

Analysis of Work Environment on Employee Performance with Work Motivation as Intervening Variable at PT. Socfindo

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Abstract

This study aims to determine the analysis of the work environment on employee performance with work motivation as an intervening variable at PT. SOCFINDO. The researcher uses a descriptive quantitative approach. Replication research is the repetition of the basic experiment. The analytical method used is the multiple linear regression model. As for the results of this study, the first hypothesis proposed states that the work environment variable (X) has an effect on the work motivation variable (Z). Work Environment variable (X) has no effect on Employee Performance variable (Y). Work Motivation variable (Z) has an effect on Employee Performance variable (Y). work environment variables cannot mediate the effect of work environment on work motivation. So, it can be proven that H4 is rejected. The results of the study indicate that the role of work motivation in employee performance is significant, at PT. Socfindo means that employee motivation affects the way employees show their daily work performance. Health facilities and insurance in this case have met the basic needs of employees in the category of security needs.

Keywords: Work Environment, Work Motivation and Employee Performance

Introduction

Lack of motivation of employees at the company PT. Socfindo is also due to the lack of encouragement and direction in doing work because it is triggered by the relationship between fellow employees who behave individually. The lack of employee relations, as leaders or superiors do not provide encouragement to foster a spirit of motivation for employees, then employees who work in the field are also not given health insurance like BPJS from the company. So that employees are not eager to work and often pile up work. This is what reduces employee performance, because employees do not work optimally.

Based on the results of observations made, along with the initial data collection, it was found that there were several indications that PT. Socfindo's human resources had not functioned properly.

Research purposes

The objectives of this research are:

1. To find out how the work environment affects the work motivation of PT. Socfindo.
2. To find out how the work environment affects the performance of employees of PT. Socfindo.
3. To find out how work motivation affects employee performance at PT. Socfindo.
4. To find out how the work environment affects employee performance with work motivation as an intervening variable at PT. Socfindo

Benefits of research

Research is very beneficial for the community, especially students who are studying while working, it is very helpful because they don't need to come to campus to study just through the internet. Learning through online can be done anytime and anywhere. Alexander (2020).

Implementation Method

1. Understanding Human Resource Management

According to Bintoro and Daryanto (2017) states that "Human resource management, abbreviated as HRM, is a science or method of how to manage the relationship and role of resources (labor) owned by individuals efficiently and effectively and can be used optimally so that goals are achieved. with the company, employees and the community

to be maximized". Based on the opinions of the experts above, it can be concluded that human resource management is a science in managing and planning and processing relationships and the role of an individual or employee in carrying out responsibilities towards the company effectively and efficiently in achieving the goals desired by the company.

2. Understanding the Work Environment, Employee Performance and Work Motivation

a. Work Environment

According to Sedarmayanti (2017) the work environment is the entire tooling and material encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups. According to Afandi (2018), the work environment is something that exists in the environment of workers that can affect themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and whether or not work equipment is adequate. A working environment condition is said to be good if employees can carry out activities optimally, healthy, safe, and comfortable. Therefore, the determination and creation of a good work environment will greatly determine the success of achieving organizational goals.

From the descriptions of the experts above, it can be concluded that the environment Work is a place that is around employees both physically and non-physically in the organization's area, the environment can affect employee work productivity. The work environment also includes interactions or relationships between employees and organizational leaders.

b. Employee Performance

According to Mathis and Jackson in Masram and Mu'ah (2017) also mentions "Performance is basically what employees do or don't do. Performance management is all activities carried out to improve the performance of the company or organization, including the performance of each individual and work group in the company. Furthermore, according to Mangkunegara in Masram and Mu'ah (2017) states "Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him".

Therefore, it can be concluded that the performance of human resources is work performance or work results both quality and quantity achieved by employees for a certain period.

3. Work motivation

Hasibuan in Sutrisno (2017) "Finds that motivation is a stimulant of desire and the driving force of a person's willingness to work because each motive has a specific goal to be achieved". According to Robbins in Irviani & Fauzi (2018), "states motivation as a process that causes (intensity), direction (direction), and individual persistence towards achieving goals". Stefan Invanko in Yusuf (2018) defines motivation as a person's desire and energy that is directed to achieve a goal. Motivation is the cause of action".

From several work motivations, it can be concluded that a person's personal circumstances that encourage the individual's desire to carry out certain activities to achieve a goal in a person will realize a goal-directed behavior to achieve satisfaction goals.

This type of research is explanatory research, according to Sani, Ahmad. Maharani (2013) explanatory research (explanatory research) is to test the hypothesis between the hypothesized variables. In this study there is a hypothesis that will be tested for truth. The hypothesis describes the relationship between two variables, to find out whether a variable is associated or not with other variables, or whether the variable is caused or influenced or not by other variables according to Faisal in Sani, Ahmad. Maharani (2013)

Results And Discussion

There are several additional aspects proposed in the suggestions in this study, namely as follows:

1. Suggestions of researchers at PT. Socfindo, namely so that the company always pays more attention to the needs of the employee's work environment, not only motivation, but also other basic needs such as completeness of work facilities, working room conditions, and auxiliary equipment at work, besides that supervision and control of employees also needs to be improved so that employees can work as expected and more efficiently utilize their working time.
2. Companies must conduct periodic work performance evaluations of employees, in this case superiors and company owners are expected to be able to better communicate their expectations and directions to employees, so that differences of opinion can be straightened out and employees understand and understand the company's desires and goals as well as possible. good.

The results of the study indicate that the role of work motivation on employee performance is significant, at PT. Socfindo means that employee motivation affects the way employees show their daily work performance. Health facilities and insurance in this case have met the basic needs of employees in the category of security needs

Conclusion

1. The first hypothesis proposed states that the work environment variable (X) has an effect on the work motivation variable (Z).
2. The second hypothesis proposed states that the Work Environment variable (X) has no effect on the Employee Performance variable (Y).
3. The third hypothesis proposed states that the work motivation variable (Z) has an effect on the employee performance variable (Y).
4. From the calculation results obtained indicate that the work environment variable cannot mediate the effect of the work environment on work motivation. So it can be proven that H4 is rejected.

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