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Effect of Work Environment and Work Motivation on Employee Performance in The Department of Investment and PTSP South Tangerang City

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Abstract. The influence of the work environment and work motivation on employee performance at the investment service and ptsp tangerang south city. What is the influence of the work environment and work motivation on employee performance simultaneously at the Investment Service and PTSP Kota Tangerang Selatan. It is suspected that there is a positive and significant influence between work environment (X1) and work motivation (X2) on employee performance (Y). Based on the table of validity test results above, it is known that most of the statement items in this study are valid as indicated by the value of each statement item having a positive Pearson Correlation value and greater than the rtable value of 0.1865. It can be concluded that the statement items in this study are valid. . The results of multiple linear regression tests on career development and employee motivation variables $Y = 1.946 + 0.343X_1 + 0.618 X_2 + e$. Based on the F statistical test (simultaneous), it can be seen that the calculated F-value is $217.596 > F_{table} 3.08$ and a significance value of $0.000 < 0.05$, it can be concluded that H_0 is rejected and H_a is accepted. This means that the variables of Work Environment and Motivation simultaneously have a significant effect on Employee Performance. The author is very grateful to the Investment Service and PTSP South Tangerang Master of Management Program. Pamulang University which has provided support in writing this journal. The author really hopes that this journal can be useful for students and universities and for the investment Tangerang City.

Keywords: Work Environment, Work Motivation, Employee performance.

A. INTRODUCTION

The development of an increasingly advanced era and increasingly competitive rapidly, every agency, both government and private agencies without exception required to improve their services. Good service will provide satisfaction and added value for the agency in the eyes of users or service users who use the service itself. Service It can be said that it is good if the employee has provided good service maximum and display a good attitude,

then be greeted with a response also good by users or service users who are satisfied with the performance as well as the services provided.

Investment Service and PTSP City of South Tangerang with the address on Jl. Raya Serpong KM 12, Serpong, South Tangerang City is one a government agency tasked with administering licensing and management of permits in the field of development, employment, social culture, people's welfare and the economy. City Investment and PTSP Service South Tangerang has 112 employees, has the same number of employees classified as many can be used as one of the drivers of quality improvement community service by producing qualified employees. Have Quality employees cannot guarantee someone has performance good or vice versa, as in the Investment Service and PTSP South Tangerang City.

According to Mangkunegara (2016: 67) said that performance is the result of quality and quantity of work achieved by an employee in carry out their duties in accordance with the responsibilities assigned to them. Employee performance or work performance is the result achieved by employees in carrying out the tasks assigned to him based on on skills, experience, and sincerity as well as the use of time.

The following is the Achievement of Investment Realization at the Investment Service and One-Stop Integrated Services for the City of South Tangerang. 2016 to with 2019 from the Regional Medium Term Development Plan report:

Tabel 1
Target and Realization
At the Investment Service and PTSP City of South Tangerang

Jenis Investasi	Target		Realization			
	a	Pertahun	2016	2017	2018	2019
	RPJMD					
	b	c	d	e	f	g
PMA	419.576.856	83.915.371	115.686	152.762.550	50.964.531	46.022.161
PMDN	48.407.444.000	9.681.488.800	2.173.400	460.675.200	2.223.499.480	1.519.692.500

Based on the table above, there has been a decrease in targets from 2018 to 2019 due to employee performance which has decreased due to the work environment and employee motivation being less enthusiastic at work.

Research Problem

Based on the help and difficulty of the problem, the author hereby Formulate the formulation of the problem as follows:

1. How does the work environment affect employee performance partially at the Investment and PTSP Service of South Tangerang City?
2. How does the influence of work motivation on employee performance partially at the Investment and PTSP Service of South Tangerang City?
3. How does the work environment and work motivation affect performance employees simultaneously at the Capital Investment Service and City PTSP South Tangerang?

The purpose of this research is to obtain a clear picture in-depth and empirical evidence provides regarding the influence of the work environment and work motivation on employee performance. The purpose of holding this research are:

1. To determine the effect of the work environment on employee performance in a general way partly at the Investment Service and PTSP of South Tangerang City.
2. To determine the effect of work motivation on employee performance in a general way
 1. partly at the Investment Service and PTSP of South Tangerang City.
 2. To determine the effect of the work environment and work motivation on Simultaneous employee work at the Capital Investment Service and City PTSP South Tangerang.

Research Objectives and Benefits, The benefits of this research are as follows:

1. For writers The results of this research are expected to provide good benefits or uses for writers, companies, Investment Service and PTSP City of South Tangerang, Pamulang University, and can accelerate to the next stage.
2. For the company, the results of this research are expected to provide input for building management and companies so that service performance factors can be continuously improved and considered so that visitors can continue to exist.

B. LITERATURE REVIEW

Human resources are assets in an organization or company and has a very important role in achieving its goals organization. Good human resource management will result in resources that have a good level of ability and skill Also, where in implementing these abilities and skills does not escape the problems he faces, either physically or physically which will affect the process of achieving company goals.

Human resources are an asset in an organization or company and has a very important role in achieving goals organization. Good human resource management will produce resources that have a good level of ability and skill also, where in implementing these abilities and skills did not escape the problems he faced both physically and physically that would occur affect the process of attacking corporate goals.

According to Hasibuan (2017: 18) the notion of HRM is a science and art that regulate the relationship and the role of the workforce to be effective and efficient realization of the goals of the company, employees, and society. According to Mangkunegara (2016: 67) Performance is the result of quality work and the quantity achieved by an employee in carrying out his duties according to the responsibilities assigned.

According to Mangkunegara (2016:75) indicators for measuring the performance of employees individually there are 5 (five) indicators, namely:

- Quality
- Quantity
- Reliability
- Cooperation
- Employee Attitude

According to Robbins (2016: 86) the environment is the institutions or outside forces that have the potential to affect organizational performance, The environment is formulated into two, namely the general environment and the environment special. The general environment is anything outside the organization that has potential to influence the organization. This environment is in the form of social conditions and technology. While the special environment is the part of the environment that directly related to the achievement of the goals of an organization.

Work Environment Indicator To measure the work environment variables in this study using indicators of the work environment according to Nitisemito (2016: 194), namely as follows:

- Work atmosphere
- Relations with colleagues
- Availability of work facilities

According to Winardi (2016:6) that Motivation is a potential force that exists within a person human beings, which can be developed alone or developed by a number external forces which in essence revolve around monetary rewards and non monetary rewards monetary policy, which can affect its performance results positively or negatively

According to Maslow in Mangkunegara (2017:94), explains that employee work motivation is influenced by physical needs, the need for security and safety, social needs, need for esteem self, and self-actualization needs. Then from the need factor reduced to indicators to determine work motivation employees, namely:

- Physiological Needs
- The need for security
- Need for Social
- The need for respect from others
- The need for self-actualization.

Based on the framework of thought that has been put forward and based on theoretical studies and the results of previous previous studies, the hypothesis on This research can be formulated as follows:

1. It is suspected that there is a positive and significant influence between the work environment (X1) on employee performance (Y).
2. It is suspected that there is a positive and significant influence between work motivation (X2) on employee performance (Y).
3. It is suspected that there is a positive and significant influence between the work environment (X1) and work motivation (X2) on employee performance (Y).

C. RESEARCH METHODOLOGY

Technique Data analysis

The research method according to (Sugiyono, 2011:2) is a scientific way (rational, empirical, and systematic) to obtain data with the aim and certain uses. Rational, which means the research activities are carried out in this study can be observed by the human senses. Systematic which means the process in the study uses steps that are logical

This type of research is associative. According to Sugiyono (2011: 5) "Associative research is research that aims to determine the influence of two or more variables". Associative research is research for determine the effect of these two (or more) variables. Where is the influence variables in the study will be analyzed using measures relevant statistics on the data to test the hypothesis.

Research Place:

The research was carried out at the Office of Investment and Services One Stop South Tangerang City, which is located at Jl. Raya Serpong KM 12, Serpong, South Tangerang City 15323.

Interview

According to Syofian Siregar (2020: 18) "The interview is a process". obtain information/data for research purposes by means of question and answer, face-to-face between the interviewer and the respondent with using a tool called an interview guide.

Questionnaire

According to Syofian Siregar (2020:21) "Questionnaire is a technique" gathering information that allows analysis to study attitudes, beliefs, behaviors, and characteristics of some of the main people in organizations that can be influenced by the proposed system or by the system which has existed".

D. RESULTS AND DISCUSSION

Data Analysis

According to Sugiyono (2019:318) "In quantitative research, the data analysis technique used is clear, where data analysis is directed to answer the problem formulation and or test the hypothesis that has been formulated in the proposal". Data analysis techniques are activities carried out after data from all respondents or other data sources have been collected. To analyze the influence of leadership style and work conflict on employee performance at office of investment and ptsp South tangerang city, the data obtained from the questionnaire were analyzed by quantitative methods.

In this study, to determine the scale of the answer that is using the Likert scale. According to Sugiyono (2019:146) "The Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena". With a Likert scale, the variable to be measured becomes an indicator variable. Then the indicator is used as a starting point for compiling item instruments which can be in the form of statements or questions.

Validity test

The results of the validity test through the SPSS 23 for windows program by comparing the correlation value of the moment product (Pearson Correlation) with the rtabel value using a 95% confidence level, = 5% and $df = n-2-k$ or $112-2-1 = 109$, the result for rtabel is 0.1865. For more details, the results of the validity test can be seen in the following table:

Validity Test Results.

Variable	Items	Score Correlation (r count)	rtabel	Testing	Information
Environment Work (X1)	LK.1	0,547	0,1865	rhitung > rtabel	Valid
	LK.2	0,680			Valid
	LK.3	0,608			Valid
	LK.4	0,679			Valid
	LK.5	0,570			Valid
	LK.6	0,638			Valid
	LK.7	0,609			Valid
	LK.8	0,575			Valid
	LK.9	0,621			Valid
	LK.10	0,666			Valid
Motivation (X2)	MK.1	0,623	0,1865	rhitung > rtabel	Valid
	MK.2	0,650			Valid

	MK.3	0,451			Valid
	MK.4	0,695			Valid
	MK.5	0,631			Valid
	MK.6	0,407			Valid
	MK.7	0,517			Valid
	MK.8	0,494			Valid
	MK.9	0,362			Valid
	MK.10	0,695			Valid
Performance Employee (Y)	KP.1	0,555	0,1865	rhitung > rtabel	Valid
	KP.2	0,500			Valid
	KP.3	0,403			Valid
	KP.4	0,518			Valid
	KP.5	0,460			Valid
	KP.6	0,201			Valid
	KP.7	0,683			Valid
	KP.8	0,615			Valid
	KP.9	0,684			Valid
	KP.10	0,705			Valid

Source: Primary data processed by SPSS.V23, 2021.

Based on the table of validity test results above, it is known that the majority of statement items in this study are valid as indicated by the value of each statement item having a positive Pearson Correlation value and greater than the rtabel value of 0.1865. It can be concluded that the statement items in this study are valid.

Reliability

Reliability test using Cronbach's Alpha method, and instruments 92 declared reliable if Cronbach's Alpha value reaches at least 0.60 (Nurgiyantoro, 2000), and reinforced by J. Supranto and Andan Limakrisna (2013:149). Results of reliability tests of variables of Work Environment, Motivation and Performance Employees are presented in the following table:

Test Results Description

Variabel	Cronbach's Alpha	Rstandar	
Work Environment (X1)	0,886	0,60	Reliabel
Motivation (X2)	0,852	0,60	Reliabel
Employee Performance (Y)	0,835	0,60	Reliabel

Based on the reliability test results in the table above, it can be seen that The reliability value achieved on each of the variables is greater than 0.60. This means that the instruments used in this study are reliable.

Normality

Normality tests are carried out to determine whether the research variable data is normally distributed or not. Normality testing uses the Kolmogorov-Smirnov analysis technique and for its calculation using the SPSS V.23 for windows program. Normality test results for variables Work Environment, Motivation and Employee Performance at the Planting Office Capital and One-Stop Integrated Service (DPMPTSP) Tangerang City The south of this study can be seen in the following table below.

One-Sample Kolmogorov-Smirnov Test				
				Unstandardized Residual
N				112
Normal Parameters ^{a,b}		Mean		.0000000
		Std.		1.57989202
		Deviation		
		Absolute		.065
Most	Extreme	Positive		.049
Differences		Negative		-.065 .563
Kolmogorov-Smirnov Z				
Asymp. Sig. (2-tailed)				.909
a. Test distribution is Normal.				
b. Calculated from data.				

The results of the normality test above can be seen that all research variables have a significance value greater than 0.05 where the Asymp value. Sig 0.909 > 0.05. So it can be concluded that the research data in this study are normally distributed.

statistical test t

The statistical test t is used to find out if in a regression model Independent variables partially have a significant effect on dependent variables. To find out the presence or absence of the influence of each of the independent variables tested

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	1.982		.982	.329
	Lingkungan Kerja (X1)	1.946			
		.343	.354	4.631	.000
	Motivasi (X2)	.618			
		.074	.615	8.039	.000
		.077			
a. Dependent Variabel: Kinerja Pegawai (Y)					

1) The Effect of the Work Environment on Employee Performance

Based on the table above, it can be known that the Work Environment variable has a calculated value of 4.631 > a table of 1.662. This means that

partially the Work Environment has a positive and significant effect on Performance.

2) The Effect of Motivation on Employee Performance.

Based on the table above, it can be seen that the Motivation variable has a calculated value of $8.039 > t_{table}$ of 1.662 with a significant value of $0.000 < 0.05$. This shows that H_0 is rejected and H_2 is accepted meaning that the Motivation variable partially has a positive and significant effect on Employee Performance.

The statistical test F

The statistical test F was used to determine the effect of all independent variables included in the regression model together (simultaneously) on the dependent variables tested at a significance level of 0.05 and a degree of freedom ($df = 112$) or with degrees of freedom $df_1=2$, $df_2=109$, $\alpha=0.05$ of 3.08. The results of the statistical F test (simultaneous test) searched using the IBM SPSS Statistics V.23 program can be seen at

The following table.

Test criteria:

- 1) H_0 is rejected when $F_{hitung} < F_{tabel}$ and $p\text{-value} > \alpha$
- 2) H_a is accepted when $F_{hitung} > F_{tabel}$ and $p\text{-value} < \alpha$

Statistical Test Results F (simultaneous)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1116.438	2	558.219	217.596	.000 ^b
1 Residual	184.708	109	2.565		
Total	1301.147	111			

a. Dependent Variabel: Kinerja Pegawai (Y)
b. Predictors: (Constant), Motivasi (X2), Lingkungan Kerja (X1)

Based on the table above, it can be seen that the value of F-count 217.596 > F-table of 3.08 and a significant value of $0.000 < 0.05$ then it can be concluded that H_0 is rejected and H_{a3} is accepted, this means that the variables Work Environment and Motivation simultaneously has a significant effect on Employee Performance.

1. Work Environment Against Employee Performance

Based on the results of the descriptive test, it is known that the Work Environment variable, the majority of respondents answered agreeably as much as 677 of the total score or with a percentage of 60.4%. This means that respondents have a perception that the perceived work environment is in accordance with what is expected by employees. The results of the regression test for the Work Environment variable with Employee Performance $Y=7,782 + 0,827X_1$ and the results of the t statistic test can be seen that the Work Environment variable has a t value of $4.631 > t_{table}$ 1.662 and a value of $0.000 < 0.05$. This means that partially the work environment has a positive and significant effect on employee performance. This shows that H_0 is rejected and H_1 is accepted, meaning that the Work Environment variable partially affects employee performance. Thus, if the value of the work environment increases, employee performance will increase.

2. Motivation on Employee Performance

Based on the results of the descriptive test, the motivation variable, the majority of respondents answered agree as much as 504 of the total score or with a percentage of 45%. This means that respondents have a perception that the perceived motivation is in accordance with what is expected. The results of the regression test for the Motivation variable with Employee Performance $Y=4.142+0.908X_2$ and the results of the t-statistical test can be seen that the Motivation variable has a tcount value of 8.039 > ttable 1.662 with a significant value of 0.000 < 0.05. This shows that H_0 is rejected and H_2 is accepted, meaning that the motivation variable partially affects employee performance and is significant. Thus, if the value of the motivation variable increases, employee performance will increase.

3. The Effect of Work Environment and Motivation on Employee Performance

Based on the results of the descriptive test, it is known that the Employee Performance variable answered that 504 of the total scores or a percentage of 45% agreed. This means that the respondent has the perception that the employee's performance is as expected. The results of multiple linear regression tests on career development and motivation variables Employee Performance $Y = 1.946+0.343X_1+0.618 X_2+e$. Based on the F statistical test (simultaneous), it can be seen that the F-count value is 217.596 > F-table 3.08 and a significant value of 0.000 < 0.05, it can be concluded that H_0 is rejected and H_{a3} is accepted. This means that the variables of Work Environment and Motivation simultaneously have a significant effect on Employee Performance.

E. CONCLUSIONS AND SUGGESTIONS

Conclusion

This study aims to determine the effect of the work environment and motivation on employee performance. Respondents in this study amounted to 112 of the sample that has been determined at the Office of Investment and One Stop Integrated Services (DPMPSTP) South Tangerang City. Based on the problem data using a linear regression model, it can be concluded as follows:

1. Effect of Work Environment (X_1) on Employee Performance (Y)

The results of the regression test for the work environment variable with employee performance $Y=7,782 + 0,827X_1$ and the results of the t-statistical test can be seen that the Work Environment variable has a t-count value of 4.631 > ttable 1.662 and a value of 0.000 < 0.05. This means that partially the work environment has a positive and significant effect on employee performance. This shows that H_0 is rejected and H_1 is accepted, meaning that the work environment variable partially affects employee performance. Thus, if the value of the work environment increases, employee performance will increase.

2. The Effect of Motivation on Employee Performance (Y)

The results of the regression test for motivational variables with employee performance $Y=4.142+0.908X_2$ and the results of the t-statistical test can be seen that the motivation variable has a tcount value of 8.039 > ttable 1.662 with a significant value of 0.000 < 0.05. Leadership style and work conflict get the regression equation $Y= 27.438 + 0.281 X_1 - 0.002 X_2$. The correlation coefficient value is 0.381 (X_1) and -0.054 (X_2) means that the two variables have a low relationship until very low with coefficient of determination and contribution of influence simultaneous 14.5% while the remaining 85.5% is influenced by another factor. Hypothesis test obtained value Fcount (5.020) > Ftable (3.15), meaning.

3. Effect of Work Environment and Motivation on Employee Performance (Y)

The results of multiple linear regression test of work environment and motivation variables on employee performance $Y = 1.946 + 0.343X_1 + 0.618 X_2 + e$, and based on the F statistic test (simultaneous), it can be seen that $F\text{-count } 217.596 > F_{\text{table } 3.12}$ and a significant value of $0.000 < 0.05$, it can be concluded that H_0 is rejected and H_{a3} is accepted. This means that the variables of work environment and motivation simultaneously have a significant effect on employee performance.

Suggestions

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