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**The Influence of Work Motivation and Physical Work Environment on Employee Performance at PT. Arkadia Sinergi Indonesia**

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<sup>1</sup>\*Siti Salamah, <sup>2</sup>Desi Prasetyani  
Pamulang University, South Tangerang, Banten, Indonesia  
sitisalsalamah@gmail.com

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**ABSTRACT**

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The purpose of this research is to determine the positive and significant influence of work motivation variables and the physical environment simultaneously on employee performance at PT Arkadia Sinergi Indonesia. This research method uses quantitative methods with a sample size of 70 respondents, the data analysis technique used is: validity test, reliability test, normality test, multicollinearity test, autocorrelation test, heteroscedasticity test, simple linear regression test, multiple linear regression test, simple correlation coefficient test, multiple correlation coefficient test, coefficient of determination analysis test, t test and f test. Based on the results of the t test, it was found that the calculated t value was 2.048, which exceeded the critical value of 1.668, and the significance value for the work motivation variable (X1) was 0.004, smaller than the probability set at 0.05 ( $0.004 < 0.05$ ). Thus, it can be concluded that the work motivation variable (X1) has a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia. Based on the results of the t test, it was found that the calculated t value was 3.562, which exceeded the critical value of 1.168, and the significance value for the physical work environment variable (X2) was 0.001, smaller than the probability set at 0.05 ( $0.001 < 0.05$ ). Thus, it can be concluded that the physical work environment variable (X2) has a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia. Based on the F test results, the calculated f value was 6.257, which exceeds the critical value of 3.134, and the significance value is 0.003, which is smaller than the significance level of 0.05. Therefore, it can be concluded that the work motivation variables (X1) and the physical work environment (X2) together have a positive and significant influence on employee performance (Y) at PT Arkadia Sinergi Indonesia.

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**Corresponding Author:**

Siti Salamah  
Pamulang University, South Tangerang, Banten, Indonesia  
E-mail: [sitisalsalamah@gmail.com](mailto:sitisalsalamah@gmail.com)

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**INTRODUCTION**

The improvement and success of a business entity in running its operations is largely determined by the role of the workforce (Human Resources/HR). HR within the scope of the organization acts as a valuable asset. Therefore, it is important to pay primary attention to employee development so that their skills can be maintained and improved.

Every business entity has a target that it wants to achieve. To achieve these targets, it is very important to manage the available resources efficiently. Among the various types of resources in a business entity, the role of human resources is very crucial. In facing high levels of competition, it is important for companies to optimize the potential of human resources to achieve the best results.

Through this approach, companies can find solutions to continue to improve employee capabilities in order to achieve organizational or corporate success.

Employees who demonstrate extraordinary performance have a key role in the success of the company. Performance is considered extraordinary when the employee's work results exceed the targets set by the company. This degree of extraordinary performance can have a positive impact on the company's reputation and development. However, it is important to remember that there are various variables that can affect the performance of workers.

There are several components that have an influence on achievement, one of which is employee performance. In general, employee performance is the influence of a complicated procedure because it can come from the individual concerned, internal external factors in this case what the individual obtains outside the workplace and what the individual achieves in it, and there are also from the company's strategy process. There are several internal factors including motivation, goals, ideals, and so on. While external elements are the physical and non-physical aspects of the workplace environment. Likewise, the performance of employees who are assessed will be in line with the achievement of the performance of the company and agency. Because with good performance brought by the employee, it can make the performance of the company and agency advance and develop. Conversely, if employee performance is not good, it will have a negative impact on the company.

The performance problems that occur at PT. Arkadia Sinergi Indonesia are the less than optimal performance in the company, such as the lack of target achievement, the implementation of tasks that are not bound by procedures, and the inability to achieve the expected results in the form of achievements. Therefore, it can be assumed that the company's performance continues to decline and is less reliable. Based on observations at the research site, there are statistics that show performance at PT. Arkadia Sinergi Indonesia, as listed below:

**Table 1. Performance Assessment Data at PT Arkadia Sinergi Indonesia**

No	Types of Performance Appraisal	2020	2021	2022
1	Doing Tasks Effectively	Not Fulfilled	Not Fulfilled	Fulfilled
2	Carrying out tasks according to company instructions	Not Fulfilled	Not Fulfilled	Not Fulfilled
3	Always provide the best quality of service and be able to be an advisor/provide alternative solutions objectively	Not Fulfilled	Not Fulfilled	Not Fulfilled
4	Work according to main responsibilities with simple planning	Not Fulfilled	Not Fulfilled	Fulfilled
5	Passive and tends to ignore the interests of other people/groups	Not Fulfilled	Not Fulfilled	Not Fulfilled
6	Have minimal knowledge of health and safety risks in the work environment	Not Fulfilled	Not Fulfilled	Fulfilled
7	Able to make others feel important in the team	Not Fulfilled	Not Fulfilled	Fulfilled

Source: Data comes from HRD PT Arkadia Sinergi Indonesia, 2023.

Based on table 1.1, the performance assessment for the 2020 and 2021 periods showed unfulfilled results in each component of the performance assessment data set by PT Arkadia Sinergi Indonesia. The factor that caused the performance assessment not to be achieved was due to the ongoing Covid-19 virus outbreak in Indonesia, so that many employees were affected by the virus outbreak and some had to WFH (Work From Home) and some employees had to be laid off. However, in 2022 there was an increase in each component of the performance assessment at PT Arkadia Sinergi Indonesia and there were also several components that were still unfulfilled. This indicates that the company PT Arkadia Sinergi Indonesia is not yet stable in employee performance assessments, because in 2022 the Covid-19 virus outbreak has decreased. If this is allowed to continue, it will cause decreased productivity, loss of communication between employees, decreased company performance and a decline in company development which could lead to bankruptcy.

Various things that affect employee performance at PT Arkadia Sinergi Indonesia are work motivation and physical work environment. Motivation in this context refers to the spirit or drive possessed by employees when facing work tasks.

Hasibuan (2019) defines motivation as an effort to provide encouragement that encourages individuals to work with an effective spirit and align all their efforts to achieve satisfaction. Motivation can come from internal factors such as personal motivation or from external factors originating from the company. When the level of motivation is high, it is expected that employees will work more enthusiastically and diligently.

The phenomenon that occurs in PT Arkadia Sinergi Indonesia is employee work motivation. Based on observations at the research site, there are statistics that show performance at PT. Arkadia Sinergi Indonesia as follows:

**Table 2. Types of Motivation at PT Arkadia Sinergi Indonesia 2020-2022**

No	Types of Motivation	2020	2021	2022
1	The salary received is sufficient	inadequate	inadequate	adequate
2	The facilities provided are adequate	adequate	adequate	adequate
3	Adequate protection and security	inadequate	inadequate	inadequate
4	Serious about security	inadequate	inadequate	adequate
5	Encourage cooperation between employees	inadequate	inadequate	adequate
6	Respect each other among employees	inadequate	inadequate	inadequate
7	Get promotion opportunities based on good work performance	inadequate	inadequate	adequate
8	Providing employee development opportunities	inadequate	inadequate	inadequate
9	Providing opportunities for employee training	inadequate	adequate	adequate
10	Providing freedom of autonomy in work	inadequate	inadequate	adequate

Source: Data comes from HRD PT Arkadia Sinergi Indonesia, 2023.

From the data attached in the table above, the salary element in the last three years has always been less than good, as well as protection, security, mutual respect among employees, employee development opportunities, always getting less than optimal values. This shows that workers at PT. Arkadia Sinergi Indonesia may feel less motivated in terms of getting a salary and other motivational assessments. This could be due to the lack of company initiative in holding salary increases for employees. As a result, employees may feel that their achievements are not appreciated by the company due to the lack of recognition given in the form of salary and others.

In order to achieve good performance and sufficient numbers, workers need to have a passion for work that can affect their work results. In addition to work motivation, aspects of the physical environment at the employee's workplace have an important role in improving their work performance. The right work atmosphere can support the implementation of tasks well, provide enthusiasm to employees, and ultimately improve their work results. Conversely, an unsuitable workplace situation can create discomfort when carrying out tasks.

Optimal physical workplace facilities can help employees work more enthusiastically and improve their work results. In order to achieve optimal achievement, it is important to improve work efficiently and optimize the abilities and capacities of employees. This will help achieve organizational goals and have a positive impact on the progress of the company. Physical environmental factors in the workplace are one of the key elements that influence human performance achievement; comfort in the workplace atmosphere has a significant effect. Research data on the physical work environment of employees can be found based on table 1.3

**Table 3. Physical Work Environment Data of PT Arkadia Sinergi Indonesia**

No	Information	Expectations	Fact
1	Lighting	Good Lighting	Minimal Lighting
2	Air Flow	Cold atmosphere	Hot Atmosphere
3	Sound Intensity	Silent Atmosphere	High Sound Intensity
4	Security Level	Guaranteed Security	Unsafe Atmosphere

Source: Data comes from HRD PT Arkadia Sinergi Indonesia, 2023.

Inadequate lighting or illumination in the work environment of PT Arkadia Sinergi Indonesia has disturbed the vision of employees while working. In addition, workers often complain about high temperatures and humidity as well as high noise levels in the workspace, all of which have an impact on discomfort while working and reduced concentration. Lack of security is also a factor that affects employee work. Employee work refers to performance that includes excellence and the salary

received, carried out by workers/employees in accordance with their duties and obligations. This performance idea reflects how well an action plan or provision can achieve the company's vision and mission targets set as part of the planning strategy.

However, in reality, some employees at PT Arkadia Sinergi Indonesia still have not reached the standards set by the company due to lack of motivation and clear goals in their performance as well as lack of adequate feedback between employees and the company PT Arkadia Sinergi Indonesia. As a result, employee performance has declined and there are still some employees who have not met the company's expectations. Based on the results of field observations, employee performance problems at PT Arkadia Sinergi Indonesia are reflected in the performance assessment data in table 1.1.

Job satisfaction greatly influences employee performance towards the organization. Employee job satisfaction is seen through data in the table including (Table 1.2) which shows that the motivation given still does not create job satisfaction, especially in terms of compensation which is still considered inadequate (salary that has not reached the Regional Minimum Wage), and (Table 1.3) shows that the physical work environment has also not achieved employee satisfaction. Employees always complain about the cold and hot air environment and the noise level that disturbs their comfort and concentration, and also the problem of inadequate security.

Referring to the data in (Table 1.1), it can be concluded that employee performance from 2020 to 2021 is still not optimal because employees have not achieved the set performance assessment. This is due to the lack of motivation and targets in the work results of employees and the lack of response from the employees themselves because the previously determined standards have not been achieved. Therefore, by considering the information that has been presented, the researcher is interested in conducting this study, namely "The Effect of Work Motivation and Physical Work Environment on Employee Performance at PT ARKADIA SINERGI INDONESIA."

## METHOD

This study uses a quantitative approach that is associative in nature. The object of the study is employees of PT. Arkadia Sinergi Indonesia, with a focus on the influence of work motivation ( $X_1$ ) and physical work environment ( $X_2$ ) on employee performance ( $Y$ ). The quantitative approach was chosen because it is in accordance with the objectives of the study which aims to measure the relationship between variables objectively and measurably. This study is based on the philosophy of positivism, which focuses on research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, and aims to test the formulated hypothesis. In associative research, the focus is on determining the influence or relationship between two or more variables. Quantitative analysis refers to variables that can be explained quantitatively using appropriate formulas or analysis tools, and the results of the study are presented in the form of numbers and apply statistical analysis for data interpretation.

This research was conducted at PT Arkadia Sinergi Indonesia located at Pondok Indah Office Tower 2, 15th Floor Jl. V-TA, Pondok Indah, South Jakarta City, Jakarta 12310. The research period lasted for nine months, starting in October 2023 to June 2024. During this nine-month period, the research was carried out in stages, starting with the pre-survey stage, proposal preparation, permit application, questionnaire distribution, data processing, and thesis writing.

The population in this study were all employees of PT Arkadia Sinergi Indonesia totaling 150 people. The research sample was taken using purposive sampling technique, with the criteria of employees who have worked for at least one year in the company. Based on these criteria, a sample of 70 respondents was obtained.

The data collection technique in this study used a questionnaire distributed to respondents. The questionnaire consists of several parts covering the demographic data of respondents as well as questions related to work motivation variables, physical work environment, and employee performance. The questions in the questionnaire are arranged based on a Likert scale with five answer choices, ranging from strongly disagree to strongly agree.

To ensure the validity and reliability of the research instrument, validity and reliability tests were conducted. Validity tests are used to determine the extent to which the instrument can measure what should be measured. This test is carried out using Pearson correlation. Meanwhile, reliability

tests are used to measure the consistency of the instrument in producing stable and consistent data, which is carried out using the Cronbach's Alpha coefficient.

Data analysis was carried out through several stages. First, a descriptive analysis was conducted to describe the characteristics of respondents and the distribution of answers to each question. Second, a classical assumption test was conducted which included a normality test, a multicollinearity test, an autocorrelation test, and a heteroscedasticity test. The normality test was conducted to determine whether the data used was normally distributed or not. The multicollinearity test aims to ensure that there is no high linear relationship between independent variables. The autocorrelation test was conducted to determine whether there is a correlation between one residual and another. The heteroscedasticity test aims to ensure that the variance of the residual is constant.

After the classical assumption test is met, multiple linear regression analysis is conducted to determine the simultaneous influence between independent variables (work motivation and physical work environment) on the dependent variable (employee performance). In this analysis, the coefficient of determination ( $R^2$ ) is used to determine how much the independent variables can explain the dependent variable. In addition, a t-test is conducted to test the partial influence of each independent variable on the dependent variable, and an F-test to test the simultaneous influence of independent variables on the dependent variable.

The results of the data analysis will be presented in the form of tables and graphs to facilitate interpretation. Furthermore, a discussion is conducted to link the research results with previous theories and research. This discussion aims to provide a deeper understanding of the influence of work motivation and physical work environment on employee performance as well as practical implications that can be applied by PT Arkadia Sinergi Indonesia.

This research is expected to contribute to the development of human resource management theory and practice, especially in efforts to improve employee performance through the management of work motivation and physical work environment. In addition, the results of this study are also expected to be a reference for other companies that have similar conditions in efforts to improve employee performance..

## RESULTS AND DISCUSSION

### Classical Assumption Test

#### 1. Normality Test

The purpose of the normality test is to evaluate whether the distribution of the dependent variable, independent variables, or both in the regression model has a normal distribution or not. When assessing the normality of the residuals, researchers use the Kolmogorov-Smirnov non-parametric statistical test (KS Test), which involves comparing the probability of the results obtained.

- If the significance value is less than 0.05, it can be concluded that the data does not meet the normal distribution criteria.
- If the significance value is greater than 0.05, it can be assumed that the data meets the normal distribution criteria.

**Table 4.1 One-Sample Kolmogorov-Smirnov Test**

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual	
N		70	
Normal Parameters <sup>a,b</sup>	Mean	.000000	
	Std. Deviation	5.42349020	
Most Extreme Differences	Absolute	.067	
	Positive	.059	
	Negative	-.067	
Test Statistic		.067	
Asymp. Sig. (2-tailed) <sup>c</sup>		.200 <sup>d</sup>	
Monte Carlo Sig. (2-tailed) <sup>e</sup>	Sig.	.586	
	99% Confidence Interval	Lower Bound	.574
		Upper Bound	.599

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

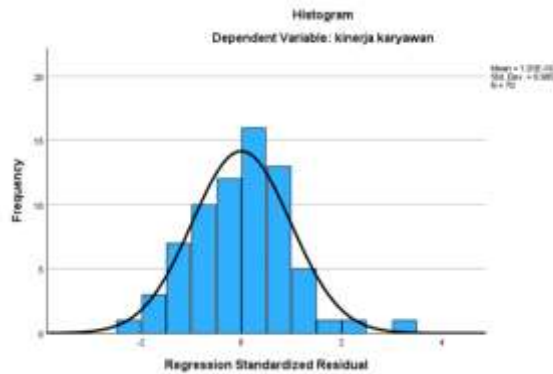
d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source:SPSS Version 29 Output

The normality test with Kolmogorov-Smirnov shows a significance value of 0.200, which exceeds the value of 0.05. Thus, it can be concluded that the residuals have a normal distribution. The results of the normality analysis using histograms are as follows:

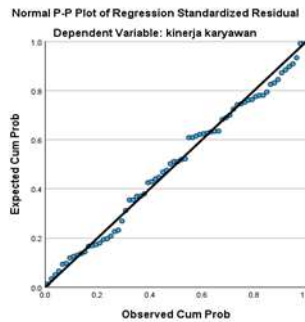
Figure 2.. Histogram Method Normality Test



Source:SPSS Version 29 Output

Figure 4.3 above illustrates a curve that forms a cone, indicating that the data distribution is normal. To ensure with more confidence, the analysis will be carried out using the Normal Probability Plot. The results of data processing by applying the P-Plot method can be explained:

Figure 3. Histogram Method Normality Test



Source:SPSS Version 29 Output

From the information contained in Figure 4.4, it can be concluded that the regression model meets the requirements of normality. This indicates that the data in the regression model of this study follows a normal distribution.

2. Multicorinelility Test

Multicollinearity check is used to check whether there is a relationship between independent variables in the regression model. In this framework:

- a. If Tolerance has a value of more than 0.10, this indicates that there is no multicollinearity problem between the independent variables.
- b. If the VIF has a value of less than 10, it can be interpreted that there is no multicollinearity among the variables.

Table 5. Multicorinelility Test Results

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	23.504	2.233		10.527	<.001		
	MOTIVASI KERA	.011	.111	.014	.101	.920	.658	1.520
	LINGKUNGAN KERJA FISIK	.355	.126	.388	2.810	.006	.658	1.520

a. Dependent Variable: KINERJA KARYAWAN

Source:SPSS Version 29 Output

The data in Table 4.16 shows that the tolerance value for the work motivation variable (X1) and the physical work environment variable (X2) are both 0.658. With the tolerance value being greater than 0.10, no multicollinearity problem was found between the two variables.

By using the Variance Inflation Factor (VIF), it was found that the value of the work motivation variable (X1) and the physical work environment (X2) were each 1.520. These figures indicate that both values do not exceed 10.00. Therefore, it can be concluded that there is no indication of multicollinearity between the work motivation variable (X1) and the physical work environment (X2) in their influence on employee performance (Y).

### 3. Autocorrelation Test

Autocorrelation testing is performed to check for correlation between errors in period t and errors in the previous period (t-1) in a linear regression model. The quality of the regression model is considered optimal if no autocorrelation is detected.

**Table 6.** Durbin Watson Autocorrelation Test Criteria (DW Test)

Criteria	Information
< 1,000	There is autocorrelation
1,100 – 1,550	Without conclusion
1,550 – 2,460	No autocorrelation
2,460 – 2,900	Without Conclusion
> 2,900	There is autocorrelation

Source: Algifari (2018: 88)

**Table 7. Autocorrelation Test Results**

		Coefficients <sup>a</sup>					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	23.504	2.233		10.527	<.001		
	MOTIVASI KERA	.011	.111	.014	.101	.920	.658	1.520
	LINGKUNGAN KERJA FISIK	.355	.126	.388	2.810	.006	.658	1.520

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS Version 29 Output

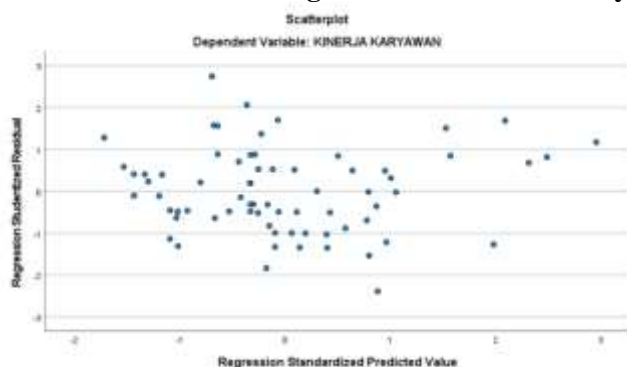
Based on the data listed in Table 4.18, it can be concluded that this regression model does not experience autocorrelation. This can be seen from the Durbin-Watson value of 1.801, which is in the range of 1.550 to 2.460.

### 4. Heteroscedasticity Test

The purpose of the heteroscedasticity test is to evaluate whether there is inconsistent variation in the residuals of the regression model. One way to identify heteroscedasticity is to examine the scatter plot between the predicted values of the dependent variable (ZPRED) and the residuals (SRESID), with the following guidelines:

- If the dotted pattern shows waves that alternately widen and narrow, this indicates heteroscedasticity.
- If the points are spread randomly without forming a regular pattern, this indicates the absence of heteroscedasticity.

**Figure 4. Heteroscedasticity Test Results**



Source: SPSS Version 29 Output

Judging from the illustration in Figure 4.5 above, the points are spread on both sides of the value 0 on the Y axis without forming a regular pattern. Thus, based on this finding, it can be concluded that there is no existence of heteroscedasticity in this study.

**Quantitative Analysis Test**

**1. Simple Linear Regression**

Regression analysis is performed to identify whether there is a correlation between the independent and dependent variables. In this context, the use of simple linear regression analysis aims to determine whether changes in the dependent variable can be explained by changes in the independent variable. The main focus of this analysis is to test how much influence one independent variable has on the dependent variable.

**Table 6.** Simple Linear Regression Test Results of Work Motivation (X1) Against Employee Performance (Y)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.852	2.173		11.897	<.001
	MOTIVASI KERJA	.194	.095	.241	2.048	.044

a. Dependent Variable: KINERJA KARYAWAN

Source:SPSS Version 29 Output

From the information presented in Table 4.19 above, it can be concluded that the Constant value (a) is 25.852, while the regression coefficient value for the work motivation variable (b) is 0.194. Thus, the regression equation can be formulated as follows:

$$Y=a+bX$$

$$Y=25.852+0.194X$$

The interpretation of the equation is as follows:

- a. The constant value of 25.852 implies that the consistent value of the employee performance variable (Y) is 25.852.
- b. The regression coefficient value for work motivation (X1) of 0.194 indicates that every 1% increase in work motivation value will contribute to an increase in employee performance value of 0.194. This regression coefficient has a positive value, indicating that the direction of influence of the work motivation variable (X1) on employee performance (Y) is positive.

**Table 7.** Simple Linear Regression Test Results of Physical Work Environment (X2) Against Employee Performance (Y)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.615	1.927		12.257	<.001
	LINGKUNGAN KERJA FISIK	.362	.102	.397	3.562	<.001

a. Dependent Variable: KINERJA KARYAWAN

Source:SPSS Version 29 Output

From the data in table 4.20, it is known that the constant value (a) is 23.165 and the regression coefficient for the physical work environment variable (b) is 0.362. Therefore, the regression equation can be explained as follows:

$$Y=a+bX =23.165+0.362$$

$$Y=23.165+0.362X$$

In this context, the equation can be interpreted as follows:

- a. The constant value of 23.165 indicates a consistent value of the employee performance variable (Y).
- b. The regression coefficient for the physical work environment variable (X2) is 0.362, indicating that every 1% increase in the physical work environment will cause an increase of 0.362 in the variable. With this positive value, the regression coefficient indicates a positive relationship between the physical work environment (X2) and employee performance (Y).

**2. Multiple Linear Regression**



Multiple linear regression tests are used to determine the correlation and potential impact between work environment variables and work motivation on employee performance, using the multiple linear regression equation formula.

**Table 8.** Multiple Linear Regression Test Results

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.504	2.233		10.527	<.001
	MOTIVASI KERJA	.011	.111	.014	.101	.920
	LINGKUNGAN KERJA FISIK	.355	.126	.388	2.810	.006

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS Version 29 Output

From the data in table 4.21, the regression equation resulting from this regression test can be formulated as follows:

$$Y = 23.504 + 0.011X_1 + 0.355X_2$$

Information:

Y: Employee performance

X1: Work Motivation

X2: Physical Work Environment

The test results can be explained as follows:

- The constant value ( $\alpha$ ) obtained is 23.504 indicating that if the Motivation and Physical Work Environment variables have a value of 0, then the Employee Performance level that occurs will be 23.504.
- The regression coefficient 1=0.011 indicates that if Motivation increases by 1 unit, then Employee Performance will increase by 0.011. The direction of the relationship between Motivation and Employee Performance is positive.
- The regression coefficient 2=0.355 illustrates that if the Physical Work Environment increases by 1 unit, then Employee Performance will increase by 0.355. The direction of the relationship between the Work Environment and Employee Performance is also positive.

### 3. Simple Correlation Coefficient Test

The purpose of using simple correlation coefficient analysis is to determine the strength or weakness of the relationship between one independent variable and one dependent variable. If the significance value is less than 0.05, then there is a significant correlation between the two; conversely, if the significance value is greater than 0.05, then there is no significant correlation.

**Table 9.** Interpretation of Correlation Coefficient

Interval Koefisien	Tingkat Hubungan
0,00 - 0,199	Sangat rendah
0,20 - 0,399	Rendah
0,40 - 0,599	Sedang
0,60 - 0,799	Kuat
0,80 - 1,000	Sangat kuat

Source: Sugiyono and Susanto (2017: 266)

**Table 10.** Results of the Simple Correlation Coefficient Test of Work Motivation (X1) on Employee Performance (Y)

**Correlations**

		MOTIVASI KERJA	KINERJA KARYAWAN
MOTIVASI KERJA	Pearson Correlation	1	.241*
	Sig. (2-tailed)		.044
	N	70	70
KINERJA KARYAWAN	Pearson Correlation	.241*	1
	Sig. (2-tailed)	.044	
	N	70	70

\*. Correlation is significant at the 0.05 level (2-tailed).

Source:SPSS Version 29 Output

The results of the analysis of table 4.23 show that the correlation coefficient shows a value of 0.241, which is in the range of 0.20-0.399. This illustrates that the level of relationship between the two variables can be called "Low".

**Table 11. Results of the Simple Correlation Coefficient Test of the Physical Work Environment (X2) on Employee Performance (Y)**

**Correlations**

		LINGKUNGAN KERJA FISIK	KINERJA KARYAWAN
LINGKUNGAN KERJA FISIK	Pearson Correlation	1	.397**
	Sig. (2-tailed)		<.001
	N	70	70
KINERJA KARYAWAN	Pearson Correlation	.397**	1
	Sig. (2-tailed)	<.001	
	N	70	70

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

Source:SPSS Version 29 Output

From the data listed in table 4.24 above, it is found that the correlation coefficient is 0.397, within the range of 0.20-0.399. This indicates that the level of correlation between the two variables can be considered as "Low".

**4. Multiple Correlation Coefficient Test**

Multiple correlation analysis is used to assess how strong the relationship is between all X variables to Y variables simultaneously. If the significance value of F change is less than 0.05, it indicates a significant relationship. Conversely, if the significance value of F change is more than 0.05, it indicates no significant relationship.

**Table 12. Multiple Correlation Coefficient Test Results**

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			
						F Change	df1	df2	Sig. F Change
1	.397 <sup>a</sup>	.157	.132	5.504	.157	6.257	2	67	.003

a. Predictors: (Constant), LINGKUNGAN KERJA FISIK, MOTIVASI KERJA

Source:SPSS Version 29 Output

From the test results in table 4.25 above, it was found that the correlation coefficient is 0.397, which is between 0.21 to 0.40. This shows that both have a relationship that is categorized as "Low" between the variables.

**5. Coefficient of Determination Test**

The use of the coefficient of determination is used to evaluate the extent to which the independent variable explains the variation in the dependent variable. To assess the contribution or

percentage of influence of work motivation (X1) and the physical condition of the work environment (X2) on employee performance (Y), it can be determined through the determination test as follows:

**Table 13. Results of Determination Coefficient Test**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.397 <sup>a</sup>	.157	.132	5.504

a. Predictors: (Constant), LINGKUNGAN KERJA FISIK, MOTIVASI KERJA

Source:SPSS Version 29 Output

Data from table 4.26 shows that the coefficient of determination or R-square is 0.157, which indicates that 15.7% of the variation in employee performance (Y) can be explained by the variables of work motivation (X1) and physical work environment (X2). As much as 84.3% of the other variations are not affected by the variables investigated in this study.

#### 4.2.7 Hypothesis Testing

##### 1. t-Test (Partial)

The t-test is used to evaluate the impact of each independent variable on the dependent variable separately. The results of this test are evaluated by comparing the significance value, where if the significance value  $<0.05$  or the calculated t value  $>$  t table, it can be concluded that there is a significant impact. This t-test is carried out at a significance level of  $\alpha = 5\%$ . The formula for finding the t-table value is  $t \text{ table} = df = nk = 70 - 2 = 68$ , with the t-table value obtained being 1,668. The following are the results of the t-test.

**Table 14. Results of Hypothesis Testing with T-Test of Work Motivation (X1) on Employee Performance (Y)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.852	2.173		11.897	<.001
	MOTIVASI KERJA	.194	.095	.241	2.048	.044

a. Dependent Variable: KINERJA KARYAWAN

Source:SPSS Version 29 Output

Based on the data from table 4.27 in this study, the t-test shows a calculated t value of 2.048, which exceeds the critical t-table value of 1.668. In addition, the significance for the work motivation variable (X1) is 0.044, which is lower than the probability value set at 0.05. These results indicate that the work motivation variable (X1) has a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia.

**Table 15. Results of Hypothesis Testing with the T-Test of Physical Work Environment (X2) on Employee Performance (Y)**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.615	1.927		12.257	<.001
	LINGKUNGAN KERJA FISIK	.362	.102	.397	3.562	<.001

a. Dependent Variable: KINERJA KARYAWAN

Source:SPSS Version 29 Output

According to table 4.28 of this study, the t-test shows that the calculated t value is 3.562, which exceeds the critical value of the t table of 1.668. In addition, the significance for the physical work environment variable (X2) is 0.001, which is smaller than the predetermined probability value of 0.05. In other words,  $0.001 < 0.05$ . In conclusion, the physical work environment variable (X2) has a significant positive effect on employee performance (Y) at PT. Arkadia Sinergi Indonesia.

## 2. F Test (Simultaneous)

This test aims to assess the joint influence of independent variables on dependent variables. If the significance value (sig) is less than 0.05 or the calculated F value is greater than the F table value, it can be concluded that there is a significant influence. To calculate the F table value, the formula used has  $df1 = (k-1) = (3-1) = 2$  and  $df2 = (nk) = (70-3) = 67$ . The calculation results show an F table value of 3.134.

**Table 16. Results of Hypothesis Testing with F Test on the Influence of Work Motivation (X1) and Physical Work Environment (X2) on Employee Performance (Y)**

		ANOVA <sup>a</sup>				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	379.060	2	189.530	6.257	.003 <sup>b</sup>
	Residual	2029.583	67	30.292		
	Total	2408.643	69			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), LINGKUNGAN KERJA FISIK, MOTIVASI KERJA

Source: SPSS Version 29 Output

According to the research results in table 4.29, the F test shows a calculated F value of 6.257, which exceeds the critical value of the F table of 3.134. In addition, the significance value is 0.003, which is smaller than the significance level of 0.05. Therefore, it can be concluded that together, the variables of work motivation (X1) and physical work environment (X2) have a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia.

## DISCUSSION

### The Influence of Work Motivation (X1) on Employee Performance (Y)

From the simple linear regression analysis, the following regression equation was found:  
 $Y = a + bX$

$$Y = 25.852 + 0.194X$$

The translation of the equation is as follows:

- The constant value of 25.852 indicates that the consistent value of the employee performance variable (Y) is 25.852.
- The work motivation regression coefficient (X1) of 0.194 states that every 1% increase in the work environment value will result in a 0.194 increase in the participation value. This regression coefficient is positive, indicating that the direction of the influence of the work motivation variable (X1) on employee performance (Y) is positive.

Based on the results of the t-test in table 4.27, the calculated t value was found to be 2.048, which exceeded the critical value of 1.668, and the significance value for the work motivation variable (X1) was 0.004, smaller than the probability set at 0.05 ( $0.004 < 0.05$ ). Thus, it can be concluded that the work motivation variable (X1) has a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia.

### The Influence of the Physical Work Environment (X2) on Employee Performance (Y)

From the results of the simple linear regression analysis, the following regression equation was found:

$$Y = a + bX$$

$$Y = 23.615 + 0.362X$$

The translation of the equation is as follows:

- The constant value of 23.615 indicates that the consistent value of the employee performance variable (Y) is 23.615.
- The regression coefficient of the physical work environment (X2) of 0.362 states that every 1% increase in the value of work motivation will result in an increase of 0.362 in the value of participation. This regression coefficient is positive, indicating that the direction of the influence of the physical work environment variable (X2) on employee performance (Y) is positive.

Based on the results of the t-test in table 4.28, the calculated t value was found to be 3.562, which exceeded the critical value of 1.168, and the significance value for the physical work environment variable (X2) was 0.001, smaller than the probability set at 0.05 ( $0.001 < 0.05$ ). Thus, it can be concluded that the physical work environment variable (X2) has a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia.

### **The Influence of Work Motivation (X1) and Physical Work Environment (X2) on Employee Performance (Y)**

From the results of multiple linear regression analysis, the following regression equation was obtained:  $Y = a + b_1X_1 + b_2X_2 + e$

$$Y = 23.504 + 0.011X_1 + 0.355X_2$$

The explanation of the regression equation in table 4.21 is as follows:

- a. The constant value of 23.504 shows that if the work motivation variables (X1) and physical work environment (X2) on employee performance (Y) are zero, then the employee performance value (Y) will remain at 23.504.
- b. From table 4.21, the work motivation coefficient value (X1) of 0.011 states that every 1% increase in the work environment value will result in a decrease of 0.011 in the participation of employee performance variables, assuming other variables remain constant.
- c. From table 4.21, the value of the physical work environment coefficient (X2) of 0.355 states that every 1% increase in work motivation value will result in an increase of 0.355 in the participation of the work motivation variable, assuming other variables remain constant.

Based on the results of the F test in table 4.25, the calculated f value is 6.257, which exceeds the critical value of 3.13, and the significance value is 0.003, which is smaller than the significance level of 0.05. Therefore, it can be concluded that the work motivation variables (X1) and the physical work environment (X2) together have a positive and significant influence on employee performance (Y) at PT Arkadia Sinergi Indonesia.

## **CONCLUSION**

After conducting an analysis of the influence of work motivation and physical work environment conditions on employee performance at PT Arkadia Sinergi Indonesia, the researcher concluded the following:

1. From the results of the t-test listed in table 4.27, it can be seen that the calculated t value is 2.048, exceeding the critical value of 1.668. In addition, the significance for the work motivation variable (X1) is 0.004, smaller than the probability set at 0.05 ( $0.004 < 0.05$ ). Thus, the conclusion is that the work motivation variable (X1) has a positive and significant impact on employee performance (Y) at PT. Arkadia Sinergi Indonesia.
2. From the results of the t-test recorded in table 4.28, the calculated t value was found to be 3,562, exceeding the critical value of 1,168. In addition, the significance for the physical work environment variable (X2) is 0.001, smaller than the probability that has been set at 0.05 ( $0.001 < 0.05$ ). Thus, it can be concluded that the physical work environment variable (X2) has a positive and significant influence on employee performance (Y) at PT. Arkadia Sinergi Indonesia.

From the results of the F test in table 4.29, the recorded f-count value is 6.257, exceeding the critical value of 3.134. In addition, the significance value is 0.003, lower than the significance level of 0.05. Thus, it can be concluded that the variables of work motivation (X1) and physical work environment (X2) have a positive and significant influence together on employee performance (Y) at PT Arkadia Sinergi Indonesia.

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