



The Influence of Work Environment, Incentives and Work Motivation on Employee Performance at PT. Bio Soltamax Bandung City

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Abstract: The purpose of this study was to determine the effect of the work environment, motivation and work motivation on employee performance at PT. Bio Soltamax Bandung City using a quantitative descriptive research approach. To obtain data according to the questions, researchers used data techniques: (1) Written surveys and (2) Questionnaires, the data collection tool used a questionnaire in the form of a Likert scale. There are four variables in this study, namely work environment (X1), incentive plan implementation (X2), motivation (X3) and employee performance (Y). The analysis used in this study uses path analysis. The test results show that the work environment has the greatest influence on employee performance, and the results of testing the work environment of PT. BIO Soltamax Bandung has the greatest influence on employee performance. Incentives do not affect employee performance. Simultaneous test results show that the atmosphere and motivating factors in the workplace have a significant effect on morale which in turn affects the work performance of employees of PT. Bio-Soltamax.

Keywords: Work Environment, Work Motivation, Incentives

INTRODUCTION

With the development of science and technology, industry and trade require qualified personnel to face increasingly fierce competition. Human resources are known as carriers of an open economic system and are a key factor in organizational success and industrial development.

Industrial development must also be accompanied by the development of quality human resources. This is considered important because no matter how sophisticated technology is, it is relatively difficult to develop without the support of productive resources. In order to develop quality human resources, various policies are needed to influence the performance of these resources so that they can support the success of companies and organizations. In the form of this policy, it is necessary to design a work environment that is conducive for

employees to work, strengthens and motivates employees to work, and is expected to bring about changes in employee performance. It is very common for companies not to consider and enforce these policies, resulting in many underperforming employees. Of course,

The work environment in the company environment, lack of implementation of incentive programs, lack of incentives from superiors to subordinates is one of the causes of decreased employee productivity. The same thing happened to PT. BIO Soltamax, the greater the number of employees who perform poorly, coupled with the lack of attention or appreciation from the leadership to design a more conducive work environment, the lack of motivation to implement improvement plans, the lack of motivation to lead subordinates or motivate employees.

Improving a comfortable work environment, providing incentives to employees, and increasing employee motivation will lead to employee satisfaction through welfare programs, impact the company and organization, and increase productivity. Improve employee performance within your company.

According to (Yusrianti et al., 2017) Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, while still achieving the goals of the organization concerned and without violating the law.

Likewise according to (Nidaan et al., 2019) With respect to the work environment, the work environment seems to be considered as an informal social organization and corporate activity where employees spontaneously influence behavior.

Incentives are awards given to certain employees based on their work performance to motivate them to improve work efficiency. (Klein & Park, 2015). And according to (Darmawan, 2020) Motivation is considered as the process of trying to influence someone to do what the company wants to do. Motivation itself refers to circumstances in a person's character that encourage individual desires to carry out certain activities in order to achieve company goals. (Wake Up, 2017)

If employees are involved in decisions that affect them, they are often motivated because they feel involved and will take responsibility for the general area of operations, and they will know what problems are and how to prevent them. The risk is that this form of engagement creates the momentum and knowledge that underpins the company's success. While performance factors can be interpreted as a person or group of people in an organization, according to their respective competencies and responsibilities, in the context of striving to achieve the legitimate goals of the organization concerned, or violating the laws of morality and corporate ethics.

RESEARCH METHODS

In this study, researchers used quantitative descriptive research with survey methods. It aims to identify similarities in conditions, symptoms and conditions by comparing them with selected and/or established criteria (Sarwono, 2015). The population in this study were employees who worked at PT. BIO Soltamax and the sample was taken using a random sampling method. The formula used to determine the sample size uses the Taro Yamane or Surobin formulas (Dr. Riduwan, 2017)

Researchers use data techniques to obtain data according to the questions. (1) written survey and (2) questionnaire survey, the data collection tool uses a questionnaire in the form of a Likert scale. This study has four variables, namely work environment (X1), incentive plan implementation (X2), motivation (X3), and employee performance (Y). The analysis used in this study uses path analysis.

FINDINGS AND DISCUSSION

Findings

Partial Test (Test) Work Environment Variables and Incentives on Work Motivation

Similar to the F-test hypothesis above, the t-test was conducted to partially test the hypothesis that work environment and work motivation have an effect. The test was run in two directions with a significance level of 5% and alpha with degrees of freedom (nk-1). Hypothesis testing is done by comparing tmmg and tube values and the decision criteria are:

Table. 1 t-test

Model	Sum of Squeares	df	MeanSquare	F	Sig
Total Residual Regression	59,164 521,725 580,889	3167170	19,721 3,124	6,313	000

If $t_{count} < t_{table}$ H0 is accepted or H1 is rejected If $t_{count} > t_{table}$ H0 is rejected or H1 is accepted.

Based on Table 4.13 below, the constant value is 24.806, and the coefficient value of each variable is 0.02 for X1 and 0.37 for X2. Then the regression model of this study is: $Y = 24.806 + 0.02X1 + 0.37X2$ Where: Y1 = Work Motivation X1 = Work environment X2 = Incentives.

As shown in Table 2 below, the coefficient of the Work Environment variable is 0.02, which means that for every 1% increase in the value of the Work Environment variable, Work Motivation will increase by 0.02 assuming the value of other variables is continuous. The work environment thmmg value is 0.260, which is smaller than the value tm of 2.92 means that accepting H0 means that the work environment does not have a significant effect on the morale of employees of PT. BIO Soltamax Bandung. The coefficient for the motivation variable is 0.37, which means that a 1% increase in motivation will increase employee morale by 0.37 assuming the values of other variables are constant. The incentive value of 4.638 is greater than 2.92, meaning that H11 is rejected. Therefore, the motivational section has a great influence on the morale of employees of PT. Soltamax Bio.

Table 2 Partial Test (t test) of Work Environment Variables and Incentives on Work Motivation

Model	Unstandardized Coefficients		Standardized Coefficients	Statistical collinearity	
	B	std. error	Betas	Q	Sig
1 (Constant) X1, X2	24,806 020 370	3,828 077 080	.020 .348	6,480 ,260 4,638	0.000 .795 .000

a Dependent Variable: X3

Source: Results1Research

Partial Test (Test) Work Environment Variables and Incentives on Employee Performance

Part of this is to test hypotheses about the impact of the work environment and incentives. Performance Testing. Test both ways using a significance level of 5% alpha and degrees of freedom (nk-1). Hypothesis testing is done by comparing the value of t1.11g with the value of the tube]. The decision criteria are:

If $t_{count} < t_{table}$ H0 is accepted or H1 is rejected

If $t_{count} > t_{table}$ H0 is rejected or H1 is accepted

Based on Table 3 below, the constant value is 25.415, the coefficient value X1 for each variable is 0.289, and X2 is 0.094. Then the regression model of this study is as follows:

$Y = 25.415 + 0.289X1 + 0.094X2$ Where: Y2 = Employee Performance X1 = Work Environment X2 = Incentive

As shown in Table 3 below, the Work Environment variable has a factor of 0.289. This means that for every 1% increase in the value of the Work Environment variable, we assume the values of the other variables are continuous. The work environment value of 3.413 is greater than the twbe value of 2.92, indicating that the work environment has a partially significant effect on the performance of employees of PT. BIO Sortamax Bandung.

The coefficient for the motivational variable is 0.094, meaning that a 1% increase in motivation will increase employee performance by 0.094 assuming the values of other variables are constant. thmmg incentive value is 1.037 which is smaller than 2.92, and receiving H0 means that the incentive portion does not significantly affect the performance of employees of PT. BIO Sortamax Bandung.

Table 3 Partial Test (t test) Work Environment Variables and Incentives on Employee Performance

Model	Unstandardized Coefficients		Standardized Coefficients	Statistical collinearity		
	B	std. error	Betas	Q	Sig	
1 (Constant) X1X2	25,415	.289 .094	4,190,085,087	.262 .082	6,066 3,413 1,073	.000 .001 .285

a. Dependent Variable: Y

Source: Research Results, 2010 (data processed)

Discussion

The statistical test results presented show that most of the results are identical to those found in the field. Employee motivation at PT.BIO Soltamax Bandung is strongly influenced by the work environment. Creating a positive work environment encourages employee motivation and is open about shortcomings and weaknesses faced by employees that were previously manageable. Therefore, participate in future improvements so that all elements of the company's workforce work according to company expectations. hail matched what was said(Astuti & Lesmana, 2018)If a pleasant environment is the key to motivating employees to produce good work motivation. That's just right(Darmawan, 2020)According to Yang, a pleasant working atmosphere increases morale, which in turn motivates employees to work, thereby increasing work efficiency.

Statistics The company's work environment shows a significant impact on the results indicated by the results of data processing. This is based on the fact that the company's work environment is currently very weak and unstable, and cannot properly support employee performance in the field. At PT. Regardless of the applicable time frame, Soltamax BIO often changes position, so that the created program cannot be executed correctly and completely. This can lead to an unsustainable work environment that affects employee performance in a corporate environment.

Incentives also affect work motivation and improve employee performance. Employees feel better when they receive rewards that match their life needs and are motivated to get the job done. Of course, this increases employee morale. The emergence of good performance will bring good morale and help develop employee performance in a better direction.

Qualitative work motivation has indicators of low accountability of leadership towards employee decision making. This causes a decrease in employee motivation. Reward, i.e. if employees are evaluated and given awards by their leaders, high morale and maximum productivity will be created. Irregular tasks indirectly make employees feel less responsible in carrying out their duties and reduce the work atmosphere.

In addition, many of the qualities that leaders should have have not been implemented, so that the management capabilities of leaders cannot meet the standards that have been set. Along with education and competence, age can also be an obstacle for leaders who don't have sufficient experience leading an organization. When the organization is running smoothly, people often question the working atmosphere, leaders without common sense, leaders who

never give up, etc. As a leader, you must have excellent qualities, including a commendable personality, expertise, experience and knowledge, as well as good management skills. The personality of a leader as a leader will be reflected in traits such as honesty, confidence, responsibility, courage to take risks, big heart, emotional stability, and exemplary leadership. A good leader must be able to provide comfortable work, increase profits, build team spirit, get along with others, and be sensitive to employees when they are happy or sad. Leadership responsibilities and functions are a broader set of legal responsibilities that extend beyond the entire work environment of an educational institution. Leadership is the key to drive the growth and progress of the company. Leaders not only increase responsibility and authority for the satisfaction of company plans, projects, and people, but are also responsible for increasing the stability of the company's success.

CONCLUSION

Because the test results show that the work environment has no significant effect on work motivation, it can be seen that the test results show that the incentive independent variable has a greater effect on work motivation. Motivation is the variable that has the greatest influence on work motivation. Second, the test results show that the work environment has the greatest influence on employee performance, and at PT.BIO Soltamax Bandung, the work environment test results have the greatest influence on employee performance. Incentives do not affect employee performance. Simultaneous test results show that workplace climate and incentives have a significant effect on morale, which in turn affects employee performance.

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