The Influence of Work Environment and Work Motivation on Employee Performance at PT. Valdo International Central Jakarta

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ABSTRACT

The purpose of this study was to determine the effect of work environment and work motivation on employee performance at PT. Valdo International in Central Jakarta. The method used is quantitative. The sampling technique used saturated sampling and obtained a sample of 90 respondents. Data analysis using validity test, reliability test, classical assumption test, regression analysis, correlation coefficient, coefficient of determination and hypothesis testing. The results of this study are that the work environment has a significant effect on employee performance with a determination coefficient value of 50.8% and the hypothesis test is obtained t count > t table or (9.525 > 1.987). Work motivation has a significant effect on employee performance with a determination coefficient value of 37.9% and hypothesis testing obtained t count > t table or (7.334 > 1.987). Work environment and work motivation simultaneously have a significant effect on employee performance with the regression equation $Y = 6.538 + 0.492X_1 + 0.345X_2$. The coefficient of determination is 58.6% while the remaining 41.4% is influenced by other factors. Hypothesis testing obtained F count > F table or (61,475 > 2,710).

Keywords: Work Environment, Work Motivation, Employee Performance

INTRODUCTION

PT. Valdo Mandiri Resources is a company engaged in outsourcing services under the auspices of the company PT. Valdo International and this company continue to develop its services in services. As a company that operates in the outsourcing services business, the company must be able to look after its employees so that they can provide the best service to their partners. Outsourcing in Indonesian labor law is defined as contracting out work and providing labor services. Since 2020, Indonesia has had legal regulations regarding outsourcing, stated in Law no. 11 of 2020 in conjunction with PP No. 35 of 2021, outsourcing is no longer differentiated between job supply or labor supply. Outsourcing is no longer limited to supporting work (non-core business processes) so there are no longer any restrictions on the types of work that can be outsourced. The types of work that can be outsourced depend on the needs of the sector.

From the description of the office, researchers will examine PT. Valdo International Jl. Raden Saleh I No.3A, RW.2, Kenari, Kec. Senen, Central Jakarta City, Special Capital Region of Jakarta 10430. Because there is a significant difference in achievement due to decreased performance. Therefore, the office must have human resources who have a good working environment and high motivation in solving problems or overcoming these problems so that they do not continue.

The performance of PT Valdo Internasional employees still has a lot of complaints from employees who often deal with it because there are some employees whose performance is not yet professional in carrying out their duties and obligations, such as lack of preparation, supervision and control, so that many feel dissatisfied with the performance results provided. of these employees is not yet optimal as expected. The pressure at PT Valdo Internasional, Central Jakarta. The following is a table of Pre-Survey

Interview Data for employees of PT Valdo Internasional, Central Jakarta for 2021.

From the results of interviews with the 10 employees and managers above, for statements relating to (1) quality of work, 7 employees have met existing official standards, (2) quantity of work, 7 employees can meet the expected amount of work output, (3) Responsibility, 8 employees can carry out their work in accordance with the targets and expectations given by their superiors, (4) cooperation, 8 employees can work together with other divisions and, (5) Initiative, 9 employees have initiative so that work can be done quickly finished . It can be concluded that based on the results of the pre-survey through interviews with the above, the performance of employees at PT Valdo Internasional, Central Jakarta is quite good. The number of employee absenteeism at PT. Valdo International. There is a volatile decrease and increase in the percentage of absenteeism in certain months. If left unchecked, it will result in quite serious problems for the company. They also complained about the lack of motivation and the current work environment, namely having to make peace or implement special habits to maintain health protocols because that month was the month when Covid-19 entered Indonesia and there was an increase in people exposed to the pandemic.

The work environment in a government agency needs to be considered, in this case because the work environment can affect employee morale. Working environmental conditions are said to be good if employees have a safe, comfortable and healthy atmosphere so that all work carried out can be completed optimally, quickly and well. There are still many work facilities that are not in good condition and are in short supply. And another factor in the work environment at PT Valdo Internasional can be seen from the lack of work support facilities in work spaces such as Infocus which are in poor condition. The existence of Infocus is very important, because this Infocus facility is one of the important elements in the government's public services and remembers that employees of PT Valdo Internasional Central Jakarta need to do the maximum work that government agencies need to do. Apart from that, other facilities such as employee cupboards

Work Environment Phenomenon, The work environment is the environment where employees carry out their work on a daily basis. The work environment can influence the comfort level of employees so that a comfortable work environment is needed by employees to be able to work optimally and productively. The layout of employees' work desks close together results in employees being less focused on completing their work. This less efficient layout means that they tend to chat frequently with their co-workers and many employees actually spend their working time playing on their cellphones to relieve boredom. This work environment is expected to be more than standard where the work environment will make employees feel comfortable. The phenomenon of employee work motivation is definitely different, there are those who really want to meet family needs, to develop a career, and there are those whose work motivation is only to earn income, from differences in motivation. it can differentiate the way each employee works and the productivity at work. When work motivation decreases, the employee will commit violations that are not in accordance with the company's SOP, such as being undisciplined, being lazy at work, going against superiors and also leaving work unfinished and neglected. Another factor that influences performance is compensation. Because compensation is one of the most sensitive aspects of the employment relationship. Compensation can be defined as any form of reward given to employees as remuneration for the contributions they make to the organization.

Several problems in the work environment and work motivation at PT. Valdo International Central Jakarta where the work environment is not supportive and lack of work facilities results in decreased employee performance, this has an impact from a work environment and work motivation that is not in

line with what employees expect to the leadership.The reasons for resigning could be because of getting another job, layoffs, without explanation, illness, end of contract, indiscipline and there are also deaths. However, an employee's desire to leave can also be influenced by the work environment and motivation for working at the company.

Formulation of the problem

1. Is there an influence of the work environment on employee performance at PT. Valdo International?
2. Is there an influence of work motivation on employee performance at PT. Valdo International?
3. Is there a simultaneous influence of the work environment and work motivation on employee performance at PT. Valdo International?

1.1   Research purposes

1. To find out whether there is an influence of the work environment on employee performance at PT. Valdo International?
2. To find out whether there is an influence of work motivation on employee performance at PT. Valdo International?
3. To find out whether there is a simultaneous influence of the Work Environment and Work Motivation on employee performance at PT. Valdo International

LITERATURE REVIEW

Theoretical basis

Work environment

(Afandi, 2018, p. 65)explained that "The work environment is something that is very important and needs to be paid attention to, especially for a company or office that has many employees working. This work environment influences workers in carrying out their duties. The work environment is everything that is around the employee and can influence the carrying out of the tasks assigned to him, for example by having air conditioner (AC), adequate lighting and so on."

According to(Sedarmayanti, 2017, p. 19), explains "the definition of the work environment is the totality of tools and materials

encountered, the surrounding environment in which a person works, his work methods, and his work management both as an individual and as a group."

Work motivation

Afandi (2018, p. 23) explains that "motivation is a desire that arises from within a person or individual because he is inspired, encouraged, and encouraged to carry out activities with sincerity, joy and sincerity so that the results of the activities carried out get good results. good and quality".

According to(Mangkunegara, 2017, p. 61)explains "motivation is a condition of energy that moves employees who are or are aimed at achieving the company's organizational goals. A pro and positive mental attitude towards work situations is what strengthens work motivation to achieve maximum performance."

According to Sutrisno (2020, p. 109) explains "motivation is a factor that encourages a person to carry out a certain activity, therefore motivation is often interpreted as a factor that drives a person's behavior."

Employee performance

According to Kasmir (2016, p. 182) explains that "Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period"

According to(Wibowo, 2016, p. 70), revealed that "Performance can be viewed as both a process and a result of work. Performance is a process of how work takes place to achieve work results. However, the results of the work itself also indicate performance."

According to Mangkunegara (2017, p. 9) explains "Performance is work performance resulting from work (output) both quality and quantity achieved by human resources over a period of time in carrying out their work tasks in accordance with the responsibilities given to them."

Hypothesis Development

H0: ρ1 ≠ 0:   It is suspected that there is no significant partial influence betweenWork Environment on

Employee Performance at PT. Valdo International Central Jakarta.

Ha: ρ1 ≠ 0: There is a partially significant influence between Work Environment on Employee Performance at PT. Valdo International in Central Jakarta

H0: ρ2 ≠ 0: There is no significant partial effect between Work Motivation on Employee Performance at PT. Valdo International Central Jakarta.

Ha: ρ2 ≠ 0: There is a partially significant influence between Work Motivation on Employee Performance at PT. Valdo International Central Jakarta.

H0: ρ3 ≠ 0: There is no significant influence Simultaneous between Work Environment and Work Motivation on Employee Performance at PT. Valdo International Central Jakarta.

Ha: ρ3 ≠ 0: There is a significant simultaneous influence between Work Environment and Work Motivation on Employee Performance at PT. Valdo International Central Jakarta.

RESEARCH METHODS

This research can be categorized into several key components that provide a structured framework for its execution. These components encompass the types of research, the location and duration of the study, the population and sample under scrutiny, as well as the data analysis techniques to be employed.

First and foremost, it's crucial to delineate the types of research utilized in this study. Types of research serve as a blueprint guiding the entire research process, ensuring that all stakeholders involved are on the same page regarding the research design. This facilitates a cohesive and systematic approach to conducting the research.

The research was conducted at PT. Valdo International, situated at Jl. Raden Saleh I No.3A, RW.2, Kenari, Kec. Senen, Central Jakarta City, Special Capital Region of Jakarta 10430. This specific location served as the backdrop against which the study's objectives were pursued. Furthermore, the research spanned a duration of seven months, commencing in June 2022 and concluding in December 2022, underlining the temporal scope of the investigation.

When considering the scope of individuals being investigated, it is important to distinguish between the population and sample of the study. In this case, the population consisted of 90 employees affiliated with PT. VALDO INTERNATIONAL. To analyze this population, a saturated sample approach was adopted, which involved studying all 90 employees to ensure comprehensive insights.

Data analysis in this research encompasses a multifaceted approach. It includes:

1. Descriptive Statistical Analysis: Employed to provide a summary of the collected data.
2. Test Instrument Data: Involves two critical phases - the validity test to assess the accuracy of the measurement instruments used and the reliability test to gauge the consistency of these instruments.
3. Classic Assumption Test: Comprising the normality test to assess data distribution, the multicollinearity test to examine the presence of collinearity among variables, and the heteroscedasticity test to determine the homogeneity of variances.
4. Multiple Linear Regression Analysis: Used to analyze relationships among multiple variables and predict outcomes.
5. Correlation Coefficient Analysis (R): Provides insights into the strength and direction of associations between variables.
6. Analysis of the Coefficient of Determination: Evaluates the proportion of variance in the dependent variable explained by the independent variables.
7. Hypothesis Testing: Involves the partial test (t-test) to assess individual variable significance and the simultaneous test (F-test) to evaluate the overall model fit.

In summary, this research entails a comprehensive examination of various aspects, from research types and location to data analysis techniques. These components collectively contribute to the systematic and rigorous exploration of the chosen subject matter within the designated timeframe and setting.

RESEARCH RESULTS AND DISCUSSION
Research result
Testing Research Data Instruments
Instrument Validity Test.
Work Environment Variable Validity Test Results (X1)

No	r count	r table	Information
1	0.430	0.207	Valid
2	0.501	0.207	Valid
3	0.333	0.207	Valid
4	0.522	0.207	Valid
5	0.715	0.207	Valid
6	0.517	0.207	Valid
7	0.709	0.207	Valid
8	0.654	0.207	Valid
9	0.744	0.207	Valid
10	0.442	0.207	Valid

Work Motivation Variable Validity Test Results (X2)

No	r count	r table	Information
1	0.503	0.207	Valid
2	0.586	0.207	Valid
3	0.340	0.207	Valid
4	0.583	0.207	Valid
5	0.439	0.207	Valid
6	0.337	0.207	Valid
7	0.610	0.207	Valid
8	0.462	0.207	Valid
9	0.563	0.207	Valid
10	0.483	0.207	Valid

Employee Performance Variable Validity Test Results (Y)

No	r count	r table	Information
1	0.398	0.207	Valid
2	0.561	0.207	Valid
3	0.315	0.207	Valid
4	0.558	0.207	Valid
5	0.654	0.207	Valid
6	0.439	0.207	Valid
7	0.623	0.207	Valid
8	0.514	0.207	Valid
9	0.645	0.207	Valid
10	0.447	0.207	Valid

Instrument Reliability Test.

Reliability Test Results

| Variable	Cronbach Alpha	Standard Cronbach Alpha	Information
Work Environment (X1)	0.738	0.600	Reliable
Work Motivation (X2)	0.648	0.600	Reliable
Employee Performance (Y)	0.697	0.600	Reliable

Classic assumption test
Normality test
Normality Test Results WithKolmogorov-Smirnov Test

Tests of Normality

	Kolmogorov-Smirnova		
	Statistics	df	Sig.
Employee Performance (Y)	,089	90	,078

a. Lilliefors Significance Correction
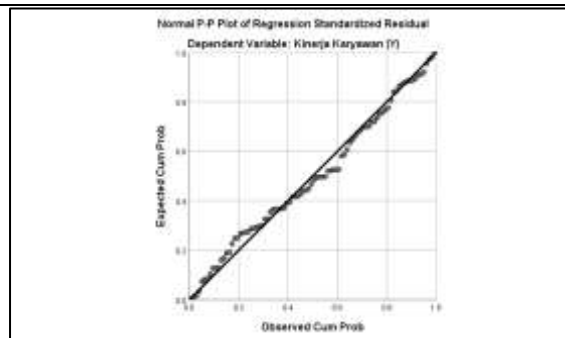
PP Graph Plot Normality Test Results

In the picture above you can see that the normal probability plot graph shows a normal graphic pattern. This can be seen from the points that spread around the diagonal line and the distribution follows the diagonal line. Therefore, it can be concluded that the regression model meets the Normality assumption.

Multicollinearity Test
Test resultMulticollinearity

Coefficientsa

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	VIF
1 (Constant)	6,538	2,921		2,238	.028		
Work Environment (X1)	,492	,075	,537	6,580	,000	,716	1,396
Work Motivation (X2)	,345	,085	,330	4,046	,000	,716	1,396

a. Dependent Variable: Employee Performance (Y)

Heteroscedasticity Test
Heteroscedasticity Test Results Using the Glejser Test

Coefficientsa

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	-1,683	1,850		-.909	,366
Work Environment (X1)	,000	,047	-.001	-.006	,995

Work Motivation (X2)	,095	,054	,218	1,766	,081

a. Dependent Variable: RES2

Based on the results of the image above, the points on the scatterplot graph do not have a clear distribution pattern or do not form a particular pattern. Thus, it is concluded that there is no heteroscedasticity interference in the regression model so that this regression model is suitable for use as research data.

Linear Regression Analysis
Simple Linear Regression Test Results for Work Environment Variables (X1) on Employee Performance (Y)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	13,340	2,589		5,152	,000
Work Environment (X1)	,653	,069	,712	9,525	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, it can be obtainedregression equation Y = 13.340 + 0.653X1. From the equation above it can be concluded as follows:

a. A constant value of 13,340 means that if the work environment variable (X1) does not exist then there is an employee performance value (Y) of 13,340 points.
b. The work environment regression coefficient value (X1) is 0.653 which means that if the constant remains and there is no change in the work motivation variable (X2), then every 1 unit change in the work environment variable (X1) will result in a change in employee performance (Y) of 0.653 point.

Simple Linear Regression Test Results Work Motivation Variable (X2) on Employee Performance (Y)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	13,869	3,286		4,221	,000
Work Motivation (X2)	,644	,088	,616	7,334	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation can be obtainedY = 13.869 + 0.644X2. From the equation above it can be concluded as follows:

a. A constant value of 13.869 means that if the work motivation variable (X2) does not exist, then there is an employee performance value (Y) of 13.869 points.
b. The regression coefficient value for work motivation (X2) is 0.644 which means that if the constant remains and there is no change in the work environment variable (X1), then every 1 unit change in the work motivation variable (X2) will result in a change in employee performance (Y) of 0.644point.

Multiple Regression Test Results for Work Environment Variables (X1) and Work Motivation (X2) on Employee Performance (Y)

Coefficientsa

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	6,538	2,921		2,238	.028
	Working environment (X1)	,492	,075	,537	6,580	,000
	Work Motivation (X2)	,345	,085	,330	4,046	,000
a. Dependent Variable: Employee Performance (Y)						

Based on the test results in the table above, the regression equation Y = 6.538 + 0.492X1 + 0.345X2 can be obtained. From the equation above it can be concluded as follows:

a. A constant value of 6.538 means that if the work environment variables (X1) and work motivation (X2) are not considered then employee performance (Y) will only be worth 6.538 points.

b. The work environment value (X1) of 0.492 means that if the constant remains and there is no change in the work motivation variable (X2), then every 1 unit change in the work environment variable (X1) will result in a change in employee performance (Y) of 0.492 points.

c. The work motivation value (X2) of 0.345 means that if the constant remains and there is no change in the work environment variable (X1), then every 1 unit change in the work motivation variable (X2) will result in a change in employee performance (Y) of 0.345 points..

Analysis of the Coefficient of Determination. Results of Partial Determination Coefficient Test of Work Environment (X1) on Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712a	,508	,502	2,694
a. Predictors: (Constant), Work Environment (X1)				

Based on the test results in the table above, the coefficient of determination value is obtainedof 0.508 thencan be concluded thatwork environment variables influence employee performance variablesebig50.8% while the remaining amount is (100-50.8%) = 49.2% influenced by other factors that were not implementedstudy.

Results of Partial Determination Coefficient Test of Work Motivation (X2) on Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.616a	,379	,372	3,025
a. Predictors: (Constant), Work Motivation (X2)				

Based on test resultsin the table above, the coefficient of determination value is 0.379, so it can be concluded that the work motivation variable has an effect on employee performance variables by 37.9% while the remainder is (100-37.9%) = 62.1%influenced by other factors that were not researched.

Simultaneous Coefficient of Determination Test Results of Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.765a	,586	,576	2,486
a. Predictors: (Constant), Work Motivation (X2), Work Environment (X1)				

Based on the test results in the table above, the coefficient of determination value

obtained is 0.586, it can be concluded that work environment variables and work motivation influence employee performance variables by 58.6% while the remaining amount is (100-58.6%) = 41.4% influenced by other factors that were not researched.

Hypothesis test.
a. Partial Hypothesis Testing (t Test).
Hypothesis Test Results (t Test) Work Environment Variables (X1) on Employee Performance (Y)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13,340	2,589		5,152	,000
Work Environment (X1)	,653	,069	,712	9,525	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the calculated t value > t table or (9.525 > 1.987) This is also reinforced bymarksignificance < 0.050 or (0.000< 0.050).

Thus, H0 is rejected and H1 is accepted, this shows that there is an influencesignificant relationship between the work environment and employee performance

Hypothesis Test Results (t Test) Work Motivation Variable (X2) on Employee Performance (Y)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13,869	3,286		4,221	,000
Work Motivation (X2)	,644	,088	,616	7,334	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the calculated t value > t table or (7.334 > 1.987).This is also reinforced by a significance value <0.050 or (0.000< 0.050). Thus, H0 is rejected and H2 is accepted, this shows that there is a significant influencebetween work motivation and employee performance

b. Simultaneous Hypothesis Testing (F Test)
Simultaneous Hypothesis Test Results (F Test) Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y)

ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	759,615	2	379,808	61,475	,000b
Residual	537,507	87	6,178		
Total	1297.122	89			

a. Dependent Variable: Employee Performance (Y)
b. Predictors: (Constant), Work Motivation (X2), Work Environment (X1)

Based on the test results in the table above, the calculated F value > F table or (61.475 > 2.710),This is also strengthened by a significance <0.050 or (0,000< 0.050). Thus, H0 is rejected and H3 is accepted, this isshows that

there is a significant simultaneous influence between the work environment and work motivation on employee performance.

CONCLUSION

1. The work environment has a significant effect on employee performance with the regression equation Y = 13.340 + 0.653X1, a correlation value of 0.712, meaning the two variables have a strong level of relationship. The coefficient of determination value was 50.8% and the hypothesis test obtained t count > t table or (9.525 > 1.987).Thus, H0 is rejected and H1 is accepted, meaning there is an influencesignificant work environment on employee performance.

2. Work motivation has a significant effect on employee performance with the regression equation Y = 13.869 + 0.644X2, a correlation value of 0.616, meaning that the two variables have a strong level of relationship. The coefficient of determination value was 37.9% and the hypothesis test obtained t count > t table or (7.334 > 1.987). Thus, H0 is rejected and H2 is accepted, meaning that there is a significant influence of work motivation on employee performance.

3. The work environment and work motivation simultaneously have a significant effect on employee performance with the regression equation Y = 6.538 + 0.492X1 + 0.345X2. The correlation value is 0.765, meaning that the independent variable and the dependent variable have a strong level of relationship. Value of the coefficient of determinationas big as58.6% while the remaining 41.4% is influenced by other factors. Hypothesis testing obtained a calculated F value > F table or (61.475 > 2.710). Thus H0 is rejected and H3 is accepted. This means that there is a significant simultaneous influence of the work environment and work motivation on employee performance.

1.2 Suggestion

1. The work environment with the weakest statement is number 1, namely I feel comfortable with light in my work area, which only achieved a score of 3.36. To make it even better, companies must provide lighting in the work environment so that employees feel comfortable doing their work and completing work.

2. The weakest statement of work motivation is number 2, namely the conditions in the work environment, I feel comfortable and supportive in my work, which only achieved a score of 3.37. To make it even better, companies must provide comfort to employees, whether the employee is truly comfortable with the conditions in the work space or feels stressed being in that room.

3. The weakest employee performance statement is number 1, namely I always focus on completing the work, even though my boss is not there, which only achieved a score of 3.38. To make it even better, the company must provide comfort in the company and superiors must support all employee work, so that employees can feel comfortable completing the work given by the superior.

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