance.

For the significance value of work motivation t test of 0.001, this means that it is less than 0.05, this means that it has a significant effect and the calculated T value for work motivation is 3.517 greater than T table 1.99346, this means that the hypothesis is accepted where the variable work motivation is partial positive effect on employee performance.

F test

According to Sunyoto (2016: 179), the F test is used to test the effect of all independent variables (work environment and work motivation) simultaneously on the dependent variable (employee performance) in research. The standard in the F test is based on significance: a) If the significant value is > 0.05 then the hypothesis is rejected (the regression coefficient is not significant). This means that the independent variables (work environment and work motivation) simultaneously do not have a significant effect on the dependent variable (employee performance); b) If the significant value <0.05 then the hypothesis is accepted. This means that the independent variables (work environment and work motivation) simultaneously have a significant influence on the dependent variable; c) If the calculated F value > F table, then there is a simultaneous influence between work environment variables and work motivation on employee performance; d) If the calculated F value < F Table, then there is no simultaneous influence between work environment variables and work motivation on employee performance (Sudiantini & Saputra, 2022).

The determination of F table is: $F_{table} = f(k; nk) = f(2; 75-2) = f(2; 73) = 3.12$

Table 8. F Test (Anova)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	90.509	2	45.255	16.559	.000 ^b
	Residual	196.771	72	2.733		
	Total	287.280	74			

Source: Processed data for 2022

Based on table 4.20, the significance value of the F test is 0.000, which means that it is less than 0.05, meaning that the hypothesis is accepted where the work environment and work motivation variables simultaneously have a significant effect on employee performance variables. While F count 16.559 is greater than f table 3.12 this means that the variables of work environment and work motivation simultaneously have a significant effect on employee performance variables

DISCUSSION

Effect of work environment on employee performance.

Based on the results of the research analysis, the results of the multiple regression test and the T-test, the significance value and the T-count, the t-test in the work environment, where the siq value is 0.294, which means that it is greater than 0.05 and the t-count is 1.058, which is smaller than the T-table, 1.99346, which means that the hypothesis is rejected where the work environment variable partially has a positive but not significant effect on employee performance.

Effect of work motivation on employee performance

The significance value of the t test for work motivation is 0.001, which means that it is less than 0.05 and the calculated T value for work motivation is 3.517, which is greater than T table 1.99346. This means that the hypothesis is accepted where the work motivation variable partially has a positive and significant effect. on employee performance.

Effect of work environment and work motivation on employee performance

the significance value of the F test is 0.000 this means less than 0.05 meaning that the hypothesis is accepted where the work environment variables and work motivation simultaneously have a significant effect on employee performance variables. While F count 16.559 is greater than f table 3.12 this means that the work environment and work motivation variables simultaneously have a positive effect on employee performance variables.

Problem analysis

Based on the results of the analysis of the test results that work motivation has a greater effect compared to the work environment where work motivation has an effect of 25.392% while the work environment only has an effect of 6.127%, meaning that if the management at PT. The Working Group published by the Industry improves or increases work motivation for the better so that employee performance will increase even more. There are several findings in this research from work motivation factors and based on the results of the questionnaire answers indicating that there are several answers with an average value below 2. For work motivation the lowest answer is the environment towards superiors' orders, even though it is the lowest but the average answer is still above 2. because every employee needs fair compensation both morally and materially in all parts, apart from regarding employee benefits, mistakes made by employees.

While the work environment has a moderate effect on employee performance due to the answers of respondents who think that in the work environment there are many problems including the many extortion and thuggery. noisy workplace and uncomfortable air temperature for activities.

CONCLUSION

Partially, the work environment has a positive and significant effect on the performance of employees at PT. Industry published Pokta, this can be seen from the positive work environment constant value of 0.464 and the sig T test value of 0.000. The work environment variable has an influence of 24.8% on employee performance. That way the work environment at PT. Pokta Terbit Industri will also increase the performance of employees at PT. Pokta Terbit Industri, but conversely if the work environment decreases, the performance of employees at PT. Industry published Pokta. Partially, work motivation has a positive and significant effect on employee performance at PT.

Industry published Pokta, this can be seen from the constant value of positive work motivation, namely 0.495 and the sig T test value of 0.000. That way the better the motivation to work at PT. Pokta Terbit Industri will also increase the performance of employees at PT. Pokta Terbit Industri, but conversely if work motivation decreases, performance at PT.

Industry Publishing Pokta. Simultaneously there is a positive and significant effect of work environment variables and work motivation on employee performance at PT. Industry published Pokta, this is based on the results of multiple linear regression tests and the F test, where the results of the F test have a significance value of 0.000 <0.05. variable work environment and work motivation affect employee performance by 59.4% this is in

accordance with the value of the R square test results, and the remaining 40.6% is influenced by other factors not examined in this study.

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