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**THE IMPACT OF MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE
PRODUCTIVITY AT PT. TIRTA FRESINDO JAYA**

Oleh

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Abstract

The research objective is to determine the influence of motivation and work environment at PT. Tirta Fresindo Jaya. There were 107 respondents as the sample of the study. The sampling technique is non-probability purposive sampling. Data collection used is observation, interviews and questionnaires. The data analysis used was the Normality Test, Multicolinearity Test, Heteroscedasticity Test, multiple linear regression analysis with data processing using SPSS version 22. The results proved that either partially or simultaneously, motivation and work environment had a positive and significant effect on increasing work productivity.

Kata Kunci: Motivation, Work Environment & Employee Productivity

INTRODUCTION

Humans are invaluable assets and have the most prominent role in an organization or company due to organizational success is highly determined by the human element (Ardana, Mujati, & Utama, 2012). Overlooking the high competition, Human Resources (HR) is required to continue to develop themselves and improve their abilities and skills, as of companies can survive the competition that occurs. (Purnami & Utama, 2019). The quality of good human resources is certainly pivotal for a company, this is the main concern for every company. One of the parameters that can be used to assess the quality of Human Resources is work productivity (Wahyuningsih, 2018).

Questions that continue to arise and were experienced by leaders regarding human resources, one of which is such as employees who have the ability and skills but do not have high morale, so that performance is not in accordance with company expectations, this can be understood as individual contribution in a company.-individuals who have different backgrounds and goals (Rahmawati D. , 2013).

Even though the opportunity is given by the company as widely as possible to develop

the ability and willingness to work in order to achieve maximum work productivity, employees are hardly ever used it as employees were less motivated to carry out these tasks. The demotivating employees are not only caused by the employee error but also by unfair supervisor policies, lack of sharing of achievements and others. Leaders can force employees to do assignments or jobs, but this coercive nature will be bad for work productivity because employees who work without motivating or even being forced, they tend to work carelessly (Rahmawati R. , 2020).

Because of motivation as a personal impetus to employees not coercion from outside is an important factor in taking every opportunity to be able to carry out their job duties optimally. If each task can be carried out optimally, it is believed that the work productivity of employees can be demonstrated for the benefit of the organization or institution where they work (Rahmawati R. , 2020).

The work environment is a place where employees carry out activities every day. A comfortable work environment can affect the increase in work productivity (Kumbadewi, Suwendra, & Susila, 2016). A good work

environment has an important role in increasing the work productivity of employees in the company. As the one of the significant influence to motivate the employees is the work atmosphere (Sinaga, 2016).

If there is one or several employees whose productivity continues to decline and the employee is unable to improve their work productivity, it is very likely that the company will close. The cause of the emergence of employee work productivity assessments is to monitor and see employee performance achievements and provide information about the attendance and participation of employees in order to provide work that must be done by these employees with the aim of achieving targets in accordance with the company. (Wahyuningsih, 2018).

LITERATURE REVIEW

Every company always strives as of employees can excel the work productivity. These productivity are vital as a measure of success in running a business. As the higher the work productivity of employees in the company, the greater the chance of success that the company will achieve (Hartatik, 2014). Productivity in a company is an absolute requirement to achieve the success of a company in carrying out its activities, in this case the factors that affect productivity must be considered by the leadership of the company, so that in carrying out company activities it can run smoothly (Sobandi, Fadli, & Suherman, 2020).

To measure the work productivity, an indicator is needed, as follows (Hasibuan, 2012):

- a) Ability, has the ability to carry out tasks. The ability of an employee highly depends on the skills they have and their professionalism at work.
- b) Increase the results achieved, strive to improve the results achieved. The result can be standardized into the concrete one

for both parties, the employee and the employer or the leaders.

- c) Spirit of work, is an attempt to be better than yesterday.
- d) Peself-development, can be done by looking at the challenges and expectations with what is being faced.
- e) Quality, is the result of work that can show the quality of an employee's work.
- f) Efficiency, the comparison between the results achieved with the overall resources used. The work productivity of company employees can be assessed to determine whether it is decreasing or increasing.

Motivation can be defined as a mental state and human mental attitude that provides energy, encourages activities (moves), and leads or channels behavior toward achieving needs that provide satisfaction or reduce imbalances (Sastrohadiwiryo, 2013). Motivation as encouragement to a series of human behavior processes in achieving goals. Humans have the urge to be able to achieve the desired goals (Wibowo, 2014). Motivation is the driving element that underlies a person in carrying out work (Sunarsi, 2018).

Motivation is a condition that encourages or causes someone to do an action / re-activity takes place consciously (Rahmawati D. , 2013). Motivation is a factor that encourages someone to do a certain activity. Therefore, motivation is often interpreted as a driving factor for a person's behavior. The driving factor of a person to perform a certain activity is generally the person's needs and wants. The needs and desires of a person are different from the needs and desires of others because of the mental processes that have taken place in a person (Hamali 2013).

The indicators that can be used to measure the work motivation of an employee are performance, recognition, challenge, responsibility, development, involvement, and opportunities (Saleh & Utomo, 2018).

Several things cause a person's motivation to be high, including salary or

wages (reward), achievement, affiliation, power or career. According to the results of several studies, especially on human resources, it is stated that work motivation has a significant effect on increasing work productivity. Employee performance is the work that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities, in order to achieve organizational goals (Rahmawati D, 2013).

The work environment concretely in the sense that all the circumstances that exist around the workplace, will affect employees either directly or indirectly (Sedarmayanti., 2011). Another definition is also stated that the work environment is anything that appears physically related to the company or office organization (Wahyuningsih, 2018). The work environment is everything that is around the employee which affects him in carrying out and completing the tasks assigned to him in an area (Sofyan, 2013).

The work environment is a source of information and a place to carry out activities, so the condition of a good work environment must be achieved so that employees feel at home and comfortable in the room to complete work so that they can have high efficiency. A good work environment will have an impact on improving the quality of work, reducing peace of the eyes and spiritual desires, and most importantly better morale and better prestige for the agency concerned (Hidayat & Taufiq, 2012).

The work environment has a colleration in supporting productivity. A comfortable and conducive work environment is born from the awareness of employees and leaders so that both parties need to create this work environment (Panjaitan, 2017).

METHODOLOGY

This research is a quantitative descriptive study, which is a study that aims to collect actual and accurate data, describe and analyze

the data related to the problems under study, then a conclusion is drawn from the results of the analysis. The location in this study was conducted by PT. Tirta Fresindo Jaya, which is located at Jl. Poros Malino KM 30, Gowa Regency. The population were all employees of PT. Tirta Fresindo Jaya of totaling 215 people. The sample size determination used the Slovin formula, which is a total sample size of 107 people. In this study, using non-probability purposive sampling techniques. The data collection techniques used in this study were observation, interview and questionnaire techniques. The data analysis technique used in this study was the Normality Test, Multicollinearity Test, Heteroscedasticity Test, Multiple Linear Regression Analysis, T test, F test, and the coefficient of determination (R).

RESULTS

The results of research conducted on employees of PT. Tirta Fresindo Jaya, it is known that the characteristics of the respondents include gender, age, and education. The number of respondents used in this study were 107 respondents. Based on table 1. It can be explained that the characteristics of respondents based on gender, employees of PT. Tirta Fresindo Jaya is predominantly male as many as 61 people from the total number of respondents. Meanwhile, the number of female employees is 46 out of the total number of respondents. The gender factor needs attention because it relates to the ability of employees to carry out and complete work quickly and accurately so as to achieve high work productivity.

Characteristics based on age indicate that, employees at PT. Tirta Fresindo Jaya mostly aged between 22-24 years as many as 51 people, employees aged 18-21 years as many as 44 people, while the age 25-27 amounted to 12 people from the total respondents.

Table 1. Characteristics of Respondents Based on Gender, Age and Education

No	Characteristics	Classification	Frequency
1	Gender	Male	61
		Female	46
		Total	107
2	Age	18-21 Years	44
		22-24 Years	51
		25-27 Years	12
	Total		107
3	Education	High School	39
		Diploma	62
		Bachelor	8
		Total	107

Source: PT. Tirta Fresindo Jaya, 2020

Characteristics based on education show that employees at PT. Tirta Fresindo Jaya dominantly has the latest Diploma level of education as many as 62 people from the number of respondents as many as 107 people. There are 39 employees with a high school / equivalent education, while only 8 employees who have a bachelor's degree last.

1. Normality

The normality test aims to test whether in the regression model, the dependent variable and the independent variable are normally distributed or not.

Table 2. Result of Normality Test

	Unstandardized Residual
N	107
Kolmogorov-Smirnov Z	2.201
Asymp. Sig. (2-tailed)	0.375

Based on the results of the analysis in table 2, it shows that Asymp. Sig. (2-tailed) has a value of 0.357. This value indicates that Asymp. Sig. (2-tailed) is greater > 0.05 , which means that the data is normally distributed.

2. Multicollinearity

Multicollinearity test aims to test whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between the independent variables. To detect the presence or absence of multicollinearity in the regression model, it can be seen from the tolerance value or Variance Inflation Factor (VIF).

Table 3. Result of Multicollinearity Test

Model	Multicollinierity	
	Tolerance	VIF
Motivation	1.02	3.17
Work Environment	1.13	4.90

Based on the analysis results in table 3, it proves that the Tolerance coefficient for the independent variable shows a Tolerance value > 0.10 or has a VIF value < 10 , meaning that there is no multicollinearity in the regression model.

3. Heteroscedasticity

The heteroscedasticity test is carried out in order to test whether in a regression model there is a constant inequality of the residual variance from one observation to another. The heteroscedasticity test was carried out using the Glejser test with the provision that if the significant value is above 0.05, it means that there is no heteroscedasticity.

Table 4. Result of Heteroscedasticity Test

Model	Sig.	Criteria
Motivation	0.63	Non heteroscedasticity
Work Environment	0.57	Non heteroscedasticity

Based on the results of the analysis in table 4, it shows that the significance value of the two independent variables is the motivation variable with a significance of 0.63 and the work environment variable with a significance of 0.57. The three variables have a significance value above 0.05, which means that the regression model is free from heteroscedasticity symptoms.

4. Multiple linear regression analysis

This multiple regression test is intended to determine how much influence the independent variables (motivation and work environment) have on the dependent variable (work productivity). In this study, motivation (X_1), work environment (X_2) and work productivity (Y). The following is the result of processed regression data with SPSS version 22 which can be seen in the following table:

Table 5. Results of Multiple Linear Regression Analysis

Coefficient ^b					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	49.098	.767		36.231	.000
Motivation	1.366	.032	.173	7.257	.000
Work environment	.478	.068	.168	8.765	.000

Based on the results of the regression calculations in the table above, the regression equation is obtained: $Y = 49.098 + 1.366 X_1 + 0.478 X_2$. From the above equation, it can be concluded as follows: 49.098 = If motivation (X_1) and work environment (X_2) = 0 or constant, then employee work productivity will be worth 49.098.

5. The coefficient of determination (R)

Determination coefficient (R) is used to determine how much the level of relationship or influence between motivation and work environment variables on employee productivity variables.

Table 6. Result of Coefficient of Determination (R)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717	.741	.741	.563

The test results of the coefficient of determination (R^2) in table 6 show that the magnitude of the Rsquare value is 0.791, which means that 74.1 percent of the variation in employee productivity is influenced by

motivation and work environment, while the remaining 25.9 percent is influenced by other factors not included in the research model.

6. T-test

To partially test the influence of motivation and discipline variables of the work environment on employee work productivity, statistical tests can be done. Based on table 5, the results of statistical testing for the motivation variable, the t value is greater than the t table value ($7.256 > 2002$), which means that the motivation variable has a positive and significant effect on Work Productivity in PT. Tirta Fresindo Jaya. So the increasing motivation, the employee's work productivity will also increase. The results of statistical testing for the work environment variable, the t value is greater than the t table value ($8.765 > 2002$), which means that the Work Environment variable has a positive and significant influence on Work Productivity in PT. Tirta Fresindo Jaya. So the more the work environment increases, the employee's work productivity will also increase.

7. F-test

To test the simultaneous influence of the Motivation and Work Environment variables on Work Productivity it can be done by using the F statistical test.

Table 7. Result of F-test

ANOVA ^a					
Model	Sum of Squares	DF	Mean Square	F	Sig.
Regression	324.213	2	290.873	714.454	.000 ^b
Residual	56.0912	55	.780		
Total	322.486	58			

Based on the results of the analysis in table 7, it is obtained that the value of F count = $714.454 > 3.158$ or ($F_{count} > F_{table}$) which means that simultaneously there is a positive and significant influence between motivation and work environment on employee work productivity at PT. Tirta Fresindo Jaya.

DISCUSSION

The results demonstrated that motivation has a positive and significant effect on

employee work productivity. Motivation on PT. Tirta Fresindo Jaya, because the employee already has a sense of responsibility, feels he is being treated fairly by the boss, is given the opportunity to pursue a career path, the salary given is appropriate, and is given incentives or benefits.

This is in consonance with the results of research conducted by (Hamali 2013), shows that motivation has a positive effect on employee productivity. This positive effect shows that the better the respondent's perception of the motivation for employee motivation has succeeded in increasing work productivity (Purwanto & Wulandari, 2016).

(Omollo, 2015) also assessed that motivation has a positive effect on employee work productivity if the benefits received are in accordance with the employee's workload. (Maduka & Okafor, 2014) said that motivation is very influential and important in increasing the productivity of the organization.

The results showed that the work environment had a positive and significant effect on employee work productivity. Work environment in the company PT. Tirta Fresindo Jaya in good condition, because employees feel that lighting, air temperature, air circulation, work equipment, rest areas are good and comfortable and other facilities are provided, so that employees can establish good relationships with other employees.

According to the results of research conducted by (Swandono, 2016) concluded that the work environment has a positive effect on employee work productivity. Likewise with research conducted by (Taiwo, 2010) states that the work environment can increase employee work productivity because of a conducive work environment. According to (Ajala, 2012) A conducive workplace environment that helps work performance automatically increases productivity.

Practically this research is expected to provide benefits for the company PT. Tirta Fresindo Jaya, where the company must be able

to provide motivation for employees to work. Companies must approach employees and always motivate employees so that they are enthusiastic at work and provide salaries that are in accordance with the work of employees which will affect employee work productivity. In addition, the company must also pay attention to the work environment. If the work environment is good, comfortable and clean, employees will feel comfortable at work and can complete work quickly and precisely, thereby increasing employee productivity.

CONCLUSION

Motivation has an efficacious and significant influence on employee work productivity. This proves that the higher the motivation of employees towards the company, the work productivity of employees in the company will increase. The work environment has a practical and remarkable influence on employee work productivity. This proves that the better the work environment in the company, the higher the work productivity of employees in the company.

Company management should observe and improve how to motivate employees to carry out their work. One way that can be done is by providing a salary that is in accordance with the workload of employees so in all probability it would affect the work of the employee to work actively and attentively. In addition, companies must be able to maintain and improve a work environment that is conducive to doing work by completing the required facilities, so that later it can increase employee work productivity.

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