

# THE INFLUENCE OF MOTIVATION AND PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. ORGANIC FAIR PROSPEROUS SOUTH TANGERANG

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## Abstract

*The purpose of this study is to determine the effect of Motivation and Physical Work Environment on Employee Performance at PT. Organik Adil Sejahtera, South Tangerang. The research method used is quantitative. The sampling technique employed a saturated sample, resulting in a sample of 62 respondents. Data analysis includes validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, determination coefficients, and hypothesis testing. The results show that Motivation has a significant effect on Employee Performance with a determination coefficient value of 20.2%, and hypothesis testing yielded  $t\text{-count} > t\text{-table}$  ( $3.902 > 1.671$ ). The Physical Work Environment also has a significant effect on Employee Performance with a determination coefficient value of 71.3%, with hypothesis testing showing  $t\text{-count} > t\text{-table}$  ( $12.254 > 1.671$ ). Motivation and Physical Work Environment simultaneously have a significant effect on Employee Performance with the regression equation  $Y = 2.928 + 0.070X_1 + 0.981X_2$ . The determination coefficient value is 71.8%, while the remaining 28.2% is influenced by other factors not studied, such as Work Discipline, Job Satisfaction, and Compensation. Hypothesis testing obtained an  $F\text{-count} > F\text{-table}$  value ( $75.039 > 3.150$ ).*

**Keywords:** Motivation, Physical Work Environment, Employee Performance

## Abstract

The aim of this research is to determine the influence of Motivation and Physical Work Environment on Employee Performance at PT.Organik Adil Sejahtera South Tangerang. The method used is a quantitative method. The sampling technique used saturated samples and a sample of 62 respondents was obtained. Data analysis uses validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, coefficients of determination and hypothesis testing. The results of this research are that motivation has a significant effect on employee performance with a coefficient of determination value of 20.2% and the hypothesis test obtained  $t\text{ count} > t\text{ table}$  or ( $3.902 > 1.671$ ). The physical work environment has a significant effect on employee performance with a coefficient of determination value of 71.3% and the hypothesis obtained is  $t\text{ count} > t\text{ table}$  or ( $12.254 > 1.671$ ). Motivation and the physical work environment simultaneously have a significant effect on employee performance with the regression equation  $Y = 2.928 + 0.070X_1 + 0.981X_2$ . The coefficient of determination value is 71.8% while the remaining 28.2% is influenced by other factors that were not studied, for example Work Discipline, Job Satisfaction, Compensation. Hypothesis testing obtained a value of  $F\text{count} > F\text{table}$  or ( $75.039 > 3.150$ )

**Keywords:** Motivation, Physical Work Environment, Employee Performance

## INTRODUCTION

PT. Organik Adil Sejahtera South Tangerang is a Green Rebel company. This company operates in the field of healthy food made from vegetable/plant ingredients. Green Rebel is a leading plant-based food technology startup in Indonesia that produces plant-based proteins and dairy alternatives with Asian flavors. We launched in 2020 with a commitment to making plant-based options delicious, healthy, affordable and accessible, while minimizing negative impacts on the environment. Employee success can be measured through customer satisfaction, reducing the number of complaints and achieving optimal targets. PT employee performance. Organic Adil Sejahtera South Tangerang can also be measured by completing its tasks effectively and efficiently

in the form of achieving targets in completing the work given. Therefore, it is important for companies to meet employee needs and create work comfort for their employees. Motivation is the key of a successful organization to maintain continuity of work in the organization in a strong way and help to survive. With motivation, they will provide the right guidance or direction, resources and rewards so that they are inspired and interested in working in the way they want. Work motivation is an effort that can give rise to behavior, direct behavior, and maintain or maintain behavior that is appropriate to the work environment in the organization. Work motivation is a basic human need and is an incentive that is expected to fulfill the desired basic needs, so that if this need exists it will result in the success of an activity. Employees who have high work motivation will try to get their work done as well as possible.

In terms of company goals, work motivation is very important for employees, because each company has strengths and weaknesses, however work motivation will remain better if joint decisions are made. The following are the results of data regarding performance motivation at PT. Organic Adil Sejahtera South Tangerang

**Tabel 1.1**

**Data Pemberian Motivasi Karyawan  
PT. Organik Adil Sejahtera Tangerang Selatan.**

No	Jenis Motivasi	Keterangan
1	Gaji	Tidak tepat waktu
2	Insentif	Tidak Ada
3	Asuransi Kesehatan/BPJS Kesehatan	Tidak Ada
4	Asuransi Kecelakaan/BPJS Ketenagakerjaan	Tidak Ada
5	Iuran Jaminan Pensiun	Tidak Ada
6	Tunjangan Keahlian	Tidak Ada
7	Tunjangan Kehadiran	Tidak Ada
8	Ghatering	Ada
9	Uang Makan	Tidak Ada
10	Uang Transport	Tidak Ada
11	Promosi Jabatan	Ada
12	Pelatihan Karyawan	Ada

*Sumber: PT. Organik Adil Sejahtera Tangerang Selatan (2023)*

From table 1.1 above, it can be seen that of the twelve types of motivation provided by PT. Organik Adil Sejahtera South Tangerang, the company only provides motivation in the form of promotions, ghatering and employee training, while there are no incentives, BPJS Health, BPJS Employment, pension guarantees, skills allowances, attendance allowances, meal allowances, transport allowances and sometimes no salary is given. on time. This can be one of the things that causes a lack of employee work motivation, which can cause employee performance to decline.

**Tabel 1.2**

**Kondisi Lingkungan Kerja Fisik  
PT. Organik Adil Sejahtera Tangerang Selatan.**

Kondisi Lingkungan Kerja	Kondisi Baik	Kondisi Rusak	Jumlah
Komputer	13	2	15
Pendingin Udara (AC)	8	2	10
Lemari Dokumen	1	1	2
Dispencer	2	1	3
Toilet	3	1	4

*Sumber: PT. Organik Adil Sejahtera Tangerang Selatan (2023)*

From table 1.2, it can be seen that the condition of the physical work environment is that the air conditioner (AC) is damaged, making the work environment feel hot, then there are damaged lockers that make it look messy, as well as static stairs and damaged connecting equipment that disrupt the employee's work process because of their number. inadequate.

Tabel 1.3

**Data Kinerja Karyawan**

**PT. Organik Adil Sejahtera Tangerang  
Selatan Tahun 2019-2021**

Tahun	Komponen Pencapaian Kinerja Karyawan					Rata-Rata Pencapaian
	Kualitas Kerja	Kuantitas Kerja	Tanggung Jawab	Kerja Sama	Inisiatif	
2021	83%	67%	76%	57%	68%	70,2%
2022	66%	54%	66%	61%	59%	61,2%
2023	56%	52%	60%	53%	47%	53,6%

*Sumber: PT. Organik Adil Sejahtera Tangerang Selatan(2023)*

Based on table 1.3 above, it can be seen that the performance of employees at PT. Organic Adil Sejahtera South Tangerang experiences a decline every year, where in 2021 the average employee performance achievement was 70.2%, in 2022 employee performance fell to 61.2%, while in 2023 employee performance decreased again from the previous year to 53.6%. This will have an impact on the employee. In the annual performance assessment there will be a decline in performance. Employees are considered not to have a good quantity of work, and also the targets do not meet the company's expectations. This means that not all targets can be implemented optimally.

## LITERATURE REVIEW

According to Hasibuan (2017:9) argues that: "management is the science and art of managing the process of utilizing other resources effectively and efficiently to achieve a certain goal". Sarinah & Mardalena (2017:7) argue that "management is a process in order to achieve goals by working together through people and other organizational resources". Hery's opinion (2018:7) "management is the process of coordinating work activities efficiently and effectively, with and through other people". Meanwhile, according to Ramdan, T., & Sufyani, M. A. (2019:20) management is a science that studies managing organizational resources effectively and efficiently in order to achieve goals through the process of planning, organizing, directing and supervising.

Based on the definitions above, it can be concluded that management is a science, art and process of activities carried out in an effort to achieve common goals by managing human resources and other resources optimally through collaboration between members of the organization.

In the era of globalization, managing Human Resources is not easy, therefore various structures and infrastructure need to be prepared to support the realization of quality Human Resources processes. Companies that want to continue to exist and have a positive image in the eyes of the public and customers will not ignore aspects of developing the quality of human resources. Therefore, the role of human resource management in an organization is not small, even as a central manager and provider of human resources for other departments. According to Hasibuan (2019:10) "human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient, helping to realize the goals of the company, employees and society." Sutrisno (2017:3) argues that "Human Resource Management (HRM) is the only resource that has feelings, desires, skills, knowledge, desire, power and work (ratio, taste and intention)". Opinion from Drs. Malayu S.P Hasibuan (2019:10) human resource management is "the science and art of managing the relationships and roles of the workforce so that they effectively and efficiently help realize the goals of the Company, employees and society".

According to Sedarmayanti (2017:3) human resource management is an approach to managing human problems based on three basic principles, namely, human resources are the most valuable and important price or asset that an organization or company has because the success of

an organization is largely determined by the human element, success may be achieved, if the Company's human-related procedural policies and regulations are interconnected and benefit all parties involved in the Company.

Based on the opinion above, it can be concluded that human resource management is a management system that regulates and manages the recruitment, selection, development and training processes to achieve company or organizational goals.

The term performance comes from the words job performance or actual performance (work performance or actual achievement achieved by someone), namely employee performance is also an important aspect in efforts to achieve a goal. According to Hasibuan in the book Yoyo Sudaryo, et al (2018:203) says that Performance is a work result achieved by a person in carrying out the tasks assigned to him. According to Anwar Prabu Mangkunegara (2019:67) performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

From the definitions above, it can be concluded that performance is a result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Work Motivation According to Hasibuan, (2016:141) Motivation comes from the Latin word (*movere*) which means encouragement or moving. Motivation in management is only aimed at human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates, so that they are willing to work together productively to successfully achieve and realize predetermined goals. Greenberg and Baron, (2015: 80) argue that motivation is a series of processes that generate, direct and maintain human behavior towards achieving goals. From the above opinion the author can conclude that motivation is an encouragement to a series of processes of human behavior in achieving goals. Meanwhile, the elements contained in motivation include the elements of generating, directing, maintaining and showing intensity, being continuous and having a goal.

## RESEARCH METHODS

### a. Data Instrument Test

#### 1) Validity Test

Validity relates to a variable measuring what it is supposed to measure. Validity in research states the degree of accuracy of research measuring instruments to the actual content being measured. Validity test is a test used to show the extent to which the measuring instrument used in measuring what is being measured. According to Sugiyono (2018: 267), "validity testing is a step that an examiner carries out on the contents of an instrument, with the aim of measuring the accuracy of the instrument used in a research".

#### 2) Reliability Test

Reliability testing is a series of measurements or a series of measuring instruments that have consistency if the measurements carried out with the measuring instrument are carried out repeatedly. A good instrument will not be tendentious in directing responses to choose certain answers

### b. Classical Assumptions

This classic assumption test is a prerequisite test carried out before carrying out further analysis of the data that has been collected. Testing. This classical assumption is intended to produce a regression model that meets the BLUE (Best Linear Unbiased Estimator) criteria.

#### 1) Normality Test

The normality test is carried out to be able to test whether the data that will be used for hypothesis testing, namely the data from the dependent and independent variables used, is normally distributed or not. According to Ghozali (2017: 145), the normality test aims to determine whether in the regression model the dependent variable and independent variables have a contribution or not. To test residual normality, this study used the Kolmogorov-Smirnov test.

2) Multicollinearity Test

This multicollinearity test aims to test whether in the regression model a correlation is found between the independent variables. According to Ghozali (2017: 105), he believes that the multicollinearity test aims to test whether in the regression model a correlation is found between the independent variables.

3) Autocorrelation Test

According to Ghozali (2016:107) Auto correlation arises because consecutive observations over time are related to each other. This problem arises because the residuals are not independent from one observation to another. A good regression model is a regression model that is free from autocorrelation

4) Heteroscedasticity Test

The heteroscedasticity test is used to determine whether or not there are deviations from the classic assumption of heteroscedasticity, namely the unequal variance of the residuals for all observations in the regression model. The requirements that must be met in the regression model are the absence of symptoms of heteroscedasticity. The heteroscedasticity test in this regression uses the Glesjer Test, namely by regressing the residual values on the independent variables with the regression equation

c. Linear Regression Analysis

Regression analysis is a way to mathematically sort out which variables actually have an influence on each other, so that this analysis technique is able to answer a series of questions that are the most important, neglected, and the factors that both interact with each other. The verification method is research that aims to determine the relationship between 2 (two) or more variables. Thus, the results of this analysis will provide an initial answer to the problem formulation regarding the influence of the independent variable on the dependent variable.

d. Correlation Coefficient Test

Correlation coefficient analysis is intended to determine the level of relationship between the independent variable and the dependent variable, either partially or simultaneously. Coefficient

Correlation in regression analysis is a measure of the strength of the linear relationship between the independent variable (X) and the dependent variable (Y). This correlation coefficient is denoted by r.

e. Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the magnitude of the influence of the independent variable on the dependent variable, either partially or simultaneously. Determination analysis is measuring how far the model's ability is to explain variations in the dependent variable

f. Hypothesis Testing

The t test or partial test is intended to test how each independent variable individually influences the dependent variable. Simultaneous hypothesis testing is intended to determine the

influence of motivation (X1) and the physical work environment (X2) simultaneously on employee performance (Y).

## RESULTS AND DISCUSSION

### g. Validity Test

Tabel 4.9

Hasil Uji Validitas Variabel Motivasi (X1)

No	Kuesioner	r hitung	r tabel	Keterangan
1	Saya merasa puas dengan pencapaian yang saya raih dalam pekerjaan saya.	0.429	0.250	Valid
2	Saya merasa termotivasi untuk mencapai target yang lebih tinggi dalam pekerjaan saya.	0.569	0.250	Valid
3	Saya merasa gaji yang saya terima sesuai dengan beban kerja saya.	0.805	0.250	Valid
4	Saya merasa gaji saya kompetitif dibandingkan dengan standar industri.	0.570	0.250	Valid
5	Saya merasa lingkungan kerja saya mendukung produktivitas.	0.269	0.250	Valid
6	Saya merasa nyaman bekerja dengan rekan-rekan kerja saya.	0.670	0.250	Valid
7	Saya merasa lingkungan kerja saya mendukung produktivitas.	0.686	0.250	Valid
8	Saya merasa nyaman bekerja dengan rekan-rekan kerja saya.	0.602	0.250	Valid
9	Saya merasa dihargai oleh atasan saya.	0.512	0.250	Valid
10	Saya merasa penghargaan yang diberikan perusahaan kepada karyawan berprestasi sudah memadai.	0.465	0.250	Valid

Sumber : data diolah 2024

Based on the data in the table above, all questionnaire items on the motivation variable (X1) obtained a calculated r value > r table (0.250), thus all questionnaire items were declared valid. For this reason, the questionnaire used is suitable for processing as research data.

Based on the data in the table below, all questionnaire items on the physical work environment variable (X2) obtained a calculated r value > r table (0.250), thus all questionnaire items were declared valid. For this reason, the questionnaire used is suitable for processing as research data

Tabel 4.10

Hasil Uji Validitas Variabel Lingkungan Kerja Fisik (X2)

No	Kuesioner	r hitung	r tabel	Keterangan
1	Penerangan di tempat kerja saya cukup untuk melaksanakan tugas dengan baik.	0.644	0.250	Valid
2	Saya merasa nyaman dengan tingkat pencahayaan di tempat kerja saya.	0.665	0.250	Valid
3	Pewarnaan di tempat kerja saya menciptakan suasana yang menyenangkan.	0.610	0.250	Valid
4	Warna dinding dan dekorasi di tempat kerja saya menambah semangat kerja.	0.407	0.250	Valid
5	Kebersihan di tempat kerja saya berpengaruh positif terhadap kinerja saya.	0.434	0.250	Valid
6	udara di tempat kerja saya cukup untuk menciptakan lingkungan kerja yang nyaman.	0.368	0.250	Valid
7	Pengaturan suara di tempat kerja saya membantu menciptakan lingkungan kerja yang produktif.	0.395	0.250	Valid
8	Tingkat kebisingan di tempat kerja saya rendah dan tidak mengganggu konsentrasi.	0.452	0.250	Valid
9	Tempat kerja saya dilengkapi dengan fasilitas keamanan yang memadai.	0.675	0.250	Valid
10	Keamanan di tempat kerja saya mempengaruhi kenyamanan dan kinerja saya.	0.665	0.250	Valid

Sumber : Data diolah 2024



**Tabel 4.11**  
**Hasil Uji Validitas Variabel Kinerja Karyawan (Y)**

No	Kuesioner	r hitung	r tabel	Keterangan
1	Tingkat kerapian dalam bekerja mencerminkan kinerja karyawan dinilai baik.	0.355	0.250	Valid
2	Kelengkapan hasil kerja karyawan menunjukkan kinerja karyawan bersangkutan dinilai baik.	0.847	0.250	Valid
3	Intensitas kerja yang tinggi, yang dimiliki karyawan menunjukkan tingkat kerja karyawan yang baik.	0.436	0.250	Valid
4	Banyaknya hasil kerja karyawan menunjukkan karyawan memiliki semangat kerja yang baik.	0.847	0.250	Valid
5	Pegawai mampu menyelesaikan pekerjaan dengan baik sesuai waktu yang ditentukan.	0.701	0.250	Valid
6	Saya bekerja dengan fokus walaupun tidak ada atasan yang melakukan pengawasan.	0.473	0.250	Valid
7	Karyawan tidak meninggalkan tempat bekerja pada jam kerjakecuali keperluan pekerjaan	0.530	0.250	Valid
8	saya selalu hadir tepat waktu dalam bekerja	0.812	0.250	Valid
9	pegawai dapat membina kerjasama yang baik dengan rekan kerja yang lain	0.723	0.250	Valid
10	Pegawai selalumendiskusikan pekerjaan dengan rekan kerjanya	0.266	0.250	Valid

Based on the data in the table above, all questionnaire items on the employee performance variable (Y) obtained a calculated r value > r table (0.250), thus all questionnaire items were declared valid. For this reason, the questionnaire used is suitable for processing as research data. Instrument Reliability Test.

#### h. Reliability Test

Reliability Statistics	
Cronbach's	
Alpha	N of Items
.852	10

Reliability Statistics	
Cronbach's	
Alpha	N of Items
.838	10

Reliability Statistics	
Cronbach's	
Alpha	N of Items
.871	10

Based on the test results in the table above, it shows that the motivation variable (X1) obtained a Cronbatch alpha value of 0.852, the physical work environment (X2) was 0.838 and employee performance (Y) was 0.871, all of which were declared reliable, this is proven by each variable has a cronbatch alpha value greater than 0.60.

#### i. Classical Assumption Test

##### 1) Normality Test

**Tabel 4.13**

**Hasil Uji Normalitas Dengan Kolmogorov-Smirnov Test**

Tests of Normality						
	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Y	.146	62	.125	.965	62	.074
a. Lilliefors Significance Correction						

Sumber: Data diolah, 2024

Based on the test results in the table above, a significance value of 0.126 > 0.050 was obtained. Thus, the assumed distribution of equations in this test is normal

##### 2) Multicollinearity Test

Tabel 4.14

Hasil Pengujian Multikolinearitas

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics
		B	Std. Error	Beta	T	
1	(Constant)	2.928	3.088		.948	.347
	(X1)	.070	.084	.071	.832	.409
	(X2)	.981	.094	.887	10.381	.000
a. Dependent Variable: Kinerja Karyawan (Y)						
Sumber: Data diolah, 2024						

Based on the results of the multicollinearity test in the table above, the tolerance value for the teamwork variable is 0.710 and work discipline is 0.655, this value is less than 1, and the Variance Inflation Factor (VIF) value for the motivation variable is 1.527 and the physical work environment variable is 1.527, this value is less than 10. Thus, this regression model is stated to have no multicollinearity interference

### 3) Autocorrelation Test

The autocorrelation test is intended to determine whether or not there are correlation deviations between sample members. To determine the presence of autocorrelation, the Durbin-Watson (DW) test is carried out by comparing the Durbin-Watson value with the criteria or guidelines for interpretation. The criteria for the Durbin-Watson Test (DW Test) guidelines that are used as a reference are as follows:

Tabel 4.16

Hasil Uji Autokorelasi Dengan Durbin-Watson

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.847 <sup>a</sup>	.718	.708	2.798	1.996
a. Predictors: (Constant), X2, (X1)					
b. Dependent Variable: Kinerja Karyawan (Y)					
Sumber: Data diolah, 2024					

Based on the test results in the table above, this regression model does not have autocorrelation, this is proven by the Durbin-Watson value of 1.996 which is in the interval 1,550 – 2,460.

### 4) Heteroscedasticity Test

Tabel 4.17

Hasil Uji Heteroskedastisitas Dengan Uji Glejser

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	t
1	(Constant)	3.453	2.136		1.616
	X1	.013	.058	.035	.218
	X2	-.052	.065	-.128	-.801
a. Dependent Variable: Abs_res					
Sumber: Data diolah, 2024					

Based on the test results in the table above, the Glejser test model on the motivation variable (X1) obtained a significance value of 0.828 and the physical work environment (X2) obtained a significance value of 0.426 where both significance values (Sig.) > 0.05. Thus, the regression model on this data does not contain heteroscedasticity interference, so this regression model is suitable for use as research data

### 5) Linear Regression Analysis

Tabel 4.18

Hasil Uji Regresi Linier Sederhana Variabel Motivasi (X<sub>1</sub>) Terhadap Kinerja Karyawan (Y)

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	t
1	(Constant)	20.557	4.301		4.780
	X1	.443	.113	.450	3.902
a. Dependent Variable: Y					
Sumber: Data diolah, 2024					



- A constant value of 20.557 means that if motivation (X1) does not exist then there is an employee performance value (Y) of 20.557 points.
- The motivation regression coefficient value (X1) is 0.443 which means that if the constant remains and there is no change in the physical work environment variable (X2), then every 1 unit change in the motivation variable (X1) will result in a change in employee performance (Y) of 0.443 points.

**Tabel 4.19**  
Hasil Uji Regresi Linier Sederhana Variabel Lingkungan Kerja Fisik (X2)  
Terhadap Kinerja Karyawan (Y)

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2.037	2.890		.705
	X2	.935	.076	.845	.000

a. Dependent Variable: Y

Sumber: Data diolah, 2024

- A constant value of 2.037 means that if the physical work environment variable (X2) does not exist, then there is an employee performance value (Y) of 2.037 points.
- The regression coefficient value of the physical work environment (X2) is 0.935 which means that if the constant remains and there is no change in the motivation variable (X1), then every 1 unit change in the physical work environment variable (X2) will result in a change in employee performance (Y) of 0.935point

**Tabel 4.20**  
Hasil Uji Regresi Berganda Variabel Motivasi (X1) dan Lingkungan Kerja Fisik (X2) Terhadap Kinerja Karyawan (Y)

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2.928	3.088		.948
	X1	.070	.084	.071	.409
	X2	.981	.094	.887	.000

a. Dependent Variable: Y

Sumber: Data diolah, 2024

- A constant value of 2.928 means that if the motivation variables (X1) and the physical work environment (X2) are not considered then employee performance (Y) will only be worth 2.928 points.
- A motivation value (X1) of 0.070 means that if the constant remains and there is no change in the physical work environment variable (X2), then every 1 unit change in the motivation variable (X1) will result in a change in employee performance (Y) of 0.070 points.
- The value of the physical work environment (X2) is 0.981 which means that if the constant remains and there is no change in the motivation variable (X1), then every 1 unit change in the physical work environment variable (X2) will result in a change in employee performance (Y) of 0.981 points.

## 6) Correlation Coefficient Test

**Tabel 4.22**  
Hasil Uji Koefisien Korelasi Secara Parsial Motivasi (X1) Terhadap Kinerja Karyawan (Y)

Correlations			
		X1	Y
X1	Pearson Correlation	1	.450**
	Sig. (2-tailed)		.000
	N	62	62
Y	Pearson Correlation	.450**	1
	Sig. (2-tailed)	.000	
	N	62	62

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

Sumber: Data diolah, 2024

Based on the test results in the table above, a correlation coefficient value of 0.504 is obtained, where this value is in the interval 0.400 to 0.599, meaning that the two variables have a moderate level of relationship.

**Tabel 4.23**  
Hasil Uji Koefisien Korelasi Secara Parsial Lingkungan Kerja Fisik (X<sub>2</sub>) Terhadap Kinerja Karyawan (Y)

Correlations			
		X2	Y
X2	Pearson Correlation	1	.845**
	Sig. (2-tailed)		.000
	N	62	62
Y	Pearson Correlation	.845**	1
	Sig. (2-tailed)	.000	
	N	62	62

\*\* Correlation is significant at the 0.01 level (2-tailed).  
Sumber: Data diolah, 2024

Based on the test results in the table above, a correlation coefficient value of 0.845 is obtained, where this value is in the interval 0.800 to 1.000, meaning that the two variables have a very strong level of relationship.

**Tabel 4.24**  
Hasil Uji Koefisien Korelasi Secara Simultan Motivasi (X<sub>1</sub>) dan Lingkungan Kerja Fisik (X<sub>2</sub>) Terhadap Kinerja Karyawan (Y)

Model Summary <sup>a</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 <sup>a</sup>	.718	.708	2.798
a. Predictors: (Constant), X <sub>2</sub> , X <sub>1</sub>				
b. Dependent Variable: Y				

Sumber: Data diolah, 2024

Based on the test results in the table above, a correlation coefficient value of 0.847 is obtained, where this value is in the interval 0.800 to 1.000, meaning that the variables of teamwork and work discipline have a very strong relationship to employee performance.

## 7) Analysis of the Coefficient of Determination

**Tabel 4.25**  
Hasil Uji Koefisien Determinasi Secara Parsial Motivasi (X<sub>1</sub>) Terhadap Kinerja Karyawan (Y)

Model Summary <sup>a</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.450 <sup>a</sup>	.202	.189	4.665
a. Predictors: (Constant), X <sub>1</sub>				
b. Dependent Variable: Y				

Sumber: Data diolah, 2024

Based on the test results in the table above, the coefficient of determination value obtained is 0.202, so it can be concluded that the motivation variable has an influence on employee performance variables by 20.2% while the remaining amount is  $(100 - 20.2\%) = 79.8\%$  which is influenced by other factors. not researched, for example Work Discipline, Job Satisfaction, Compensation.

**Tabel 4.26**  
Hasil Uji Koefisien Determinasi Secara Parsial Lingkungan Kerja Fisik (X<sub>2</sub>) Terhadap Kinerja Karyawan (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.845 <sup>a</sup>	.714	.710	2.791
a. Predictors: (Constant), X <sub>2</sub>				

Sumber: Data diolah, 2024

Based on the test results in the table above, the coefficient of determination value obtained is 0.714, so it can be concluded that physical work environment variables influence employee performance variables by 71.4% while the remainder is  $(100 - 71.4\%) = 28.6\%$  influenced Other factors that were not researched include work discipline, job satisfaction, compensation.

Tabel 4.27

Hasil Uji Koefisien Determinasi Secara Simultan Motivasi ( $X_1$ ) dan Lingkungan Kerja Fisik ( $X_2$ ) Terhadap Kinerja Karyawan (Y)

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.847 <sup>a</sup>	.718	.708	2.798	
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Sumber: Data diolah, 2024

Based on the test results in the table above, a coefficient of determination value of 0.718 was obtained, so it can be concluded that motivation variables and the physical work environment have an influence on employee performance variables by 71.8% while the remainder is  $(100-71.8\%) = 28.2\%$  influenced by other factors not researched, for example Work Discipline, Job Satisfaction, Compensation.

## j. Hypothesis Testing

Tabel 4.28

Hasil Uji Hipotesis (Uji t) Variabel Motivasi ( $X_1$ ) Terhadap Kinerja Karyawan (Y)

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	20.557	4.301		4.780
	X1	.443	.113	.450	3.902

a. Dependent Variable: Y

Sumber: Data diolah, 2024

Based on the test results in the table above, the calculated t value  $>$  t table or  $(3.902 > 1.671)$  is obtained. This is also reinforced by the significance value  $< 0.050$  or  $(0.000 < 0.050)$ . Thus,  $H_0$  is rejected and  $H_1$  is accepted, this shows that there is a significant influence between motivation and employee performance.

Tabel 4.29

Hasil Uji Hipotesis (Uji t) Variabel Lingkungan Kerja Fisik ( $X_2$ ) Terhadap Kinerja Karyawan (Y)

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2.037	2.890		.705
	X2	.935	.076	.845	12.254

a. Dependent Variable: Y

Sumber: Data diolah, 2024

Based on the test results in the table above, the calculated t value  $>$  t table or  $(12.254 > 1.671)$  is obtained. This is also reinforced by a significance value  $< 0.050$  or  $(0.000 < 0.050)$ . Thus,  $H_0$  is rejected and  $H_2$  is accepted, this shows that there is a significant influence between the physical work environment on employee performance

Tabel 4.30

Hasil Uji Hipotesis (Uji F) Secara Simultan Motivasi ( $X_1$ ) dan Lingkungan Kerja Fisik ( $X_2$ ) Terhadap Kinerja Karyawan (Y)

ANOVA <sup>a</sup>					
Model		Sum of Squares	df	Mean Square	F
1	Regression	1175.087	2	587.544	75.039
	Residual	461.961	59	7.830	
	Total	1637.048	61		

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Sumber: Data diolah, 2024

Based on the test results in the table above, the calculated F value  $>$  F table or  $(75.039 > 3.150)$  is obtained. This is also reinforced by the significance  $< 0.050$  or  $(0.000 < 0.050)$ .

Thus, H0 is rejected and H3 is accepted, this shows that there is a significant simultaneous influence between motivation and the physical work environment on employee performance.

## CONCLUSION

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion regarding the influence of motivation and the physical work environment on employee performance, the following conclusions are obtained:

- k. Motivation has a significant effect on employee performance with the regression equation  $Y = 20.557 + 0.443X_1$ , the correlation coefficient value obtained is 0.450, meaning that the two variables have a moderate level of relationship. The value of determination or contribution of influence is 0.202 or 20.2%, while the remaining 79.8% is influenced by other factors that were not studied, for example Work Discipline, Job Satisfaction, Compensation. Hypothesis testing obtained a calculated t value  $>$  t table or  $(3.902 > 1.671)$ . Thus, H0 is rejected and H1 is accepted, meaning that there is a significant influence of motivation on employee performance.
- l. The physical work environment has a significant effect on employee performance with the regression equation  $Y = 2.037 + 0.935X_2$ , the correlation coefficient value is 0.800, meaning that the two variables have a very strong level of relationship. The value of determination or contribution of influence is 0.714 or 71.4%, while the remaining 28.6% is influenced by other factors that were not studied, for example Work Discipline, Job Satisfaction, Compensation. Hypothesis testing obtained t value  $>$  t table or  $(12.254 > 1.671)$ . Thus, H0 is rejected and H2 is accepted, meaning that there is a significant influence of the physical work environment on employee performance.
- m. motivation (X1) and physical work environment (X2) have a significant effect on employee performance with the regression equation  $Y = 2.928 + 0.070X_1 + 0.981X_2$ . The correlation coefficient value or level of relationship between the independent variable and the dependent variable is 0.847, meaning it has a very strong relationship. The value of the coefficient of determination or contribution of simultaneous influence is 71.8%, while the remaining 28.2% is influenced by other factors that were not studied, for example Work Discipline, Job Satisfaction, Compensation. Hypothesis testing obtained a calculated F value  $>$  F table or  $(75.039 > 3.150)$ . Thus H0 is rejected and H3 is accepted. This means that there is a significant simultaneous influence of motivation and the physical work environment on employee performance.

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