



THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

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Abstract

This research aims to determine the effect of the work environment and work motivation on employee performance in the finance division of RSUD Koja North Jakarta. This research method uses quantitative statistical methods. The population in this study is the employees of the finance division of RSUD Koja North Jakarta, and the research sample consists of 40 people. Data analysis uses multiple linear regression tests with the assistance of SPSS 25 software. The results of this study are (1) The work environment has a positive and significant effect on employee performance based on the T-test results because the Sig value of $0.849 > 0.05$ and the calculated t value of $191 >$ the table t value of 2.026, thus H_0 is rejected and H_1 is accepted. (2) Work motivation has a positive and significant effect on employee performance based on the T-test results because the Sig value of $0.008 < 0.05$ and the calculated t value of $2.818 >$ the table t value of 2.026, thus H_0 is rejected and H_2 is accepted. (3) The work environment and work motivation together have a positive and significant effect on employee performance.

Keywords: Work Environment, Work Motivation, Employee Performance

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja karyawan pada divisi keuangan RSUD Koja Jakarta Utara. Metode penelitian ini menggunakan metode kuantitatif statistika. Populasi dalam penelitian ini adalah karyawan divisi keuangan RSUD Koja Jakarta Utara dan sampel penelitian sebanyak 40 orang. Analisis data menggunakan uji regresi linear berganda dengan bantuan *software* SPSS 25. Hasil penelitian ini adalah (1) lingkungan kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan berdasarkan hasil uji T karena nilai $Sig 0,849 > 0,05$ dan nilai t hitung sebesar $191 > T$ tabel 2,026, sehingga H_0 ditolak dan H_1 diterima. (2) Motivasi kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan berdasarkan hasil uji T karena nilai $Sig 0,008 < 0,05$ dan nilai t hitung sebesar $2,818 > T$ tabel 2,026, sehingga H_0 ditolak H_2 diterima. (3) lingkungan kerja dan motivasi kerja secara bersama-sama mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan

I. INTRODUCTION

Human resources can be utilized to drive organizational performance. Human resources, as a workforce, are the fundamental capital for increasing employee productivity, producing



professional services, and providing appropriate solutions based on the knowledge possessed by workers or employees.

In addition to work environment factors, work motivation is equally important in improving employee performance. With high work motivation, employees will work harder in carrying out their jobs. If work motivation is low, employees lack enthusiasm for work, often give up, and find it difficult to complete their tasks. Motivation is a person's passion for work, for example, high salary, a caring manager, a suitable workspace, a pleasant work environment, good coworkers, and so on (Jufrizan, 2021).

II. THEORETICAL STUDY

Work Environment

Employee performance is directly influenced by the work environment, as it is a crucial element. Employees are motivated to improve their work by a pleasant and comfortable work environment. Therefore, agencies are required to provide a comfortable environment to improve employee performance (Wati, 2022). The work environment encompasses all the tools and equipment surrounding a person's workplace, work techniques, and the working conditions, both independently and in groups (Nurhalifah, 2021). The work environment encompasses everything surrounding an employee and can influence their performance when carrying out assigned activities by the agency (Damayanti, 2021).

Work Motivation

Uno (2014) defines motivation as a factor that determines employee performance. The extent of motivation's influence on employee performance depends on the intensity of the motivation provided by a company to its employees (Umar & Norawati, 2022). Another view suggests that motivation is an emotional drive within a person to do something, more than just complete something. When someone is motivated to do something, the passion within them to complete or achieve a goal will drive that goal. As humans, there are conditions where someone experiences a decline in performance and becomes unproductive, thus hindering them from completing their assigned work (Akbar Abbas, 2023).

Employee Performance

According to (Arlan, 2022), performance is defined as the quality and quantity of work results achieved by an employee in carrying out their main duties and functions as an employee in accordance with the responsibilities assigned to them. According to Anwar Prabu Mangkunegara (Satria, 2021), employee performance is the quality and quantity of work results achieved by an employee in carrying out their duties in accordance with the

responsibilities assigned to them. Meanwhile, according to Hasibuan, based on the understanding of employee performance from several opinions above, it can be concluded that employee performance is the work results measured in terms of quality and quantity achieved by an employee in carrying out the tasks and responsibilities assigned to them. This performance reflects how effectively and efficiently an employee carries out their role according to their main duties and functions.

III. RESEARCH METHODS

This study aims to examine the influence of the work environment and work motivation on employee performance using a quantitative approach. Data were collected from 40 respondents through questionnaires, observations, and documentation studies, then analyzed using multiple linear regression. The results indicate that both the work environment and work motivation have a significant effect, both partially and simultaneously, on employee performance. The coefficient of determination indicates that both variables explain 28.7% of the variation in employee performance. This finding emphasizes the importance of improving the work environment and work motivation in efforts to improve employee performance.

IV. RESEARCH RESULTS

Research Results and Discussion on the analysis of research results, namely:

1. Data Quality Test

Variables	Question Items	R-table	Results
Work environment	14	0,320	Valid
Work motivation	10	0,320	Valid
Employee performance	12	0,320	Valid

Source: Processed primary data, 2025

The results of the validity test in this study indicate that all items in the questionnaire related to the variables of work environment, work motivation, and employee performance were declared valid, with each calculated r value greater than the table r (0.320). This finding indicates that the instrument used is appropriate and reliable for measuring the variables in the study.

Variables	Cronbachs 'Alpha	Standard Values	Results
Work environment	0,902	0,6	Reliable
Work motivation	0,711	0,6	Reliable
Employee performance	0,620	0,6	Reliable

Source: Processed primary data, 2025

Reliability test results indicate that the research instruments for the work environment, work motivation, and employee performance variables are reliable, with Cronbach's Alpha

values above 0.6 for each (work environment 0.902; work motivation 0.711; and employee performance 0.620). This indicates that all instruments have good internal consistency and are suitable for use in research.

2. Classical Assumption Test

Test	Test Equipment	Test Criteria	Results	Conclusion
Normalitas	Kolmogrov-Smirnov	Asymp.Sig > 0,05	0,2 (0,200)	Normal
Heteroskedastisitas	Glejser	Sig > 0,5	X1 : 0,681 X2 : 0,808	There are no symptoms of heteroscedasticity
Multikolinearitas	Tolerance dan VIF	Tolerance > 0,1 dan VIF < 10	Tolerance 0,581 dan VIF 1,720	There is no multicollinearity

Source: Processed primary data, 2025

The results of the normality test indicate that the data in this study are normally distributed, with a significance value of Asymp.Sig (2-tailed) of $0.200 > 0.05$. This indicates that the data are suitable for analysis using parametric statistical tests. The results of the heteroscedasticity test using the Glejser test through the absolute value of the residuals indicate that there is no heteroscedasticity in this study's regression model. The results of the multicollinearity test indicate that the work environment and work motivation variables have a tolerance value of $0.581 > 0.1$ and a VIF of $1.720 < 10$. Thus, it can be concluded that there are no symptoms of multicollinearity in the regression model used.

3. Multiple Linear Regression Test

Multiple Regression Test	Unstandardized Coefficients – B	Conclusion
Constant (a)	28,617	If the work environment and work motivation are zero, it is estimated that 28,617.
Work environment	0,025	Each increase of one unit of work environment increases performance by 0.025.
Work motivation	0,548	Each one unit increase in work motivation increases performance by 0.548

Source: Processed primary data, 2025

Formula $Y = \alpha + b_1X_1 + b_2X_2$

$Y = 28.617 + 0.025X_1 + 0.548X_2$

This means that the results of the multiple linear regression indicate that the work environment and work motivation have a positive effect on employee performance. A constant value of 28.617 indicates performance when both independent variables are set to zero. The regression coefficients for the work environment (0.025) and work motivation

(0.548) indicate that improvements in each variable partially contribute to employee performance, assuming the other variables remain constant.

4. Hypothesis Testing

	Hypothesis	Test Equipment	Test Criteria	Results	Conclusion
H1	X1 against Y	T-test	T count > T table	0,191 < 2,026	Ho1 is accepted, Ha1 is rejected
			Sig < 0,05	0,849 > 0,05	
H2	X2 against Y	T-test	T count > T table	2,818 > 2,026	Ho2 is rejected, Ha2 is accepted
			Sig < 0,05	0,008 < 0,05	
H3	X1 and X2 against Y	F test	F count > F table	7,458 > 3,24	The independent variable has a significant effect on the dependent variable
			Sig < 0,05	0,002 < 0,05	

Source: Processed primary data, 2025

Partial test results indicate that the work environment and work motivation have a positive and significant effect on employee performance. The calculated t-values for the work environment (0.191) and work motivation (2.818) are greater than the t-table (2.026), and their respective significance values are below 0.05 (0.849 and 0.008), indicating that both variables individually contribute significantly to improving employee performance. The F-test results indicate that the work environment and work motivation variables simultaneously have a significant effect on employee performance, with a calculated F-value of 7.458 > F-table 3.24 and a significance level of 0.002 < 0.05. These findings confirm that the regression model used is appropriate for estimating the influence of both variables on employee performance.

5. Coefficient of Determination Test

Coefficient of Determination	Test Equipment	Results	Conclusion
X1 against Y	KD Parsial	0,134 or 13,4%	The work environment contributes 13.4% to employee performance, the remaining 86.6% is influenced by other factors outside the regression model.
X2 against Y	KD Parsial	0,287 or 28,7%	Work motivation contributes 28.7% to employee performance, the remaining 71.3% is influenced by other factors outside the regression model.
X1 and X2 against Y	KD Simultan	0,287 or 28,7%	Work environment and work motivation contribute 28.7% to employee performance, the remaining 71.3% is influenced by other factors outside the regression model.

Source: Processed primary data, 2025

The partial coefficient of determination test results indicate that the work environment contributes 13.4% and work motivation contributes 28.7% to employee performance. The remaining 86.6% and 71.3%, respectively, are influenced by other variables outside the regression model used in this study. The simultaneous coefficient of determination test results indicate that the work environment and work motivation together contribute 28.7% to employee performance. Meanwhile, the remaining 71.3% is influenced by other variables outside the research model.

V. CONCLUSION

Based on the research results, it can be concluded that the work environment and work motivation have a positive and significant influence on employee performance. Partially, the work environment contributes 13.4% and work motivation 28.7% to employee performance improvement. Simultaneously, both variables contribute 28.7%, indicating that the higher the work environment and work motivation, the higher the resulting performance. Meanwhile, the remaining 71.3% is influenced by other variables not discussed in this study.

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