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Influence of Motivation and Work Environment The Performance of Employees Pt. Multi Putra Makmur

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ABSTRACT:- Motivation and work environment are the two aspects that influence the performance of employees so this study aimed to determine the effect of motivation and work environment on the performance of employees of PT. Multi Putra Makmur. The object of this study are employees who are qualified sample of 30 respondents. The data used is primary data obtained using a questionnaire. Data were analyzed using multiple linear analysis, T test and F test to test and prove the hypothesis of this study. The results of the analysis dikertahui that motivation and the working environment positive and significant effect on employee performance.

Keywords: Motivation, Work Environment, Employee Performance.

I. INTRODUCTION

Basically the company does not just apply human resources capable and skilled, but more importantly the company expects employees are willing to work hard and willing to achieve optimal results. This is caused because the success of an organization or company will be determined by human factors or employees reach their goals. An employee has an optimal performance can support the achievement of goals and objectives that have been set by the company.

Performance is generally defined as a person's success in carrying out a job. Employee performance is the result of work achieved in executing his duties.

According to Setiawan and Waridin (2006) the employee's performance is the result or performance to be assessed in terms of the quality of work quantity based on the standards specified by the organization. The excellent performance is the optimal performance, the performance of appropriate standards organization and support the achievement of organizational goals. There is a negative factor that can degrade the performance of the employee, including the employee wishes to achieve a decrease in work performance, absenteeism is less, the lack of timeliness in completion of the work so that less follow the rules, as well as the work program is not reached.

Factors that influence the performance of employees, among others, is motivation. Performance will be better if the employees are encouraged to have high expertise, willing to work Because paid or are paid in accordance with the agreement, have expectations of a better future. Salary or wages and their expectations are what creates motivation to work an employee is willing to carry kehiatan work and good performance.

Other factors that also affect the performance of employees is the work environment factors. The working environment is more emphasis on the physical condition of the workplace is based on the understanding that the work environment can affect the performance of the employee in performing their duties. With a good working environment, safe, and comfortable without any disruption to eg incorrect temperature, noise, lighting more or less, as well as other disorders.

PT. Multi Putra Makmur is a company engaged in the field of labor provider services (outsourcing), services, and building management. Companies that have a total staff of about 53 employees who are divided into permanent employees and contract employees. Permanent employees in this company employee who has experienced over the past year working at PT. Multi Putra Makmur. Whereas, for the contract employee who is still focused on the area poject and nothing is settled in the office, some only as a team leader in the project area. These companies in their activities rely heavily on human resources. With the qualified human resources, the company will be able to achieve the goals that have been planned. Factors that can be used to increase productivity PT.

II. METHOD

The data used in scientific writing is the primary data. Primary data was collected researchers information directly from the source (Hadi Sutrisno, 2001). With data analysis using SPSS 22.. The method of determining the number of samples is by using purposive sampling of respondents criteria: 1). Employees PT.Multi Putra Makmur; 2). Employees who receive compensation from PT. Multi Putra Makmur; 3). Employees who work at least 1 year old. The number of respondents who qualify are as many as 30 people. The data collection technique also used a questionnaire using Likert scale.

Based on indicator variables, the obtained five indicators for motivation variable, five indicators for work environment variables, and five varabel for employee performance. With the number of questions in the questionnaire of 15 statements having previously been through validity and reliability.

III.   RESULTS

The test result shows that the correlation between the validity of each of the indicators to the total score of each variable constructs showed significant results, and show that r count> r table. It can be concluded that all the items declared invalid statement.

	Item-Total Statistics		
variables	Corrected Item-Total Correlation	R Table	Conclusion
Motivation (X1) X1.1	, 849	.361	valid
X1.2	, 691	.361	valid
X1.3	, 833	.361	valid
X1.4	, 764	.361	valid
x1.5	, 816	.361	valid
Working Environment (X2) X2.1	, 923	.361	valid
X2.2	, 773	.361	valid
X2.3	, 881	.361	valid
X2.4	, 686	.361	valid
X2.5	, 788	.361	valid
Employee Performance (Y) Y1.1	, 915	.361	valid
Y1.2	, 792	.361	valid
Y1.3	, 854	.361	valid
Y1.4	, 875	.361	valid
Y1.5	, 734	.361	valid

The reliability test results show that all the variables have a large enough alpha coefficient is above 0.6 so that it can be said of all the concept of measuring each of the variables of the questionnaire is reliable so as to further the items in each of these variables concept fit for use as a tool measuring.

variables	Alpha	Information
Motivation	0929	Reliable
Work environment	0925	Reliable
Employee performance	0938	Reliable

Multiple test results in the table below:

Coefficientsa						
Model		Coefficients unstandardized		standardized Coefficients	T	Sig.
		B	Std. Error	beta		
1	(Constant)	3,714	1,674		2,219	, 035
	X1	, 398	, 162	, 307	2,463	.002
	X2	, 850	, 159	, 665	5.336	, 000
a. Dependent Variable: Y						

From the calculation above table can be created regression equation as follows:

Y = 3.714 + 0.398 + 0.850 Motivation at Work + e

Information:	Y	= Employee performance
	a	= constant
	b1, B2, b3	= Coefficient of the regression line
	X1	= Motivation
	X2	= Work Environment
	e	= Error / Variable spam

1. A constant value (a) of 3,714, that is, if the variable motivation (X1) and the Working Environment (X2) is worth staying, then the purchase decision variable (Y) of 3,714.
2. Motivation variable regression coefficients () of $0.398.X_1$ States that every an increase of 1 scores for the motivation to work will be followed by an increase in the performance of employees is 0.398.
3. Coefficient of work environment shows the number of 0.850. states that if there is an increase of 1 scores for the work environment will be followed by an increase in the performance of employees amounted to 0.850

Partial assay results or t test. The t-test is used to determine the effect of one independent variable (free) individually or each of the dependent variable (dependent). In this study to examine the significance of any free variables (motivation, and work environment). SCARA partial effect on the dependent variable (performance of employees).

Coefficientsa						
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a. Dependent Variable: Y						

The results of t test analysis (df) obtained t table at a significant level $\alpha = 0.05 = 2.0422$ while the t each variable is as follows:

1. T value the motivation variable (X1) is approximately 2,463 with a significant level of 0.020. Because 2.463> 2.0422 and 0.002 <0.05. Then Ho is rejected and Ha accepted. Which means the motivation variable partial effect on employee performance.

2. T value on the work environment variables (X2) is approximately 5.336 with a significant level of 0.000. Because 5.336> 2.0422 and 0.000 <0.05. Then Ho is rejected and Ha accepted. Which means that the working environment variable partial effect against kinerjakaryawan.

Based on the regression equation, all the independent variables and the motivation variable work of the environmental variables or (X1 and X2) affect positively on Y (the employee's performance) that can be seen from the regression coefficient is positive.

It can be concluded motivation and a good working environment becomes the driving improve employee performance.

The results are consistent with research conducted by Anak Agung Ayu Mirah Kencana Wati (2013) with the title Influence of leadership, work ethic, motivation and discipline to employee performance intermediate Denpasar tax office. Shows that the variable of leadership, work ethic and discipline simultaneously and pasrsial positive and significant impact on employee performance.

The test results simultaneously

ANOVA A						
Model		Sum of Squares	Df	mean Square	F	Sig.
1	Regression	662.397	2	331.198	99.467	, 000b
	residual	89.903	27	3,330		
	Total	752.300	29			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

The hypothesis of this study are as follows:

- Ho : No influence jointly between variables da workplace motivation to variable employee performance.

- Ha : There is jointly influence between motivation and work environment variable to variable employee performance.

From the results obtained f 4:10 table count sebnbesar 99.467 of these results it can be concluded that Ha is accepted, because f calculated at 99.467> F table of 4.20 at α = 5%. This shows that together there is influence between independent variables are variables of motivation, and working environment on the dependent variable is the performance of employees

The coefficient of determination

The coefficient of determination is a quantity that shows the amount of variation of the dependent variable that can be explained by the independent variable. In other words, the coefficient of determination is used to measure how much the dependent variables. The coefficient of determination is determined by the adjusted R-square value sebagaimanadapat seen in the table:

Model Summary B				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 495A	, 245	, 189	1,816
a. Predictors: (Constant), x2, x1				
b. Dependent Variable: y *Source: Results penglohan data through SPSS 22*				

From the table of coefficients of determination) daitas show the amount adjusted is .189 this means 18.9%. Employee performance variation can be explained by the variation of the two independent variables, motivation and work environment. While the remaining 81.1 the result of the calculation (100% -18.9%), explained by other causes outside the model. Standard Error of the Estimate (SEE) from the table above by 1.816. The smaller the value SEE it will make increasingly precise regression equation to predict the dependent variable.($R^2 R^2$

IV. CONCLUSION

In the discussion that has been described in previous chapters, it can be concluded this study can prove that the motivation and the working environment at PT. Multi Putra Makmur has a partial positive influence on employee performance. This study can also prove that the motivation and the working environment in PT.Multi Putra Makmur simultaneously have a positive influence on employee performance.

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