DIJEFA: Dinasti International Journal of Economics, Finance & Accounting
E-ISSN: 2721-303X
P-ISSN: 2721-3021
https://dinastipub.org/DIJEFA dinasti.info@gmail.com +62 811 7404 455
DOI: https://doi.org/10.38035/dijefa.v6i1.3969
https://creativecommons.org/licenses/by/4.0/
Received: 06 January 2025 | **Revised:** 23 February 2025 | **Accepted:** 01 March 2025

The Influence of Work Motivation, Competency and Work Environment on Employee Performance at PT. Bukit Palem Singkup District, Ketapang District, West Kalimantan Province

Yolidya Agita Putri[1*], Prayekti[2], Epsilandrisptyarini[3]
[1]Universitas Sarjanawiyata Tamansiswa (UST), Yogyakarta, Indonesia, yolidyaAgitaputri1@gmail.com
[2]Universitas Sarjanawiyata Tamansiswa (UST), Yogyakarta, Indonesia, yekti@ustjogja.ic.id
[3]Universitas Sarjanawiyata Tamansiswa (UST), Yogyakarta, Indonesia, epsilandriseptyarini@ustjogja.ac.id

[*]Corresponding Author: yolidyaAgitaputri1@gmail.com[1]

Abstract: This research aims to analyze the influence of work motivation, competence and work environment on employee performance at PT. Bukit Palem, Singkup District, Ketapang Regency, West Kalimantan Province. In the research carried out using a quantitative approach with a survey method and the population used was 320 permanent employees and the sample size was purposive sampling and regression data techniques which the researchers took were 76 working respondents. The results of the analysis show that work motivation and competence have a positive and significant effect on employee performance, besides that the work environment and work motivation also have a positive and significant effect on employee performance. The research was conducted using a quantitative approach with survey methods. Quantitative methods are used in this research because the data obtained in this research is in the form of numbers which have scores from the hypothesis results for the data. The survey method is a method where samples are taken from a population and using a questionnaire as the main data collection tool. In survey research, information is obtained from respondents using a questionnaire (Sugiyono, 2019). In this research, the population used is permanent employees who work in PT. Bukit Palem, Singkup District, Ketapang Regency, West Kalimantan Province, numbering 320 employees. The number of samples taken by researchers were permanent employees who worked, namely 76 respondents. Sample technique, regression data analysis using questionnaire data.

Keywords: Competence, Work Environment, Performance, Work Motivation.

INTRODUCTION

The success of a company or organization really depends on the human resources within it, without competent human resources, the goals of a company or organization will not be achieved. Human resources in a company can mean people within the company, where these people can influence the quality and competitiveness of the company against other companies. In this regard, companies are required to be able to optimize and improve the quality of their human resources. Therefore, it is very necessary to manage human resources well and

correctly.

Human resource management is the process of acquiring, training, assessing, compensating employees, to manage labor relations, employee health and safety, as well as matters related to justice (Fairness Dessler, 2019). If there are employees in a company without good performance, the company will experience delays in developing.

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. So it is not surprising that each company desires employees with maximum performance. The importance of improving the performance of each employee will influence the company's activities where it is expected by the company that employees must always improve their performance for the interests and profits of the company.

Work motivation is a stimulus for desire and motivation that causes a person to be enthusiastic about working because their needs are met so that the expected goals are achieved. Goals that are successfully achieved will satisfy or satisfy these needs. The more precise the effort is to provide work motivation, the higher labor productivity, resulting in benefits for both parties, both the company and the employees. High employee work motivation will have a positive impact on the company and will influence the creation of commitment in the company (Robbins and Judge, 2019).

Optimal performance for each employee is highly expected by every company, because apart from achieving predetermined goals, employees will also receive feedback from achieving those goals, which will increase employee enthusiasm and work motivation to continue to improve their performance. Employee performance sometimes increases and sometimes decreases, and this decline can even reach a point where the organization or company will lose its value in the eyes of society (Simanjuntak, 2019).

This needs to be paid attention to and studied together, so that you know what to do to anticipate this. Therefore, special attention is needed from the company to be able to maintain and even improve employee performance so that it continues so that the company can achieve the goals that have been set easily and employees can work effectively and efficiently. This is in line with what was stated by Mangkunegara (2020) that performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

The work environment in a company is very important for management to pay attention to. Even though the work environment does not carry out the production process in a company, the work environment has a direct influence on the employees who carry out the production process.

From the results of the initial pre-survey and interviews with several employees of PT. Bukit Palem found several problems that occurred within the company, especially those related to research variables, such as some employees sometimes felt less motivated when working because they felt that the salary or wage system, where employees had to meet targets first before they could get incentives, but if employees could not meet them, target, then the employee will not receive incentives. There are also employees

who don't understand the new rules, which disrupts work flow. And the problem is a work environment that is not conducive between bosses and employees, who are rigid, lack of good communication. There are employee performance problems who have not completed targets on time, there are still employees who are not optimal at work, there are still employees who are outside the office during working hours, there are still employees who are not optimal at work and there are still jobs that have not been completed as expected. company.

METHOD

The research was conducted using a quantitative approach with survey methods.

Quantitative methods are used in this research because the data obtained in this research is in the form of numbers which have scores from the hypothesis results for the data. The survey method is a method in which samples are taken from a population and using a questionnaire as the main data collection tool. In survey research, information is obtained from respondents using a questionnaire (Sugiyono, 2019).

In this research, the population used is permanent employees who work at PT. Bukit Palem, Singkup District, Ketapang Regency, West Kalimantan Province, with a total of 320 employees. The number of samples taken by researchers were permanent employees who worked at PT. Bukit Palem, Singkup District, Ketapang Regency, West Kalimantan Province, namely 76 respondents.

RESULTS AND DISCUSSION

Normality Test Table of Normality Test Results

Table 1. Normality Test

One-Sample Kolmogorov-Smirnov Test

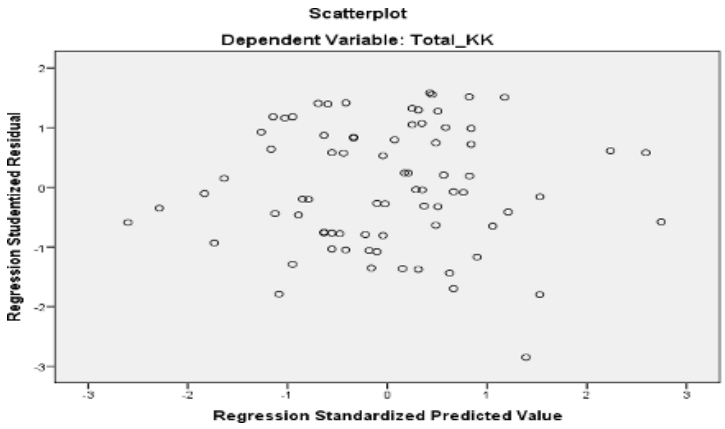
		Unstandardized Residual
N		76
Normal Parameters[a,b]	Mean	0,0000000
	Std. Deviation	3.70822337
Most Extreme Differences	Absolute	0,098
	Positive	0,059
	Negative	0,098

Source: Primary Data 2024, processed

Based on the table, it can be seen that work motivation, competence and work environment have an impact on the performance of the asymp sig value. amounting to 0.070 > 0.05, so it can be concluded that the data is normally distributed.

Heteroscedasticity Test

The following is a scarrerplot image and the results of the significance of the heteroscedasticity test, which shows whether or not heteroscedasticity is present in this research model:



Picture 2. Scetterplot Test Image

From the output results of the scatterplot image above, it is indicated that heteroscedasticity does not occur, this is because there are no points that form a certain pattern on the scatterplot graph so that the regression model is suitable to be used to strengthen that the data is free from heteroscedasticity interference. Meanwhile, the SPSS output results of the

Glejser test are as follows.

Uji T

Table 2. Uji T

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	30,949	5,524		5,603	0,000
	Total_MK	0,063	0,133	0,058	1,773	0,038
	Total_K	0,098	0,192	0,064	1,711	0,011
	Total_LK	0,452	0,134	0,075	1,732	0,029

a. Dependent Variable: Total_KK

Source: Primary Data 2024, processed

Based on the results from table 2 it can be concluded:

a. Work motivation has an influence on organizational commitment.
   The results of hypothesis testing show that a t value of 1.773 was obtained. Based on the calculation results, it is known that t count > t table, namely 1.66600 with sig. 0.038 < 0.05. Therefore, hypothesis 1, which states that work motivation influences employee performance, is accepted. Based on the results of the hypothesis calculation, work motivation has an effect on employee performance, meaning that work motivation can improve employee performance. This could happen because one of the company programs that provides bonuses from superiors to subordinates can result in high employee motivation at work.
b. Competency has an influence on employee performance.
   The results of hypothesis testing show that the t value obtained is 1.711. Based on the calculation results, it is known that t count > t table, namely 1.66600 with sig. 0.011 < 0.05. Therefore, hypothesis 2, which states that competency influences employee performance, is accepted. Based on the calculation results, the hypothesis that competency influences employee performance means that competency can improve employee performance. This can happen because the company always considers the skills and experience of employees so that work assignments are completed on time.
c. The work environment has an influence on employee performance.
   The results of hypothesis testing show that the t value obtained is 1.732. Based on the calculation results, it is known that t count > t table, namely 1.66600 with sig. 0.029 < 0.05. Therefore, hypothesis 3, which states that the work environment influences employee performance, is accepted. Based on the results of the hypothesis calculations, the work environment influences employee performance, meaning that the work environment can improve employee performance. This can happen, one of the reasons, is because socialization between co-workers is running well, thus creating a conducive work environment. This has an impact on increasing employee performance.

Uji F

Table 3. Uji F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	229,563	3	13,318	27,223	0,000
	Residual	1031,319	72	14,324		
	Total	1040,882	75			

a. Dependent Variable: Total_KK

b. Predictors: (Constant), Total_LK, Total_MK, Total_K

From the table above, a significance level of 0.000 <0.05 and an F value of 27.223 is obtained, so that the F test can show that work motivation, competence and work environment have a simultaneous influence on employee performance, which is acceptable.
Determination Test (R2).

Table of Determination Test Results (R^2) Model Summary[b]

Table 4. Determination Test Results (R2) Model Summary

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739[a]	0,535	0,616	2,672

a. Predictors: (Constant), Total_LK, Total_MK, Total_K

b. Dependent Variable: Total KK

Primary Data Source 2024, processed

Based on the table, it shows that the adjusted R square value is 0.616 or 61.6%. From these data it can be concluded that the independent variable influences the dependent variable by 61.6%, the remaining 38.4% is influenced by other variables which were not examined in this research.

CONCLUSION

Based on the results of data analysis from research conducted on employees of PT. Bukit Palem, Singkup District, Ketapang Regency, West Kalimantan, it can be concluded as follows:

1. The work motivation variable has a positive and significant effect on employee performance.
2. The competency variable has a positive and significant effect on employee performance.
3. Work environment variables have a positive and significant effect on employee performance.
4. Work motivation, competency and work environment variables have a positive and simultaneous effect on employee performance.

Based on the results of research and discussion, suggestions can be given as follows:
For PT. Bukit Palem, Singkup District, Ketapang Regency, West Kalimantan.

1. 1.Motivation can improve employee performance, this can happen because awards in the form of praise or bonuses from superiors to their subordinates can result in high employee motivation at work, giving rewards to employees so that they are maintained if necessary, new innovations are given so that employees at work can be further improved.
2. Competence can improve employee performance, because the Company always considers the skills and experience possessed by employees so that employee performance is optimal in their field. The better the competency built by the employee, the better the employee's performance will be and the targets set by the company will always be achieved.
3. A good work environment exists between employees, regardless of whether they are superiors or subordinates, but at work they are always responsible for their respective job disks, which can influence the performance of employees in the company, the impact will improve the production process which is good for the company

REFERENCES

Armstrong & Baron. (2019). Budaya Organisasi dan Peningkatan Kinerja Perusahaan. Jakarta: Gramedia Pustaka Utama

Anshori & Iswati . (2021). Iklim Kerja Motivasi Berprestasi. Yogyakarta : Tirta Buana Media

Bambang N. (2021). Pengaruh Motivasi, Lingkungan Kerja dan Kompetensi Terhadap Kinerja

Karyawan Pada PT. Angkasa Pura II (Persero) Kantor Cabang Manado, Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi Universitas Sam Ratulangihttps://ejjounal.unsrat.ac.id/v3/index.php/emba

Busro & Desy. (2023). Motivasi Permotivasian Dalam Bekerja. Jakarta : Gramedia

Budiyono. (2022). Manajemen Sumber Daya Manusia. Surabaya : Erlangga Bukhari & Sjahril

E., P. (2021). Pengaruh Motivasi, Kompetensi dan Lingkungan Kerja Terhadap Kinerja Karyawan PDAM Tirta Tamiang,, Jurnal of Applied Management and Business Research (JAMBIR). https://ejournal.patria-artha.ac.id/index.php/pamj/article/view/162/23- OP612-IPL-2E9

Choiriyah & Taslim. (2022). Lingkungan Kerja Kondusif Perusahaan. Surabaya: Erlangga

Choiriyah. (2019). Pengaruh Motivasi, Kompetensi dan Lingkungan Kerja Terhadap Kinerja Tutor Pendidikan Kesetaraan Kelompok Belajar UPTD SKB Musi Banyu Asin,, Sains Manajemen: Jurnal Manajemen UNSERA. http://jurnal.uisu.ac.id/index.php/Mdp/article?view/4266

Danang. (2019). Ergonomi lingkungan kerja. Surabaya : Erlangga

Dessler & Agung. (2023). Manajemen Sumber Daya Manusia (10th ed.). Jakarta: Indeks

Dendri, J. (2023). Work From Home: The Influence of Work Motivation and Work Environment on Employee Work Spirit,, International Journal of Social Science and Business. https://ijair.id/index,php/ijair/index/o87Yui782jiI

Dyah R., P. (2019). Pengaruh Kompetensi, Motivasi dan Lingkungan Kerja Terhadap Kinerja Aparatur Penyuluh Keluarga Berencana,, JENIUS : Jurnal Ilmiah Manajemen Sumber Daya Manusia. https://repository.bsi.ac.id/index.php/unduh/item/235654a/235-8-9-PB.pdf

Edison, D. K. (2019). Kepuasan kerja meraih sukses. Surabaya : Erlangga Fairness, D. (2019). Tata Kerja Produktifitas. Semarang : Erlangga

Frederick H., & Dendri. (2023). Manajemen Sumber Daya Manusia. Semarang : Erlangga

Ghozali. (2019). Aplikasi Analisis Multivariate Dengan Program SPSS. Semarang: Badan Penerbit Universitas Diponegoro.

Gordon & Sulistyo (2023). Pengembangan Kompetensi Dalam SDM. Semarang : Pena Persada

Hasibuan. (2020). Manajemen Sumber Daya Manusia (revisi 3). Jakarta: Bumi Aksara. Jakarta: PT. Raja Grafindo Persada.

Hasyim. (2022). Effect of Work Experience and Work Placement on Employee Performance in Companies PT. Hadji Kalla Makassar,, Department of Management, Faculty of Economic Patria Artha University Makassar-Indonesia https://ejounal.patria-artha.ac.id/index.php/pamj/article/view

Ida B., A., D., Ni Wayan., S. & I Gede N., W. (2021). Job Competency and Work Environment: The Effect on Job Satisfaction and Job Performance Among Smes worker IOSR Journal of Business and Management (IOSR-JBM) https://www.iosrjournals.org/iosr-jbm/papers/Vol18-issue1/version- 2/D0179872.pdf

Izzatin T., Hafid K. (2021). Pengaruh Motivasi dan Lingkungan Kerja terhadap kinerja Karyawan, Journal Ilmu Manajemen Universitas Negeri Surabaya: http://jejournal.Undiksha.ac.id/index.php/BISMA- JM/artickle/99898/027098

Kusuma C., K. & Abraham S., P. (2021). Pengaruh Kepemimpinan, Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan PT. JAK. JENIUS : Jurnal Ilmiah Manajemen Sumber Daya Manusia https://openjournal.unpam.ac.idindex,php/JJSDM/article/download/104566490&ved=2ahUKEwimgKrRodKEAxV7Z2wGHYtNDZAQFnoECAcQAQ &usg=

Mangkunegara. (2020). Manajemen Sumber Daya Manusia Perusahaan. Jakarta : Gramedia

Mega Ayu Peratiwi. (2021). Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Wijaya Elnusa Semarang, Jurnal JDM: https://jounal.unnes.ac.id/nju/index.php/jdm/998-sdm/08

Moeheryono & Dewi. (2021). Metode pengukuran kinerja perusahaan berbasis statistic. Jakarta : Gramedia

Novrihan L., N. (2021), Pengaruh Motivasi, Kompensasi dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Dinas Pengendalian Penduduk dan Keluarga Berencana Kabupaten Labuhanbatu. Jurnal Administrasi Bisnis S1 Universitas Brawijaya https://www.neliti.com/publications/98948-990-PK- 99-98-99321-87KM0

Ni Kadek A., D. (2019). Pengaruh Kompetensi dan Motivasi Kerja Terhadap Kinerja Karyawan.Bisma : Jurnal Manajemen https://ejournal.undiksha.ac.id/index.php/BISMA-JM/article/view/22020

Prayoga S., D. & Achmad S., S. (2023). The Effect of Compensation on Satisfaction and Employee Performance Management and Economics Journal (MC-J), https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3141006

Putu A., D., P., Sukirno & Riyanto Efendi. (2020). The Effect of Work Motivation and Compensation on Employee Performance, International Journal of Multicultural And Multireligi us Understand inghttps://ijmmu.com/index.php/ijmmu/article/view/134

Puji L. (2019). Pengaruh Motivasi, Kompetensi, Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Geotech Sistem Indonesia,, JEBI : Jurnal Fakultas Ekonomi dan Bisnis Universitas Pekalongan https://sinta.kemdikbud.go.id/journals/profile/7400

Rivai & Wirayuda. (2022). . Performance Appraisal: Sistem Yang Tepat Untuk Menilai Kinerja Karyawan dan Meningkatkan Daya saing Perusahaan. Jakarta : gramedia

Robbins, Judge & Mega. (2020) Perilaku Organisasi (alih bahasa Drs. Benjamin Molan) Edisi Bahasa Indonesia. Klaten : PT. Intan Sejati

Ruky dalam kadek. (2019). Kerja kerja kaya raya. Jakarta : Gramedia Sedarmayati. (2020). Manajemen Sumber Daya Manusia, Reformasi Birokrasi. Semarang : Erlangga

Simamora. (2019). Kinerja organisasi. Jakarta : Gramedia

Simanjuntak & Devita (2021). Model Pengukuran Kinerja Organisasi Dengan Empat Perspektif. Jakarta : Grasindo

Spencer & Moeheriono. (2020). Kinerja Motivasi Karyawan. Jambi : Sonpedia Sriwidodo. (2019). Pengembangan organisasi dalam bekerja. Jakarta : Gramedia Sugiyono. (2019). Statistika untuk Penelitian. Bandung : CV Alfabeta