

The Effect of Motivation and Work Environment on Employee Performance at PT. Pratomo Putra Teknik, City of Palopo

Meta ^{*1}, Saharuddin ², Muammar Khadapi ³

^{*1,2,3} Universitas Muhammadiyah of Palopo, South Sulawesi, Indonesia

ARTICLE INFO



Jurnal Economic Resources

ISSN: 2620-6196

Vol. 6 Issues 1 (2023)

Article history:

Received – February 23, 2023

Revised – March 04, 2023

accepted – March 09, 2023

Email Correspondence:

mhetacaming4@gmail.com

Keywords:

Motivation, Work Environment,
Employee Performance

ABSTRACT

This research was conducted to determine the effect of work motivation and work environment on employee performance at PT. Pratomo Putra Teknik. The population and samples were taken using the Slovin formula, with a total of 40 respondents. The research was conducted by distributing questionnaires to employees of PT. Pratomo Putra Teknik, who studied as many as 40 respondents. The analysis technique used is multiple regression with hypothesis testing, namely the F test and t test. The results of the R square data (R²) are 0.874. The results showed that work motivation and work environment simultaneously affect performance, while the remaining 12.6% are influenced by other factors not examined in this study. Work motivation and work environment together have a positive effect on performance at PT. Praatomo Putra Teknik. The test results show that, partially, there is a significant influence of work motivation on performance at PT. Pratomo Putra Teknik.

INTRODUCTION

In facing modern life with sophisticated technology, the role of human resources, namely employees or employees as a workforce in an organizational unit, is needed to produce a quality product, both in the form of materials and products that improve performance and affect efficiency and effectiveness. Organization, an analysis that concentrates on performance, will place more emphasis on the main factors, including employee motivation (Sudarso et al., 2020).

The development of human resources in companies is now increasingly important. This makes companies need to pay more special attention to existing human resources. Because a company is not only tasked with recruiting new employees but companies must look at the ability of employees to support their work. In addition, companies must also pay attention to the conditions of employees such as providing social security, providing security and safety at work, a comfortable environment, and providing work motivation for employees to carry out their duties to the fullest according to company standards (Gardjito et al., 2014).

And likewise a good work environment can support the implementation of work so that employees have enthusiasm for work and improve employee performance. The work environment can create a binding working relationship between people in their environment. Therefore, it should be endeavored that the work environment must be good and conducive because a good and conducive work environment makes employees feel at home in the room and feel happy and excited to carry out their duties so that job satisfaction will be formed and from this employee job satisfaction, employee performance will also increase (Ratri & Palupiningdyah, 2014).

Employee performance is often interpreted as task achievement, where employees must work in accordance with the organization's work program to show the level of organizational performance in

achieving the vision, mission and goals of the organization. Employee performance has an important role for the organization, if the performance displayed by employees is low, it will result in the organization's achieving goals being hampered. Performance is the achievement of employee work results based on quality and quantity as work performance within a certain time period that is adjusted to their duties and responsibilities at work (Hustia, 2020).

RESEARCH METHOD

In this study the research method used is quantitative research, this research is included in casual associative research, starting from compiling specific questions, limiting questions, collecting data needed in this research, analyzing numbers using statistics, conducting investigations that do not side in an objective way. This research was conducted to determine the effect of work enthusiasm and work discipline on employee performance at PT Pratomo Putra Teknik, Palopo City.

RESULTS AND DISCUSSION

Characteristics Respondents

Respondents in this study are employees at PT Pratomo Putra Teknik, Palopo City. This study used a sample of 40 respondents who were met during the ongoing research.

Table 1. Characteristics Respondents Based on Type Sex

No	Type Sex	Response Respondents	
		Person	Percentage (%)
1	Man	30	65
2	Woman	10	35
TOTAL		40	100

Source: Processed primary data, 2023

Based on the processed primary data regarding the characteristics of respondents based on gender, the largest number of respondents were male respondents, namely 30 people or 65%, and female respondents, namely 10 people or 35%, so that it can be said that average employees at PT Pratomo Putra Teknik, Palopo City, dominated by male respondents.

Age/Age of Respondents

As for characteristics respondent based on age can be seen in the following table:

Table 2. Characteristics Respondents Based on Age/Age

No	Age/Age	Response Respondents	
		Person	Percentage (%)
1	25-30 Year	35	75
2	31-35 Year	5	25
TOTAL		40	100

Source: Processed primary data, 2023

Based on the processed primary data regarding the characteristics of respondents based on age/age, the largest number of respondents are respondents aged 25-30 years, namely 35 people or 75%, respondents aged 31-35 years, namely 5 people or 25%, so it can be concluded that average employees at PT Pratomo Putra Teknik, Palopo City dominated aged 25-30 year.

Length of work

As for characteristics respondent based on working hours are as follows:

Table 3. Characteristics Respondents Based on Length of work

No	Work	Response Respondents	
		Person	Percentage (%)
1	1-3 Years	20	65
2	4-6 Years	14	20
3	7-10 Years	6	15
TOTAL		40	100

Data source primary processed, 2023

Based on the processed primary data regarding the characteristics of respondents based on length of work, the largest number of respondents are respondents who have worked 1-3 years, namely 20 people or 65%, respondents who have worked 4-6 years, namely 14 people or 20% , respondents who have worked for 7-10 years, namely 6 people or 15%, and respondents. So it can be said that the average employees in Palopo City dominated by employees who have worked in the range of one to three years.

Multiple Linear Regression Analysis

Table 4. Regression Testing Results

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients		
	B	std. Error	Betas	t	Sig.
1 (Constant)	1,100	1,317		.835	.409
work motivation	.349	.157	.357	2,219	.033
work environment	.603	.164	.593	3,683	.001

a. Dependent Variable: employee performance

Source: Primary data processed, 2023

$$Y = 1.100 + 0.349X_1 + 0.603X_2$$

Remarks:

Information:

$$Y = \text{Employee Performance}$$

$$X_1 = \text{Work Motivation}$$

$$X_2 = \text{Work Environment}$$

The test results obtained above are as follows:

- a) The constant value (α) obtained is 1,100 meaning that if the variable Motivation, Work Environment is worth 0, the level of employee performance that occurs is 1,100.

- b) The regression coefficient $X1 = 0.349$ means that if motivation increases by 1 unit, then employee performance is 0.349. The direction of motivation on employee performance is positive.
- c) The regression coefficient $X2 = 0.603$ means that if the work environment is 1 unit, then employee performance increases by 0.603. The direction of the work environment on employee performance is positive.

Coefficient of Determination (R^2)

This test is useful for measuring the ability of the independent variables in assembling the dependent variable. In simple regression it is better to use R square or Adjusted R which has been adjusted for the independent variables used in this study.

Table 5. Variable Correlation Results

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.935a	.874	.867	.732

a. Predictors: (Constant), work environment, motivation

Source: Primary data processed, 2023

From the results of the analysis of motivation and work environment on the performance of employees of PT Pratomo Putra Teknik, Palopo City. From the table above, it shows that the coefficient of determination (R Square) is 0.874. It can be concluded that the independent variables (motivation and work environment) have a contribution or influence on the related variable (employee performance) of 87.4%, while the remaining 12.6% is influenced by other indicators not examined in research.

Hypothesis testing

Test Partial (t test)

Test criteria partial (t test) if $t_{count} > t_{table}$ for degrees of freedom (df) = nk is $40-3 = 37$. Based on the "t" distribution table obtained $t_{table} = 2.222$. In addition to t_{count} , you can use research significance < 0.05 .

Table 6. -t test

Model		Coefficients ^a				Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	Q	
1	(Constant)	1,100	1,317		.835	.409
	work motivation	.349	.157	.357	2,219	.033
	work environment	.603	.164	.593	3,683	.001

a. Dependent Variable: employee performance

Source: Primary data processed, 2023

Based on the table above on the t-test statistics consisting of Motivation (X1), Work Environment (X2), it can be seen partially the effect on Employee Performance (Y):

1. The significant result of the motivation variable (X1) is 0.033 where the result is greater than the significance level of 0.05 or $0.033 > 0.05$ and when viewed from the t_{count} value of 2.219 it is smaller than the t_{table} of 2.222 or $2.219 < 2.222$. So it can be concluded that there is no influence

between the Work Environment on employee performance at PT Pratomo Putra Teknik, Palopo City.

2. The significant result of the work environment variable (X2) is 0.001 where the result is smaller than the significance level of 0.05 or $0.001 < 0.05$ and when viewed from the tcount value of 3,683 it is greater than the ttable of 2,222 or $3,683 > 2,222$. So it can be concluded that there is an influence between work discipline on employee performance at PT Pratomo Putra Teknik, Palopo City.

F Test (Simultaneous Test)

The F test is used to test the effect of the independent variables namely Services and Prices jointly on the dependent variable, namely Consumer Satisfaction, this can be seen in the following table:

Table 7. Simultaneous Test Analysis Results (Test F)

		ANOVA ^a				
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	137,163	2	68,582	128.08	.000b
	Residual	19,812	37	.535		
	Total	156,975	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: Primary data processed, 2023

The Fcount value for the variables of motivation and work environment simultaneously is $128.08 >$ the Ftable value is 1.75 and a significance of $0.000 < 0.05$, it can be concluded that motivation and work environment simultaneously have a significant effect on employee performance variables at PT Pratomo Putra Teknik Kota Palopo.

CONCLUSION

Based on the results of the research that has been done, it can be concluded that motivation and work environment simultaneously have a significant effect on employee performance variables at PT. Pratomo Putra Teknik, Palopo City. Fcount values for motivation and work environment variables. There is no influence between the Work Environment on employee performance at PT. Pratomo Putra Teknik, Palopo City. There is an influence between the Work Environment on employee performance at PT. Pratomo Putra Teknik, Palopo City.

PT. Pratomo Putra Teknik needs to pay attention to motivation and work environment so as to result in better employee performance. In determining policies related to motivation and work environment, the leaders of PT. Pratomo Putra Teknik considers the results of the research that has been done so that it can be known or according to the form of motivation and work environment expected by employees to improve company performance.

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