



THE INFLUENCE OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT CATUR MITRA SEJATI SENTOSA (MITRA 10 SILIWANGI) PAMULANG-SOUTH TANGERANG

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ABSTRACT

This study aims to determine the influence of the environment and work motivation on employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang both partially and simultaneously. The method used is quantitative. The sampling technique used saturated sampling and obtained a sample in this study amounted to 72 respondents. Data analysis used validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing. The results of this study are the environment has a positive and significant effect on employee performance with the regression equation $Y = 9.990 + 0.816X_1$, the correlation value obtained is 0.783 meaning that the two variables have a strong level of relationship. The determination coefficient value is 61.3%. Hypothesis testing obtained a calculated t value $> t_{table}$ or $(10.553 > 1.994)$. Thus, H_0 is rejected and H_1 is accepted, meaning that there is a significant influence of the environment on employee performance. Work motivation has a positive and significant effect on employee performance with the regression equation $Y = 4.888 + 0.892X_2$, the correlation value obtained is 0.890, meaning that the two variables have a very strong level of relationship. The coefficient of determination value is 79.2%. The hypothesis test obtained a calculated t value $> t_{table}$ or $(16.331 > 1.994)$. Thus, H_0 is rejected and H_2 is accepted, meaning that there is a significant influence of work motivation on employee performance. The environment and work motivation simultaneously have a positive and significant effect on employee performance with the regression equation $Y = 2.783 + 0.191X_1 + 0.744X_2$, the correlation value or level of relationship between the independent variable and the dependent variable is obtained at 0.896, meaning that it has a very strong relationship. The coefficient of determination or contribution of its influence simultaneously is 80.4%, while the remaining 19.6% is influenced by other factors. The hypothesis test obtained a calculated f value $> f_{table}$ or $(141.256 > 3.130)$. Thus, H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence of the work environment and motivation on employee performance.

Keywords: Environment, Work Motivation, Employee Performance

INTRODUCTION

Human resources are highly recommended in organizational life. This is

because human resources are a crucial factor in carrying out organizational activities to achieve desired goals. Therefore, human resource management, including careful planning, supervision, and control, is essential to ensure effective management functions and systems.

Human Resources (HR) are productive individuals who work as drivers of an organization, whether in an institution or a company, whose function is as an asset and whose abilities must be trained and developed.

Human Resources (HR) are a central factor in any organization. Regardless of their form and purpose, organizations are created based on various visions for the benefit of humanity, and in carrying out their missions, they are managed and administered by humans. Therefore, HR needs to be developed and prioritized to improve the quality of these human resources, thus impacting the performance of a company or agency where human resources are diverse. Professional and qualified human resources will shape high employee performance, both individually and in groups, which then impacts the overall effectiveness of the organization. A conducive environment provides a sense of security and comfort for employees so they can work optimally. The environment can influence employee emotions. If employees enjoy the environment in which they work, they will feel at home in their workplace to carry out activities, so that employees can use their time effectively and efficiently, which will increase high employee performance.

According to Mangkunegara (2017:9), employee performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with their assigned responsibilities. Companies highly expect high employee performance. The more high-performing employees there are, the higher the company's overall productivity, enabling it to survive in global competition.

Performance Employees are highly influential in the success of a company. Good employee performance is directly proportional to positive results in the company's business development. This employee performance can be seen in aspects of quality, quantity, and working hours, all of which contribute to achieving the company's stated goals. The intermediary or general environment can also be referred to as the environment that influences human conditions, such as lighting, air circulation, noise, color usage, and humidity. Table 1.1 outlines the work environment of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang, South Tangerang, as follows:

Table 1.1
The Phenomenon of the Work Environment of PT Catur Mitra Sejati Sentosa
(Mitra 10 Siliwangi) Pamulang-South Tangerang
2018-2022 period

No.	Dimensions	Indicator	Standard	Real Facts about Physical and Non-Physical Work Environments

1	Physical Work Environment	Lighting	Lighting in the warehouse area should be appropriate to the size of the room, there should be a limit to the height of the shelves and the arrangement of stock items, so that all employees can see clearly. operational activities.	There are still lighting problems in the warehouse area due to lack of bright lighting and high shelves blocking lighting in the warehouse area.
2		Air circulation	Room circulation should have several vents or circulation exhausts, so that the room is protected from air circulation.	Circulation in the office area is quite good because the air ventilation meets the established standards, the sales floor area also feels comfortable with... good air conditioning.
3		Noise	It would be better if the management made thicker walls so that the noise from the highway could be reduced.	Locations next to major highways and office areas adjacent to warehouses are causes of noise problems in the area workplace.
4		Use of color	It is a good idea to check each room and repaint the walls. has faded.	The coloring system used still looks monotonous and has started to fade.
5		Air humidity	Because good air humidity has an impact on shop operations.	The water content in the air is quite good, in the MOD office area and

				sales floor.
1	Non-Physical Work Environment	Relationship with Leadership	Employees should provide satisfactory performance. Personal conflicts between superiors and subordinates can cause setbacks for the company.	There are still employees who have not yet delivered satisfactory performance results. And continue to be consistent with the already good performance. connection with the leadership.
2		Relationships with Coworkers	Employees should be able to respect each other in their work.	There are still some employees who are not used to receiving criticism or suggestions from each other. employee.

Source: PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang, 2023

Based on the physical and non-physical work environment phenomena in Table 1.1 above, it is clear that employee work environments are still perceived as less than optimal. These factors include lighting, noise, and color usage, all impacting employee performance. This is due to a lack of attention to the surrounding conditions and the work environment.

The following is the work environment data of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang, South Tangerang for the 2018-2022 period:

Table 1.2

Physical Work Environment Data of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang 2018-2022 period

Total	air conditioning Central	Computer	Printer	Table Set	CCTV	Light	Cust om Chair	Printer
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		13	32	5	13	18	45	2	5
Year	Total Employees	Not Working Properly							
2018	67	-	-	-	-	-	6	-	-
2019	46	1	-	-	2	3	-	-	-
2020	43	-	3	-	-	-	4	-	-
2021	45	-	-	-	-	-	2	-	-
2022	72	-	1	-	-	1	-	-	-

Source: PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang

Based on the work environment data obtained in table 1.2, there are still several physical work environments that do not function properly every year, including: In 2018-2022, there was serious damage to the lights, as many as 6 lamp points experienced an electrical short circuit resulting in the 6 lamps having to be replaced. In 2019, minor damage occurred to several equipment, including 1x in the Central AC, 2 chairs in the table and chair set, and 6 CCTVs. In 2020, serious damage occurred to several of them, namely 3 computers that had to be serviced, then 4 lamp points experienced an electrical short circuit and had to be replaced. In 2021, minor damage occurred to several equipment, namely 1 CCTV and 2 lamps experienced an electrical short circuit. And finally, in 2022, minor damage occurred to 1 computer, resulting in the computer having to be serviced regularly.

Some factors that cause employee performance include problems with the work environment, this is caused by a lack of concern for work environment conditions that are still outside standards. According to Sukanto (2018:151) "The work environment is everything around workers that can influence their work, including lighting arrangements, noise control, workplace cleanliness arrangements and workplace security arrangements."

The following is data on the non-physical work environment of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang.

Table 1.3

**Non-Physical Work Environment Data of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang
2018-2022 period**

No	MonitoringQSC V Team Leader All Divisions	Realization (%)				
		2018	2019	2020	2021	2022
1	Ensure company operations run smoothly every day	100	100	90	95	75
2	Building good relationships with customers and	85	91	100	100	100

	colleagues					
3	Building good and positive communication with customers according to SOP company	75	80	87	90	95
4	Receiving feedback work between superiors or subordinates	80	70	90	80	87
5	Ensure the quality of the products sold meets standards company	100	85	92	100	100

Source: PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) South Tangerang

Based on table 1.3 above, there are still several problems that do not run well each year, including the following: in 2018, QSCV point number 3 only achieved 75% realization. In 2019, QSCV point number 4 only achieved 70%. In 2020, QSCV point number 3 only achieved 87%. In 2021, QSCV point number 4 only achieved 80%. And finally, in 2022, QSCV point number 1 only achieved 75%.

According to Sedarmayanti in Darmajaya (2017:32) "Non-physical work environment is all conditions that occur related to work relationships, both relationships with superiors and relationships with fellow coworkers, or relationships with subordinates". According to Sedarmayanti (2017:28) "Humans will be able to carry out their activities well, so that optimal results are achieved, if they are supported by appropriate environmental conditions". The second factor identified as influencing employee performance is motivation. According to Muhammad Busro (2021:389) "Work motivation is a process that explains the intensity, direction, and persistence of an individual to achieve goals, the willingness to use high levels of effort for organizational goals". According to Mangkunegara (2017:61) "Motivation is a condition or energy that drives employees who are directed or aimed at achieving the goals of the company's organization". The pro and positive mental attitude of employees towards work situations is what strengthens their work motivation to achieve maximum performance.

According to Hartatik (2018:160) "Work motivation is something that causes, channels, and supports human behavior so that they are willing to work hard and enthusiastically to achieve optimal results." What is meant by this is a

symptom of mental processes, such as cognitive mental processes (reason) or affection (feelings). So basically, if a company wants to achieve maximum performance as determined, the company must provide motivation to employees.

The following is a phenomenon in the motivation of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang as follows:

Table 1.4

The Phenomenon of Employee Work Motivation at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang 2018-2022 period

No	Motivation Indicators	Real Facts About Employee Work Motivation
1	Need for achievement	The company gives awards to its employees if they have achieved or exceeded the performance targets set by the company, but there are still employees who feel that the rewards given are still insufficient, so this has an impact. due to the lack of enthusiasm of employees in doing their work.
2	The need for affiliation	The company implemented a family gathering program to encourage employees to be able to work together with other work units, but there are still some employees who have not been able to implement it so that there has not been a sense of togetherness between each employee to complete work together with other employees. other.
3	The need for competence	The company places employees in certain work units that suit their abilities or competencies, but there are still some employees who are not yet able to carry out their duties properly.
4	The need for power	Companies discipline their employees to gain power, become influential and control certain positions, but there are still some employees who have not motivated by power.

Source: PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang

Based on the work motivation phenomenon in Table 1.4 above, it is clear

that the motivation provided by companies to employees is still considered less than optimal. This is due to a lack of motivation and empathy from companies towards employees, which is the main cause of employee work motivation. If this problem is ignored,

If motivation continues, an employee will not feel enthusiastic or passionate about working. Based on this problem, motivation is a positive drive to move people to take action to achieve predetermined goals. Providing the right motivation will also spur employee enthusiasm so they work effectively and efficiently to achieve satisfaction. The following is data on employee performance motivation at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang for the 2018-2022 period:

Table 1.5
Performance Appraisal Motivation Data
PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang
for the 2018-2022 Period

No	Information	Number of employees				
		2018	2019	2020	2021	2022
	Employee Population	67	46	43	45	50
1	Grade U: Unsatisfactory	0	1	0	0	0
2	IR Grade: Improvement Required	0	3	2	0	1
3	Grade G: Good	47	36	38	41	26
4	Grade VG: Very Good	20	5	3	4	23
5	Grade E: Excellent	0	0	0	0	0

Source: PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang

Based on Table 1.5 above, it can be seen that performance appraisals continue to experience declines and increases every year, as can be seen from the 5-year table above, starting from 2018. Performance appraisals in 2018 remained stable because all employees received good and very good grades. In 2019, performance appraisals decreased because there were 3 employees who received improvement required grades and 1 employee received an unsatisfactory grade. In 2020, performance appraisals decreased because there were 2 employees who received unsatisfactory grades. In 2021, performance appraisals increased because all employees received good and very good grades. In 2022, performance appraisals decreased because there was 1 employee who received an improvement required grade. This has the consequence that every leader is obliged to pay serious attention to fostering, mobilizing, and directing all potential employees in their environment in order to realize company stability and improve employee performance that is

oriented towards company goals.

According to Ferdinatus (2020:3) "Motivation is something that must be built with a good personality or character, because the drive for work motivation based on wrong principles and reasons will result in personal and organizational losses." According to Hasibuan (2020:32) "Motivation is the provision of driving force that creates a person's work enthusiasm so that they are willing to work together, work effectively and integrate with all efforts to achieve satisfaction."

According to Afandi (2018:83) states that "Performance is the work results that can be achieved by a person or group of people in a company according to their respective authorities and responsibilities in an effort to achieve company goals."

According to Kasmir (2017), "Performance is the results of work and work behavior that have been achieved in fulfilling the tasks and responsibilities given during a certain period."

According to Irham Fahmi (2018:226), "Performance is the results obtained by an organization, whether profit-oriented or non-profit-oriented, over a period of time." Indra Bastian further stated that performance is a description of the level of achievement of the implementation of an organization's vision and mission. In addition, there are several employee performance phenomena, including the following:

Table 1.6
The Phenomenon of Employee Performance at PT Catur Mitra Sejati Sentosa
(Mitra 10 Siliwangi) Pamulang-South Tangerang
2018-2022 period

Indicator	Real Facts about Employee Performance
Quality of Work	There are some employees who do their work optimally even though they are not consistent.
Quantity of Work	When in the sales area and at the cashier, employees still lack consistency in explaining promotions to customers.
Responsibility	There are still some employees who do not have full responsibility so that sometimes the results of their work are not good. less satisfactory.
Cooperation	There are still some employees who do not communicate accurately so that cooperation is still not effective.
Initiative	Judging from the data, there was an increase in 2022, but there are still some who are unable to take initiative in their work.

Source: PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang

Table 1.6 above shows that employee performance still needs improvement.

An employee is said to have high performance when the set workload is achieved and the actual work results are higher than those set by the company. Based on the results of observations that have been conducted, the environmental conditions and work motivation of PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang have not yet reached the expected targets.

According to Mangkunegara (2017:67), performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them. Therefore, the author defines performance issues related to work quality, work quantity, responsibility, cooperation, and initiative. The following is employee performance data at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-Tangerang:

Table 1.7
Employee Performance Data
PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang
2018-2022 period

No.	Key Performance Indicator (KPI)	Assessment Target	Year of Realization				
			2018	2019	2020	2021	2022
1	Quality of Work	100	77.80	70.97	71.30	71.20	75.61
2	Quantity of Work	100	74.32	70.32	70.33	72.32	71.50
3	Responsibility	100	74.35	70.32	71.23	71.45	70.60
4	Cooperation	100	71.35	70.46	70.64	70.39	74.34
5	Initiative	100	74.34	70.96	70.31	71.67	75.36
Total			372.1	353.0	353.8	357.0	367.41
Average			74.4	70.60	70.76	71.40	73.48

Source: PT Catur Mitra Sejati Sentosa (Partner 10 Siliwangi) Pamulang-South Tangerang

Based on table 1.7 of the employee performance data above, it can be seen that overall the performance of PT Catur Mitra Sejati Sentosa employees (Partner 10)

Siliwangi) Pamulang-South Tangerang that the quality of work has decreased is said to be not good enough in 2019 at 70.97, the quantity of work in 2019 is said to be not good at 70.32, responsibility in 2020 is said to be not good enough at 70.32, cooperation in 2021 is said to be not good enough at 70.39, initiative in 2020 is said to be not good enough at 70.31. If employees provide good performance, of course the company will develop better. However, if employee performance begins to decline, the company's development can gradually decline.

According to Mangkunegara (2017:67) "Performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Based on the background above, the author will conduct research on the work environment and motivation to be able to improve employee performance and discuss this research with the title "The Influence of the Environment and Work Motivation on Employee Performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang".

RESEARCH METHOD

Research methods are strategic steps researchers use to achieve their objectives and find answers to the problems they pose. This study employed a quantitative, associative approach. The associative approach aims to determine the causal relationship or influence between two or more variables. This research was conducted at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) in Pamulang, South Tangerang.

Research variables are defined as attributes that have certain variations to be studied in order to draw conclusions. This study involves independent variables consisting of Work Environment (X1) and Work Motivation (X2), as well as the dependent variable, namely Employee Performance (Y). The work environment is measured through physical dimensions such as lighting, air circulation, and noise, as well as non-physical dimensions such as relationships with leaders and coworkers. Work motivation is measured based on the need for achievement, affiliation, competence, and power. Meanwhile, employee performance is assessed from the aspects of quality, quantity, responsibility, cooperation, and initiative. All of these instruments are measured using a Likert scale with a range of one to five, which is then interpreted through an interval scale to determine the quality category from very bad to very good.

The population in this study was all 72 employees of PT Catur Mitra Sejati Sentosa. The sampling technique used was saturation or census sampling, where all members of the population were selected as respondents due to the relatively limited number. Data were collected from two main sources: primary data obtained directly through questionnaires distributed to employees, and secondary data obtained from reference books and company documents. Data collection techniques were carried out through direct field observation and the distribution of structured questionnaires.

Before conducting in-depth analysis, the research instrument must undergo validity and reliability tests. The validity test uses product-moment correlation to

ensure the accuracy of the measurement tool, while the reliability test uses the Cronbach's Alpha formula to ensure the instrument's consistency during repeated use. Next, classical assumption tests are conducted, including a normality test to assess data distribution, a multicollinearity test to ensure there is no correlation between independent variables, and a heteroscedasticity test to examine the equality of residual variances using a scatter plot.

The final stage is a quantitative analysis using simple and multiple linear regression to predict changes in the dependent variable based on the independent variables. Researchers also calculated the correlation coefficient to determine the level of closeness of the relationship between variables, as well as the coefficient of determination to measure the percentage contribution of the work environment and motivation to employee performance. Hypothesis testing was conducted through a partial t-test and a simultaneous F-test with a significance level of five percent. If the calculation results show a statistical value greater than the table value, then the hypothesis stating a significant influence is accepted, which means the work environment and work motivation significantly play a role in improving employee performance in the company.

RESEARCH RESULTS AND DISCUSSION

1. Simple Linear Regression Analysis

This regression test is intended to determine how much influence variables X1 and X2 have on variable Y. In this study, the environment (X1) and work motivation (X2) have on employee performance (Y) both partially and simultaneously. The following are the results of regression processing with SPSS Version 25 which can be seen in the following table:

Table 4.16 Results of Simple Linear Regression Testing of Environmental Variables (X1) on Employee Performance (Y)

Coefficients ^a						
Model		Instandardized Coefficients		Standardize d Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,990	4,294		2,326	.023
	Environment	.816	.077	.783	10,533	.000

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS Version 25, 2023

Based on the results of the regression calculations in the table above, the regression equation $Y = 9.990 + 0.816X_1$ can be obtained. From the equation above, the following conclusions can be drawn:

- A constant value of 9.990 means that if the environmental variable (X1) were absent, there would be an employee performance value (Y) of 9.990 points. A positive

constant value means there is a positive relationship.

- b. Markenvironmental regression coefficient (X1) of 0.816 means that if the constant remains constant and there is no change in the work motivation variable (X2), then every change of 1 (one) unit in the environment (X1) will result in a change in employee performance (Y) of 0.816 points.

Table 4.17

Results of Simple Linear Regression Testing of Work Motivation Variable (X2) on Employee Performance (Y)

Coefficients ^a						
Model		Instandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,888	3,096		1,579	.119
	Work motivation	.892	.055	.890	16,331	.000
a. Dependent Variable: Employee Performance						

Source: Data processed by SPSS Version 25, 2023

Based on the results of the regression calculations in the table above, the regression equation $Y = 4.888 + 0.892X_2$ can be obtained. From the equation above, the following conclusions can be drawn:

- A constant value of 4.888 means that if the work motivation variable (X2) were absent, there would be an employee performance value (Y) of 4.888 points. A positive constant value means there is a positive relationship.
- The value of the work motivation regression coefficient (X2) of 0.892 means that if the constant remains constant and there is no change in the environmental variable (X1), then every change of 1 (one) unit in the work motivation variable (X2) will result in a change in employee performance (Y) of 0.892 points.

2. Multiple Linear Regression Analysis

Table 4.18

Results of Multiple Linear Regression Testing of Environmental Variables (X1) and Work Motivation (X2) Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,783	3,204		.868	.388
	Environment	.191	.094	.183	2,019	.047
	Work	.744	.091	.742	8,184	.000

	motivation					
a. Dependent Variable: Employee Performance						

Source: Data processed by SPSS Version 25, 2023

Based on the results of the regression calculation analysis in the table above, the regression equation $Y = 2.783 + 0.191X_1 + 0.744X_2$ can be obtained. From the regression equation above, the work environment and work motivation have a positive influence on employee performance, so it can be concluded:

- a. The constant value of 2.783 means that if the environmental variables (X_1) and work motivation (X_2) are not considered, employee performance (Y) will only be worth 2.783 points.
- a. Environmental value (X_1) 0.191 means that if the constant remains the same and there is no change in the work motivation variable (X_2), the work environment increases by 1 unit, then employee performance decreases by 0.191 points.
- b. Work motivation value (X_2) 0.744 means that the constant remains constant and there is no change in the environmental variable (X_1), then every change of 1 (one) unit in the work motivation variable (X_2) will result in a change in employee performance (Y) of 0.744 points.

3. Correlation Coefficient Analysis (r)

According to Ghozali (2018:54) "Correlation coefficient testing is a test to find relationships and prove the hypothesis of a relationship between two variables if both variables are in the form of intervals or ratios". The direction is expressed in the form of a positive or negative relationship, while the strength or weakness of the relationship is expressed in the magnitude of the correlation coefficient of the following processing results:

Table 4.19

Results of Partial Correlation Coefficient Testing of Environment (X_1) On Employee Performance (Y)

Correlations			
		Environment	Employee performance
Environment	Pearson Correlation	1	.783**
	Sig. (2-tailed)		.000
	N	72	72
Employee performance	Pearson Correlation	.783**	1
	Sig. (2-tailed)	.000	
	N	72	72
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: Data Processed by SPSS Version 25, 2023

Based on the test results in the table above, a correlation coefficient value of 0.783 was obtained, where this value is in the interval 0.600-0.799, meaning that the

environmental variable (X1) and the employee performance variable (Y) has a strong level of relationship.

Table 4.20

Results of Partial Correlation Coefficient Testing of Work Motivation (X2) On Employee Performance (Y)

Correlations			
		Work motivation	Employee performance
Work motivation	Pearson Correlation	1	.890**
	Sig. (2-tailed)		.000
	N	72	72
Employee performance	Pearson Correlation	.890**	1
	Sig. (2-tailed)	.000	
	N	72	72
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: Data Processed by SPSS Version 25, 2023

Based on the test results in the table above, a correlation coefficient value of 0.890 was obtained, where this value is in the interval 0.800-1.000, meaning that the work motivation variable (X2) and employee performance (Y) have a very strong relationship.

Table 4.21

Results of Simultaneous Correlation Coefficient Testing of Environment (X1) and Work Motivation (X2) on Employee Performance (Y)

Model Summary					
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Change Statistics
1	.896 ^a	.804	.798	6,546	Sig. F Change .000
a. Predictors: (Constant), Work Motivation, Work Environment					

Source: Data processed by SPSS Version 25, 2023

Based on the test results in the table above, a correlation coefficient value of 0.896 was obtained, where this value is in the interval 0.800-1.000, meaning that the environmental variables (X1) and work motivation (X2) have a very strong relationship with employee performance (Y).

4. Analysis of the Coefficient of Determination

The analysis of the coefficient of determination is intended to determine the percentage of the strength of the influence between the independent variables on

the dependent variable, both partially and simultaneously, in this study, the environmental variables (X1) and work motivation (X2) on employee performance (Y). The following are the results of the calculation of the coefficient of determination processed by the SPSS Version 25 program, as follows:

Table 4.22

Results of Partial Determination Coefficient Testing of the Environment (X1) On Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.783a	.613	.608	9,124
a. Predictors: (Constant), Work Environment				

Source: Data Processed by SPSS Version 25, 2023

Based on the test results in the table above, the coefficient of determination value obtained is 0.608, so it can be concluded that environmental variables influence employee performance variables by 60.8%, while the remaining $(100 - 60.8\%) = 39.2\%$ is influenced by other factors.

Table 4.23

Results of Partial Testing of the Determination Coefficient of Work Motivation (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.890a	.792	.789	6,688
a. Predictors: (Constant), Work Motivation				

Source: Data Processed by SPSS Version 25, 2023

Based on the test results in the table above, a determination coefficient value of 0.789 was obtained, so it can be concluded that the work motivation variable influences the employee performance variable by 78.9%, while the remaining $(100 - 78.9\%) = 21.1\%$ is influenced by other factors.

Table 4.24

Results of Simultaneous Environmental Determination Coefficient Testing (X1) and Work Motivation (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.896a	.804	.798	6,546
a. Predictors: (Constant), Work Motivation, Work Environment				

Source: Data Processed by SPSS Version 25, 2023

Based on the test results in the table above, the coefficient of determination value obtained was 0.798, so it can be concluded that the environmental variables and work motivation have an effect on employee performance variables of 79.8%, while the remaining $(100-79.8\%) = 20.2\%$ is influenced by other factors that were not researched.

4.2.2 Hypothesis Testing

1. Partial Hypothesis Testing (t-Test)

Hypothesis testing of environmental variables (X1) and work motivation (X2) on employee performance (Y) was conducted using a t-test (partial test). In this study, a significance criterion of 5% (0.05) was used by comparing the calculated t-value with the t-table, namely with the following criteria:

- If the value of $t_{count} < t_{table}$: means H_0 is accepted and H_1 is rejected
- If the value of $t_{count} > t_{table}$: means H_0 is rejected and H_1 is accepted

As for determining the value of tThe table is searched using the following formula:

$t_{table} = t_{\alpha, df}$ (Alpha Level x Degree of Freedom) α = real rate 5%
 $df = (n-2)$, then we get $(72-2) = 70$, then $t_{table} = 1.994$

The criteria are said to be significant if the $t_{valuecount} > t_{table}$ or significance $< Sig. 0.05$.

a.

Environmental Influence (X1) On Employee Performance (Y)

Determining the formulation of the hypothesis is:

$H_0 : \rho_1 = 0$: There is no significant influence between the environment and employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang.

$H_1 : \rho_1 \neq 0$: There is a significant influence between the environment and employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang. The results are as follows:

Table 4.25

Hypothesis Test Results (T-Test) of Environmental Variables (X1) On Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,990	4,294		2,326	.023
	Environme	.816	.077	.783	10,533	.000

nt					
a. Dependent Variable: Employee Performance					

Source: Data processed by SPSS Version 25, 2023

Based on the test results in the table above, the t value was obtained $t_{count} > t_{table}$ or $(10.553 > 1.994)$. This is also supported by a significance value < 0.05 or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_1 is accepted. This indicates that there is a significant influence between the environment and employee performance.

b. The Influence of Work Motivation (X2) On Employee Performance (Y)

Determining the formulation of the hypothesis is:

$H_0: \rho_2 = 0$: There is no significant influence between work motivation and employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang.

$H_2: \rho_2 \neq 0$: There is a significant influence between work motivation and employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang. The results are as follows:

Table 4.26

Hypothesis Test Results (T-Test) of Work Motivation Variable (X2) On Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,888	3,096		1,579	.119
	Work motivation	.892	.055	.890	16,331	.000
a. Dependent Variable: Employee Performance						

Source: Data Processed by SPSS Version 25, 2023

Based on the test results in the table above, the t value was obtained $t_{count} > t_{table}$ or $(16.331 > 1.994)$. This is also supported by a significance value < 0.05 or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_2 is accepted. This indicates that there is a significant influence between work motivation and employee performance.

2. Simultaneous Hypothesis Testing (F Test)

To test the influence of environmental variables (X1) and work motivation (X2) simultaneously on employee performance was conducted using the F statistical test (simultaneous test) with a significance of 5%. In this study, the 110 significance criteria of 5% (0.05) were used, namely comparing the calculated f value with the f table with the following provisions:

- a. If the value of $f_{\text{count}} < f_{\text{table}}$: means H_0 is accepted and H_3 is rejected
- b. If the value of $f_{\text{count}} > f_{\text{table}}$: means H_0 is rejected and H_3 is accepted

Hypothesis testing can also be done by comparing the significance value with 0.05, with the following provisions:

- a. If the significance value > 0.05 , it means H_0 is accepted and H_1 is rejected
- b. If the significance value is < 0.05 , it means H_0 is rejected and H_1 is accepted

To determine the magnitude of f the table is searched with the condition $df = (nk-1)$, then we get $(72-2-1) = 69$, so $f_{\text{table}} = 3.130$

The criteria are said to be significant if the f value $\text{count} > f$ table or significance < 0.05 . The hypothesis formulation is as follows:

- a. $H_0: \rho_{1,2} = 0$: There is no significant simultaneous influence between the environment and work motivation on employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang.
- b. $H_2: \rho_{1,2} \neq 0$: There is a significant simultaneous influence between the environment and work motivation on employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang. The results of data processing using the SPSS Version 25 program, with the following results:

Table 4.27
Results of Simultaneous Hypothesis Test (F Test) Environment (X1) And Work Motivation (X2) On Employee Performance (Y)

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12105.759	2	6052.879	141,256	.000b
	Residual	2956.686	69	42,851		
	Total	15062.444	71			

Source: Data processed by SPSS Version 25, 2023

Based on the test results in the table above, the f value is obtained count

$> f_{\text{table}}$ or $(141.256 > 3.130)$. This is also supported by a significance value < 0.05 or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_3 is accepted. This indicates that there is a significant simultaneous influence between the environment and work motivation on employee performance.

Research Discussion

1. Environmental Influence (X1) On Employee Performance

Based on the analysis results, it shows a positive and significant partial influence between the environment (X1) and employee performance (Y). This can be proven by obtaining a regression equation value of $Y = 9.990$.

$+ 0.816X_1$, the correlation coefficient value obtained is 0.783, meaning that the two variables have a strong relationship. The determination value or contribution of the influence is 0.613 or 61.3%, while the remaining 38.7% is influenced by other factors. The hypothesis test obtained a calculated t value $>$ t table or $(10.553 > 1.994)$. Thus, H_0 is rejected and H_1 is accepted, meaning there is a significant influence of the environment on employee performance.

The research findings on the influence of the work environment on employee performance are further supported by previous research conducted by Wina Premayani (2021) on the influence of the physical work environment and work discipline on employee performance at the regional financial agency in Tabanan Regency. Her research concluded that the physical work environment and work discipline significantly influence employee performance.

2. The Influence of Work Motivation (X2) On Employee Performance (Y)

Based on the results of the analysis, it shows that there is a positive and significant partial effect between work motivation (X2) and Employee Performance (Y). This can be proven by obtaining the value of the regression equation $Y = 4.888 + 0.892X_2$, the correlation coefficient value obtained is 0.890, meaning that the two variables have a very strong level of relationship. The determination value or contribution of its influence is 0.792 or 79.2% while the remaining 20.8% is influenced by other factors. The hypothesis test obtained a calculated t value $>$ t table or $(16.331 > 1.994)$. Thus, H_0 is rejected and H_1 is accepted, meaning that there is a significant influence of work motivation on employee performance.

The research findings on the influence of the work environment and motivation are further supported by previous research conducted by Budi Setyadi (2019) entitled "The Influence of the Physical Work Environment and Motivation on Employee Performance at CV. Barokah Cikarang Selatan." The study concluded that the physical work environment and work motivation have a positive and significant influence on employee performance.

3. Environmental Influence (X1) and Work Motivation (X2) on Employee Performance (Y)

Based on the results of the analysis, it shows that there is a positive and significant simultaneous influence between the environment (X1) and work motivation (X2) on Employee Performance (Y). This can be proven by obtaining the value of the regression equation $Y = 2.783 + 0.191X_1 + 0.744X_2$, the correlation coefficient value obtained is 0.896, meaning that the two variables have a very strong level of relationship. The determination value or contribution of its influence is 0.804 or 80.4% while the remaining 38.9% is influenced by other factors. The hypothesis test obtained a value of f count $>$ f table or $(141.256 > 3.130)$. Thus, H_0 is

rejected and H1 is accepted, meaning that there is a significant influence of the environment and work motivation on employee performance.

Results Research on the work environment and work motivation on employee performance is further strengthened by the results of previous research conducted by Iis Oktavia (2023) entitled "The Influence of the Physical Work Environment and Work Motivation on Employee Performance at the Panukal Sub-district Office, Pali Regency." The results of her research concluded that there is a positive and significant influence of the physical work environment and work motivation on employee performance at the Panukal Sub-district Office, Pali Regency.

CONCLUSION

Based on the description in the previous chapters, and from the results of the analysis and discussion regarding the influence of the environment and work motivation on employee performance, as follows:

1. The environment has a positive and significant effect on employee performance with the regression equation $Y = 9.990 + 0.816X$, the correlation value obtained is 0.783, meaning that the two variables have a strong relationship. The coefficient of determination value is 61.3%. The hypothesis test obtained a calculated t value $> t$ table or $(10.553 > 1.994)$. Thus, H0 is rejected and H1 is accepted, meaning that there is a significant influence of the environment on employee performance.
2. Work motivation has a positive and significant effect on employee performance with the regression equation $Y = 4.888 + 0.892X$, the correlation value obtained is 0.890, meaning that the two variables have a very strong relationship. The coefficient of determination value is 79.2%. The hypothesis test obtained a calculated t value $> t$ table or $(16.331 > 1.994)$. Thus, H0 is rejected and H2 is accepted, meaning there is a significant influence of work motivation.
3. The work environment and motivation simultaneously have a positive and significant effect on employee performance with the regression equation $Y = 2.783 + 0.191X_1 + 0.744X_2$. The correlation value obtained is 0.896, meaning that the two variables have a very strong relationship. The coefficient of determination is 80.4%. The hypothesis test obtained a calculated f value $> f$ table or $(141.256 > 3.130)$. Thus, H0 is rejected and H2 means that there is a significant influence of the work environment and motivation on employee performance.

1.2 Research Limitations

Based on the researcher's direct experience in this research process, the researcher has several limitations as follows:

1. The influencing factors in this study are only the work environment and motivation, while there are many other factors that influence employee performance variables.
2. The research only focuses on employee performance at PT Catur Mitra Sejati Sentosa (Mitra 10 Siliwangi) Pamulang-South Tangerang.
3. There are limitations to this research in using questionnaires, namely that sometimes the answers given by respondents to the questionnaires are different

from the actual situation.

1.3 Suggestion

Based on the results of the discussion and conclusions above, the following suggestions can be put forward:

1. The lowest-ranking environment is number 12 (Twelve), which means the relationship between superiors and subordinates is good, with a score of only 3.69. To improve, leaders must understand each employee's personality, as this will make them more receptive to input from superiors and when interacting with others.
2. The lowest work motivation is number 12 (Twelve), which is I always compete healthily with other workers and always strive to work better, getting a score of 3.73. To be even better, leaders must build a comfortable and pleasant work environment and build good communication with employees, so that employees are always enthusiastic about working.
3. The lowest employee performance is number 2 (Two), namely I understand well what I have to do to maintain the quality of my work, which got a score of (3.66). To be even better Companies should assign the highest priority tasks first. Sort task lists and team tasks by priority, and assign employees to the highest priority tasks first.

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