Effect of Work Motivation and the Work Environment on Performance Employees PT. Pos Indonesia (Persero) of City of Cirebon

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Abstract

This study aims to determine the effect of work motivation and work environment on employee performance at PT. Pos Indonesia (Persero) Cirebon City, the method used in this study is a quantitative method. The population in this study were employees of PT. Pos Indonesia (Persero) Cirebon City. The technique used in sampling is saturated sample, where the total population is used as a sample of 70 respondents. The method of collecting data is using a questionnaire, while the method in this study uses multiple linear regression. The results of this study indicate that work motivation has an effect on employee performance as seen from tcount > ttable , namely 5.341 > 1.99457. The work environment has an effect on employee performance as seen from tcount > ttable which is 6.097 > 1.9945 and simultaneously the variables of the influence of work motivation and work environment have a significant effect on employee performance calculated from Fcount > Ftable which is 57,472 > 3.13. From the partial results, work motivation has a sig value of 0.000 and the work environment has a sig value of 0.000 and the simultaneous results have a sig <0.05 or 0.000 <0.05.

Keywords: work motivation, work environment, employee performance

1. Introduction

Source power man is component main need noticed in an organization (Farida, 2016) In the era of globalization company must ready face lots of competition from outside (Edison, 2020). Ready company compete with company other is companies that have prepare source power the human with good and quality (Busro, 2018). If source power low so implementation activity company will be obstructed (Arief Partono, 2019). In development company more and more services develop good by technology, social, politics or economy our must ready faced with existing advancements and competition company with others, in frequent cases occur generally companies that don't capable face competition have performance and quality still working low. In Thing this company must try enter environment business managers should also responsibly answer for planning and doing something new policies that can give impact change for company in accordance with desired goal, success something companies no free from source power competent human in field, each from company always attempted for increase performance employees with hope could reach destination from company (Enny, 2019).

PT. Pos Indonesia is a moving company in field service like delivery goods good domestically and abroad. PT Pos Indonesia is established already long time ago with the development of the times fast and progress increasingly technology Up company must could give encouragement to employees so that could compete with company other same in field service service delivery goods. This company address on the road Yos Sudarso No.9 Weakwungkuk Cirebon city. After doing observation in activity apprenticeship or Studies Practice Management (SPM). We found a number of existing problems that can influence performance employees at the Cirebon City Post Office.

Component performance employee Becomes Thing important for reject measuring problems that exist in PT. Pos Indonesia Persero Cirebon city, namely the first Attitude, ethics or behavior a person, Skills existing abilities in self somebody employees. Not quite enough responsible, responsible answer on work and finish it with appropriate time, etc. Evaluation performance used at PT. Pos Indonesia Persero Cirebon city is a Performance Management System Assessment performance this conducted every three months once. Based on data Employee Performance Assessment

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at PT. Pos Indonesia (Persero) Cirebon 2019-2020 showing that performance employees of PT. Pos Indonesia Persero Cirebon city at the time this still not optimal because experience drop through calculation Quarters 1 to 4 in 2019-2020 Assessment this already using the online system directly from the region.

Table 1. Employee Performance Appraisal at PT. Pos Indonesia (Persero) Cirebon 2019-2020

Note	Unit Performance Value Whole employee 2019	Performance Value Individual whole n Employee 2019	Performance Value Unit Whole employee 2020	Individual Performance Value Whole Employee 2020
Quarter 1	81%	91%	63%	81%
Quarter 2	74%	91%	61%	80%
Quarter 3	64%	81%	75%	70%
Quarter 4	74%	80%	61%	60%

Source: *Cirebon Post Office HR Manager*

Table 2. Attendance Paid leave Employee on the day PT. Pos Indonesia period 2020-2021

Month	Information Paid leave on the day Work	Amount
August (2020)	20	20
January (2021)	33	33

Source: *Cirebon Post Office HR Manager (2020-2021)*

Based on table 2 and interview with party manager too that because there is a new system implemented in company that licensed employee or without description will cut paid leave annual and leave yearly taken employee increase at each year. Could said that motivation work employee still relatively low and also employees use paid leave annual for cover lateness work and not enter work. For the sake of achieving destination from company then, employee need motivation and fulfillment needs employee for work more diligent and relationship among top and bottom must maintain to improve motivation work employees. Motivation work high employee could complete duties and responsibilities the answer with good and appropriate plan, if on the contrary employee with motivation work low no could complete her job with good.

Based on statements, then the objectives of study this are:

a) 1). Analyze influence motivation work to performance employees of PT. Pos Indonesia (Persero) Cirebon City.
b) 2). Analyze influence environment work to performance employees of PT. Pos Indonesia (Persero) Cirebon City.
c) 3). Analyze influence motivation work and environment work by simultaneous to performance employees of PT. Pos Indonesia (Persero) Cirebon City.

2. Literature Review

Motivation work is something push done by someone for to do an activity and encouragement from in self alone because existence something must aim achieved for Fulfill needs his life and also for reach destination from company for get profit. Motivation work is Thing main must there is for to do something activity with good and full spirit.

 (Wake up, 2020) argues that "Motivation" is desire inside somebody cause that person to do something action". (Adha, 2019)argues that "Motivation" is gift power the driving force that creates excitement work someone so that they capable work together, work effective, and with integrity with all the effort for reach satisfaction". (Sutrisno, 2020) argues that "Motive is state mental someone who pushes, activates, or move and from that motive that directs and distributes behavior, attitudes, and actions horn someone who always linked with achievement goal, good destination personal or each member 's goals company". Pandi Afandi in the book concept & indicator (Afandi, 2016)argues that: "Motivation" is desire that arises from in self somebody or individual because inspired, encouraged, and driven for to do activity with sincerity, happy heart and earnest so that results from the activity he do get good and quality results".

Environment work is all one that exists around the workers who can influence herself in operate a job ok by physique nor non physically. Environment at the company his good could increase spirit work and motivation in to do work even so on the contrary.

(Gardjito, 2014) argue that that "Environment" works all something that exists around workers who can influence herself in operate tasks performed". (Farizki, 2017) argues that "Environment" work is whole tool facing tools and materials environment around dmna somebody work method work as well as Settings work good as company nor as group ". (Afandi, 2016)in the book concept & indicator argue that "environment work is all something that exists around employees and can influence in operate assigned task to him".

Performance is component important in a company, because performance is how somebody could do tasks that have been given to him. The better results performance employees at the company the so will influence destination company. (Edison, 2020) argues that "Performance is results from a process during period time certain based on provision or the deal that has been set before". According to kasmir (cashmere, 2019) argues that "Performance is results work and behavior work accomplished in complete tasks and not quite enough the answer given in period certain". (Widiyanti, 2017) argue that "Result performance work accomplished by a person or insider group something organization, according with authority and responsibility answer each in skeleton effort reach destination organization concerned legally, no violate legal and appropriate with morals and ethics ". (Adamy, 2016) argues that "Performance (performance) is results work accomplished by a person based on requirements or rule work".

Based on description on study theory and results relevant research made research scheme that describes connection between variable as following on figure 1.
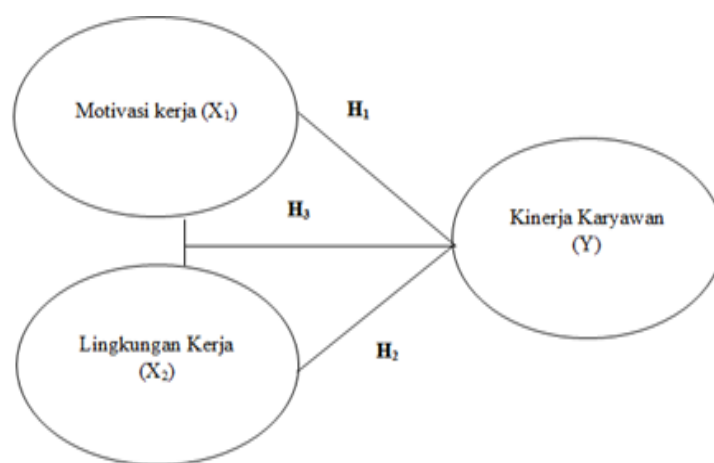

Figure 1. Theoritical Framework

In study this, hypothesis put forward with destination for direct as well as give guidelines for research that will done. If it turns out that the hypothesis is not proven and means it is wrong, then the problem can be solved with the truth determined from the decisions that have been carried out so far. The hypothesis of this research is:

H 1   : Motivation work take effect on Employee Performance.
H 2   : Environment Work take effect on Employee Performance.
H 3   : Motivation work and environment Work take effect on Employee Performance.

3. Methods

Type research that will used is descriptive quantitative because existence the later hypothesis will tested with using statistical tests (Sugiyono, 2017). Then use method associative for knowing connection Among variable motivation work and environment work to performance employees. In this study, the population this time is employees at the Cirebon Post Office with total 70 people, Sample in study this is Employees of PT. Pos Indonesia (Persero) Cirebon City, West Java. On sample fed up this take it from population of PT. Pos Indonesia (Persero) Cirebon City as many as 70 employees fixed. Data retrieval techniques in study this use questionnaire with scale measurement instrument

study use scale likert. Analysis technique data used is analysis regression double.

4. Result and Discussions

The validity test is carried out to measure the validity or invalidity of the results of distributing questionnaire statements, a statement is said to be valid if the results of the distribution of questionnaire statements are able to reveal something that will be measured by the questionnaire. With use respondent as many as 70 people, then r_{table} could obtain. As for the calculation ie df = 70 -2 = 68. So df = 68, then r_{table} for level significant 5% = 0.05 of 0.235. Item statement is said to be valid if $r_{count} > r_{table}$.

Table 3. Validity Test

Items	R count	r table	Note:
Work motivation			
X1.1	0.579	0.235	Valid
X1.2	0.565	0.235	Valid
X1.3	0.621	0.235	Valid
X1.4	0.606	0.235	Valid
X1.5	0.603	0.235	Valid
X1.6	0.687	0.235	Valid
X1.7	0.636	0.235	Valid
X1.8	0.702	0.235	Valid
X1.9	0.530	0.235	Valid
Work environment			
X2.1	0.565	0.235	Valid
X2.2	0.675	0.235	Valid
X2.3	0.671	0.235	Valid
X2.4	0.727	0.235	Valid
X2.5	0.426	0.235	Valid
X2.6	0.512	0.235	Valid
X2.7	0.628	0.235	Valid
X2.8	0.567	0.235	Valid
Employee performance			
Y.1	0.537	0.235	Valid
Y.2	0.732	0.235	Valid
Y.3	0.573	0.235	Valid
Y.4	0.609	0.235	Valid
Y.5	0.713	0.235	Valid
Y.6	0.751	0.235	Valid
Y.7	0.686	0.235	Valid
Y.8	0.510	0.235	Valid
Y.9	0.594	0.235	Valid
Y.10	0.584	0.235	Valid
Y.11	0.411	0.235	Valid

Reliability Test. A reliable instrument is an instrument which, when used several times to measure the same object, will produce the same data. An instrument is said to be reliable if it has *Cronbach's Alpha* > 0.70.

Table 4. Reliability Test

Variable	Cronbach's Alpha	N of Items	Score Minimum	Information
Work Motivation (X1)	.790	9	0.70	Reliable
Work Environment (X2)	.760	8	0.70	Reliable
Employee Performance (Y)	.826	11	0.70	Reliable

Classic assumption test. Normality test is used to test whether in the regression model, the dependent variable or both has a normal or abnormal distribution. A good regression model is if the data distribution is normal or close to normal. Normality test in research this using the *Kolmogorov -Smirnov.* test and said normal if distributed residual value by normal have probability significance bigger from 0.05. Normality test results show that *the Kolmogorov-Smirnov (KS)* seen in *Asymp.Sig (2-tailed) is* 0, 200 > 0.05, which means the data is normally distributed.

Multicollinearity test was conducted to determine whether the regression model found a correlation between independent variables. If there is a correlation, there is a multicollinearity problem that must be overcome. The provisions that apply in this test are, if the *Variance Inflation Factor* (VIF) > 10 and the *Tolerance value* < 0.1 then there is multicollinearity, whereas if the VIF < 10 and the *Tolerance value* > 0.1 then there is no multicollinearity. Based on the results of the multicollinearity test, it is known that the VIF value of the Work Discipline (X1) and Compensation (X1) variables is 1.227 < 10 and the Tolerance value is 0.815 > 0.1, so the data does not occur multicollinearity.

Multiple Regression Analysis. Multiple regression analysis was used by the author to determine the magnitude of the influence of several independent variables (X1 and X2) on the dependent variable (Y).

Table 5. Multiple Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,679	4044		.662	.510
	Motivation	.577	.108	.439	5.341	.000
	Environment	.707	.116	.501	6.097	.000
a. Dependent Variable: Performance						

Based on the results of the Coefficient (table 5), it can be arranged a multiple linear equation as follows:

$$Y = 2.679 + 0.577 x_1 + 0.707 x_2$$

a. The constant value of a is 2,679. This thing shows that at the time Motivation work (X_1) and Environment variable work (X_2) worth zero then Performance will worth 2,679.
b. Coefficient value Motivation variable regression (X_1) of 0.577 shows that when occur increase in motivation variable by 1 unit then Performance will also increase as big as 0.577 units (with value variable assumption other fixed).
c. Coefficient value regression Environment variables work (X_2) that is 0.707. This thing means that every enhancement Environment work by 1 unit then Performance will also increase of 0.707 units (with value variable assumption other fixed).
d. Coefficient value Motivation variable regression work (X_1) and Environment work (X_2) is worth positive it means there is connection positive Among Motivation work and environment work on Performance, the more height Motivation work and environment work so the more performance increases and vice versa.

Coefficient of Determination Test. The coefficient of determination is used to measure how much influence the Motivation Variables work (X_1) and work environment (X_2) on performance (Y).

The coefficient of determination can be seen in the value of the *adjusted R Square coefficient* of 0.621 or 62.1% (Table 6). So it can be concluded that the magnitude of the influence of Work Motivation (X1) and Work Environment (X2) variables on Employee Performance (Y) variables is 0.621 (62.1%) while the remaining 0.379 (37.9%) is influenced by other variables.

Table 6. Coefficient of Determination Test

Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795 [a]	.632	.621	2.33810

a. Predictors: (Constant), Environment, Motivation
b. Dependent Variable: Performance

T Test (Partial)

Table 7. T Test (Partial)

Coefficients [a]

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1　(Constant)	2,679	4044		.662	.510
Motivation	.577	.108	.439	5.341	.000
Environment	.707	.116	.501	6.097	.000

a. Dependent Variable: Performance

From table 7 could see that Motivation work have influence on Performance. This thing proved with p- value (sig.t) < 0.05, i.e. 0.000 < 0.05, and the value of $t_{count} > t_{table}$ that is 5,341 > 1,99547. This means that Ha is accepted and Ho is rejected, where Motivation work have influence significant on Performance. Environment work have influence to Performance. This thing proved with p- value (sig.t) <0.05, namely 0.000 <0.05, and the value of $t_{count} > t_{table}$ that is 6.097 > 1.99547 This means that Ha is accepted and Ho is rejected, where Environment work have influence significant on Performance.

F Test (Simultaneous)

Table 8. F Test (Simultaneous)

ANOVA [a]

Model	Sum of Squares	df	Mean Square	F	Sig.
1　Regression	628.372	2	314,186	57.472	.000 [b]
Residual	366,271	67	5.467		
Total	994,643	69			

a. Dependent Variable: Performance
b. Predictors: (Constant), Environment, Motivation

From the table 8 can see f count of 57.472 and significant 0.000. F count then compared with F table calculated in degrees free the numerator (df the numerator) is 2 and degrees free the denominator (df the denominator) is 68 at the 0.05 level whose value is is 3.13. Looks so clear that $F_{count} > F_{table}$ i.e. 57.472 > 3.13, so that could concluded that there is Influence Motivation work and environment work Against Performance.

5. Conclusions

Variable Motivation work proven take effect by positive and significant to performance employees of PT. Pos Indonesia (Persero) Cirebon City. It means the better motivation work applied so the better result performance his employees. That thing enough proof with existence results analysis through hypothesis testing, t test which shows t_{count} bigger from t_{table}.

Variable environment works proven take effect by positive and significant to performance employees of PT. Pos Indonesia (Persero) Cirebon City. It means the better environment work so the better result performance his employees. That thing enough proof with existence results analysis through hypothesis testing, t test which shows t_{count} bigger from t_{table}.

Variable motivation work and environment work by simultaneous take effect by positive and significant to performance employees of PT. Pos Indonesia (Persero) Cirebon City. It means the better motivation work and environment work applied by together the better the performance results his employees. That thing enough proof with

real through the arithmetic f test bigger from f table.

Cirebon post office of course must more notice motivation work owned by its employees. Because of motivation work very influential employees to performance employees. If motivation work owned employee that low so results low work and vice versa. Besides motivation work, environment You have to work at the post office too noticed because environment healthy and good work will give positive impact for employee in to do work, if environment work not enough support so will impact on performance employees that alone. For academic expected study this could help and be reference for researchers in the future who have title or same theme.

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