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The Effect of Work Environment, Work Motivation and Career Development on Performance (Literature Reviews)

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Abstract: This article's literature study aims to develop a hypothesis about the relationship between the variables Work Environment, Work Motivation, and Career Development with Performance in the Field of Human Resource Management. This article was written using the library research method using sources from online media such as Google Scholar, Mendeley, and other online academic sources. From this literature review article, it can be concluded that there are three influences between variables, namely: 1) Work Environment affects Performance; 2) Work Motivation affects Performance; and 3) Career Development affects Performance.

Keyword: Performance, Work Environment, Work Motivation and Career Development

INTRODUCTION

The task of researching theses, dissertations and dissertations is an obligation for students in all stages of Strata 1, 2 and 3. Likewise for lecturers, lecturers and other educational staff who must be actively involved in conducting research and writing articles for publication in academic journals. Scientific work has become an important factor in driving academic success at some of the biggest universities in Indonesia. This procedure is carried out at all levels of study, including Undergraduate thesis (S1), Undergraduate thesis (S2), and dissertation at Undergraduate (S3).

Based on experience, many academics and researchers experience difficulties when looking for articles that support or are relevant to the hypothesis to be built. Relevant articles are needed to develop existing theory, explore the relationship between variables or their interdependence, and support hypotheses and strengthen the theory under study. For example, this article discusses research on the influence of work environment, motivation, and career development on performance in the field of Human Resource Management.

LITERATURE REVIEW

Performance

Performance is the result or measure of an individual's ongoing success from time to

time while achieving certain goals, targets, or a set of criteria set by Hadion Wijoyo (2021). states that there are several factors that can be used to determine a person's level of employment, such as the level of responsibility which is determined by the quantity and/or quality of work performed, the level of discipline which is determined by the employee's ability to comply with rules and instructions, the level of cooperation with other employees which is determined by the employee's ability to work with his boss, and the readiness attitude determined by the employee Rajagukguk (2016). In the process of discussing the results of his work, employee performance can also come from employee willingness.

Performance refers to the work done by one person (Abdurrahman, 2019). Performance can be defined as all types of activities, tweaks, or work carried out to achieve certain goals or objectives (Kusnadi, 2022). There are three factors involved: technical, interpersonal, and interpersonal conceptual snobbery. The first factor is the individual's capacity to use the knowledge, technology, methods, and tools needed to complete the task. In addition, the conceptual framework precludes an individual's understanding of the tasks, goals, and functions of the organization in general. Third, interpersonal deterioration reduces the individual's capacity to work together with a supervisor (Rivai, 2018).

Based on previous research theories and indicators, it can be concluded that performance is very profitable. A person's ability to perform tasks within a certain period of time is determined by work standards, goals, or other predetermined criteria. The indicators used include teamwork, skills, attitudes, and discipline in order to monitor employee performance. There are several indicators of work quality that can be used to assess the performance of each employee individually, including quality, quantity, timeliness, effectiveness, independence, and commitment to work.

Three more factors used as performance indicators are technical aptitude, conceptual aptitude, and interpersonal communication skills. There are several factors that affect work, such as ability, effort, and opportunity. To achieve optimal productivity, the factors mentioned above need to be improved through employee training and development, effective productivity management, and organizational systems and structures that encourage productivity.

Work environment

Environment" refers to the environment around workers that can threaten them when they are carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and availability of work equipment (Afandi, 2018) The work environment indicators are as follows: Lighting, Color, Air factor (Afandi, 2018). Burhanuddin (2019) argues that adequate working conditions can provide a source of information and a place to carry out activities that can increase employee comfort at work.

I indicators of the work environment include attention and support from leaders, cooperation between groups, and smooth communication between members of the organization (Sedarmayanti & Haryanto, 2017). The work environment refers to the conditions in which employees work in a company that is equipped with facilities and relationships that can affect employees physically and non-physically (Dian Anggraeni, 2021). This is also supported by Sunyoto's theory (2015) which states that the work environment can affect overall employee performance. There are four indicators that can be used to measure the work environment, namely the working atmosphere, the relationship between colleagues, the relationship between subordinates and leaders, and the availability of work facilities.

From the results of the current study and the theories that have been described, it can be concluded that the workplace environment influences employee efficiency and performance in a way that is consistent with company goals. An ideal work environment must include

several indicators, such as good lighting, good air quality and a comfortable room. In addition, important indicators for determining good working conditions include the existence of networks or collaboration between groups, communication skills, conscientious work habits, relationships with colleagues and superiors, relationships with employers, and the working conditions themselves. A good work environment can make a person feel more comfortable and motivated to complete tasks efficiently and effectively.

Work motivation

Motivation is a behavior that encourages and empowers people to engage in productive work (Andika, 2019). In addition, Risky Nur Adha and Hafidzi (2019) identified five indicators that can be used to assess work motivation: physical needs, social needs, work-related achievement needs, and work-related needs to achieve goals. Motivation is a factor that drives and motivates people to work hard and enthusiastically in order to achieve the best results (Hasibuan, 2016). In related research, Afriska (2017) identified a number of driving factors, such as the desire to advance or be promoted, a sense of security at work, achievement or failure, agility in the work environment, willingness to accept responsibility, to perform difficult tasks, as well as intrinsic and extrinsic motivation. Motivation refers to a condition that gets worse or becomes a result of someone being involved in a particular activity or business (Carvalho, 2020)

Career development

In previous research, stated that career growth is facilitated by various growth processes, increasing status, and potential at work and in various organizational settings to achieve higher levels of success in the future (Dian Anggraeni, 2021). Emphasizing the fact that career development can be predicted using various indicators, including performance, loyalty, recognition, and the role of subordinates (Notoatmodjo, 2015). Performance indicators are the main concern of leadership organizations in developing employee careers, careers that have good performance have valid opportunities to develop improvements. In addition, a person's strong loyalty or integrity to a particular organization can become a barrier to their professional advancement. As an alternative, employees who do not have a high commitment to an organization or lack integrity will hinder their career development.

Another factor that contributes to career growth is recognition, where people who are often known by others for their strong loyalty and honor will have more time to advance their careers. In addition, the crucial thing about subordinates in employee career development cannot be emphasized because every leader's ability to carry out their duties is hindered by their subordinates and time effectively is very important for their ability to develop their business.

Businesses can take advantage of career development to increase employee productivity and help them prepare for the next career period (Cederyana, 2018). There are a number of indicators of career success, including consistent work performance, interpersonal and business relationships, a high level of superior sensitivity, mentor and sponsor relationships, subordinate relationships, encouragement to succeed, and self-defense techniques (Aninda, 2013). Based on the theory above and the existing indicators, it is believed that the career development process is one that is intensively carried out in order to increase the capacity and potential of employees, both in the context of their work or in certain organizations. Career development indicators include good performance, loyalty, loyalty to the company, education, training and work experience are also important indicators in career development.

RESEARCH METHODS

The method used to write this article's literature review is called Descriptive Qualitative,

and uses data from online academic software such as Mendeley, Google Scholar, and other similar programs. The essence of literature review as a source of reference which is in line with the assumptive methodology is unacceptable in qualitative research. In order to avoid magnifying the questions asked by the audience, it is very important to use them in an unobtrusive way. The findings of qualitative research are based on a strong emphasis on exploration (Ali and Limakrisna, 2013).

FINDINGS AND DISCUSSION

With reference to relevant previous theory and research, the discussion of *this literature review article* is **a review of relevant articles**, followed by a review of the influence between variables and continued with making conceptual thinking about a research plan:

Relevant Article Reviews

Reviewing relevant articles as a basis for establishing research hypotheses by explaining the results of previous studies, explaining similarities with research plans and differences in research plans with previous authors.

Table 1: Relevant article reviews

No	Authors(Year)	Previous Research Results	Similarities With ThisArticle	The Difference WithThis Article	Hypothesis
1	Sari, PI(2018).	There is evidence of significant employee motivation and work environment at SMK Negeri 10 in the Sungai Gelam community, MuaroProvince, Jambi.	Work Environment influences Performance	There are many factors, both internal and external to a particular entity, that can affect a teacher's ability to carryout their duties, with thework environment beingthe prime example. A conscientious work environment can make apositive contribution to teacher performance, while a less rigorous work environment can have a negative impact on individual performance.	H1
2	Sembiring,H. (2020).	work environment variables affect the performance of employeesof Bank Sinarmas Medan	Work Environment influences Performance	This study continues previous research whichshowed similarities in the relationship betweenlabor unions and employee relations at Bank Sinarmas Medan.	H1
3	Winda Wukana, etal, (2015)	Employee Performance is significantly influenced simultaneously by Work Environment, Motivation,and Career Development.	Work Environment influences Performance	Employees can feel safeand the opportunity to continue to improve their abilitiesand carry out their workin an ideal work environment amidst a diminishing labor market.	havH1
4	Winda Wukana, etal (2015)	Simultaneously ortogether, Work Environment, Motivation,and Career Development have a significant influence on employee performance.	Work motivation influences performance	If a person's motivation increases and is practiced more frequently, it will significantly contributeto a positive effect on their work. As a result, if motivation is low, thework environment will experience setbacks.	H2

5	Sari, PI(2018). There is significant evidence of work motivation and work environment of employees at SMK Negeri 10 in the Sungai Gelam community, Muaro province, Jambi.	Work motivation influences performance	The size of the influence of motivation on individual performance at work depends on the overall level of motivation offered.	H2
6	Sembiring, H. (2020). Motivation has an influence on employee performance at Bank Sinarmas Medan.	Work motivation influences performance	There is a significant positive interaction between motivation and work performance.	H2
7	Winda Wukana, et al, 2015) Work Environment, Motivation, and Career Development simultaneously have significant implications for Employee Performance	Work development affects performance	In order for an organization to have human resource management capabilities, it is very important that all employees receive compensation.	H3
8	Feby Anggita Panggabean, et al (2022) Compensation, Discipline, and Motivation Variables All Impact performance	Work development affects performance	Evidence shows that career development has a positive impact on the working conditions of employees at the Regional Office of PT Pegadaian Medan I. Employees understand that kinematic growth resulting from career growth can proportionally strengthen the relationship between employees and the company.	H3
9	Annisa Islamiati (2020) Education is the most important indicator that contributes to career growth, while a sense of peace in the workplace is the most important indicator that influences work motivation. The main indicator that contributes the most to employee performance is the quality of their work.	Work development affects performance	The application of better career development in companies can improve employee performance. Personal aspects of employees such as education level, frequency of training, and long tenure serve as the basis for career development so as to improve employee performance.	H3

Influence Analysis between Variables

The Influence of the Work Environment on Performance.

Job performance, discipline, cooperation, skills, and responsibility are just a few examples of how the Work Environment (Leaders' Attention and Support, Intergroup Cooperation, and Smooth Communication) is a relationship that changes depending on the nature of the job. (Rajagukguk, 2016)

To increase productivity through improving the work environment, management must implement the following steps: establish a safe and secure work environment; provide training and mentoring; set clear goals; provide feedback in the right way. The work environment functions as a source of information and a place to carry out tasks, so that conducive working conditions must be maintained so that employees feel more comfortable and safe in their work space (Burhanuddin & Harlie, 2019).

Performance can be influenced by the work environment, where positive perceptions of the work environment have the potential to increase productivity and organizational success.

The work environment is a condition where a worker is employed by a company and has access to various facilities for teamwork and communication between managers and employees that can benefit workers both physically and mentally (Dian Anggraeni, 2021).

The work environment affects performance, this is in line with research conducted by: (Sari, PI, 2018) , (Sembiring, H. (2020) and (Winda Wurkana, et al, 2015) .

Effect of Work Motivation on Performance

Work Motivation affects Performance, where the dimensions or indicators of Work Motivation (Physical needs, Needs for security, Social needs, Needs for appreciation, Needs for encouragement to achieve goals,) affect dimensions or Indicators of Performance (work achievement, discipline, cooperation, skills, and responsibility), (Rajagukguk, 2016).

To increase productivity through an emphasis on career development, management must emphasize the importance of employee career development to increase productivity. This can be achieved by offering tutoring and job opportunities, providing constructively designed feedback, offering promotion opportunities, and providing a stable work environment. By taking these actions, management can help increase employee productivity and help the company achieve its goals to the fullest. Where According to Nasution et al (2018)

Work Motivation has an effect on Performance, this is in line with research conducted by: (Sari, PI, 2018), (Sembiring, H. (2020), and (Winda Wurkana, et al, 2015).

The Effect of Career Development on Performance

Career Development affects Performance, where the dimensions or indicators of the Work Environment (education, training, work experience) affect the dimensions or indicators of Performance (work performance, discipline, cooperation, skills, and responsibility), (Rajagukguk, 2016).

To increase productivity through an emphasis on career development, management must emphasize the importance of employee career development to increase productivity. This can be achieved by offering tutoring and training. By taking these actions, management can help increase employee productivity and help the company achieve its goals to the fullest. Where (2018) According to Nasution et al.

Career development is a continuous process to improve the individual abilities possessed by an employee in order to achieve the desired career in accordance with the provisions of an organization.

Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks against work results standards, targets or targets or predetermined criteria (Hadion Wijoyo, 2021)

Career development has an effect on performance, this is in line with research conducted by: (Sari, PI, 2018), (Sembiring, H. (2020), and (Winda Wurkana, et al,2015).

Conceptual Framework for Research

From the discussion of the problem, review of literature, relevant previous research, and analysis of the influence between variables, the framework for this article is produced as follows.

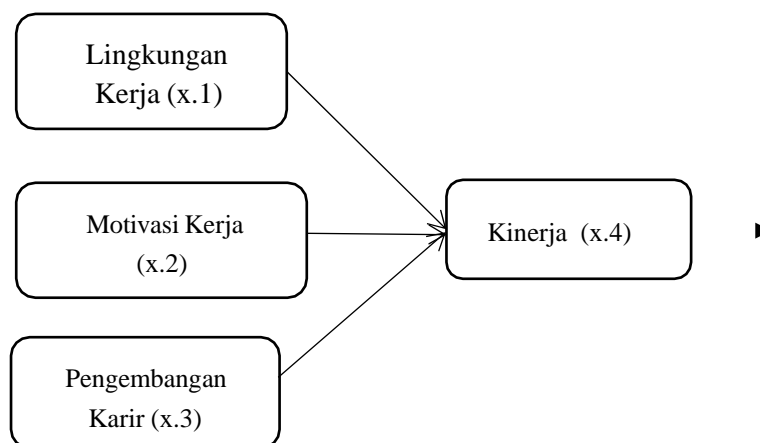


Figure 1: Conceptual Framework

Based on the conceptual framework picture above, then: Work Environment, Work Motivation, and Career development effect on Performance.

Apart from these three exogenous variables that affect performance, there are many other variables that affect employee performance including:

- 1) Organizational Culture: (Harini et al., 2020), (Elmi et al., 2016) and (Limakrisna et al., 2016)
- 2) Discipline: (Elmi et al., 2016) , (Ali, 1926) , (Agussalim et al., 2016)
- 3) Commitment: (Rajagukguk, P., 2016), (Burhanuddin, at al. (2019)

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the theory, relevant articles and discussion, hypotheses can be formulated for further research: Work Environment influences Performance; Work motivation influences performance; Career Development influences Performance.

Suggestion

Based on the conclusions above, the suggestion for the next author is that there are many other factors that affect performance, apart from the work environment, work motivation, and career development, therefore further studies are needed to look for these other factors. Other factors affect performance Apart from the three variables examined in this article, such as Organizational Culture, Discipline and Commitment.

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