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THE EFFECT OF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT MDR CONVECTION IN BANYUWANGI

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22

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18

ABSTRACT

This study aims to determine and analyze the effect of work motivation, work environment on employee performance at MDR Convection in Banyuwangi. This study uses a type of quantitative research. The independent variable is Work Motivation (X1), Work Environment (X2), and the dependent variable is Performance (Y2). Data analysis used is validity and reliability test, normality test, heteroscedasticity test, multicollinearity test, classical assumption test, Multiple Linear analysis, t test and f test. The results of the t-test or partial test on multiple regression on the effect of work motivation on employee performance showed that there was no significant effect. This proves that the effect of low work motivation will not increase employee performance at the Banyuwangi Convection MDR. The results of the T-test or multiple regression partial test on the influence of the work environment on employee performance show that there is no significant effect. This proves that the unfavorable work environment will not improve employee performance at MDR Convection Banyuwangi. The results of the F test or multiple regression simultaneous test on the effect of work motivation and work environment on employee performance show results that have a significant effect. This proves that work motivation and work environment improve employee performance at MDR Convection Banyuwangi.

Keywords: Work Motivation, Work Environment, Performance

INTRODUCTION

Employee performance According to Mangkunegara (2000:67), is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Mangkunegara (2000:67), the factors that influence

the achievement of performance are the ability² factor and the motivation factor. It can be concluded that performance is in the form of quality and quantity of the work (output) of individuals or groups in a particular activity caused by natural abilities or abilities obtained from the learning process and the desire¹ to excel. Work motivation according to Stephen P. Robbins and Mary Counter (1999:55) is a willingness to carry out high efforts to achieve organizational goals conditioned by the ability of efforts to meet certain individual needs. Definition of the work environment According to Nitisemitno (2000: 183) is everything that is around workers, which can affect a worker in carrying out the tasks given. There are several factors that can affect the decline in employee performance in the first company, work motivation, because work motivation is very necessary to spur employees to work even harder so that the performance achieved is also high in an effort to fulfill company goals. The work environment can create a mutually binding working relationship with the people in the company. Therefore, the atmosphere in the work environment is pleasant.

Based on the problems described above, the problems studied can be formulated as follows: Does work motivation have a partial effect on performance, Does the work environment partially affect performance, Does work motivation and work environment have a simultaneous effect on performance? This research is more focused and does not deviate far from the research objectives. This research was carried out to employees at MDR Convection.

RESEARCH METHODS

MDR Convection is located in the village of Kalibaru Wetan, sub-district of Kalibaru, Banyuwangi Regency, established in 2004. Population According to Arfan Ikhsan and Misri, (2012:141), is the entire collection of elements related to what the researcher expects in drawing some conclusions. The population used in this study were all 12 employees of MDR Convection. In this research, the researcher uses the type of quantitative research. The independent variables used in this research are work motivation (X1), work environment (X2). The dependent variable in this study is employee performance (Y).

The indicators of work motivation according to (Danang 2013: 194): namely:

1. Physiological: Food, drink, shelter and recovery from pain.
2. Security and safety: The need for independence and threats, namely security from threatening events or environments.
3. Social Needs: The need for friendship, groups, interaction and affection.
4. Appreciation: The need for self-esteem and appreciation from others.
5. Self-Actualization: The need to fulfill oneself through maximizing

Working Environment Indicators According to Sedarmayanti. (2009: 46), are as follows:

1. Information.
2. Air temperature in the workplace.
3. Noise at work.
4. Space required.
5. Employee relations with other employees must be harmonious.

Employee Performance According to Tri Budianto and Amelia Katini. (p.111), the indicators are as follows:

1. Quality of work.
2. Target Goals or goals.
3. Cooperation.
4. Communication.

5. Work discipline.

The researcher concludes that the independent variables are Work Motivation, and Work Environment, while the dependent variable is Employee Performance, so it can be described as follows.

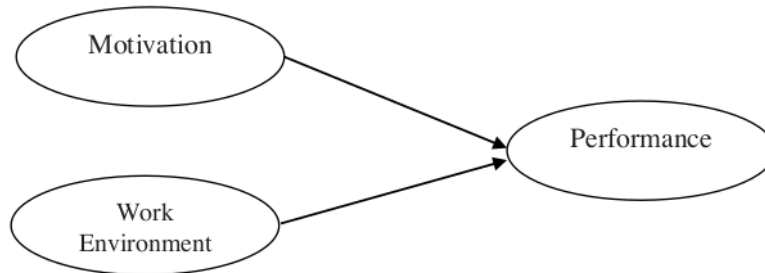


Figure 1. Conceptual Framework

The hypothesis for this study, namely:

H1: It is suspected that work motivation partially has a positive and significant effect on employee performance.

H2: It is suspected that the work environment partially does not have a positive and significant effect on the employee's performance environment.

H3: It is suspected that work motivation simultaneously has a positive and significant effect on employee performance.

Data Analysis Method

The definition of research instrument is a tool used in data collection methods by researchers to analyze the results of research carried out in the next research step.

a. Validity Test

Meanwhile, to find out whether the score of each question item is valid or not, statistical criteria are set as follows:

The tool for measuring validity is Product Moment Correlation from Pearson (Arikunto, 2006:170). An indicator is said to be valid, if $n = 100$ and $\alpha = 0.05$, then $r_{table} = 0.195$ with provisions (Arikunto, 2006:184):

The results of $r_{count} > r_{table} (0.195) = \text{valid}$

The results of $r_{count} < r_{table} (0.195) = \text{invalid}$

b. Reliability Test

A reliable instrument means that the instrument must be good so that it can reveal reliable data. The tool for measuring reliability is Alpha Cronbach (Arikunto, 2006:196). A variable is said to be reliable, if (Nurgiyantoro, 2004: 352):

Result $\alpha \geq 0.60 = \text{reliable}$

Results $\alpha < 0.60 = \text{not reliable}$

c. Normality Test

To test whether a data is normally distributed or not, it can be determined by using a normal plot graph (Ghozali, 2005: 112).

d. Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. If the residual variance from one observation to another observation remains, it is called homoscedasticity and if it is

- different it is called heteroscedasticity. A good regression model is homoscedasticity or there is no heteroscedasticity (Ghozali, 2005: 105).
- e. Multicollinearity Test
To detect the presence or absence multicollinearity in the regression model is as follows (Ghozali, 2005:92):
- Have a Tolerance number above ($>$) 0.1
 - Have a VIF value below ($<$) 10
- f. Hypothesis test
To prove the hypothesis in this study whether the independent variable has an effect on the dependent variable, several tests are used, namely t-test and F-test.
- a). Test – t
To test whether each independent variable has a significant effect on the dependent variable partially with $\alpha = 0.05$ and also the acceptance or rejection of the hypothesis, the methods used are:
- Formulate a hypothesis
 - Ho1 : There is no significant effect between motivation on partial performance
Ha2 : There is a significant influence between motivation on partial performance
 - Ho2: There is no significant effect between the work environment on performance partially
Ha2 : There is a significant effect of the work environment on performance partially
 Looking for t count
 - Test – F
To test whether each independent variable has a significant effect on the dependent variable together with $\alpha = 0.05$ and also the acceptance or rejection of the hypothesis, the methods used are:
 - Formulate a hypothesis
Ho : There is no significant effect between motivation, work environment on performance simultaneously.
Ha : There is a positive and significant influence between motivation, work environment on performance simultaneously.
Find F count
Assuming (F critical):
Ho: accepted if sig. ≥ 0.05
Ho: rejected if sig. $= 0.05$
- g. Coefficient of Determination (RSquare)
The coefficient of determination (R²) essentially measures how far the ability of the model (physical evidence, reliability, responsiveness, assurance and empathy) in explaining the variation of the dependent/independent variable (customer satisfaction). The value of the coefficient of determination is between zero (0) and one (1). A small value of R² means that the ability of the independent variables (free) in explaining the variation of the dependent variable is very limited.
- h. Multiple Linear Analysis Test
Multiple linear regression analysis According to Ghozali, (2011: 223) is used to determine whether there is an influence between the independent variables on the dependent variable. With the equation:
$$Y = + b_1X_1 + b_2X_2 + e$$

RESULT ANALISIS

Table t test results

Model	B	Std. Error	Beta	t	Sig.
(Constant)	-1.401	8.004		-.175	.862
X1	.414	.247	.239	1.674	.105
X2	-.054	.233	-.033	-.230	.820

a. Dependent Variable: Y

Source: Appendix 8 (processed)

Based on table , The effect of each independent variable on the dependent variable is as follows:

1. Work Motivation (X1) on Employee Performance (Y)

The results of the multiple regression analysis of the t-test, show that the T_count on the Work Motivation variable (X1) is 1.674 and t_table is 2.045. This shows that $t_{count} 1.674 < t_{table} 2.045$ and $Sig\ 0.105 > 0.05$, then H_0 is accepted and H_a is rejected, meaning that there is no linear influence between the independent variable and the dependent variable, so that partially the work motivation variable does not have a significant and positive effect on employee performance at the Banyuwangi Convection MDR.

2. Work Environment (X2) on Employee Performance variable (Y)

The results of the multiple regression analysis of the t test, show that the t count on the Work Environment variable (X4) is -0.230 and the t table is 2.045. This shows that $t_{arithmetic} -0.230 < t_{table} 2.045$ and $sig\ 0.820 > 0.05$, then H_0 is accepted and H_a is rejected, meaning that there is no linear effect between the independent variable and the dependent variable, so that partially the Work Environment variable does not have a significant effect and positive on employee performance at MDR Convection Banyuwangi.

Table F . Test Results

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	125.284	4	31.321	5.795	.001b
Residual	156.745	29	5.405		
Total	282.029	33			

a. Dependent Variable: Y

b. Predictors: (Constant), X1, X2

Source: Appendix 8 (processed)

Based on, the significance result of 0.001 is smaller than 0.05, so the significance can be used to test the hypothesis with a 95% confidence level. Based on table 4.16, the following results are obtained. The value is 5.795 with the provisions or for 5% of 2.70, with the test criteria above, it is 5.795 of 2.70 which means that statistically it can be proven that the independent variables (Work Motivation (), and Work Environment (X2) simultaneously have an effect significant and positive on employee performance at MDR Convection Banyuwangi.

INTERPRETATION

1. Effect of work motivation on employee performance at MDR Convection Banyuwangi.

The results of multiple regression analysis on the effect of the t test on the first hypothesis (H1) indicate that work motivation does not significantly affect employee performance. This means that by doing the test, the first hypothesis (H1) is rejected. From the results of the research, the employees of MDR Convection Banyuwangi by gender were 34 consisting of 15 male respondents with a percentage of 44.1% and 19 female respondents with a percentage of 55.9%. based on age, namely the number of respondents aged 20 -30 years as many as 9 people (26.5%), aged 31 years - 40 years, namely as many as 14 people (41.2%), aged 41 years - 50 years, namely as many as 9 people (26.5%), and those aged >51 years as many as 2 people (5.8). Meanwhile, based on the length of work, the number of respondents who worked for 6 months – 1 year was empty (0%), those who worked for 1 year –2 years were 7 people (20.6), and those who worked >2 years were 27 people. (79.4%). From the research results obtained that there is no significant effect of the work motivation variable on employee performance, this is not in accordance with the results of research from Achmad Fadhil and Yuniadi Mayowan (2018), which states that work motivation has a positive and significant effect on employee performance. factors that cause work motivation do not have a positive and significant effect on employee performance at MDR Convection Banyuwangi, because there is no encouragement from leaders or co-workers to achieve the specified target. In addition, employees work to achieve the specified targets without being accompanied by superior creativity to improve their performance. Another factor that causes work motivation does not affect employee performance at MDR Convection Banyuwangi is that the leader does not provide opportunities for employees to develop their skills and creativity at work and does not receive praise from the leadership for satisfactory work results. The close influence of work motivation on employee performance must receive special attention, because good employee performance can also be a factor in increasing employee performance at MDR Convection Banyuwangi. Based on the results of the study, it can be concluded that work motivation partially has no significant effect on employee performance at MDR Convection Banyuwangi.

2. Work environment on employee performance at MDR Convection Banyuwangi.

The results of multiple regression analysis on the effect of the t test on the fourth hypothesis (H4) indicate that the work environment has no significant effect on employee performance. This means that by doing the test, the first hypothesis (H4) is rejected. From the results of the research, the employees of MDR Convection Banyuwangi by gender were 34 consisting of 15 male respondents with a percentage of 44.1% and 19 female respondents with a percentage of 55.9%. based on age, namely the number of respondents aged 20 -30 years as many as 9 people (26.5%), aged 31 years - 40 years, namely as many as 14 people (41.2%), aged 41 years - 50 years, namely as many as 9 people (26.5%), and those aged >51 years as many as 2 people (5.8). Meanwhile, based on the length of work, the number of respondents who worked for 6 months – 1 year was empty (0%), those who worked for 1 year –2 years were 7 people (20.6), and those who worked >2 years were 27 people. (79.4%). From the research results obtained that there is no significant and positive effect of the Work Environment on Employee Performance, this is in accordance with the results of research from Bayu Dwilaksono Hanafi and Corry Yohana, (2017), which states that there is no significant and positive effect of the Environmental variable. Work on Employee Performance. The factor that causes there is no significant and positive effect of the work environment on employee performance at MDR

Convection Banyuwangi, namely the presence of noise in the workplace. Noise is the sensitivity level of every employee that affects their work activities, especially in the long term the noise can disturb the peace of employees at work, damage hearing, and cause communication errors. In addition, there are other factors that influence the air temperature. The air temperature in the workspace can also affect employee performance. the air temperature that causes employees to feel unsatisfied, so that employees at MDR Convection Banyuwangi will feel bored, uncomfortable, and not enthusiastic in completing work or can make employee performance less than optimal and responsible in carrying out work. the conclusion that the Work Environment given by MDR Convection Banyuwangi is partial does not have a significant effect on employee performance.

3. The Influence of Work Motivation and Work Environment on Employee Performance at MDR Convection Banyuwangi

The results of multiple regression analysis on the F test against the fourth hypothesis (H5) indicate that work motivation and work environment simultaneously have a significant effect on employee performance. This means that by doing the test, the second hypothesis (H5) is accepted. From the results of the research, the employees of MDR Convection Banyuwangi by gender were 34 consisting of 15 male respondents with a percentage of 44.1% and 19 female respondents with a percentage of 55.9%. based on age, namely the number of respondents aged 20 -30 years as many as 9 people (26.5%), aged 31 years - 40 years, namely as many as 14 people (41.2%), aged 41 years - 50 years, namely as many as 9 people (26.5%), and those aged >51 years as many as 2 people (5.8). Meanwhile, based on the length of work, the number of respondents who worked for 6 months – 1 year was empty (0%), those who worked for 1 year –2 years were 7 people (20.6), at those who worked >2 years were 27 people. (79.4%). From the research results obtained that there is a significant influence of work motivation style, and work environment on employee performance, this is in accordance with the results of research from Devit Ardi Kustanto and Titik Desi Harsoyo (2019), which states that there is a significant and positive influence from the environment. Physical Work, and Work Discipline on Employee Performance. Based on several variables that affect employee performance, including work motivation, and work environment, that four variables simultaneously affect employee performance at MDR Convection Banyuwangi, because every employee feels the impact of work motivation and work environment on employee performance, they can feel the changes. if the four variables are really implemented properly and in accordance with what is desired together in the Banyuwangi Convection MDR, and remain consistent or increase in order to have an impact on employee performance, because employee performance is a determining factor for the continuity and development of the company. Based on the results of the study, it can be concluded that work motivation and work environment at MDR Convection Banyuwangi simultaneously have a significant effect on employee performance.

CONCLUSIONS

Based on the general research discussion regarding "The Influence of Work Motivation, and Work Environment on Employee Performance at MDR Convection Banyuwangi" it can be concluded that the results of the t test or partial test on multiple regression on the effect of work motivation on employee performance showed no significant effect. This proves that the effect of low work motivation will not increase employee performance at MDR Convection Banyuwangi. The results of the T-test or multiple regression partial test on the influence of the work environment on employee performance showed that there was no significant effect. This proves

that a poor working environment will not improve employee performance at MDR Convection Banyuwangi.

The results of the F test or multiple regression simultaneous test on the effect of work motivation and work environment on employee performance show results that have a significant effect. This proves that work motivation and work environment improve employee performance at MDR Convection Banyuwangi.

IMPLICATIONS

The results of this study indicate that of the four independent variables, namely Work Motivation, and Work Environment partially on Employee Performance at MDR Convection Banyuwangi. This is because work motivation is not given to employees, especially in providing opportunities for employees to develop their skills and be creative at work. In this case, it is hoped that the Banyuwangi Convection MDR Party must increase Work Motivation by providing solutions about the company's goals with specific explanations and providing solutions about achieving targets. Likewise with the Work Environment which can affect employee performance due to noise in the workplace. Noise is the sensitivity level of every employee that affects their work activities, especially in the long term the noise can disturb the peace of employees at work, damage hearing, and cause communication errors. In this case, it is expected that MDR Convection Banyuwangi to pay more attention to the Work Environment by making the Work Environment as comfortable as possible such as clean office conditions, adequate lighting, adequate ventilation, good relations between employees. So that employees feel at home and enthusiastic in completing work. Simultaneously, work motivation and work environment have a significant effect on employee performance at MDR Convection Banyuwangi. This is because every employee feels the impact of Work Motivation and Work Environment on employee performance, they can feel a change if the two variables are really applied properly and in accordance with what is desired together in the Banyuwangi Convection MDR, and remains consistent or increasing in order to have an impact on Employee Performance.

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