

Motivation and Work Environment as Determinants of Employee Performance

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Abstract— In the era of globalization, business competition is getting tougher. In order for companies to be able to compete, not a few have begun to pay attention to the development of the quality of their human resources (human resources). The motivational factor is also another factor that can spur the performance and morale of the employees. Having highly motivated employees is very important for an organization in an effort to achieve its goals. In addition to motivation, another factor that affects performance is the work environment. In a company, it is very important to pay attention to management. Although the work environment does not directly affect the personnel that carry out the manufacturing process in a company, it does have a direct impact on them. This study aims to determine the relationship between motivation and work environment as a determinant of employee performance. Multiple linear regression analysis and the *t* statistical test were utilised to analyse the data in this study. Based on the results of the *t* test, it is known that motivation and work environment partially affect employee performance.

Keywords— Motivation, work environment, Employee performance.

I. INTRODUCTION

In the era of globalization, business competition is getting tougher. In order for companies to be able to compete, not a few have begun to pay attention to the development of the quality of their human resources (human resources). This is done so that HR can become an asset that is expected to be able to encourage organizational growth and performance so that it is able to generate maximum profit for the company. Human resources are an important part of a company because without human resources, the company's activities do not run well. Human resources, as the most important component of every organisation, play a critical role in attaining the objectives. The role of human resources is then developed following the development of the organization, science and technology.

Vosloban (2012) explains that the performance of employees in a company makes a very significant contribution to the company's performance. Therefore, it is one of the most important elements in carrying out any work in the company. In achieving the company's target, every employee must improve their performance.

The motivational factor is also another factor that can spur the performance and morale of the employees. Having highly motivated employees is very important for an organization in an effort to achieve its goals (Said, Zaidee, Zahari, Ali, & Salleh, 2015). If an employee feels motivated in carrying out his work, the employee will have a high work ethic and have a high dedication to the progress of the company (Ghaffari,

Burgoyne, & Nazri, 2017). According to Priansa (2016) stating that motivation is a process that shows individual intensity, direction and persistence of efforts towards achieving goals, where motivation as a motivating factor for someone to carry out an activity is certainly needed especially during the current pandemic.

Motivation is a condition that encourage others to carry out tasks according to their function in organization (Bangun, 2012:312). Fahmi (2013) explain that motivation is an activity the behavior of a person in working in order to efforts to meet the needs of desired. Motivation can also be defined as a stimulation of desire (want) and driving force a person's willingness to work where every motive have certain goals to be achieved (Hasibuan, 2014).

According to previous research conducted, Nuri (2019), Ekhsan (2019), Meganovitasari (2020) and Sudama (2020) show that motivation has a positive effect on employee performance. However, in contrast to Luhur (2014) which explains that work motivation does not affect company performance, this can happen if employees have a bad perception of an internal business process carried out by the company towards its employees.

In addition to motivation, another factor that affects performance is the work environment. In a company, it is very important to pay attention to management. Although the work environment does not directly affect the personnel that carry out the manufacturing process in a company, it does have a direct impact on them. A pleasant working atmosphere gives employees a sense of security and allows them to perform at their best. If the employee likes the work environment in which he works, then the employee will feel at home at work in carrying out his activities so that work time can be used effectively, and vice versa.

Previous research conducted by Suadah (2017), Nelizulfa (2018), and Meganovitasari (2020) shows that the work environment has a positive effect on employee performance. Meanwhile, research conducted by Nuri (2019) and Wulan (2020) shows that the work environment has no effect on employee performance.

II. LITERATURE REVIEW

Motivation

Motivation is a potential force within a human being that can be developed on its own or developed by a number of external forces which essentially revolves around monetary and non-monetary rewards that can affect the results of their

performance positively or negatively. motivation is an urge to act on a series of processes of human behavior by considering the direction, intensity and persistence in achieving goals. People tend to develop motivational drives, which indicate a strong desire to achieve something, as a product of the cultural environment in which they are located. This drive influences the way people view their work.

Work Environment

Work environment is everything that is around employees and can affect carry out the tasks assigned to him, for example in the presence of water conditioner (AC), adequate lighting and so on. The work environment is something that exists in the workers' environment which can affect themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the place work and whether or not the work equipment is adequate.

Employee performance

Employee performance is the consequence of an employee's efforts in terms of quality and quantity in carrying out his duties in accordance with the obligations entrusted to him. Another opinion states that employee performance is the level of success of employees in carrying out their duties and responsibilities. it can be concluded that employee performance is a measure of an employee's ability to complete assigned tasks and responsibilities both in quality and quantity within a certain period of time.

Research Hypothesis

A hypothesis is a tentative assertion or temporary solution to a problem that is presumptive since it must be proven true. The following hypotheses can be constructed based on the background, theoretical foundation, past study outcomes, and framework:

- H1: motivation has a positive effect on employee performance
- H2: work environment has a positive effect on employee performance

III. RESEARCH METHODS

Methods The saturated sample or census technique is used if all the population is used as a respondent provided that the population is less than 100 people.

IV. RESULTS AND DISCUSSION

Coefficients*

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
1	(Constant)	.362	1.100		.329	.744
	Motivasi	.207	.090	.360	2.310	.028
	Lingkungan kerja	.277	.118	.331	2.340	.026

H0 is rejected and H1 is accepted, which means that the motivation variable has a positive and significant effect on employee performance. H0 is rejected and H2 is accepted,

which means that the work environment variable has a positive and significant effect on employee performance.

Discussion of Hypothesis Test Results

Motivation variable partially positive and significant effect on employee performance. By having high motivation at work, employees will always work hard to achieve maximum performance. Everyone must be motivated by a specific goal when carrying out a certain action. According to Winardi (2016), motivation is a potential force within a human being that may be developed by him or by a variety of external circumstances, and it mostly centres around monetary and non-monetary rewards that can positively or negatively affect the results of his performance.

work environment variable partially positive and significant effect on employee performance. The work environment is a factor that can affect employee performance, with a comfortable work environment it will make employees excited at work, so that later employees will be able to produce maximum performance. An adequate work environment and effective human resource planning are needed in an organization to improve employee performance.

V. CONCLUSION

Based on the results of the analysis and discussion that have been described, it can be concluded as follows:

- a. Motivation has a positive and significant effect on employee performance. This means that the higher the motivation, the higher the employee's performance
- b. The work environment has a positive and significant effect on employee performance. This means that the better the working environment conditions, the better the performance of employees

VI. LIMITATIONS AND SUGGESTIONS

For further researchers should add other variables such as organizational culture and work stress, besides that it is necessary to increase the number of samples and expand the scope of research which is not only limited.

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