

THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES

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Abstract. This aims to determine the factors that affect the performance of employees of the University PGRI Ronggolawe Tuban. These factors are motivation and work environment. Employees who have a high motivation to work will have a positive impact for the organization, so as to achieve organizational goals. Hypothesis testing is done by spreading the questionnaire as many as 52 employees of the University PGRI Ronggolawe Tuban. Analysis using multiple linear regression analysis. Results of testing the hypothesis that the value $F = 4,312$; and $p = 0.019$ ($p < 0.05$) that there is influence motivation and work environment on employee performance PGRI University Ronggolawe Tuban. The results of the partial test (t test) on the motivation variable, obtained $t = 0.136$, $p = 0.892$ ($p > 0.05$), meaning that work motivation has no significant effect on employee performance. On the environment variable obtained value $t = 2,376$; and $p = 0.021$ ($p < 0.05$), which means that the working environment have a significant effect on employee performance. $R^2 = 0.115$ shows that simultaneously motivated and able to contribute to the environmental performance of 11.5% on the employees of the University of PGRI Ronggolawe Tuban..

Keywords: keja motivation, work environment, employee performance

1. Introduction

UNIROW Tuban is one of the universities PGRI organized by Society Patrons Institutions of Higher Education (PPLP-PT) in Tuban engaged in the field of education. However, in order to create employee performance PGRI University Ronggolawe Tuban seems there are still many obstacles faced so difficult to achieve organizational goals. Conditions were not ideal there at the University of PGRI Ronggolawe Tuban. Where there are employees come to work late, breaks early and late for work, there are traders coming into the room that offers products, lack of facilities and infrastructure, to leave work early. Thus resulting in decreased employee performance resulting low employee motivation in doing the work and supported the work environment less

comfortable so that the employee's job can not be completed as planned.

Basically there motivation and a good working environment at the University of PGRI Ronggolawe Tuban, but still found their presentations fluctuations. Low motivation may affect the performance of employees is not the maximum, Siagian (2003). There are fluctuations in the percentage increases and decreases in absenteeism, a certain month the percentage of absenteeism above 10 percent indicates that the rate of absenteeism is high enough and yet the employees are often late for work. It is when on leave continuously will provide serious problems for the organization as a whole. In indicator of employee performance by Desler presence is one of the points which reflect the performance of employees. Though employees have been

motivated by a variety of things such as: salaries that are customized to employment (allowance for employees remains the foundation), tourism activities to further familiarize hubungan interpersonal and teamwork, and their training to increase and improve the skills of HR employees and others. While working environment PGRI University Ronggolawe Parking Available vehicle so that employees can be calm in the works. Ventilation for air circulation in the room is always fresh.

Based on these problems, the writer tried to lift into the study titled "The Effect of Motivation and Work Environment on Employee Performance PGRI University Ronggolawe Tuban

2. Literature

2.1 Work Motivation

According Malthis (2006), motivation is a desire in a person that causes the person acts. Usually the person acting for a reason to achieve the goal. Understanding motivation is important for performance, reaction to the compensation and human resources issues are influenced and influence motivation. Meanwhile, according to Mangkunagara (2010: 18), motivation is a condition (energy) that moves within the individual that is directed to achieve organizational goals. Motivation is defined by Stanford (in Mangkunagara, 2011), that *motivation as an*

energizing condition of the organism that serves to direct that the organism toward the goal of A Certain class. Motivation as a condition that drives people towards a, according Malthis (2006), motivasi adalah desire in a person that causes the person acts. Usually the person acting for a reason to achieve the goal. According Supardi and Saiful Anwar (2004) Motivation is an individual's personal circumstances that encourage the desire of individuals to undertake certain activities in order to achieve a goal. Arep and Tanjung (2004) says that the principal motivation as something, which became the impetus for someone to work. Meanwhile, according to Moekiyat (2002) motivation has the same meaning with the motif, which is an impetus or incentive to do something. Then Robbins (2006) says motivation as a process that will determine the intensity, direction, and persistence of individuals in order to achieve the target.

Motivation can be seen as an integral part of personnel administration within the framework of the process of formation, development and direction of labor in an organization. Motivation as a positive effort to mobilize, deploy and direct the power and potential of the workforce in order to productively managed to achieve and realize the goals set in advance and as a necessity as well as an incentive to be able to mobilize, deploy and direct the potential and power of human labor is toward the desired. Zainun

Buchori, (2004). Understanding motivation is important for performance, reaction to the compensation and human resources issues are influenced and influence motivation.

In this study, researchers used indicator of Maslow's theory of motivation. Theory of Abraham Maslow's hierarchy of needs (in Sofyandi and Garniwa, 2007), consisting of:

- a. Physiological Needs (*Physiological-need*). Physiological needs are the hierarchy of human needs of the most basic is the need to be able to live like eating, drinking, housing, oxygen, sleep and so on.
- b. Need for security (*Safety-need*). If the physiological needs relatively satisfied, there appears a need for the second is the need for security. The need for security includes security protection from the dangers of workplace accidents, will guarantee continuity of work and would guarantee his old days when they no longer work.
- c. Social needs (*Social-need*). If the physiological and safety needs have been satisfied to a minimum, it would appear the social needs, namely the need for companionship, an affiliate of funds closer interaction with others. In organizations will relate to the need for a working group that is compact, good supervision, recreation together, and so on.
- d. Esteem needs (*Esteem-need*). These needs include the desire needs to be respected,

valued over individual achievement, recognition of one's capabilities and expertise as well as the effectiveness of one's work.

- e. Self-actualization needs (*Self-actualization need*). Self actualization is Maslow's hierarchy of needs of the most high. Self-actualization related to the process of developing the true potential of a person. The need to demonstrate knowledge, skills and potential of a person. In fact, the need for self-actualization tendency increasing its potential for people to actualize their behavior. Someone who is dominated by the need for self-actualization happy to be tasks that challenge the ability and expertise.

2.2 Environment The

work environment in a company need to be considered, this was due to the work environment has a direct impact on employees. Work environment can improve employee performance and conversely, inadequate working environment will be able to decrease employee performance. A good working environment where employees are said to be conducting an optimal, healthy, safe, and comfortable. Therefore, the determination and the creation of a good working environment will determine success in achieving organizational goals. Conversely, if the

working environment is not good to be able to decrease the motivation and morale, and ultimately can degrade the performance of employees. According to Robbins (2003) environments are institutions or forces beyond that could potentially affect the performance of the organization, the surroundings are formulated into two general environment and specific environment.

According to Basuki and Susilowati (2005) work environment is everything that is in the environment that can affect either directly or indirectly, any person or group of people in carrying out its activities. According to Barry rendering & jayheizer (2001: 239), the work environment is the physical environment where employees work affecting the performance, security and quality of their working lives.

According Gouzali Saydam (2000) also mentions that the working environment is the whole infrastructure of the existing work around employees who are doing the work, which may affect the implementation of the work itself. According Sedarmayanti (2001) work environment is a whole tool tooling and materials encountered, the neighborhood where a person is working, working methods, as well as the arrangement works both as individuals and as a group".

From the opinions above it can be knotted out that the work environment is everything that is around the employee at work, either in the form of physical or

nonphysical, directly or indirectly, to influence him and his work at work.

Sedarmayanti (2001: 21) states that, generally speaking, the type of work environment is divided into two namely:

- a. physical work environment are all circumstances the physical form contained around the workplace that may affect the employees either directly or indirectly. In order to minimize the influence of the physical environment for employees, the first step will have to study humans, both on the physical and behavior as well as the physical, and then used as a basis to think of appropriate physical environment. The entirety of the internal and external factors that are around the workplace each employee, in this case is in the form of a physical place such as chairs, tables and equipment other work that may affect employees in performing their duties and daily work is called the physical work environment, Rumada and Mudiarta (2013).
- b. Non-physical work environment is all of the circumstances relating to labor relations, good relations with superiors and co-workers relationships, or relationships with subordinates. Non-physical environment is also a group working environment can not be ignored. According Nitisemito (2000), the company should be able to reflect the enabling conditions for cooperation between the

levels superiors, subordinates and who has the same official status in the company. Conditions should be created is a family atmosphere, good communication, and self-control.

2.3 of

The performance employees is the result of a planned process specific job at the time and place of the employee and the organization concerned according Mangkuprawira and Hubeis (2007). According Stolovitch and Keeps (in Mangkuprawira, 2007) is a set of performance results and refer to the achievement of the action and the implementation of any work requested. Performance or performance is the result or output of a process (Nurlaila, 2010). According Sedarmayanti (2011) Performance is a translation of the performance, which means the work of a worker, a management process or an organization as a whole, where the results of the work have to be shown the evidence is concrete and measurable (compared to the standard that has been specified).

In the context of the results, Bernardin (2001) stated that the performance is a record of the results produced (generated) on specific job functions or activities for a certain period of time. From these definitions, Bernardin stressed the notion of performance as a result, not a character trait (trait) and behavior. The notion of performance as a result are also

linked to productivity and effectiveness, Ricard (2003). Related to the performance as behavior, Murphy, (in Ricard, 2002) states that the performance of a set of behaviors that are relevant to the goals of the organization or organizational unit where people work. The notion of performance as behavior is also expressed by Sudarmanto (2009) performance is a set of behaviors that are relevant to the goals of the organization where people work. Performance is something that is actual working person and can be observed. Performance is not the consequence or result of the action, but the action itself, Campbell, (in Richard 2003).

Performance is a function of motivation and ability. To complete the task or job a person should have a degree of willingness and a certain level of ability. The willingness and skills of a person is not effective enough to do something without a clear understanding of what will be done and how to do it. Performance is the actual behavior shown by everyone as the resulting performance by employees in accordance with its role within the company. Employee performance is a very important point in the company's efforts to seek the goal (Riva, 2006).

Indicators of employee performance by Mathis and Jackson (2006) are as follows:

- a. Quantity. Quantity is the amount produced is expressed in terms such as the number of units, number of cycles completed activity. The measured quantity of employee

perceptions of the assigned amount of activity and results.

- b. **Quality.** Quality is the observance of the procedure, discipline, dedication. The degree to which the results of the activity of the desired near-perfect in the sense adjust some ideal way of appearance of activity, as well as meet the objectives expected from an activity. Quality work is measured employee perceptions of the quality of work produced and the perfection of the task against the skills and abilities of employees.
- c. **Reliability.** Reliability is the ability to do the required job with minimum supervision. According to Zeithaml & Berry (in Sudarmanto, 2009) the reliability mencakup consistency of performance and reliability in service; accurate, true and correct.
- d. **Presence.** Presence is the belief will come to work every day and according to the working hours.
- e. **The ability to work together.** Interoperability is the ability of an employee to work together with others in completing tasks and jobs that have been set so as to achieve efficiency and effectiveness as much as possible.

3. Research Methods

3.1 Research Subjects

According Sugiyono (2008) are some of the sample number and karakteristik owned by

the population. In order obtained representative samples, the researchers used the formula slovin. Based on the above calculation, obtained a sample of 52 out of 110 the number of employees of the University PGRI Ronggolawe.

For the determination of the sample in this study using the technique of random sampling area is proportional sampling technique taken from each subpopulation drawn at random based on the proportion of the number of existing employees in each subpopulation. Here is the procedure of determining the number of samples in each subpopulation at the University of PGRI Ronggolawe employees of a number of samples 52.

3.2 Data Collection

In this study the procedures used to collect data using the questionnaire technique is a way of collecting data by distributing questions to the respondent and the respondent will provide a response to the the question, Husein. (2005). Data collection for this research was conducted through a questionnaire to the respondent to determine the responses of respondents regarding motivation, work environment and employee performance. Questionnaires will be distributed to all employees of the University PGRI Ronggolawe Tuban according to the number of samples.

3.3 Data Analysis

Data analysis techniques used in this study using multiple regression analysis. The results of the regression equation can be determined as follows.

coefficient of the working environment show the number of 0199. states that in the event of an increase of 1 scores for the working environment will be followed by an increase in the employee's performance for 0199.

Table 1

Testing regression equation

Model	unstandardized Coefficients		Standardized Coefficients (Beta)
	B	Std. Error	
(Constant)	26 658	5159	
1 Motivation	.015	.108	.022
Lingkungan_Kerja	.084		.199

4. Results

To determine the influence of the independent variable of work motivation, work environment against the dependent variable is the performance of employees it is necessary to test t. partial testing can be seen from the t test, if the probability value <0.05, Ho rejected, which means there is significant influence. Partial assay results can be seen in the following table

Table 2.

Testing the hypothesis of partial

Model regression equation could be identified as

$$Y = 26\ 658 + 0.015 X_1 + 0.199 X_2$$

The model shows the sense that:

- constant = 26 658. If the variable motivation and the working environment is assumed to remain the performance of employees will increase by 26 658.
- Work Motivation coefficient X1. Work motivation coefficient value of 0.015. Stating that there was an increase every one score for motivation to work will be followed by an increase in employee performance sebesar 0.015.
- Work Environment coefficient X2. The

Coefficients^a

Model	unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	26,658	5,159	
1 Motivation	.015	.108	.022
Lingkungan_Kerja	.084		.199

a. Dependent Variable: Performance

Based on the partial test results for motivation variable obtained t count = 0.136 with a significance value of 0.892. > 0.05 then H_0 is accepted and H_a rejected. This shows that the partial H_1 stating that there is influence of motivation on employee performance declined.

Based on the partial test results for the working environment variable obtained t count = 2,376 with a significance value of 0.021. Because a significant probability of much less than 0.05 then H_0 is rejected and H_a accepted. This shows that the partial H_1 stating that no work environment influence on employee performance acceptable.

So based on the testing of each independent variable on the dependent variable partially seen that motivation variable is smaller than the variable work environment that is $0.136 < 2,376$. This shows that the H_3 which stated that the motivation variable dominant influence on employee performance variable PGRI University Ronggolawe Tuban rejected.

Simultaneous test is used to determine the effect of free variable work motivation and work environment on employee performance variables bound together.

Table 3

ANOVA^a

model		Sum of Squares	Df	Mean Square
1	Regressi on	2 48,025 4,312 .019		
	Residual	545 700	49	11 137
	Total	641 750	51	

a. Dependent Variable: Performance

b. Predictors: (Constant), Lingkungan_Kerja, Motivation

From ANOVA or F test obtained value of F count equal to 4,312 with significance level of 0.019. Because a significant probability of much less than 0.05 then H_0 is rejected and H_a accepted. This shows that simultaneous H_2 stating that There is the influence of motivation, simultaneously to the Work Environment Employee Performance received.

The amount of partially free variable influence can be seen from the squared partial correlation below:

Table 4

Tests of partial determination coefficient

Coefficients^a

Model	Correlations		
	collinearity-orderZero	Partial	Pa
1 (Constant)			

Motivation	.227	.019
Lingkungan_Ker ja	.321 .313	.698 1,433

a. Predictors: (Constant), Lingkungan_Kerja, Motivation
 b. Dependent Variable: Performance
 Based Model Summary table in the know that the value of Adjusted R Square of 0.115. It can be concluded that the contribution of the work environment kejadian motivation on

a. Dependent Variable: Performance

Based on calculations using SPSS 20 is known that the contribution of variable coefficient of motivation on the performance of employees is 0,019 so it can be seen that the contribution of the influence of work motivation on employee performance amounted to $(0.019)^2$ is equal to 0.0004 or 0.04%. The coefficient between the work environment on the performance of employees is 0.321 so it can be seen that the contribution of the work environment influence on the performance of employees amounted to $(0.321)^2$ is equal to 0.1030 or 10.30%.

To determine the contribution of work motivation and work environment on employee performance can simultaneously be known based on the value of Adjusted R Square on Simultaneous Determination Table

Table 5

Testing the simultaneous determination coefficient

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.387 ^a	.150	.115	3337	1.976

employee performance simultaneously is 11.5%. While the remaining 88.5% is influenced by other factors were not examined.

5. Discussion

Based on the analysis of data in this study showed that motivation did not have significant influence on employee performance. It is the show of the partial test results obtained from the results of partial correlation coefficient of 0.019 so as r^2 is $(0.019)^2 = 0.0004$ or 0.04%, which means the effective contribution to the motivation of the employee's performance of 0.04%. Partially motivation does not affect the performance of employees of the University PGRI Ronggolawe Tuban, because the gain is significantly smaller than 0.05. While working environment based on the analysis of data in this study can be seen that the working environment has a significant influence on employee performance. It can be seen from the partial test results obtained from the results of partial correlation coefficient of 0.321 so as r^2 is $(0.321)^2 = 0.1030$, or 10.30%, which means

contribution to the work environment on the performance of employees is 10.30%. So that H_0 which reads "no

influence motivation, work environment on employee performance PGRI University Ronggolawe Tuban partially" for the rejected and the motivation for the work environment acceptable. This shows that, with the lack of motivation that will produce low employee performance. Sedangkan their good motivation to work will get the maximum performance of the employee. This is consistent with the theory Handoko (2001) which states that motivation is one of the factors that may affect kinerja employees.

Besides motivation, work environment also affects the performance of employees. This shows that with a good working environment in the work will get better the performance of the employee while the lower kerjayang environment will result in low employee performance anyway. This is consistent with the theory Nitisemito, (2000) that a work environment can be said to be both appropriate when an employee can carry out activities in an optimal, healthy, safe, and comfortable, while the working environment less well requires manpower and a lot more time and not supports obtaining an efficient work system design. Work environment can directly influence employees in improving employee performance. Instead inadequate working environment will be able to decrease employee performance. A good working environment is said what if humans can carry out activities in an optimal, healthy, safe, comfortable.

The results of the analysis of test data simultaneously show that motivation and working environment together have significant influence on employee performance PGRI University Ronggolawe Tuban 11.5%. Thus it can be explained that in addition to motivation and work environment, employee performance were also determined by other factors not examined in this study amounted to 88.5%. Despite the good working environment but is not supported by other adequate facilities, then the employee's performance can also be less than optimal. So that we can achieve the maximum performance of the employee, then we must understand the factors that affect the performance of the employee. Employee performance will increase when the factors that affect the harmony and positive effect.

Based on testing of each independent variable on the dependent variable partially seen that motivation variable is smaller than the variable work environment that is $0.136 < 2,376$. This shows that the H3 which stated that the motivation variable dominant influence on employee performance variable PGRI University Ronggolawe Tuban rejected. It is expected that the University PGRI Ronggolawe immediately increase the motivation in order to achieve maximum performance.

6. Conclusion

From the results of testing hypotheses from the previous chapter, in this study it can

be concluded that:

- a. Partially work motivation does not significantly affect the performance of employees at the University of PGRI Ronggolawe Tuban. This is evidenced by the results of multiple regression analysis of the t-test, with a value of $t = 0.136$ with a significance value of $0.892 > 0.05$, so then H_0 is accepted, it means working motivation has no significant effect on employee performance.
- b. Partially working environment significantly influence the performance of employees at the University of PGRI Ronggolawe Tuban. This is evidenced by the results of multiple regression analysis of the t-test, with a value of $t = 2,376$ with a significance value of 0.021 . Because a significant probability of much less than 0.05 is $0.021 < 0.05$, so then H_0 is rejected, meaning that the working environment have a significant effect on employee performance.
- c. Simultaneously (simultaneously) the motivation and the working environment significantly influence employee performance. This is evidenced by the multiple regression analysis to test-f (ANOVA), It is proved from the Fhitung 4312 with a significance level of 0.019 . Because a significant probability of much less than 0.05 is $0.019 < 0.05$ then H_0 is rejected and H_a accepted. This shows that simultaneous H_2 stating that There is an

effect Motivation, Work Environment simultaneous to performance received.

- d. based on the testing of each independent variable on the dependent variable partially seen that tcount motivation variable is smaller than the tcount work environment that is $0.136 < 2,376$. This shows that the dominant motivation variable influence to variable employee performance PGRI University Ronggolawe Tuban rejected.
- e. Employee performance (Y1) of 11.5% was influenced by the work motivation (X1), work environment (X2), while the remaining 88.5% influenced by causes or other factors.

It can thus be seen that the partial work motivation does not significantly affect the performance of employees of the University PGRI Ronggolawe Tubna, but partially environmental variables significantly influence employee performance. Then simultaneously or simultaneously work motivation, work environment significantly influence employee performance power PGRI University Ronggolawe Tuban.

7. Suggestions

As for suggestions to the writer suggested based on the conclusions above are as follows:

- a. Based on the multiple linear regression analysis that the independent variables are more dominant in influencing the dependent variable is the work

environment (X2), while the work motivation (X1) has a lower value is compared to the work environment, so that leaders should pay more attention to employee motivation is in the employees to be more able to improve the performance of employees at the University of PGRI Ronggolawe Tuban.

- b. Given the motivation and the work environment has an influence on the performance of employees, the company should be able to make work motivation and work environment as a strategy to improve the performance of employees at the University of PGRI Ronggolawe Tuban ..
- c. Motivation has no significant effect, this suggests that the motivation is less will produce low employee performance, while their good motivation to work will get the performance of employees. This is consistent with the theory Handoko (2001: 193) which states that motivation is one of the factors that can affect the performance of employees. Therefore the motivation of the employees must be improved so that every employee can be motivated to work harder in order to achieve good performance / high, so that the company's goals can be achieved.
- d. The work environment has a significant influence on employee performance, if the work environment in good standing within the company, the employees will carry out

the task with high awareness and a sense of comfort, and this has a positive influence on the performance of the existing staff in the institution / company's , Therefore, the working environment around the employee must be kept and observed that every employee can feel comfortable in working to achieve good performance / high, so that the goals set agency / company can be reached.

- e. The Executive Board is also expected Tuban PGRI Ronggolawe should pay attention to employee motivation is on the employees and the work environment for employees must be in good condition, in addition to the leaders also were expected to consider other factors that can increase the performance of employees, such as leadership style. Dengan adanya gaya kepemimpinan yang diinginkan para pegawai diharapkan para pegawai akan lebih loyal terhadap perusahaan sehingga menghasilkan kinerja yang baik/tinggi pula.

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