The Influence of Work Environment and Work Motivation Work on Employee Performance PT. Oasis Waters International

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A R T I C L E I N F O

ABSTRACT

This study aims to determine the application of work environment and work motivation and to determine the effect of work environment and work motivation on employee performance at PT. Oasis Waters International. This type of research is a descriptive quantitative method. Primary data collection using the method of observation and distribution of questionnaires. Secondary data were obtained from sample research techniques, documents, journals, and books related to the problems studied. The research sample is the employees of PT. Waters International totaling 54 employees. This study uses simple linear regression analysis and uses the SPSS Version 26.0 program. The results of this study indicate that the work environment and work motivation at PT. Oasis Waters International has done well. The results obtained from the significant test of work environment and work motivation variables on employee performance are 0.000 <0.05, meaning that partially work environment and work motivation have a positive effect on employee performance. From the coefficient test (R^2) it is obtained for 0.385, this means that employee performance is influenced by the work environment and work motivation of 0.802.

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1. INTRODUCTION

In this era, it is important for companies to improve the quality of human resources in various ways, one of which needs to be considered how companies can develop the potential of employees in order to achieve goals optimally (Javed et al., 2019). Human resources are movers, thinkers and planners for companies to achieve a goal, because in essence human resources also play an important role in increasing company revenue by improving employee performance (Hafee et al., 2019). Performance is considered a process and result, performance is a process of how work is carried out to achieve optimal results based on the provisions of the organization on employee performance, while according to (Edison, 2016) performance is the result of work from a process that refers to and is measured over a certain period of time based on predetermined provisions or agreements.

According to Mangkunegara in (Mu'ah, 2017) states "Employee performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Employee performance is also a benchmark for the company's success in achieving production targets by paying attention to the tasks given by the company

according to the capabilities of employees, therefore companies should not overburden employees by giving excessive tasks so that employees can be responsible for carrying out work (Ekasari et al., 2022). One aspect that needs to be considered in determining employee performance is the work environment (Sa'adah Puspitasari & Darwin, 2021).

The work environment has a role in influencing employee tasks, conditions and quantity of work results. The work environment is the situation around workers who are carrying out work and are able to influence the implementation of a job. If the work environment is clean, healthy, comfortable and safe, it can make employees feel happy like at home because the workspace can increase enthusiasm for completing work (Udanarti, 2022a). Conversely, if the work environment is less supportive it leads to a reduction in the number of employees feeling at home and less enthusiastic about getting the job done. A good work environment can be useful for preventing job burnout and losses to the company, so there is a connection with a work environment that supports and fulfills in order to create welfare for employees (Hidayati et al., 2019)

From an unfavorable work environment, the company must provide motivation for employees. Motivation is one of the things that affects human behavior. Motivation is also known as encouragement, desire, support because it can make someone excited and motivated to reduce in realizing the urge from their own heart (Hajiali et al., 2022). Motivation is the willingness to always make every effort to achieve organizational goals that are conditioned or set by the organization to meet consumer needs (Sitopu et al., 2021). So basically if the company wants to achieve optimal performance according to a predetermined target, the company must motivate employees so that employees want to devote their energy and thoughts to work.

PT Oasis Waters International banyuasin branch is one of the manufacturing companies that produces bottled drinking water. The company produces products in various types and sizes of packaging and sells these products directly to consumers. The production employees at PT Oasis Waters International total 54 employees who are divided into several sections including HRD, warehouse section, production section, quality control section, engineering section, accounting section, purchasing / PPIC section, and marketing section.

The results of research from (Pallawagau, 2021) show that the work environment and work motivation variables have a positive and significant effect on the performance of employees of PT Hazara Cipta Pesona and the results of research from Sobari (Van Den Broeck et al., 2021) show that the results show that the work environment and work motivation have a positive and significant effect on employee performance. Meanwhile, the results of research from (Udanarti, 2022b) show that work environment variables have no effect on employee performance, while work stress and work motivation variables affect employee performance. The results of research from (Hashiguchi et al., 2021) show that the work environment has an influence on employee performance, but work motivation has no effect on employee performance.

Production data at PT Oasis Waters International 2022 from the results of the total production of the last 3 months in the production section in quantity is still experiencing fluctuations in producing mineral water. Researchers get a phenomenon that occurs at PT. Oasis waters international when employees operate machines to produce products often experience problems in the production machine section which causes noise to make employees uncomfortable in the production room, because it has a direct impact on employees, causing the daily average production results to not reach. The daily average production of the company's mineral water usually reaches 13,000 cartons, but the non-achievement of the daily average target is also affected by low work motivation resulting in decreased employee productivity, because employees work with wages that are only enough to meet their daily needs, for that employees do not focus on working which causes daily average production to often not be achieved so that employees are less encouraged to achieve production targets which can lead to a desire to demand a salary increase.

2.   RESEARCH METHOD

The object of this research is a company engaged in manufacturing producing mineral water to analyze the influence of work environment, work motivation and employee performance on PT

Oasis Waters International, especially employees of mineral water products for the data period of 2022, data available at the company through interviews with employees.

The types of research according to (Sugiyono, 2017) are as follows: Quantitative Data, data or information obtained in the form of numbers, in the form of these numbers, quantitative data can be processed using mathematical formulas or can also be analyzed with a statistical system. Qualitative Data: data in the form of words or verbal, how to obtain qualitative data can be done through interviews with employees. The method in this study uses quantitative methods because the data to be processed is ratio data, the focus of this study is to determine the magnitude of the influence between the variables studied.

Research data collection can use sources of primary and secondary data, primary data sources mean that researchers provide directly to data collectors while secondary sources are indirect data sources to objects in research such as through other people or in the form of documents. Therefore, the techniques used in data collection are questionnaires, and interviews. According to (Sugiyono, 2017) population is a generalization area consisting of objects and subjects that have certain qualities and characteristics set by research to study and then draw conclusions. The population in this study were all employees who worked in the production department at PT Oasis Waters International, totaling 54 people.

Sampling in this study used non-probability sampling with saturated sampling technique, where sampling of population members was carried out as a whole from a population of 54 respondents. Analysis techniques are defined as methods or ways to process data into information so that the characteristics of the data become easy to understand and are also useful for determining solutions to problems, especially problems about a study consisting of validity tests, reliability tests, classical assumption tests, partial tests, simultaneous tests, multiple linear regression analysis, coefficient of correlation (R) and coefficient of determination (R-Squere).

3.   RESULTS AND DISCUSSIONS
Data Quality Test
Validity Test

The validity test in this study was submitted to 54 respondents as a trial questionnaire. The testing technique using SPSS 26 Corelation Person with N = 54 and r table = 54 N-2 = 52 (5% confidence level) = 0.2681. After testing the validity using SPSS 26 Corelation Person, the instrument validity test on all variables in the study was declared valid because the calculated r value on each question item was greater than or equal to the r table value or rcount> r table The complete validity test results can be seen in the following table:

Table 1. Results of the Work Environment Validity Test (X1)

Item	RHitung	Sig	Rtable	Description
X_1-1	0,653	0,00	0,2681	Valid
X_1-2	0,460	0,00	0,2681	Valid
X_1-3	0,597	0,00	0,2681	Valid
X_1-4	0,596	0,00	0,2681	Valid
X_1-5	0,704	0,00	0,2681	Valid
X_1-6	0,523	0,00	0,2681	Valid
X_1-7	0,520	0,00	0,2681	Valid

Table 2. Work Motivation Validity Test Results (X2)

Item	RHitung	Sig	RTabel	Description
X_2-1	0,495	0,00	0,2681	Valid
X_2-2	0,646	0,00	0,2681	Valid
X_2-3	0,474	0,00	0,2681	Valid
X_2-4	0,670	0,00	0,2681	Valid
X_2-5	0,612	0,00	0,2681	Valid
X_2.6	0,551	0,00	0,2681	Valid
X_2.7	0,652	0,00	0,2681	Valid

Source: Processing Results with SPSS v.26

Table 3. Employe Performance Validity Test Results (Y)

Item	Rcount	Sig	Rtable	Description
Y_1	0,608	0,00	0,2681	Valid
Y_2	0,523	0,00	0,2681	Valid
Y_3	0,520	0,00	0,2681	Valid
Y_4	0,659	0,00	0,2681	Valid
Y_5	0,662	0,00	0,2681	Valid
Y_6	0,553	0,00	0,2681	Valid
Y_7	0,483	0,00	0,2681	Valid

Source: Processing Results with SPSS v.26

In the three tables above, it can be seen that the results of the data validity test show that all question items are valid, because R-count is greater than RTabel = 0.2681 and each question is significantly correlated (a <0.05) so it can be concluded that all question items are declared valid.

Reliability Test

The reliability test aims to show the extent to which a measurement result is relatively consistent, if the measurement is repeated two or more times. So, in other words, reliability is an index that shows the extent to which a measuring device can be trusted or relied upon. Reliability testing on this research instrument uses Cronbach's alpha formula using SPSS 26. The results of reliability testing on instruments. this study was declared reliable all because the alpha value of each variable was above 0.60. The test results can be seen in the following table:

Table 4. Reliability Test Results

Variable	Croncbach Alpha	Terms	Result
X_1	0,827	0,60	Reliable
X_2	0,835	0,60	Reliable
Y	0,824	0,60	Reliable

Source: Processing Results with SPSS v.26

The reliability test results show that all variables have a fairly large alpha coefficient which is above 0.60 so that it can be said that all concepts measuring each variable from the questionnaire are reliable so that henceforth the items on each variable concept are suitable for use as measuring instruments.

Classical Assumption Test

Normality test on the regression model is used to test whether the residual value resulting from regression is normally distributed or not. Test residual normality in the test of normality table using Kolmogorov Smirnov (K-S) the basis for decision making is if the sig value> 0.05, then the research data is nomally distributed, otherwise if the sig value <0.05 then the research data is not normally distributed. The normality test in this study is as follows:

Table 5. Normality Test

| One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		54
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	2,28064957
Most Extreme Differences	Absolute	,093
	Positive	,093
	Negative	-,075
Test Statistic		,093
Asymp. Sig. (2-tailed)		,200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Processing Results with SPSS v.26

Based on Table 5, it can be seen that the Kolomogorov Smirnov test results show a significant value of 0.093, which means greater than 0.05 (0.093> 0.05). Thus the data is normally distributed and the regression model has met the assumption of normality.
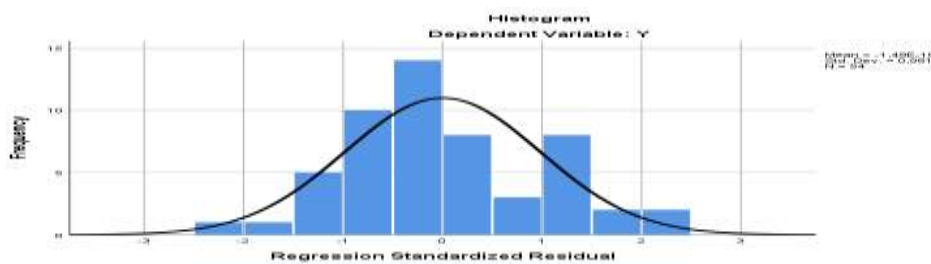
Figure 1. Normality Test Results-Histogram

From the picture above, it can be seen that the graph forms a mountain or bell. So with this residual data is normally distributed.
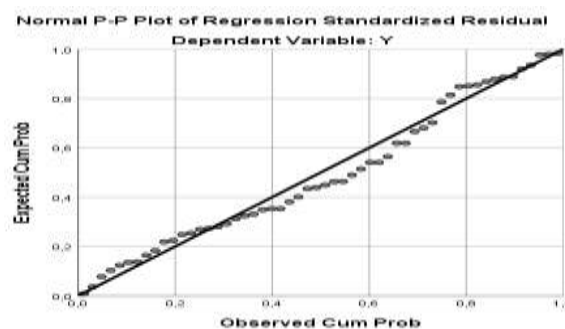
Figure 2. P-P Plot of regression standardized Residuals

The results of the distribution of points on the normal P-P Plot of regression standardized residual graph are used to see how the data is normally distributed or not normally distributed, because if the points spread far from the diagonal line, the data is declared abnormal. Based on

Figure 2, it is known from the normal P-P Plot graph that the points spread around the line and follow the diagonal line, with this, the residual data is normally distributed.

Multiple Linear Regression Analysis Test

Multiple linear regression analysis is used to determine the effect or linear relationship between two or more independent variables with one dependent variable. In this study, multiple regression analysis was performed to analyze the relationship between Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y).

Table 6. Multiple Linear Regression Analysis Test Results

Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	7,198	2,324		3,098	,003
	X1	,295	,121	,334	2,446	,018
	X2	,479	,128	,512	3,749	,000
a. Dependent Variable: Y						

Based on Table 6. above shows that the results of the regression analysis obtained are the coefficient for the Work Environment variable of 0.295 and for the Work Motivation variable of 0.479 with a constant of 7,198 so that the regression equation model obtained is as follows:

$$Y = 7{,}198 + 0{,}295\ X_1 + 0{,}479\ X_2 + e$$

From the table above, the constant result is 7.198 and the Work Environment regression score is 0.295 and the Work Motivation regression direction score is 0.479.

Research Results:
1. Constant = 7.198 if Work Environment, Work Motivation is considered equal to zero, then employee performance is 7.198.
2. Coefficient X1 = 0.295 means that the Work Environment regression affects employee performance by 0.295.
3. X2 coefficient = 0.479 means that the Work Motivation coefficient affects employee performance by 0.479.

Uji Parsial (Uji T)

This test shows the results of how much or whether there is a relationship between variables partially on the dependent variable which is useful for proving the hypothesis proposed by the researcher, the following presents the partial test output of the work environment variable (X1) and Work Motivation (X2) on the Employee Performance variable (Y).

Table 7. Partial Test Results

Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	7,198	2,324		3,098	,003
	X1	,295	,121	,334	2,446	,018
	X2	,479	,128	,512	3,749	,000
a. Dependent Variable: Y						

In Table 7. the t-count value for X1 is 2.446 with a sig value of 0.018. Criteria for acceptance of the hypothesis:
If t-count> t-table and sig <0.05 H1 is accepted.
If t-count < t-table and sig > 0.05 H1 is rejected.

Real level = 5% degree of freedom (df) = 0.05/2; n - k = 54 -2 = 2.006.

H1 : From the results of the above calculations, it is known that the value of the Work Environment (X1) t-count is 2.446> t-table 2.006 (2.446> 2.006) and sig 0.018 < than 0.05 (0.018 < 0.05), this shows that the variable in the work environment affects Employee Performance (Y) by 24.46%.

H2 : From the results of the above calculations, it is known that the value of Work Motivation (X2) t-count is 3.749> t-table 2.006 (3.749> 2.006) and sig 0.000> from 0.05 (0.000> 0.05) So it can be concluded that the Work Motivation variable (X2) contributes to Employee Performance (Y) by 37.49%.

Simultaneous Test (F Test)

The F test to determine whether or not the influence of the independent variables together on the dependent variable is significant, a probability of 5% (a = 0.05) is used if the probobality F < 0.05, the regression model can be used or predict the dependent variable, in other words, the independent variables together have an effect on the dependent variable.

Table 8. Simultaneous Test

ANOVAª					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	498,198	2	249,099	46,084	,000ᵇ
Residual	275,672	51	5,405		
Total	773,870	53			
a. Dependent Variable: Y					
b. Predictors: (Constant), X2, X1					

In Table 8. it can be seen that the Fcount value is 46.084> Ftable and the sig value is 0.000 < 0.05. This shows that the independent variables consisting of the independent variables Work Environment and Work Motivation simultaneously (together) positively and significantly affect the Employee Performance variable.

R Correlation Coefficient Test

The data analysis technique used in this study is multiple correlation analysis or the relationship between two or more independent variables with one or more dependent variables.

Table 9. Correlation Coefficient Test Results R

Model Summaryᵇ				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,802ª	,644	,630	2,325
a. Predictors: (Constant), X2, X1				
b. Dependent Variable: Y				

Source: Processing Results with SPSS v.26

From Table 9. it is known that 54 respondents produced a correlation of 0.802 to interpret the strength of the relationship between the two variables by looking at the correlation coefficient number from the calculation using the interpretation of the r value, it can be concluded that between the Work Environment and Work Motivation variables on turnover intention, has a strong categorized relationship level, because it has a correlation value of 0.802 (80.2%).

Coefficient of Determination (R^2)

This coefficient of determination is used to determine how much the percentage of closeness between variables on the dependent variable. The percentage of the influence of all independent variables on the value of the dependent variable can be known from the coefficient of determination (R^2) of the regression equation. The coefficient of determination is seen from the results of the SPSS calculation as follows:

Table 10. Test Results of the Coefficient of Determination (R^2)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,802^a	,644	,630	2,325
a. Predictors: (Constant), X2, X1				
b. Dependent Variable: Y				

Source: Processing Results With SPSS v.26

From the results of these calculations, it can be concluded that there is an influence of the Work Environment and Work Motivation variables on Employee Performance by 64.4%, the remaining 35.6% is influenced by other variables.

DISCUSSION

This study aims to determine the effect of Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y) of PT Oasis Waters International. After conducting this research with various tests and data analysis, the regression coefficient value is obtained which shows the effect of the Work Environment and Work Motivation which has a positive effect on the Performance of Employees of PT. Oasis Waters International, therefore the formulation of problems and hypothesis testing will be described as follows:

Work Environment (X1) on Employee Performance (Y)

Based on the results of the T test on the Work Environment variable (X1) obtained a t-count of 2.446> t-table 2.006 (2.446> 2.006) and there is a sig level of 0.018 < than 0.05 (0.018 < 0.05) That is, there is a significant positive influence between the work environment on the performance of employees of PT Oasis Waters International.

Work Motivation (X2) on Employee Performance (Y)

Based on the results of the T test on the Motivation variable (X2), the t-count is 3.749> t-table 2.006 (3.749 > 2.006) and there is a sig level of 0.00 < than 0.05 (0.00 < 0.05) This means that it can be concluded that Work Motivation has a significant effect on the performance of employees of PT. Oasis Waters International.

The Effect of Work Environment (X1) and Motivation (X2) on Employee Performance

The results of the study support H3 that simultaneously the Work Environment and Work Motivation variables have a positive and significant effect on the performance of employees of PT Oasis Waters International. This is shown in the F test with a sig F value of 0.00 <0.05 and an F-count of 46.08 greater than the F-table of 3.18 (46.08> 3.24). The influence of Work Environment and Work Motivation variables on Employee Performance in R2 is 64.4% and the remaining 35.6% is influenced by other independent factors.

4. CONCLUSION

Based on the results of research that has been conducted at PT Oasis Waters International regarding the Effect of Work Environment and Motivation on Employee Performance at Employees of PT Oasis Waters International, the following conclusions can be drawn: The results of the study using the Partial test on the work environment variable obtained a t-count> t-table value of (2.446> 2.006) and a significance level <0.05 (0.018 <0.05). So it can be concluded that the work environment variable has a significant positive effect on the performance of employees of PT Oasis Waters International. Based on the Partial test (t-test) on the work motivation variable (X2), the t-count> t-table value is obtained (3.749> 2.006). and the significance level is less than 0.05 (0.000 <0.05), it can be concluded that Work Motivation partially has a significant positive effect on Employee Performance.

Based on the results of research using the simultaneous test, the value of F-count> F-table (46.08> 3.18) and the significance level is smaller than 0.05 (0.00 <0.05). So it can be concluded

that Work Environment and Work Motivation simultaneously have a significant positive effect on Employee Performance. Based on the research results using the Correlation Coefficient (R) value of 0.802. This shows the level of relationship between the variables of work environment and work motivation on the performance of employees of PT Oasis Waters International is very close (80.2%). The results of the study using the Coefficient of Determination (R^2) obtained a value of 0.644. This means that the magnitude of the contribution of work environment variables. and work motivation can explain employee performance by 64.4% the remaining 35.6% which is not included in this study.

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