Influence of Work Environment and Work Motivation on Employee Performance at CV. Britanindo Bandung

By Ratna Putri

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Abstract. This research aims to ascertain work environment, work motivation and employee performance at CV. Britanindo Bandung and to find out how much influence the work environment, work motivation and employee performance at CV. Britanindo Bandung. Since the location is in an industrial area, where the weather is quite hot and there is a high risk of air pollution that can cause illness for employees, CV Britanindo is considered to be inappropriate. Work motivation of the employees at CV. Britanindo Bandung tends to be low since the employees get a work environment that is in accordance with the amount of production that can be generated and the income earned by the company; so that employees feel unmotivated to work. It impacts on the achievement of production produced by employees that cannot achieve production targets properly. The research method used is a descriptive-verificative method. The sample used in this study was all employees of CV. Britanindo Bandung. Data processing is conducted using multiple linear regressions, analysis of the coefficient of determination and hypothesis testing. Based on the results of the study, it can be concluded that influence does emerge at the work environment on employee performance at CV. Britanindo Bandung and there is an influence between work motivations on employee performance at CV. Britanindo Bandung; and there is a mutual influence between work environment and work motivation on employee performance at CV. Britanindo Bandung.

Keywords: work environment; work motivation; employee performance

Abstrak. *Penelitian ini bertujuan untuk mengetahui lingkungan kerja, motivasi kerja dan kinerja karyawan pada CV. Britanindo Bandung dan untuk mengetahui seberapa besar pengaruh lingkungan kerja, motivasi kerja dan kinerja karyawan pada CV. Britanindo Bandung. Karena lokasinya yang berada di kawasan industri yang cuacanya cukup panas dan berisiko tinggi terhadap pencemaran udara yang dapat menyebabkan penyakit bagi karyawan, CV Britanindo dinilai kurang tepat. Motivasi kerja karyawan di CV. Britanindo Bandung cenderung rendah karena karyawan mendapatkan lingkungan kerja yang sesuai dengan jumlah produksi yang dapat dihasilkan dan pendapatan yang diperoleh perusahaan; sehingga karyawan merasa tidak termotivasi untuk bekerja. Hal tersebut berdampak pada pencapaian produksi yang dihasilkan oleh karyawan yang tidak dapat mencapai target produksi dengan baik. Metode penelitian yang digunakan adalah metode deskriptif-verifikatif. Sampel yang digunakan dalam penelitian ini adalah seluruh karyawan CV. Britanindo*

Bandung. Pengolahan data dilakukan dengan menggunakan regresi linier berganda, analisis koefisien determinasi dan pengujian hipotesis. Berdasarkan hasil penelitian dapat disimpulkan bahwa pengaruh yang muncul di lingkungan kerja terhadap kinerja karyawan di CV. Britanindo Bandung dan ada pengaruh antara motivasi kerja terhadap kinerja karyawan pada CV. Britanindo Bandung; dan ada pengaruh timbal balik antara lingkungan kerja dan motivasi kerja terhadap kinerja karyawan pada CV. Britanindo Bandung.

Kata kunci*: lingkungan kerja; motivasi kerja; kinerja karyawan*

BACKGROUND

Bandung is a city that has a lot of creative industry potential because Bandung is an attraction for domestic and foreign tourists. There is one famous area that has the characteristics of the shoe or footwear industry; the area locates in Cibaduyut. For decades, Bandung has been able to lure travelers with Cibaduyut shoes that have unquestionable quality yet at an affordable price. It makes Cibaduyut area crowded and at the beginning of its development encouraged the formation of Jalan Cibaduyut as a trading area.

The impact of footwear production, which is not always achieved on an annual basis, may continue to reduce the sales or profits achieved by the company. This is an important issue for a company as it may continue to incur losses due to the impact of diminishing company profits or revenues if production targets are consistently not met. In general, employee success or failure is measured and viewed in terms of the employee's performance to the company. Employees who fail to make optimal contributions are considered failed due to their inability to work in accordance with company goals and should be evaluated so that employees can improve and increase their future contributions. Employee performance affects a company's revenue and sales. According to Robbins and Judge (2015), the definition of performance is the achievement of an employee at work according to specific criteria applied to the job (quality, quantity, effectiveness, independence) that are indicators of the employee's performance.

The study looks at the two factors with the highest two percentage points: work environment and work motivation. The first factor that seems to be responsible for the phenomenon of CV. Britannind is a working environment. Resumes can be accepted

incorrectly because the existing environment cannot support employees to do their jobs. According to Widodo (2016), people perform activities well and achieve optimal results when supported by the right environmental conditions. A company's work environment includes all workplace situations that directly or indirectly affect employees. The work environment itself is multi-factorial and there are many factors that affect the state of the work environment. Work environment indicators are workplace lighting, workplace noise, workplace air circulation, workplace decoration, and workplace safety and comfort. Based on theory and the complaints above, the likelihood that this phenomenon will cause is an indicator of workplace air circulation, while other indicators are perceived as good by workers.

The second factor is that employees do not have high motivation to produce high-quality products and are unable to work according to the company's goals, which may lead to the phenomenon of work motivation. There is Work motivation is defined around goals set and various organizational objectives to be achieved to ensure that members of an organization are ready and motivated to mobilize their competence, expertise, energy and time to perform their work. It is the driving force that leads us to take responsibility for (Wijaya et al., 2020). According to Pratama (2015), motivation is the desire to strive as hard as possible to achieve organizational goals that are conditioned or determined by the organizational ability to meet individual needs. If a company is striving to achieve optimal performance according to given goals, the company needs to motivate its employees so that they are ready and can devote their energy and thoughts to their work. . If management understands and can overcome motivational issues, organizations can optimize employee performance according to established standards.

THEORETICAL REVIEW

a. Work Environment

Work environment refers to conditions that affect an employee's well-being because they have meanings that are considered important to an employee in order to encourage them to do their best. A clean and tidy work environment not only supports employee health and well-being in general, but also the cleanliness and accuracy of work (Aziz, 2019). The work environment surrounds employees and can affect their

performance on assigned tasks. Authorities must be able to monitor company conditions inside and outside the workplace to ensure that employees can work smoothly and safely. Working conditions are considered good or fair if people are performing their activities in an optimal, healthy, safe and comfortable manner. One of the work environment issues that arise at Hotel Dyan Graha Pekanbaru is the relationship with co-workers, and lack of communication between employees at work often leads to misunderstandings between employees.

b. Work Motivation

Motivation can tell individuals to carry out, maintain and start certain activities (Hanafi, 2019). In management, motivation discusses how to direct the ability of subordinates to have the willingness to work together to achieve the goals that the company has set. We can conclude that motivation is an impulse that comes from within to do something. The following are some principles when motivating employees: (1) The principle of communication (2) The principle of participation (3) The principle of delegation of authority (4) The principle of recognizing the share of subordinates (5) The principle of paying attention. Then as for the indicators of work motivation: (1) Work facilities (2) Working conditions (3) Recognition from superiors (4) Work performance (5) The work itself.

c. Employee Performance

Employee performance can be viewed as a measure of an employee's success at work in a company. Employees who are able to perform according to company standards and work according to company goals are classified as good employees. Employee performance is the result of responsibility that can be obtained from quantity and quality when the tasks given are completed by employees so that the goals of the company can be achieved. Masrurotin, Sunaryo, & Rizal, (2021). The better employee performance, the company's goals can also be influenced (Anjani, 2019). Employee performance is very necessary in understanding the extent of the competence of the employee in carrying out the obligations that have been shared. Therefore, it is necessary to define clear requirements and then serve as a reference. Performance includes the degree of arrangement of tasks that govern the work of a person. Therefore, it can be said that performance is the availability of a person or group of

people to carry out activities or complete their obligations based on responsibilities with the expected results. Performance also includes the extent to which employees have carried out their roles in the company's strategy both to obtain specific goals related to their roles.

This framework describes the relationship or impact of staff performance variables, including work environment, work motivation, and worker performance as independent variables, on worker performance as the dependent variable. Therefore, the conceptual framework and variables in this study can be systematically described as follows.
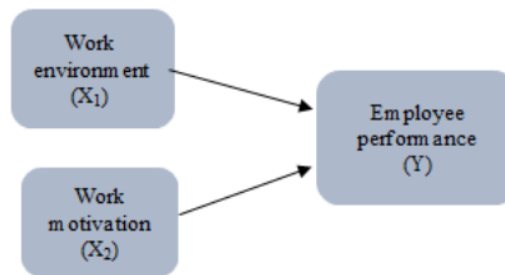

Fig 1. Framework of variables

$X_1 =$ Work environment (*exogenous latent variable*)
$X_2 =$ Work motivation (*exogenous latent variable*)
$Y =$ Employee performance (*endogenous latent variables*)
$\zeta =$ *Residue factor*

Hypothesis

H1: Environment influences on performance

H2: Motivation influences on performance

RESEARCH METHODS

The research topic in preparing this dissertation is environment and motivation for the performance on resumes. The research design used in this study is exploratory, descriptive, confirmatory, and causal, finding views and insights on common problems, clarifying new phenomena, and clarifying research problem priorities. It is intended to be Descriptive research is research aimed at preserving the properties of a variable or

providing a more accurate picture of a variable or segment. This study uses hypothesis testing with multiple linear regression analysis.

RESULTS AND DISCUSSIONS

Multiple regression analysis is used when researchers predict what the state (up or down) of a dependent variable (reference) will be when two or more independent variables are manipulated as predictors (increase in value). Therefore, analysis of multiple regression performed when the number of independent variables is two or more (Sugishirono 2017: 275) gives the following values:

a. Coefficient of determination

Degree of contribution of work environment and job motivation to employee performance over resume of PT. Britanindo Bandung is expressed as the magnitude of the coefficient of determination (correlation coefficient squared multiplied by 100%).

Table 1 Partial Coefficient Of Determination Results

		Work Environment	Work Motives	Employee Performance
Work Environment	Pearson Correlation	1	.745"	.769"
	Sig. (2-tailed)		.000	.000
	N	35	35	35
Work Motives	Pearson Correlation	.745"	1	.790"
	Sig. (2-tailed)	.000		.000
	N	35	35	35
Employee Performance	Pearson Correlation	.769"	.790"	1
	Sig. (2-tailed)	.000	.000	
	N	35	35	35

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

1. The coefficient of determination (Kd) is 59.14%, which means that the work environment (X1) affects employee performance (Y) on CV. Britanindo Bandung is 59.14% while the remaining 40.86% is influenced by other variables not examined in this study, such as compensation, competence, organizational culture and so on

2. The coefficient of determination (Kd) is 62.41%. This means that job motivation (X2) influences employee performance (Y) more than CV. Britanindo Bandung accounted for 62.41% and the remaining 37.594% of him were affected by other variables not examined in this study. For example, compensation, competence, organizational culture, etc.

Table 2 Coefficient of Simultaneous Determination Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.835ᵃ	.698	.679	.37527

a. predictors : (Costant), Work Motives, Work Environment

a. From table 2 of the coefficient of determination above, we can see that the coefficient of determination is 0.698 or 69.8%. This means that the variables work environment and job motivation influence employee performance more than CV. Britanindo Bandung Accounted for 69.8% and his remaining 30.2% were influenced by other factors that were not investigated, such as compensation, competence and organizational culture by multiple linear regression analysis.

Table 3 Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.333	.427		.778	.442
	Work Environment	.449	.162	.405	2.776	.000
	Work Motives	.485	.145	.489	3.351	.000

Coefficientsᵃ

From the equation obtained, it can be explained that the meaning and significance of the regression coefficient of each variable, namely the Work Environment and Work Motives have a positive effect on Employee Performance CV. Britanindo Bandung, the following is an explanation of each regression coefficient :

1. The constant 0.333 states that if the Work Environment and Work Motivation = 0 and there is no change, then the Employee Performance on CV. Britanindo Bandung by 0.333

2. Work Environment (Variable X1) has a positive value of 0.449. This means that an increase in the Work Environment by 1 unit can improve Employee Performance on CV. Britanindo Bandung of 0.449

3. Work Motive (Variable X2) has a positive value of 0.485. This means that an increase in Work Motives by 1 unit can improve Employee Performance at CV. Britanindo Bandung of 0.485

After partially testing the hypothesis, here are the results obtained based on the data processing that has been conducted :

Table 4 t-test results

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	.333	.427		.778	.442
	Work Environment	.449	.162	.405	2.776	.000
	Work Motives	.485	.145	.489	3.351	.000

a. Dependent Variable : Employee Performance

From table 4 we can see that the test results obtained by SPSS for the working environment variable (X1) are 2.776 for t-count and 2.037 for t-table. The t-count is greater than t-table (2.776 > 2.037), so the significance value id 0.000 < 0.05, H0 is rejected, Ha is accepted. This means that the working environment has a significant impact on employee performance at CV. Britanindo Bandung.

CONCLUSIONS AND RECOMMENDATIONS

In accordance with the framework of thinking that the work environment is one of the factors in improving performance, which results in the work environment affecting the performance of CV employees. Britanindo Bandung. This is supported by previous research conducted by Rahayu (2021) which states that the work environment

has a significant effect on employee performance. Therefore, it can be interpreted that the work environment is also used as a determining factor for employee performance. The higher the line with an adequate work environment, such as cleanliness in the company, it creates a pleasant working atmosphere, harmonious relations with colleagues, the availability of adequate work facilities, so as to improve employee performance. Research conducted by Arianto & Kurniawan (2020) explains that motivation and work environment have a partial or simultaneous influence, while from the correlation results; motivation and work environment have a very strong relationship to CV employee performance at Britanindo Bandung.

One of the factors that improve employee performance is the work environment and work motivation. This is consistent with research conducted by Hidayat (2015) showing that work environment and work motivation influence the performance of his CV employees at Britanindo Bandung. A work environment that is quite satisfactory for company employees will encourage these employees to work as well as possible, so that the implementation of work within the company will be able to run well (Pratama, 2015). There are some suggestions for solving these problems.

1. In order to improve the working environment, the company should provide an open workplace so that the improvement of the working environment can be expected.
2. Increasing employee motivation can be achieved by improving employee skills by training self-confident employees and those who are able to perform their duties in line with company goals.
3. To further improve employee performance, the company provides a good environment and motivates employees through some changes that are expected to improve the company's performance.
4. Enable subsequent researchers doing the same study to do more research into factors other than work environment and work motivation that can affect employee performance. For example: B. Compensation, organizational culture, workload, etc.

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