

## THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. GEMILANG NUSANTARA INSANI SELATAN TANGERANG

Monica Monica<sup>1</sup>, Henni Marlinah<sup>2</sup>

<sup>1,2</sup>Fakultas Ekonomi dan Bisnis, Universitas Pamulang. Banten

Email: [dosen02187@unpam.ac.id](mailto:dosen02187@unpam.ac.id)

Keywords: Work  
Environment, Work  
Motivation, Employee  
Performance

This research aims to investigate the influence of the work environment and work motivation on employee performance at PT Gemilang Nusantara Insani, South Tangerang. An associative research method with a quantitative approach was employed. The study included a population of 60 respondents. The analysis involved validity tests, reliability tests, multicollinearity tests, heteroscedasticity tests, simple linear regression tests, multiple linear regression tests, correlation coefficients, coefficient of determination, T-tests, and F-tests. The results of partial hypothesis testing revealed that the work environment variable had a positive effect on employee performance, with a t-value of 5.385, and a significance value of 0.000. Similarly, the work motivation variable had a significant impact on employee performance, with a t-value of 5.704 and a significance value of 0.000. Simultaneous hypothesis testing indicated that the work environment and work motivation, taken together, significantly influenced employee performance, as the calculated F-value (20.916) was greater than the F-table value (3.16), with a significance value of 0.000. The coefficient of determination (R square) was 0.423, suggesting that the combined influence of the work environment and work motivation accounted for 42.3% of the variance in employee performance. The remaining 57.7% was influenced by factors not examined in this study. In conclusion, both the work environment and work motivation have a significant and positive impact on employee performance at PT Gemilang Nusantara Insani, South Tangerang.

### 1. INTRODUCTION

The work environment problems that PT Gemilang Nusantara Insani employees most often complain about are poor employee relations between parts of the company, poor lighting, noise, lack of air circulation so that employees feel uncomfortable when working, and parking lot security needs to be given more attention. Or the absence of CCTV. Inadequate facilities can reduce employee performance and make employees less enthusiastic about completing work that is targeted to be completed on time.

Based on pre-survey data, we can see that there has been a decline from year to year, especially in work regulations. Lack of supervision from superiors who are less strict towards employees, which results in some not complying with work regulations and standards, as well as lighting and air circulation that is less supportive because too many employees are placed in one room, which tends not to meet good criteria, this makes it wrong. One factor is not achieving a good work environment, which can increase employee performance to the maximum.

The lack of work motivation at PT Gemilang Nusantara Insani has a broad negative impact on employee performance and overall company productivity. Decreased productivity is one of the direct results of a lack of work motivation, where employees tend to work less efficiently, make more mistakes, and are often absent or late. This condition creates feelings of dissatisfaction among employees and can trigger conflict in the workplace. Additionally, low motivation can stifle employee creativity and increase employee turnover rates, potentially harming team stability and reducing a company's ability to compete in a competitive marketplace. Therefore, overcoming a lack of work motivation is a crucial step to improve employee performance and ensure the long-term continuity and success of the company.



Work motivation is a critical element of human life[1][2][3], especially for employees at PT Gemilang Nusantara Insane. This motivation is an internal factor that drives individuals to achieve goals, give their best in their work, and contribute to the company's success. Lack of adequate motivation can have a significant impact on employee performance and company sustainability[4][5][6]. Work motivation problems at PT Gemilang Nusantara Insani harm employee morale. Work motivation can often be linked to the hierarchy of human needs defined by Abraham Maslow's motivation theory. This hierarchy includes several levels of needs, including[7]:

1. **Physiological Needs:** These include basic needs such as food, drink, rest, and adequate wages. Data reveals that most employees do not feel these needs are being met (68%), indicating a deficiency in meeting this essential aspect. Insufficient salaries or inadequate work facilities can cause this shortage.
2. **Security Needs:** This involves seeking job security, retirement benefits, and a safe work environment. Data shows that these needs still need to be fully met, indicating that employees may feel insecure regarding their work and working environment conditions that meet safety standards. These deficiencies can trigger feelings of anxiety and uncertainty among employees.
3. **Dissatisfaction in meeting these basic needs** can result in decreased motivation among employees. Therefore, it is essential to look for solutions that can increase work motivation, such as increasing wage levels, improving work facilities, and providing stronger job guarantees. Apart from that, creating an environment that supports and motivates employees is also a crucial action to increase their work morale. This way, companies can create a more productive work environment and more motivated employees.

Performance is a description of the level of achievement of an activity program or policy in realizing an organization's goals, objectives, vision and mission as outlined through an organization's strategic planning[8][9][10][11]. The phenomenon that occurs in the performance of PT Gemilang Nusantara Insasi employees is that there is decreased work morale and responsibility as well as several performance assessments that are unsatisfactory or have experienced a decline in employee performance can be seen in the KPI (Key Performance Indicator) table. Key Performance Indicator is a type of performance measure that tells what employees must do to improve performance dramatically[12][13][14]. Performance assessments are carried out every quarter and then averaged every year to determine whether employee performance achievements have decreased or increased based on the assessment criteria set by the company[15][16]

From the data, the achievement of individual results from 2019 to 2021 experienced fluctuations in the criteria. This can be seen from the company's expectations that there will be tiny achievements in the criteria. However, in reality, in 2021, there are 2 people with shallow criteria. Moreover, in 2019, 7 people needed more criteria. In 2020, it decreased to 6 people, and in 2021, there was a significant increase, namely to 18 people. From the achievement of the NKI assessment criteria, it is concluded that from year to year, it can be seen that employee performance with the highest average is only in the suitable criteria. From the information provided by HRD, it can be concluded that the realization of employee performance achievements has not been optimal because it has not met the targets and expectations set by PT Gemilang Nusantara Insasi. Employee performance is still optimal because some employees cannot complete tasks on time according to schedule, some lack the initiative to help colleagues when colleagues are busy, and employees cannot present ideas well in front of many people. Thus, employee performance PT Gemilang Nusantara Insani experienced problems. Indeed, only some employees are enthusiastic about working within the company. Some employees are always enthusiastic and work entirely in carrying out the tasks.

The importance of researching the influence of the work environment and work motivation on employee performance at PT Gemilang Nusantara Insani South Tangerang is to provide valuable insight for the company in its efforts to improve employee performance. By understanding how these factors are interconnected and impactful, companies can take appropriate action to create a supportive work environment, increase employee motivation, and, in turn, increase company productivity and

success. The results of this research can become a basis for continuous improvement and development in the future, which will benefit both employees and the company itself.

## 2. METHODOLOGY

The research method applied is a quantitative approach with an associative research type, where the data will be analyzed statistically to identify the relationship between the independent variables and the dependent variable at PT Gemilang Nusantara Insani South Tangerang. This research was conducted for around 8 months, starting from November 2022 to June 2023, at the location of PT Gemilang Nusantara Insani, South Tangerang.

The research population included all 60 employees of PT Gemilang Nusantara Insane. In this research, a saturated sampling technique was used, where all employees were considered samples to ensure the representativeness of data from all employees. Data collection was carried out through questionnaires distributed to all company employees. The questionnaire contains questions about the work environment, work motivation and employee performance. The collected data will be analyzed statistically. The collected data was processed using multiple linear regression analysis. Thus, this research can provide an in-depth understanding of the influence of the work environment and work motivation on employee performance at PT Gemilang Nusantara Insane. The results of this research can become a basis for companies in efforts to improve employee performance and create a better work environment[17].

## 3. FINDINGS AND DISCUSSION

### Data Quality Test

#### Validity test

**Table 1.** Work Environment Validity Test (X1)

<b>Work Environment (X1)</b>			
<b>No. Questionnaire</b>	<b>R Count</b>	<b>R Table</b>	<b>Information</b>
1.	0.586	0.254	Valid
2.	0.656	0.254	Valid
3.	0.594	0.254	Valid
4.	0.389	0.254	Valid
5.	0.377	0.254	Valid
6.	0.639	0.254	Valid
7.	0.384	0.254	Valid
8.	0.501	0.254	Valid
9.	0.814	0.254	Valid
10.	0.822	0.254	Valid

Source: SPSS 26 output data (2023)

**Table 2.** Validity Test of Work Motivation (X2)

<b>Work Motivation (X2)</b>			
<b>No. Questionnaire</b>	<b>R Count</b>	<b>R Table</b>	<b>Information</b>
1.	0.481	0.254	Valid
2.	0.554	0.254	Valid
3.	0.392	0.254	Valid
4.	0.406	0.254	Valid
5.	0.748	0.254	Valid
6.	0.611	0.254	Valid
7.	0.690	0.254	Valid
8.	0.728	0.254	Valid

9.	0.557	0.254	Valid
10.	0.625	0.254	Valid

Source: SPSS 26 output data (2023)

**Table 3.** Validity Test of Employee Performance (Y)

Employee Performance (Y)			
No. Questionnaire	R Count	R Table	Information
1.	0.472	0.254	Valid
2.	0.596	0.254	Valid
3.	0.604	0.254	Valid
4.	0.541	0.254	Valid
5.	0.607	0.254	Valid
6.	0.539	0.254	Valid
7.	0.603	0.254	Valid
8.	0.471	0.254	Valid
9.	0.595	0.254	Valid
10.	0.496	0.254	Valid

Source: SPSS 26 output data (2023)

Based on the table above, it can be seen that all questions for the research variables are declared valid because the calculated  $r$  is  $>$  from the  $r$  table. For this reason, the questionnaire used is suitable for processing as research data.

#### Reliability Test

**Table 4.** Reliability Test

Variable	Cronbach's Alpha value	Standard Cronbach's Alpha Value	Information
Work Environment (X1)	0.777	0.60	Reliable
Work Motivation (X2)	0.775	0.60	Reliable
Employee Performance (Y)	0.728	0.60	Reliable

Source: SPSS 26 output data (2023)

From the table above, namely the results of reliability tests on work environment variables (X1), work motivation (X2), and employee performance (Y), it shows that all question items are all reliable because they have Cronbach's alpha values above 0.60. So it is said that the research instrument is reliable.

#### Classic assumption test

##### Normality test

**Table1.** Normality Test Results with Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		60
Normal Parameters, b	Mean	.0000000
	Std. Deviation	2.36956264
Most Extreme Differences	Absolute	,077
	Positive	,077
	Negative	-.051
Statistical Tests		,077
Asymp. Sig. (2-tailed)		,200c,d
a. Test distribution is Normal.		
b. Calculated from data.		



c. Lilliefors Significance

Correction.

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

Source: SPSS 26 output data (2023)

From the table above, it can be seen the significance value of Asymp.Sig. (2-tailed) = 0.041 is greater than 0.05 or  $0.200 > 0.05$ , so the assumed distribution of equations in this test is normal.

### Multicollinearity Test

**Table 6.** Multicollinearity Test Results

Model	Unstandardized Coefficients B	Coefficients <sup>a</sup>		t	Sig.	Collinearity Statistics	
		Standardize d Coefficients Beta	Std. Error			Toleranc e	VIF
1	(Constant)	9,375	4,686	2,001	,050		
	environmentWork	,346	,138	2,513	,015	,592	1,688
	motivationWork	,407	,137	2,982	,004	,592	1,688

a. Dependent Variable: employee performance

Source: SPSS 26 Output Data (2023)

Based on the results of the multicollinearity test in the table above. Judging from the results of the multicollinearity test in the 1 coefficients table, the VIF value of the product quality and location variables is  $1.688 < 10$ , so there is no multicollinearity in the work environment (X1) and work motivation (X2).

### Autocorrelation Test

**Table 7.** Durbin Watson Autocorrelation Test Results

Model Summary <sup>b</sup>						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson	
1	.651a	,423	.403	2,411	1,853	

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

b. Dependent Variable: employee performance

Source: SPSS 26 Output Data (2023)

From the table above, it can be seen that the Durbin - Watson value is 1.853, where the Durbin - Watson value is in the interval (1.550-2.460), so it can be concluded that this regression model does not have autocorrelation.

### Heteroscedasticity Test

**Table 8.** Heteroscedasticity Test Results with the Glesjer Test

Model	Unstandardized Coefficients B	Coefficients <sup>a</sup>		t	Sig.
		Std. Error	Standardized Coefficients Beta		
1	(Constant)	-1,583	2,948	-.537	,593
	work environment	,092	,087	1,064	,292
	work motivation	-.007	,086	-.081	,936

a. Dependent Variable: RES2

Source: SPSS 26 Output Data (2023)

From the table above, the Glejser test model on the work environment variable (X1) obtained a probability significance value (Sig.) of 0.292 and work motivation (X2) obtained a probability significance value (Sig.) of 0.936 where both significance values (Sig.)  $> 0.005$ . Thus, it can be concluded that the regression model on this data does not contain heteroscedasticity interference.

**Multiple Linear Regression Analysis**

**Table 9.** Multiple Linear Regression Test Results

Coefficients <sup>a</sup>						
Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error	Beta			
1	(Constant)	9,375	4,686		2,001	,050
	work environment	,346	.138	,328	2,513	,015
	work motivation	,407	.137	,390	2,982	,004

a. Dependent Variable: employee performance

Source: SPSS 26 Output Data (2023)

In the second column (unstandardized coefficients) part B, the b1 value of the work environment variable (X1) is 0.346, the b2 value of the work motivation variable (X2) is 0.407, and the constant value (a) is 9.375. So the results of data processing using SPSS 26 show that:

$$Y = 9.375 + 0.346 X1 + 0.407 X2$$

The regression equation above means:

- Constant value = 9.375 indicates that if the work environment variables (X1) and work motivation (X2) are considered constant, then the employee performance variable (Y) will have a value of 9.375.
- The regression coefficient value for the work environment variable (b1) is positive, 0.346. This means that for every 1 unit improvement in the work environment, performance will increase by 0.346 units, assuming the other independent variables have constant values. Based on the table above, a significance value of 0.015 < 0.05 is obtained. Thus, there is a positive and partially significant influence between the work environment (X1) and employee performance (Y).
- The location value (b2) is positive, namely 0.407. This can be interpreted that for every 1 unit increase in work motivation, employee performance will increase by 0.407 units, assuming the other independent variables have constant values. Based on the table above, the significance value obtained is 0.004 < 0.05. This shows a partially positive and significant influence between work motivation (X2) and employee performance (Y).

**Table 10.** F Test Results

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	243,125	2	121,563	20,916	,000b
	Residual	331,275	57	5,812		
	Total	574,400	59			

a. Dependent Variable: employee performance

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

Source: SPSS 26 Output Data (2023)

The results of research on the influence of work discipline and work motivation together have a significant influence on employee performance. Based on the SPSS calculation results, the calculated F value was obtained (20.916 > 3.16), which was significant with an F value of 0.000. Using a significance level of 0.005, the table value with dk = nk-1 (60-2-1= 57) produces an F table of 3.16. The significance level of 0.000 is still below the set significance value of 0.005, so it can be concluded that the environment of work and work motivation have a significant effect on employee performance.

**Table 11.** Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.651a	,423	.403	2,411

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

Source: SPSS 26 Output Data (2023)



Based on the table above, the R-square value (coefficient of determination) is 0.423, so it can be concluded that the work environment variables (X1) and work motivation (X2) influence the employee performance variable (Y) by 42.3% while the rest is influenced by factors other.

### Research Discussion

Based on the results of regression calculations, the tcount value for the work environment variable is obtained, where the tcount is (5.385>2.001). The work environment variable partially influences employee performance because the significance value is below 0.005. Thus, the work environment has a significant effect on employee performance. This also shows that the better the work environment, the better the employee performance at PT Gemilang Nusantara Insane. Based on the results of regression calculations, the t-count value of the work motivation variable was obtained, where the t-count was (5.704>2.001) with a significance of 0.000. The work motivation variable partially influences employee performance because the significance value is below 0.005. Thus, it can be concluded that work motivation has a significant effect on employee performance. This also shows that the better the work motivation, the better the employee performance at PT Gemilang Nusantara Insani will be.

The results of research on the influence of work discipline and work motivation together have a significant influence on employee performance. Based on the SPSS calculation results, the calculated F value was obtained (20.916>3.16), which was significant with an F value of 0.000. Using a significance level of 0.005, the table value with  $dk = nk-1$  (60-2-1= 57) produces an F table of 3.16. The significance level of 0.000 is still below the set significance value of 0.005, so it can be concluded that the environment of work and work motivation has a significant effect on employee performance. The work environment and work motivation also contribute to the ups and downs of employee performance by 42.3%, while other variables influence the remaining 57.7%. Based on the results obtained in the research, the hypothesis states that the work environment and work motivation influence employee performance.

## 4. CONCLUSION

This research concludes that the work environment has a positive and significant effect on employee performance at PT Gemilang Nusantara Insane. With every one-point increase in the work environment variable, employee performance will increase by 0.609. The work environment variable contributes 33.3% to employee performance, indicating that security aspects in the work environment have a significant positive impact on employee performance. Apart from that, work motivation also has a positive and significant effect on employee performance at PT Gemilang Nusantara Insane. With every one-point increase in the work motivation variable, employee performance will increase by 0.627. The work motivation variable contributes 35.9% to employee performance, indicating that motivation, especially in self-actualization, is vital in improving employee performance. The work environment variables and work motivation together have a positive and significant effect on employee performance at PT Gemilang Nusantara Insane. These two factors contribute 42.3% to employee performance, underscoring the importance of companies paying attention to and improving these two factors to achieve optimal employee performance. Suggestions that can be taken from this research include improving the quality of lighting in the work environment, providing employee guarantees in the form of health benefits and old age benefits, and the importance of awareness and initiative in recognizing and accepting work responsibilities. By improving these factors, companies can create a better work environment and increase employee productivity.

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