



Cite this article: Vincee D. Calhoun. 2024 "The Influence Of Work Environment And Motivation On Employee Achievement." International Journal of Distance Learning and Science Innovation 1(1):12-22.

Article History

Received:

Received: June-2024

Published: August 2024

Author for correspondence:

Vincee D. Calhoun

e-mail: lliottalance-vincee@gmu.edu

THE INFLUENCE OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE ACHIEVEMENT

Vincee D. Calhoun

George Mason University -Science and Technology
Campus, Manassas, United States

Abstract: Character education is an attempt to apply religious values, morals, ethics to students through science, assisted by parents, teachers, and the community which is very important in the formation and development of students' character. Every child has good potential from birth, but this potential must be honed and socialized properly so that the character of each child is formed and developed to its full potential. In this digital era, children easily use digital media. The digital age which not only has positive impacts, but also negative impacts becomes its own task for educators, parents and adult communities in guiding and monitoring what children do with these digital media, so that children are able to utilize their digital media as much as possible and get the benefits that they can both for himself and his live.

Keywords: work environment, work motivation, work performance

INTRODUCTION

A company is a system, where one part interacts with another part in carrying out its activities to achieve various company goals. The company's goals to be achieved apart from seeking profits include meeting the needs of society, the desire to maintain a viable business and the desire to develop. The goals mentioned above can be achieved through the support of production factors such as capital, materials, methods. Every company operates by combining and managing these factors of production in a way that can produce products or services that can be marketed. In this case, management is needed that can manage and combine these production factors. Most companies that are founded, especially in Indonesia, make company competition increasingly tight and endless. Companies are required to consistently increase competition. One factor that can reduce employee performance is work motivation. Motivation itself can encourage employees to increase their self-confidence and make employees enthusiastic about carrying out their work. According to Hutama, Hamid and Mayowan (2016) revealed that the higher the experience and work motivation in an employee, the higher the performance produced by the employee. On the other hand, if the employee's work experience and motivation is low, it will have a negative impact on the employee's performance decreasing.

The work environment itself is the atmosphere or conditions in which employees work when carrying out work activities. According to Anorogo and Widiyanti (2018) the work environment is everything that is around the employee and that can influence him in carrying out the tasks assigned to him. Meanwhile, according to Sedarmayati in E. A. Hasibuan & Afrizal (2019) the work environment is the totality of tools and materials used, the environment around workers, work methods, and work rules both as individuals and groups. A comfortable work environment and office atmosphere will increase employee performance and can benefit the company itself.

Environmental conditions surrounded by employee support facilities also ensure that employees are facilitated and fulfill all their needs in carrying out their work.

Mangkunegara (2015:13) in his research, work performance is the quality and quantity of work results achieved by employees in carrying out their duties in accordance with the responsibilities given to employees, which is what is meant by work performance. According to Rivai (2019:44), Work Discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations and applicable social norms. Based on several theories, it can be stated that work performance is the result of employee work in terms of quality and quantity in carrying out work in accordance with the responsibilities given over a certain period of time.

A company that operates as a distributor of goods in the of Jalan in Ponegoro. This company provides items such as kitchen utensils and snacks. Then the goods are resold at minimarkets or kiosks. This company is also one of the other distributor companies in the area.

Based on observations of employees found several problems that affected the work environment, including a lack of unsupported office facilities such as computers for compiling data for the admin and warehouse sections, which could reduce employee enthusiasm and make employees less comfortable. Judging from the environmental atmosphere in the morning at the office looks quite busy because every morning employees are required to arrive on time at 08.00 WITA for a morning briefing. In this briefing, employees complain about the lack of motivation and direction in carrying out their work, only discussing mistakes and targets given by the manager. This means that company managers do not provide enough motivation so that they can improve the quality of their employees' work so that they can improve their employees' work performance. From midday to mid-afternoon there is a lack of activity in the office. This can make employees less comfortable in doing their work, the lack of office activities can make employees quickly get bored with the office environment and can cause employees to miss out on the company. Apart from that, employee work performance is still decreasing.

LITERATURE REVIEW

Work environment

According to Danang Sunyoto (2013:43), the work environment is everything around the worker and which can influence him in carrying out the tasks assigned to him, for example cleanliness, music, lighting and so on. According to Sutrisno (2011:118) the work environment includes the work place, facilities and work aids, cleanliness, lighting, calm, including the relationships between the people in the work place. Eka Wilda Faida (2019) states that the work environment is defined as the conditions around employees that are able to help or support employees in carrying out their work. Simamora (2012) stated that the work environment is a place where workers carry out activities and everyone contributes to work. According to Sedarmayanti (2011), the physical work environment means all the conditions around the workplace, and will affect employees both directly and indirectly. The work environment indicators according to Nitisemito (2012) include: Penerangan ruangan Lighting or lighting that is arranged appropriately will create a certain atmosphere and build aesthetics in the room. Supporting facilities such as computers

1. Cleanliness

A neat and clean office layout will make employees enthusiastic about working in it.

2. Air exchange

Having fresh air can improve employee performance at work

3. Security

means a condition where the office is free from danger.

4. Relationships between employees

Human relationships are very important in improving employee performance because they can improve communication such as thoughts, feelings and make them more able to work together in doing work together.

5. Superior relations

Because a boss can be someone who helps employees build a career in the profession.

Work motivation

According to Hasibuan and Silvya (2019), motivation is a person's encouragement to work, for example a large salary, supportive leadership, adequate work facilities, a comfortable work environment and pleasant co-workers, etc. According to Saydam in Kadarisman (2012) that motivation is the entire process of providing encouragement or stimulation to employees so that they are willing to work willingly without being forced. Widodo (2015) states that motivation is the power that exists within a person, which drives his behavior to take action. The intensity of a person's inner strength to carry out a task or achieve a goal shows the extent of his or her level of motivation. Furthermore, according to Mangkunegara (2012) motivation is a condition or energy that moves employees who are directed or aimed at achieving the company's organizational goals. According to Daulay et al., (2017) motivation is a condition within a person that encourages him to carry out certain activities in order to achieve a goal. As for the indicators of work motivation according to Hamzah (2011) in the research of Jufrizen and Fadila Puspita Hadi, (2021) the indicators Work motivation is: Adanya hasrat dan keinginan untuk melakukan kegiatan. It is the first motivator for the soul to take action.

1. There is encouragement and need to carry out activities

This impulse is related to the organism's needs which encourage the organism to behave.

2. There are hopes and aspirations

It is a perfect desire to be achieved or carried out.

3. Self-respect and respect

an award or remuneration given to a person or group for behaving well

4. There is an interesting environment and activities

These are all the objects, forces and conditions that exist in the space above the place where we are and that influence our lives.

Work performance

Hasibuan (2015:105), states that work performance is an achievement obtained by employees in carrying out all the burdens assigned to them which are based on their experience, tena and time period. Sutrisno (2011) Work performance is the result of a person's efforts which are determined by their personal characteristics abilities and perceptions of their role in the work. Work performance indicators. According to Ibrahim (2015), work performance appraisal is an organizational process that evaluates employee work performance regarding their work. According to Hasibuan (2011), work performance assessment is assessing the ratio of real work results to the quality and quantity standards produced by each employee in order to determine policies that must be carried out by managers. According to Arif et. Al. (2020) Work performance is the work result that can be achieved by a person or group in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with norms and ethics. The work performance indicators according to Edy Sutrisno, (2010) in research by G.T.A Putra and I.W. Bagia, (2020) are:

1) Work results,

work results, namely the results of an employee's entire process in completing each task and responsibility.

2) Job knowledge.

Knowledge workers are individuals who have a special level of education and abilities combined with the ability to apply skills in identifying and solving problems.

3) Initiative

initiative is doing something or working without having to be told first what to do.

4) Mental dexterity

Mental dexterity is measured through the employee's ability to understand directions given by the leader and the employee's ability to collaborate with other colleagues.

5) Attitude

Attitude is a term that reflects a person's feelings of pleasure, displeasure or mediocre (neutral) feelings towards "something".

6) Time and attendance discipline.

time discipline means obeying or adhering to the time that has been set.

RESEARCH METHODOLOGY

Data collection techniques

- a. Observation is a method of collecting data and information to find out problems related to the variables being researched on the object.
- b. Interview, the process of obtaining information by means of questions and answers between the interviewer and the respondent to find out problems with the variables that are used to obtain an overview of the variables that are the research material.
- c. Questionnaire. A questionnaire is a data collection technique by means of distributing questionnaires containing a number of statements, where each answer is These questions have different value weights.
- d. Documentation, a process of obtaining data and information in the form of archives, documents, written numbers and images in the form of reports and information that can support research.

DATA ANALYSIS TECHNIQUES

1. Validity Test

A valid instrument means that the measuring instrument used to obtain data (measure) is valid. Valid means that the instrument (questionnaire) can be used to measure what it should measure. The high or low validity of an instrument shows the extent to which the instrument has high validity (Sugiyono, 2016: 173). usually the minimum requirement to be considered valid and meet the requirements is if $r = 0.300$ or more. So if the correlation between items and the total score is less than 0.300 then it is declared invalid.

2. Reliability Test

Reliability is a tool for measuring an instrument which is a tool for measuring constructs or variables. The condition for stating that an instrument item is declared reliable is usually if the Cronbach's Alpha value is equal to or greater than 0.600 (Cronbach's Alpha ≥ 0.6) and if the value is below 0.600 then it is declared unreliable or less trustworthy. (Sugiyono, 2012).

3. Multiple Linear Regression Test

Linear regression model involving more than one independent variable or predictor. With the regression formula $Y = a + b_1x_1 + b_2x_2 + e$.

4. Classic Assumption Test

a. Normality Test

According to Ghazali (2016) the normality test is carried out to test whether in a regression model, an independent variable and a dependent variable or both have a normal or abnormal distribution.

b. Multicollinearity Test

According to Ghazali (2016), multicollinearity testing aims to find out whether the regression model found a correlation between independent variables or independent variables.

c. Heteroscedasticity Test

This test aims to test whether in a regression model there is a difference in variance from the residuals from one observation to another. If the variances are different, it is called heteroscedasticity.

d. Autocorrelation Test

According to Ghazali (2016) autocorrelation can arise because successive observations over time are related to each other.

5. Multiple Correlation Coefficient Test

The correlation coefficient test is used to measure how much linear the independent variable under study is related to the dependent variable.

6. Coefficient of Determination Test

Determination analysis is used to determine the amount of contribution of the independent variable (X) to the dependent variable (Y). In this research, to determine the magnitude of the contribution of work environment variables and work motivation to employee work performance.

7. T Test (statistics)

The significance test is used to test the independent variable against the dependent variable. To see the partial influence, decision making uses the following method: (a) If $t_{table} < t_{count} < t_{table}$ then H_0 is accepted; (b) If $t_{count} < t_{table}$ and $count > t_{table}$ then H_0 is rejected (Sugiyono, 2012).

8. F test

The F test aims to determine the feasibility of the multiple linear regression model as an analytical tool that tests the influence of the work environment and work motivation on work performance together.

RESEARCH RESULTS AND DISCUSSION

Based on validity testing on the work environment variables (X1) and motivation (X2) on work performance (Y), it shows that the correlation coefficient value for each statement item is > 0.300 so it can be concluded that all questionnaire items on the work environment variables (X1) and Motivation (X2) on Job Performance (Y), in this study "Valid"

B. Reliability Test Results

Tabel 2. Reliability Test Results

Variabel	Cronbach's alpha	Information
Work environment(X1)	0,906	Reliable
Motivation(X2)	0,855	Reliable
Work performance(Y)	0,863	Reliable

Sumber : Data Olahan, 2022

Based on the results of the analysis in Table 2 above, it can be concluded that the research instrument for each variable is declared "Reliable", because the Cronbach Alpha (a) value is more than 0.600. This means that the statement items in the questionnaire have consistency in measuring variables.

C. Multiple Linear Regression Test Results

Tabel 3. Multiple Linear Regression Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.292	3.945		4.383	.000
1 TOTAL. X1	.170	.090	.222	1.880	.065
1 TOTAL. X2	.607	.123	.584	4.954	.000

Sumber : Data Olahan, 2022

Dependent Variable: Work Performance

From the results of the regression analysis, it can be seen that the multiple regression equation is as follows:

$$Y = a + bx:$$

$$Y = 17,292 + 0,170x_1(0,607x_2)$$

Information:

a.Constant (a) =17.292

Thus, it shows that if the independent variables (work ability and work motivation) are assumed to be constant, then the dependent variable, namely work performance, is 17,292

b.Work environment (β_1) =0.170

This means that every increase in the value of the variable x_1 by one unit will increase the work performance value by 0.170

c.Work motivation (β_2) = 0.607

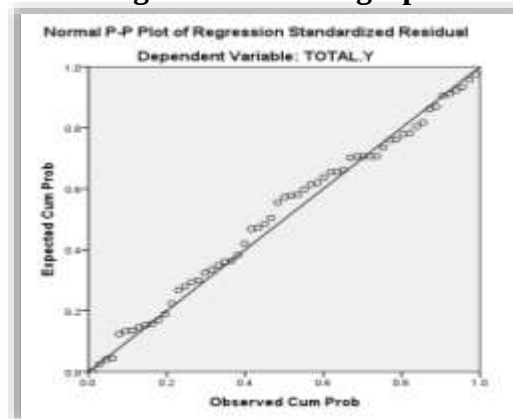
This means that every increase or change in the value of the variable x_2 by one unit will reduce the work performance value by 0.607.

D. Classic Assumption Test Results

1. Normality Test

The presentation of the Normality Test is shown in Figure 1:

Figure 1. P-P Plot graph



The normality test results in Figure 1. above show that the distribution of data or points follows the direction of the diagonal line or histogram graph. Data that is spread around the diagonal line shows that the data is normally distributed, so it meets the normality assumption test.

2. Multicollinearity Test Results

The multicollinearity test was carried out by testing the tolerance and VIF values. If the tolerance value is <0.10 and the VIF value is > 10, then it is stated that there is no mutollinearity.

Tabel 4. Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	TOTAL.X1	.561	1.781
	TOTAL.X2	.561	1.781

Sumber : Data Olahan, 2022

Based on the test results in table 4, each variable shows a VIF value of no more than 10, so multicollinearity has not occurred.

3.Heteroskedasti Test Results

The heteroscedasti test in Figure 2 above uses a graphic method. These results show that the scatter graph does not form a particular pattern and spreads above and below the value 0 on the Y axis. So it can be concluded that there are no symptoms of Heteroskedasti .

4. Autocorrelation Test Results

The auto correlation test uses the DW test, namely by looking at the Durbin Watson value. If dW is between dU and dL ($DU < DW < DL$) then there is no auto correlation.

Based on table 5 above, the DW value = 1.760. With a significance of 5%, the Durbin Watson table

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Durbin-Watson
1	.750 ^a	.562	.547	1.760

on table 5 DW value = 1.760. With a significance of 5%, the Durbin Watson table

(K;n)=(3;59) results in DL = 1.509, DU = 1.649 and 4 - DL = 2.491 so that $1.649 < 1.760 < 2.491$ so it can be concluded that there is no autocorrelation.

E. Hasil Uji Koefisien Korelasi

From table 5 above, the correlation value is 0.750. These results show the close influence of the work environment and motivation variables on work performance together. To be able to provide an interpretation of the strength of this influence, guidelines such as the following table can be used:

The correlation between the work environment and motivation variables on work performance is 0.750 (75.0%) in the interval 0.60 -0799 with a strong relationship level. It can be concluded that the correlation value is 0.750 which means that the influence of the work environment and motivation on work performance on . . . , has a Strong Relationship level.

F. Hasil Uji Koefisien Determinasi

Based on table 8 above, the coefficient of determination (R²) value is 0.547, which means that the influence of the work environment and motivation on work performance at . . . is 54.7%. The remaining 45.3% was influenced by other factors not examined in this study.

G. T Test Results

Tabel 6. T Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.292	3.945		4.383	.000
	TOTAL. X1	.170	.090	.222	1.880	.065
	TOTAL. X2	.607	.123	.584	4.954	.000

Sumber : Data Olahan, 2022

H1 = It is suspected that there is a partially significant influence of the work environment on employee work performance at . . .

From the calculation results in table 8, it is obtained that $t = 1.880$ and $t \text{ table} = 2.003$, so $1.880 < 2.003$ and a significance of $0.065 > 0.05$. This means that H1 is rejected, so it can be concluded that the work environment has no significant effect on employee work performance at . . .

This research is not in line with research conducted by Franky Bastian Togas and Yantje Uhing (2015) that the work environment influences employee work performance with a significant coefficient value. Based on the results of statistical tests, it can be explained that the work

environment such as lighting or lighting in the workplace, air circulation in the workplace, noise in the workplace, unpleasant odors in the workplace, safety in the workplace influence the work performance of Bank Rakyat Indonesia (BRI) employees. Manado branch. This indicates that the work environment is an important variable or predictor of work performance, especially the work performance of Bank BRI Manado employees. This can be predicted through the work environment where a good and positive employee work environment will increase employee work performance.

H2 = It is suspected that there is a partially significant influence of work motivation on employee work performance at .

From the results of the calculations, $t = 4.954$ and $t \text{ table} = 2.003$, it is $4.954 > 2.003$ and the significance is $0.000 < 0.05$. This means that H2 is accepted, so it can be concluded that work motivation has a significant effect on employee work performance at .

This research is in line with research conducted by Dr. Hasrudy Tanjung (2017) There is a positive influence of work motivation variables on work performance at the Medan Social and Labor Service.

H. F Test Results

Tabel 7. Hasil Uji F ANOVA

	Sum of Squares	df	Mean Square	F	Sig
Between People	5538.599	58	95.493	90.855	.000
Betwe	2719.356	2	1359.678		
Within Items	1735.977	116	14.965		
People Residu	4455.333	118	37.757		
Total	9993.932	176	56.784		

Source: Processed data, 2022

H3 = It is suspected that there is a significant simultaneous influence of the work environment and work motivation on work performance at .

Based on data from Table 7, the results of the F Test calculations, it can be seen that F count = 90.855 and F table with a level of 5% = 3.16, meaning that $F \text{ count} > F \text{ table} = 90.855 > 3.16$ so that H3 is accepted which means the work environment and work motivation are significantly influenced. simultaneous impact on work performance.

This research is in line with research conducted by Muhamad Noor (2017) that work environment variables and work motivation variables together have a significant effect on employee work performance in Tenggara District, Kutai Kartanegara Regency. This is proven by statistical tests where the calculated F value is greater than the table F value ($20.199 > 3.1682$).

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of the research and discussion, the following conclusions can be drawn:

1. Departing from hypothesis H1 which states that the work environment has no significant effect on employee work performance. This hypothesis can be proven because based on the results of the t test it was found that the work environment did not have a significant effect on the work performance of employees $t\text{-count} = 1.880$ and $t\text{-table} = 2.003$. Where $t\text{-count} < t\text{-table}$ ($1.880 < 2.003$) then H1 is rejected.
2. Departing from hypothesis H2 which states that work motivation has a significant influence on employee work performance. This hypothesis can be proven because based on the results of the t test with a calculated t-value = 4.954 and t-table = 2.003. Where $t\text{-count} > t\text{-table}$ ($4.954 > 2.003$) then H2 is accepted.
3. Departing from hypothesis H3 which states that the work environment and work motivation simultaneously influence employee work performance. This hypothesis can be proven because based on the results of the f test, the calculated f value = 90.855 and f table = 3.16. Where $f\text{-count} > f\text{-table}$ ($90.855 > 3.16$) then H3 is accepted. And looking at the coefficient of determination value of 0.547 (54.7%) this means the influence of the work environment and work motivation on employee work performance is 54.7% and the remaining 45.3% ($100\% - 54.7\% = 45.3\%$) is influenced by other factors not examined in this research.

Recommendations

1. Companies must pay more attention to the work environment so that employees can feel comfortable
- 2) others such as organizational climate, leadership style, and job satisfaction which are related to job performance variables by bringing objects that can support this research. at work and can improve employee performance.
- 3) Leader. must be able to motivate employees so that employees are more passionate about work and can improve their performance at work.
- 4) This research can be a reference for future researchers and can develop this research by bringing in variables.

References

- DiMaggio, P., & Hargittai, E. (2001). From the 'digital divide' to 'digital inequality': Studying Internet use as penetration increases. Princeton University Center for Arts and Cultural Policy Studies.
- Warschauer, M. (2003). Technology and social inclusion: Rethinking the digital divide. MIT Press.
- Compaine, B. M. (2001). The digital divide: Facing a crisis or creating a myth? MIT Press.
- Mossberger, K., Tolbert, C. J., & Stansbury, M. (2003). Virtual inequality: Beyond the digital divide. Georgetown University Press.
- Norris, P. (2001). Digital divide: Civic engagement, information poverty, and the Internet worldwide. Cambridge University Press.
- Dijk, J. (2006). Digital divide research, achievements and shortcomings. *Poetics*, 34(4-5), 221-235.
- Warschauer, M., & Matuchniak, T. (2010). New technology and digital worlds: Analyzing evidence of equity in access, use, and outcomes. *Review of Research in Education*, 34(1), 179-225.
- Hargittai, E., & Hinnant, A. (2008). Digital inequality: Differences in young adults' use of the Internet. *Communication Research*, 35(5), 602-621.
- Selwyn, N. (2003). Apart from technology: Understanding people's non-use of information and communication technologies in everyday life. *Technology in society*, 25(1), 99-116.
- van Deursen, A. J., & Helsper, E. J. (2015). The third-level digital divide: Who benefits most from being online? In L. Robinson, S. Cotten, J. Schulz, & T. M. Hale (Eds.),

Communication and Information Technologies Annual (Studies in Media and Communications, Vol. 10, pp. 29-52). Emerald Group Publishing Limited. Reports and Official Documents:

- United Nations. (2019). The digital divide. Retrieved from <https://www.un.org/en/chronicle/article/digital-divide>.¹²
- Federal Communications Commission. (2021). 2021 Broadband deployment report. Retrieved from <https://www.fcc.gov/reports-research/reports/broadband-progress-reports/2021-broadband-deployment-report>.
- World Bank. (2016). World Development Report 2016: Digital Dividends. Retrieved from <https://www.worldbank.org/en/publication/wdr2016>. Case Studies and Organization Reports
- Pew Research Center. (2021). Digital divide persists even as Americans with lower incomes make gains in tech adoption. Retrieved from <https://www.pewresearch.org/internet/2021/09/09/digital-divide-persists-even-as-lower-income-americans-make-gains-in-tech-adoption/>.
- National Digital Inclusion Alliance. (2021). Digital inclusion starts with affordable internet. Retrieved from <https://www.digitalinclusion.org/affordable-home-internet/>.
- The World Economic Forum. (2020). Digital inclusion: An international comparative study. Retrieved from <https://www.weforum.org/reports/digital-inclusion-an-international-comparative-study>.