

**THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON THE
PERFORMANCE OF NAFISA PRODUCTION EMPLOYEES IN SURABAYA**

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Info Article*History Article:*

Submitted

Revised

Accepted

Keywords:

Motivation, Work

Environment, Employee

Performance.

Abstract

This research was motivated by a decline in performance at Nafisa Production in Surabaya. Because Human Resources are central figures in organizations and companies. In order for management activities to run well, the company must have employees who are knowledgeable and highly skilled and strive to manage the company as optimally as possible so that employee performance increases. The more employees have high performance, the company's overall productivity will increase so that the company will be able to survive in global competition. The purpose of this research is to determine the influence of motivation and work environment on employee performance. Using the questionnaire method by distributing questionnaires to 35 Nafisa Production employee respondents in Surabaya. Based on data analysis and simultaneous hypothesis testing in this research, it can be seen that motivation (X1) and work environment (X2) simultaneously influence employee performance (Y), this can be proven by the calculated F value ($23.380 > F \text{ table } (2.034)$). Meanwhile, the R multiple value of 0.771 shows that the closeness of the relationship between the independent variable and the dependent variable is 77.10%. Meanwhile, the coefficient of multiple determination is 0.594, which means that all independent variables can explain employee performance (Y) by 59.40%. Partially, motivation influences the performance of Nafisa Production employees, this can be seen from the calculated t value, which is greater than motivation (X1) of 2.918 compared to the work environment variable which is only 2.918. Thus it is concluded that motivation and work environment have a significant influence on the performance of NAFISA Production Surabaya employees.

PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PRODUKSI NAFISA DI SURABAYA

Abstrak

Dalam pembiayaan pembangunan daerah, pajak merupakan salah satu alternatif sumber pembiayaan yang dibutuhkan pemerintah, salah satunya adalah pajak bumi dan bangunan. Pajak Bumi dan Bangunan merupakan satu-satunya pajak properti. Penelitian ini dilatarbelakangi oleh menurunnya kinerja pada Nafisa Production di Surabaya. Karena Sumber Daya Manusia merupakan tokoh sentral dalam organisasi dan perusahaan. Agar kegiatan pengelolaan dapat berjalan dengan baik, maka perusahaan harus mempunyai pegawai yang berpengetahuan dan berketerampilan tinggi serta berusaha untuk mengelola perusahaan semaksimal mungkin agar kinerja pegawai meningkat. Semakin banyak karyawan yang mempunyai kinerja tinggi maka produktivitas perusahaan secara keseluruhan akan meningkat sehingga perusahaan mampu bertahan dalam persaingan global. Tujuan penelitian ini adalah untuk mengetahui pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan. Menggunakan metode kuisioner dengan menyebarkan kuisioner kepada 35 responden karyawan Nafisa Production di Surabaya. Berdasarkan analisis data dan pengujian hipotesis secara simultan dalam penelitian ini terlihat bahwa motivasi (X1) dan lingkungan kerja (X2) secara simultan berpengaruh terhadap kinerja karyawan (Y), hal ini dibuktikan dengan nilai F hitung (23,380) > F tabel (2.034). Sedangkan nilai R multiple sebesar 0,771 menunjukkan keeratan hubungan variabel independen terhadap variabel dependen sebesar 77,10%. Sedangkan koefisien determinasi berganda sebesar 0,594 yang berarti seluruh variabel independen mampu menjelaskan kinerja pegawai (Y) sebesar 59,40%. Secara parsial motivasi berpengaruh terhadap kinerja karyawan Nafisa Production, hal ini terlihat dari nilai t hitung lebih besar dari motivasi (X1) sebesar 2,918 dibandingkan dengan variabel lingkungan kerja yang hanya sebesar 2,918. Dengan demikian disimpulkan bahwa motivasi dan lingkungan kerja mempunyai pengaruh yang signifikan terhadap kinerja karyawan NAFISA Production Surabaya

INTRODUCTION

Background of the problem

In a company's operating system, the potential of Human Resources is essentially a form of capital and plays the most important role in achieving company goals. Therefore companies need to manage Human Resources as best as possible. Because the key to a company's success is not only technological superiority and the availability of funds.

Motivation and a good work environment can also support the success of a company in achieving its goals. Because these two factors will create a high level of work productivity, thus

supporting the company's success. On the other hand, if the level of work productivity decreases, it will hinder the company from achieving its goals.

Companies also need human resources, namely employees. Employees are an important resource for the company because they have the talent, energy and creativity that the company really needs to achieve its goals. The performance sought by the company is someone who depends on the ability,

motivation and individual support received (Mathis and Jackson, 2002; 89)

Human resource management is a part of organizational management that focuses on the human resource element. HRM's task is to manage the human element well in order to obtain a workforce that is satisfied with their work. In an organization, humans are one of the most important elements in the implementation of a targeted job, without the role of humans, even though the various factors needed are available, the organization will not run, because humans are the driving force and determinant of the running of an organization, and therefore the organization should provide direction. positive for achieving organizational goals.

In the current conditions, changes in the business environment, both technological and political, and economic have a big influence on large companies, especially in facing competition. In general, companies that are unable to face competition have low performance and product quality. To be able to bring the company's organization into the business environment, managers must be responsible for planning and have the competence to make changes as expected.

The success of an organization in managing its human resources greatly determines the success of achieving organizational goals. Every organization will always try to improve the performance of its employees in the hope that the company's goals will be achieved. The most important resource for a company or organization is human resources, namely people. who have provided their energy, talent, creativity and effort to the organization (Handoko, 2001: 133)

Simamora (2002: 21) 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 authority and responsibilities, in order to achieve organizational goals legally, without violating the law and in accordance with morals and ethics. .

One of the factors that influences the level of success of an organization is the performance of its employees. Employee performance is an action carried out by employees in carrying out the work given by the company (Handoko 2001, p. 135). Every company always expects its employees to have achievements because having employees who excel will provide optimal contributions to the company. Apart from that, by having employees who are accomplished and experienced in accordance with their respective expertise, each company can improve the company's performance, because companies often experience problems in human resources which are insufficient in meeting their demands, human resource problems become a challenge in itself for management because of the success of management and its Other things depend on the quality of human resources, if the individuals in the company, namely their human resources, can run effectively, then the company will continue to run effectively, so in other words, the continuity of a company is determined by the performance of its employees.

Factors that are considered important for improving performance are work motivation and a work environment that fulfills the desires of human resources. Motivation is a condition of energy that moves within an individual which is directed towards encouraging self-satisfaction to achieve organizational goals. Motivation arises from two drives, namely encouragement from within oneself (internal motivation) and encouragement from outside oneself/other parties (external motivation). The levels of motivation are low, medium and high, differences in levels of individual motivation in the organization greatly influence work results and even performance within the organization (Mangkunegara, 2010: 18)

Apart from motivation, work environment factors in an organization have an important meaning for employees who carry out activities, because this will determine the results directly or indirectly of human activities within it. The

work environment is the main factor that determines behavior in activities, a pleasant work environment will encourage the level of performance to be seen as in accordance with the desired needs, then there will be an increase in performance that is better than before, on the contrary if the conditions that arise are contrary to the goals, needs and motivation personally it may be possible that performance will be reduced.

Nafisa Production is one of the economic actors operating in the Garment sector in Surabaya, which utilizes human resources to achieve company goals. In carrying out a job, every employee needs motivation within themselves so that enthusiasm or enthusiasm arises at work, with proper empowerment it will contribute to optimizing the performance of the organization or company.

LITERATURE REVIEW

Theoretical basis

Motivation

In the subject area of HRM study, motivation and job satisfaction are a small part of the main sub-topics of scientific studies relating to HRM. Historically, motivation theory developed in the 1950s, where processes and formulations had been formed at that time. The term motivation comes from Latin, namely *movere*, which means "to move".

According to Sedarmayanti (2013: 233), "motivation is the willingness to expend a high level of effort towards organizational goals which is conditioned by the ability of that effort to meet individual needs." The element of effort is a measure of intensity. If someone is motivated, he will try to be strong. An organizational goal is a supposed effort, a necessary internal state that causes a particular outcome to appear attractive. From the limitations that have been stated simply, it can be said that motivation is the emergence of behavior that leads to certain goals with full commitment until the goal is achieved.

According to George R. Terry in Sedarmayanti (2013:233) motivation is "the desire that exists in an individual that stimulates him to take action".

Silalahi (2002: 341) Motivation is also defined as an impulse from within an individual based on behavior in a certain way to fulfill his or her desires and needs. Motivation can be interpreted as providing motives as incentives for people to act, trying to achieve organizational goals.

Sudarwan Damin (2012:2) put forward the term motivation or motive which is popular in the world of life which demands achievement. Motivation is defined as the strength, drive, need, enthusiasm, pressure or psychological mechanism that encourages a person or group of people to achieve certain achievements according to what they want. In the work environment it is known as work motivation. In a cognitive sense, motivation is assumed to be an individual activity to determine the basic framework of goals and determine behavior to achieve those goals. In the affective sense, motivation means the basic attitudes and values held by a person or group of people to act or not act.

The three essential elements of motivation include:

- a) Driving factors or motive generators (both internal and external)
- b) Goals to be achieved
- c) The strategies required by individuals or groups to achieve certain goals

Principles in Motivation

There are several principles in employee work motivation (Mangkunegara, 2012: 81_82), namely:

- a) Principle of Participation
- b) Communication Principles
- c) Principle of Recognizing the Contribution of Subordinates
- d) Principle of Delegation of Authority
- e) The Principle of Paying Attention

Motivation theories

Mangkunegara (2012:62-63) states that motivation theory is understood so that leaders are able to identify what motivates employees to work, the relationship between work behavior and motivation and why employees achieve high performance. Motivation theories can be categorized into three groups, namely:

1. Motivation Theory with a Content Approach (Content Theory)

Motivation theory with a content approach places more emphasis on what factors make employees carry out certain actions. For example, Abraham Maslow's motivation theory.

Maslow's Need Hierarchy Theory

Abraham Maslow in Mangkunegara (2012:63) stated that the hierarchy of human needs is as follows:

- a) Physiological Needs
- b) Need for security
- c) The need for a sense of belonging
- d) The need for self-esteem
- e) The need for self-actualization

As Sarlito W. Sarwono (2013:32) argues, humans must be seen as a unique totality, which contains all aspects of itself and is always in the process of becoming itself (Self-Actualization).

2. Motivation theory with a process approach (Process Theory)

The process approach motivation theory not only emphasizes what factors make employees act, but also how employees are motivated. For example, David McClelland's achievement motivation theory.

McClelland's Theory of Needs

In Robbins and Judge (2008:232), developed by David McClelland and his colleagues, this theory focuses on three things, namely:

- a) The need for achieving success (Need for Achievement).
- b) Need for work power or authority (Need for Power).
- c) Need for affiliation (Need for Affiliation)

3. Motivation theory with a reinforcement approach (Reinforcement Theory)

Motivation theory with a reinforcement approach emphasizes factors that can increase an action or reduce an action. For example, Skinner's theory of motivation (Operant Conditioning). An opposing opinion to goal setting theory is reinforcement theory which states that behavior is a function of its consequences (Sedarmayanti, 2013: 237). Furthermore, needs are also defined as a gap or conflict experienced between a reality and the impulses that exist within oneself. The following are several well-known need theories about motivation, including:

A. Theory X and Theory Y

According to Douglas McGregor in Veithzal Rivai and Ella Jauvani (2011:842-843) proposes two different views about humans, negative with an X label and positive with a Y label. After conducting an investigation into the agreement of a manager and employee, McGregor formulated assumptions- Human assumptions and behavior in organizations are as follows:

Theory X (negative) formulates assumptions such as:

- 1. Employees actually don't like working and if there is an opportunity they will avoid it or be lazy at work
- 2. Since employees do not like or dislike their work, they must be managed and controlled and may even be afraid of receiving legal sanctions if they do not work seriously
- 3. Employees will avoid their responsibilities and seek formal goals wherever possible
- 4. Most employees rank security above other factors closely related to the job and will describe it with little ambition.

On the other hand, theory Y (positive) has the following assumptions:

- 1) Employees can view work as something normal, normal and natural, either a place to play or rest, in the sense of discussing or just being someone to talk to.

2) Humans will exercise personal goals and self-control if they carry out very objective commitments

3) The ability to make intelligent and innovative decisions is widely distributed in various circles, not just top management or the board of directors.

B. Goal Setting Theory

Specific and difficult goals lead to higher performance (Gene Broadwater in Sedarmayanti, 2013: 237)

C. Hygiene Motivation Theory

Hygiene motivation theory is that intrinsic factors are associated with job satisfaction, while extrinsic factors are associated with dissatisfaction (Herzberg in Sedarmayanti, 2013: 236)

D. Theory of Justice

According to Sedarmayanti (2013:237), as follows:

1. Individuals compare their work input and output with the input/output of others, then respond to eliminate any injustice.

2. Justice theory recognizes that individuals care not only about the absolute amount of reward for their efforts, but also about the relationship of this amount to what others receive.

3. Historically, justice theory focused on the perceived fairness of the amount and allocation of rewards between individuals. But justice must also consider procedural justice, the perceived fairness of the process used to determine the distribution of rewards.

E. Expectancy Theory

Expectancy theory was restored by Victor H. Vroom, which was later expanded by Porterv and Lawler. Keith Davis (1985:65) in Mangkunegara (2012:69-72) suggests that "Vroom explains that motivation is a product of how much one wants something and pne's estimate of the probability that a certain will

lead to it". Vroom explains that motivation is a product of how a person wants something, and a person's assessment enables certain actions that will lead him.

F. ERG theory

In Veithzal Rivai and Ella Jauvani (2011: 844), ERG theory states that there are three categories of individual needs, namely existence, relatedness and growth, in the form of:

1. Existence needs are the stages of life, physical needs

2. The need for connectedness is the need to connect with other people who are useful such as family, friends, superiors, membership in society

3. Growth needs are the need to be productive and creative, for example to be empowered within a certain potential and develop continuously.

G. Cognitive Evaluation Theory

Sharing extrinsic rewards for behavior that has previously been intrinsically rewarded tends to reduce the overall level of motivation (Sedarmayanti, 2013:237).

Influence Motivation on Employee Performance

Motivation is a position to act in a special way and is directed towards certain goals, even though the formulation of the motivation formula is limited to purposive or goal-directed. Humans as social creatures try to fulfill needs, desires and expectations. This creates tensions in managers, which they find unpleasant. Assuming that certain specific behaviors can reduce the feelings they have, then this causes the person concerned to behave

Work environment

According to Rivai (2004: 144), the work environment is an element of the organization

as a social system that has a strong influence in shaping individual behavior in the organization and influences organizational performance.

Sedarmayanti (2001, p. 1) defines the work environment as follows, the work environment is the totality of tools and materials encountered, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group.

According to Nitisemito (2001) "The work environment is everything around workers that can influence them in carrying out the tasks they carry out".

In order to provide protection for worker safety and security, the government issues laws and regulations that require companies to provide adequate facilities to ensure work safety and provide financial guarantees if employees experience work accidents. Employees have the right to direct the company to provide adequate work facilities so that their physical and mental safety is protected from Jauvani, 2011:792).

According to Sedarmayanti (2009:31) *"The physical work environment is all physical conditions found around the workplace which can affect employees either directly or indirectly"*

Ergonomics comes from the Greek, namely ergos which means work and nomos which means rule or law. According to Kurniawati (2013:35) what is meant by ergonomics is *"The application of biological sciences about humans, together with engineering and technological sciences to achieve optimal adjustment of humans to each other towards useful work, measured by efficiency and welfare "*.

In general, the things to pay attention to in ergonomics in the world of work are as follows:

- a) How the workforce does the work
- b) What body positions and movements are used when working
- c) What equipment do they use

Although office automation is a way to increase productivity, it also has stress-related drawbacks. One aspect of office automation

that has characteristics related to stress is the Video Display Terminal (VDT). Other aspects of the work environment that are related to stress are a crowded workplace, lack of personal freedom and lack of supervision (Veithzal Rivai adn Ella Jauvani, 2011: 792).

The benefits of a safe and healthy work environment will increase productivity due to reduced number of lost days, increased efficiency and quality of more committed workers, reduced health and insurance costs, lower levels of workers' compensation and direct payments due to reduced claims filing, flexibility and greater adaptability as a result of increased participation and a sense of ownership, as well as better labor selection ratios due to an increase in the company's image, this was stated by Rivai (2009: 793).

The Influence of the Work Environment on Employee Performance

The following are several factors described by Sedarmayanti (2009:28) which can influence the formation of work environment conditions related to employee abilities, including:

- A. Lighting or Light in the Workplace
- B. Temperature in the Workplace
- C. Humidity in the Workplace
- D. Air Circulation in the Workplace
- E. Noise in the Workplace
- F. Mechanical Vibration in the Workplace
- G. Odors in the Workplace
- H. Color Management in the Workplace
- I. Workplace Decoration
- J. Music in the Workplace
- K. Workplace Safety

The issue of the work environment in an organization is very important, in this case it is necessary to regulate and organize work environment factors in carrying out organizational activities. In accordance with Minister of Health Decree no. 1405/MenKes/SK/XI/2002 concerning: health requirements for office and industrial working environments including: requirements for water, air, waste, lighting, noise, vibration,

radiation, disease vectors, health requirements for locations, spaces and buildings, toilets and installations. In the attachment to this decision it is also stated that the head of the work unit/office unit is responsible for maintaining a healthy office work environment. To carry out these tasks, the office leader can appoint an officer or form a work unit/organizational unit that has main tasks and functions in the field of work environmental health.

According to Robbins-Coulter (1999:93) in Asriyanto (2013) the environment is formulated into two, including the general environment and the special environment.

1. General Environment

Anything outside the organization that has the potential to influence the organization. This environment takes the form of social conditions and technological conditions which include:

- a. Work facilities are everything that is used, utilized, occupied and enjoyed.
- b. Technology is an operational work tool, namely all objects or goods that function as sophisticated tools that are directly used.

2. Special Environment

A special environment is a part of the environment that is directly related to the achievement of an organization's goals and can influence it in carrying out its assigned tasks.

Understanding Employee Performance

Performance is the result of work that can be achieved by a person or group of people in an organization both quantitatively, in accordance with their respective authority and duties, in an effort to achieve the goals of the organization concerned illegally, without violating the law and in accordance with morals or ethics (Moeheriono, 2010)

According to Mangkunegara (2009:67), "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."

Factors that Influence Employee Performance

According to Mocheriono (2010) the factors that influence employee performance are as follows:

1. Expectations regarding rewards
2. Encouragement
3. Ability
4. Needs and traits
5. Perception of tasks
6. External and Internal Rewards
7. Perception of the level of rewards and job satisfaction

Employee Performance Indicators

According to Mangkunegara (2005:67) employee performance indicators are as follows:

1. Work Quantity
2. Quality of work
3. Collaboration
4. Responsibility
5. Initiative

Hypothesis

Research Hypothesis is a temporary answer to the proposed research problem. For this reason, re-testing is needed to obtain the actual answer. From here the hypothesis proposed for this research is as follows:

1. Motivation and work environment simultaneously influence employee performance at Nafisa Production Surabaya
2. Motivation and work environment partially influence employee performance at Nafisa Production Surabaya
3. The motivation variable has a dominant influence on employee performance at Nafisa Production Surabaya.

Companies that have competence in the fields of marketing, manufacturing and innovation can make it as a source to achieve competitive advantage (Daengs GS, et al. 2020:1419). The research design is a plan to determine the resources and data that will be used to be processed in order to answer the research question. (Asep Iwa Soemantri, 2020:5).

Standard of the company demands regarding the results or output produced are intended to develop the company. (Istanti, Enny, 2021:560).

METHOD

Research Approach

The research approach used is a quantitative research approach, where this research uses hypothesis verification and understanding

through various tests, which aim to measure a variable so that it is easier to understand statistically.

Conceptual framework

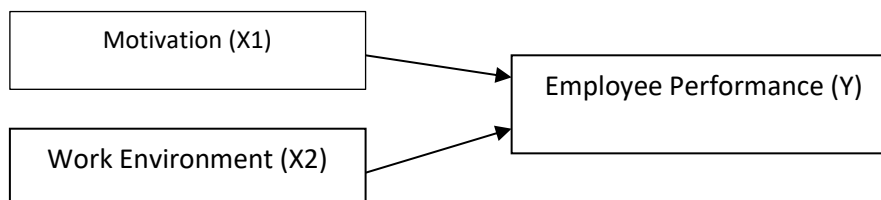


Figure 1. Conceptual Framework

H1: Motivation (X1) influences employee performance (Y)

H2: Work environment (X2) influences employee performance (Y)

Population and Sample

Population

Population is a group or collection of individuals or research objects that have certain standards of previously determined characteristics.

J. Supranto's opinion (1997:53), "That population is a collection of all elements that are the object of research". The population in this research are Nafisa Production employees in Surabaya

Sample

The research sample includes a number of respondents greater than the minimum requirement of 35 respondents. More samples will provide more accurate results (J. Supranto, 1997:239). From the opinion above, a research sample of 35 respondents was taken for the research, namely employees at Nafisa Production in Surabaya. The sampling technique used is a random sampling technique, meaning

that each employee has the same opportunity to be used as a research sample regardless of the social status of the respondent, including education level, gender, age or length of service.

Research Variables and Operational Definitions

Research variable

Research variables are research objects or what is the point of attention of a study (Suharsimi, 2006:118). The variables in this research consist of the independent variable (X) and the dependent variable (Y).

- a. Motivation (Variable X1):
- b. Work Environment (Variable X2):

Operational definition

- A. Motivation Variable (X1)

Variables are measured by giving questionnaires to respondents to find out their responses

regarding their work motivation. Regarding motivation, the emphasis is on:

1. Attention
2. Communication
3. Participation
4. Salary
5. Awards

B. Work Environment Variables (X2)

Variables are measured by giving questionnaires to respondents to find out their responses regarding their work environment. Regarding motivation, the emphasis is on:

1. Complete equipment
2. Lighting in the work space
3. Arrange colors with arrangement
4. Sound noise
5. Air temperature

C. Employee Performance (Variable Y)

This employee performance variable is measured using a questionnaire given to respondents, in this case the company leaders. Regarding employee performance, the emphasis is on:

1. Quality of work results
2. Collaborate with colleagues
3. High enthusiasm in carrying out work
4. Responsibility for work
5. Completion of work

To select answers to the variables provided, the measurement scale or weighting of questionnaire values uses a Lickert scale with the following criteria:

- a. Strongly Agree = (SS)
- b. Agree = (S)
- c. Disagree = (KS)
- d. Disagree = (TS)
- e. Strongly Disagree = (STS)

Data Types and Sources

Data Type

The type of data used is qualitative and quantitative data.

Qualitative data is obtained from information obtained from companies related to research variables.

Quantitative data is obtained from the results of distributing questionnaires which will later be processed using statistical formulas.

Data source

Data sources come from primary data and secondary data. Primary data was obtained directly through research from the results of distributing questionnaires to respondents. Meanwhile, secondary data is obtained from other parties who have collected the data first which will later be used to analyze research data.

Models and Analysis Techniques

The analysis technique used in this research uses multiple linear regression analysis. The purpose of using multiple linear regression is to determine the significant influence between the variables in this research. The formula used is:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + e$$

Where :

- Y : Employee performance level
 X1 : Motivation
 X2 : Work environment
 β_0 : Constant
 β_1 : Regression coefficient of motivation
 β_2 : Regression coefficient from Work Environment
 e : Disturbing factors

Proving Hypothesis

Simultaneously (F test)

The joint regression test is used to see whether the influence of the independent variables on the dependent variable of the entire sample is significant.

Simultaneous hypothesis testing is carried out using a test (F test).

$$F \text{ count} = \frac{R^2/K}{(1-R^2)/(n-k-1)} \dots\dots\dots \text{Sudjana, (1992:108)}$$

$$(1-R^2)/(n-k-1)$$

Information :

R : Coefficient of multiple determination

K : Number of independent variables
N : Number of observations

The form of hypothesis proposed for testing is:

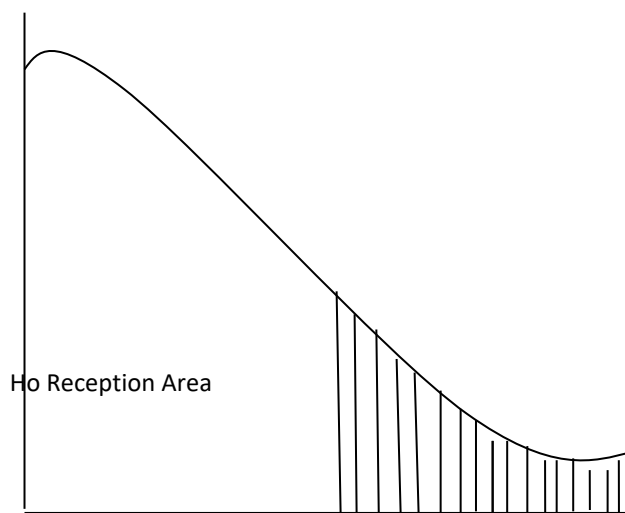
- 1) $H_0: \beta_1 \dots \beta_2 = 0$ (The independent variable does not have a simultaneous effect on the dependent variable)
- 2) $H_0: \beta_1 \dots \beta_2 \neq 0$ (The independent variable has a simultaneous effect on the dependent variable)

independent variable simultaneously influences the dependent variable.

- b) If $F_{\text{count}} \leq F_{\text{table}}$ then H_0 is accepted and H_a is rejected, meaning that simultaneously the independent variable has no effect on the dependent variable.
- c) In this study, a significance level of 0.05 was used with degrees of freedom $(n - k - 1)$, where n = number of observations and k = number of independent variables.

The testing rules are as follows:

- a) If $F_{\text{count}} \geq F_{\text{table}}$ then H_0 is rejected and H_a is accepted, meaning that the



Acceptance Figure 2 Example of a normal distribution curve F Test

Partially (t Test)

The partial regression test is to determine the partial influence of independent variables and determine which variables have a dominant and significant influence using the t test (t count). With the following equation:

$$T \text{ count: } \frac{b_i}{Se(b_i)} \dots \dots \dots \text{Sudjana, (1992 :111)}$$

Information :

B_i : Regression coefficient
 $Se(b_i)$: Standard error

The form of hypothesis intended for testing is as follows:

- 1) $H_0: \beta_1, \beta_2 = 0$ (The independent variable has no partial effect on the dependent variable)
- 2) $H_0: \beta_1, \beta_2 \neq 0$ (The independent variable has a partial effect on the dependent variable)

The test rules are as follows:

- 1) If $t_{\text{count}} \geq t_{\text{table}}$ or $-t_{\text{count}} \leq -t_{\text{table}}$ then H_0 is rejected and H_a is accepted, which

means there is an influence between the independent variable and the dependent variable.

2) If $-t_{\text{table}} \leq t_{\text{count}} \leq t_{\text{table}}$ then H_0 is accepted and H_a is rejected, which means there

is no influence between the independent variable and the dependent variable.

3) In this study, a significance level of 0.05 was used with degrees of freedom $(n - k - 1)$, where n = number of observations and k = number of independent variables.

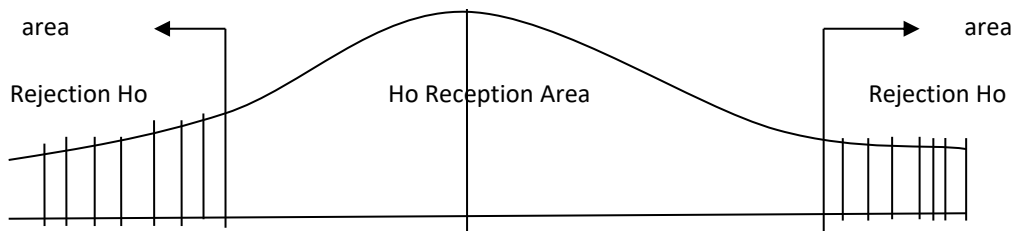


Figure 3 Example of a normal distribution curve. T tes

RESULT AND DISCUSSION

Description of Research Results

Hypothesis Analysis and Testing

Model Analysis

The analysis model used for the purposes of this research is a multiple linear regression model, as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + e$$

Where :

Y : Employee performance level

X1 : Motivation

X2 : Work environment

β_0 : Constant

β_1 : Regression coefficient of motivation

β_2 : Regression coefficient from Work Environment

e : Disturbing factors

From the results of calculations using the computer application SPSS 18.0 (Statistical Program for Social Science) under Windows operation, the multiple linear regression equation is obtained as follows:

$$Y: 6.110 + 0.426 X_1 + 0.402 X_2 + 4.22$$

(Source attachment 3)

From the above equation it can be explained as follows:

1. The constant (β_0) of 6.110 shows the magnitude of the influence of motivation (X1) and work environment (X2) on employee performance. Which means that if the independent variable is equal to zero, then the employee performance is predicted to be 6.110

2. The regression coefficient for motivation (X1) is 0.426. This means that if motivation (X1) increases by one respondent's attitude point, then performance (Y) will cause or experience an increase of 0.426 respondent's attitude point. Assuming other variables remain constant. This shows the influence of motivation (X1) on employee performance.

3. The regression coefficient for the work environment (X2) is 0.402. This means that if the work environment (X2) increases by one point in the respondent's attitude, then performance (Y) will increase by 0.402 points in the respondent's attitude. Assuming other variables remain constant. This shows the influence of the work environment (X2) on employee performance.

Hypothesis testing

To determine the effect of the independent variables simultaneously or as a whole on the

dependent variable, the F test is used. In table 4.5, a simultaneous or overall analysis of the variance of the relationship is presented.

Table 1
Simultaneous or Overall Relationship Calculation Results
ANOVA^a

Source of Variation	Sum of Squares	df	Middle Square	F count	Significant
Regression	64,697	2	32,348	23,380	0,000 ^a
Remainder	44,274	32	1,384		
Total	108,971	34			

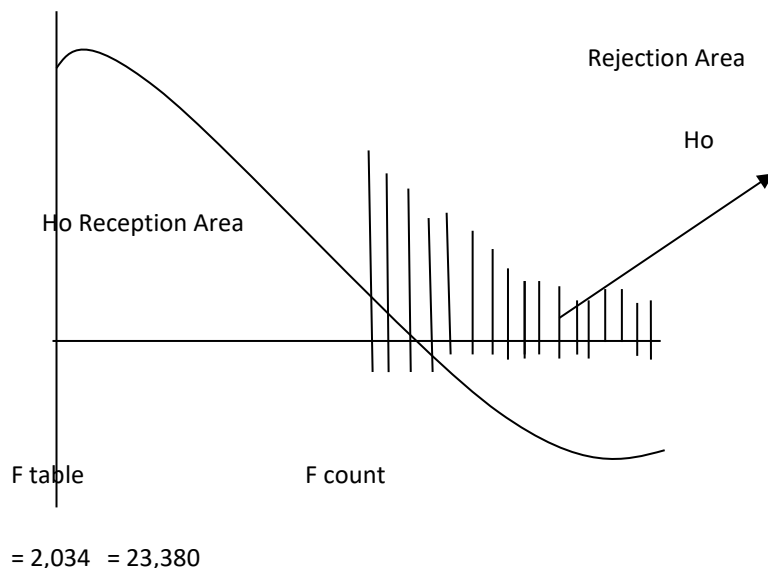
Source: Appendix 3

Testing steps:

1. $H_0 : \beta_1 : \beta_2 = 0$ (Overall it has no effect on Y)
2. $H_i : \beta_1 : \beta_2 \neq 0$ (Overall influence on Y)
3. $\alpha = 0.05$ df Numerator = 2
- i. df Numerator = 32
4. F Calculation – KT Regression = 32,348 = 23,380
- i. KT remaining 1,384
5. F table ($\alpha = 0.05$), df (2.32) – 2.034
6. Testing

Figure 4

Simultaneous Distribution of Hypothesis Acceptance/Rejection Criteria



Source: Appendix 3

H_0 is accepted if F count ≤ 2.034

H_0 is rejected if F count ≥ 2.034

Because F count (23.380) $>$ F table (2.034), then

H_0 is rejected and H_i is accepted, which means

that simultaneously or all of the independent variables, namely motivation (X1) work environment (X2) have a real effect on the dependent variable, namely employee performance.

The coefficient of determination (R^2) value where the calculation results from Appendix 3 is 0.594, which means the independent variable can explain the dependent variable by 59.40%. To find out the closeness of the relationship between the independent variable and the dependent variable, you can see Appendix 3 for the magnitude of the R multiple. It is known that the R multiple is 0.771 or 77.10%, which means that the relationship between the independent

variable and the dependent variable is quite strong.

Next, to determine the influence of each independent variable partially or individually on the dependent variable, t test analysis is used. In table 4.5, the regression relationship between the independent variable and the dependent variable is presented.

Table 2

Regression Relationship Between Independent Variables and Dependent Variables Using Linear Models Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.110	2.072		2.948	.006
MOTIVATION	.426	.143	.432	2.986	.005
WORK ENVIRONMENT	.402	.138	.422	2.918	.006

a. Dependent Variable: PERFORMANCE

Source: Appendix 3

Meanwhile, to determine the partial influence of each independent variable on the dependent variable, it can be described as follows:

A. Partial influence between variable Y and independent variable X1 (motivation)

Testing steps:

1. $H_0 : \beta_1 : \beta_2 = 0$ (Overall it has no effect on Y)

2. $H_1 : \beta_1 : \beta_2 \neq 0$ (Overall influence on Y)
3. $\alpha = 0.05$ df Numerator = 32
4. t count = 2.986
5. level of significance = $0.05/2$ (0.025) means the t table is 2.052
6. testing

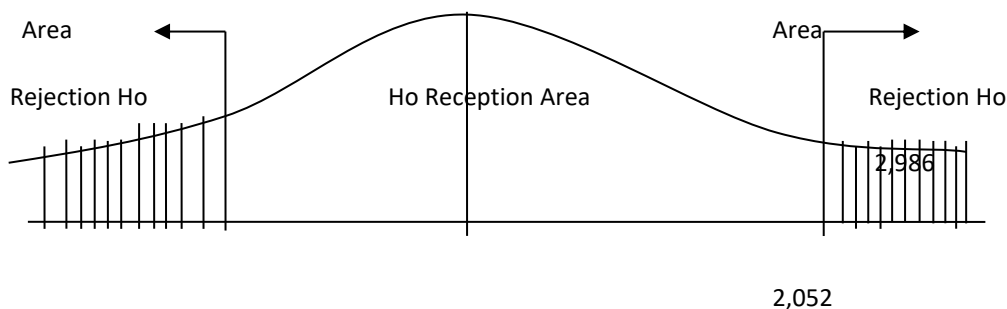


Figure 5

Regional Distribution of Acceptance / Rejection of Motivational Variable Hypothesis (X1)

Source Appendix 3

Ho is accepted if $-t_{table} \leq t_{count} \leq t_{table}$

Ho is rejected if $t_{count} > t_{table}$ or $-t_{count} < -t_{table}$

From the calculations, the t count is 2.986. Because $t = 2.986 > 2.052$, Ho is rejected at the 5% level of significance. So that partially motivation has a real effect on employee performance. This shows that if there is a change in motivation there will be a change in employee performance.

B. Partial influence between variable Y and independent variable X2 (work environment)

Testing steps:

1. Ho: $\beta_1 = 0$ (no effect)
1. Hi: $\beta_1 \neq 0$ (there is an effect)
2. $\alpha = 0.05$ df Numerator = 32
3. t count = 2.918
4. level of significance = $0.05/2$ (0.025) means the t table is 2.052
5. testing

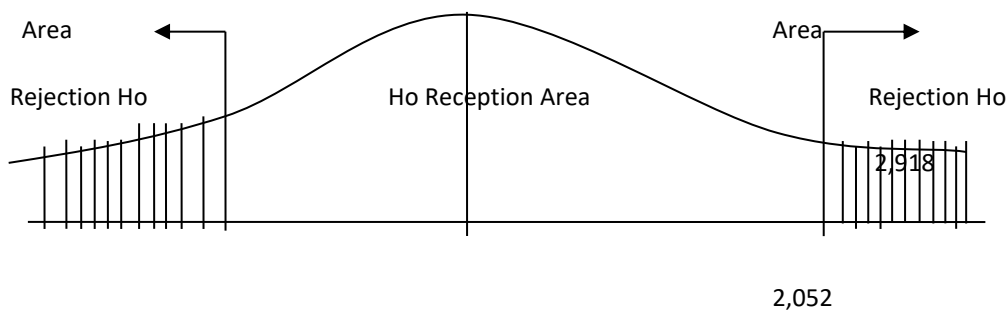


Figure 6

Regional Distribution of Acceptance / Rejection of Hypothesis Work Environment Variables (X2)

Source Appendix 3

Ho is accepted if $-t_{table} \leq t_{count} \leq t_{table}$

Ho is rejected if $t_{count} > t_{table}$ or $-t_{count} < -t_{table}$

From the calculations, the t count is 2.918. Because $t = 2.918 > 2.052$, Ho is rejected at the 5% level of significance. So that partially motivation has a real effect on employee performance. This shows that if there is a change in the work environment there will be a change in employee performance.

C. Based on the results of calculations using the SPSS program, it is known that the t test shows that the motivation variable has a dominant influence on employee performance. proven by the greater or greatest value of 2.986 compared to the work environment variable which was only 2.918, which means the hypothesis is proven

DISCUSSION

Based on data analysis and simultaneous hypothesis testing in this research, it can be seen that motivation (X1) and work environment (X2) simultaneously influence employee performance (Y), this can be proven by the calculated F value (23.380) > F table (4 .22). Meanwhile, the R multiple value of 0.771 shows that the closeness of the relationship between the independent variable and the dependent variable is 77.10%. Meanwhile, the coefficient of multiple determination is 0.594, which means that all independent variables can explain employee performance (Y) by 59.40%. Partially, motivation influences the performance of Nafisa Production employees, this can be seen from the calculated t value, which is greater than motivation (X1) of 2.986 compared to the work environment variable which is only 2.918. Thus, the hypothesis which states that motivation has a dominant influence on employee performance is accepted. This shows that if there is good motivation at work,

maximum employee performance will be obtained, whereas with lack of motivation it will result in low employee performance. This is in accordance with Handoko's theory (2001:193) which states that motivation is one of the factors that can influence employee performance.

Time management skills can facilitate the implementation of the work and plans outlined. (Rina Dewi, et al. 2020:14)

Saat mengumpulkan sumber data, peneliti mengumpulkan sumber data berupa data

mentah. Metode survei adalah metode pengumpulan data primer dengan menggunakan pertanyaan tertulis(Kumala Dewi, Indri et al, 2022 : 29).

Data analysis in the study was carried out through descriptive analysis method, which is defined as an attempt to collect and compile data, then an analysis of the data is carried out, while the data collected is in the form of words. (Kasih Prihantoro, Budi Pramono et al, 2021 : 198).

CONCLUSION

Based on the results of the research and discussion, the following conclusions and suggestions are obtained:

1. Work motivation has a partial positive influence on the performance of Nafisa Production employees. It can be concluded that the higher the work motivation, the higher the employee's performance and vice versa, the less/lower the work motivation, the lower the employee's performance.
2. The work environment has a positive influence on the performance of Nafisa Production employees. Partially, it can be concluded that the better the work environment created, the more employee performance will increase, and vice versa, the worse the work environment, the worse employee performance will be.
3. There is an influence between Work Motivation and the Work Environment on Nafisa Production Surabaya Employee Performance simultaneously so it can be concluded that if both variables are improved simultaneously then employee performance will also increase.
4. Motivation has a dominant influence so that the hypothesis is accepted

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