

# THE INFLUENCE OF WORK ENVIRONMENT AND PROVIDING MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. DELTA ANUGRAH BAHARI NUSANTARA

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## ABSTRACT

Providing effective motivation, including incentives, rewards and opportunities for self-development, has been proven to increase employee engagement and job satisfaction. Employees who feel motivated and appreciated tend to be more productive and committed to the company's tasks and goals. Motivation also allows employees to face challenges better and innovate. This research aims to analyze the influence of the work environment and providing motivation on employee performance at PT. Delta Anugrah Bahari Nusantara. This research uses a quantitative method with a survey approach to collect data from 150 employees through questionnaires. Data analysis was carried out descriptively and quantitatively using SPSS 26 software. Simultaneously, research shows that both the Work Environment and Providing Motivation have a positive and significant influence on Employee Performance at PT. Delta Anugrah Bahari Nusantara. Partially, the research results show that the work environment and providing motivation have also been proven to have a positive and significant effect on employee performance at PT. Delta Anugrah Bahari Nusantara

**KEYWORDS:** Work Environment, Providing Motivation, Employee Performance, Employee

## 1. INTRODUCTION

Human resources (HR) play an important role in achieving optimal employee performance. To maximize employee performance, companies must manage and motivate them effectively. Employees are a vital company asset who contribute physical and mental energy and receive rewards according to regulations or agreements (Koomson et al., 2020) (Wuwungan et al., 2020). Employee performance is assessed based on the quality and quantity of work results according to established standards. A good work environment, which includes physical comfort and workspace layout, greatly influences employee performance (Hamdani et al., 2020). A comfortable environment can increase performance, while a bad environment can reduce it. Apart from that, work motivation is also a key factor in determining performance. High motivation contributes positively to employee performance.

This research focuses on PT. Delta Anugrah Bahari Nusantara to explore how the work environment and motivation influence employee performance. The work environment facilities at the company are considered to be less supportive of employee performance because the work space is uncomfortable and the interior layout is inefficient.

This research aims to evaluate the influence of the work environment and motivation on employee performance with the main question: how do the work environment and motivation simultaneously influence employee performance? How does the individual work environment influence employee performance? How does individual motivation influence employee performance? By focusing on aspects of the work environment and motivation, it is hoped that this research can provide insight into the factors that influence employee effectiveness in the company.

This research was motivated by the results of research by Husain, et al., (2014) entitled "The Influence of Motivation on Employee Performance at PT. Gorontalo Sugar Factory, Tolanguhula District, Gorontalo Regency", shows results where work motivation variables have a positive influence on employee performance. The research results showed 34.81% variability regarding employee performance at PT. Gorontalo Sugar Factory, Tolangohula District, Gorontalo Regency can be explained by the work motivation applied. Masruli (2015) with the title "The Influence of Incentives, Competencies and Work Environment on Employee Performance at the Ngadiredjo Kediri Sugar Factory", there is a positive influence between the work environment on employee performance at the Ngadiredjo Kediri sugar factory. The research results show that incentives, competence and work environment partially or simultaneously have a positive and significant effect on the performance of Gula (PG) Ngadiredjo employees.

Haeruddin et al., (2022) the results of their research on the influence of the work environment on the performance of SAMSAT employees in Maros Regency. The reason is that the work environment influences employee performance. Everything in the workplace environment that can affect the physical and mental health of employees when they complete the tasks assigned to them, either directly or indirectly, is called the work environment itself. A good work environment occurs when employees can work optimally, calmly, and produce a high level of productivity. Sidanti (2015) regarding "The Influence of the Work Environment, work discipline and work motivation on the Performance of Civil Servants at the Madiun DPRD Secretariat". The results of this research show that work discipline and work motivation have a significant effect on employee performance, while the work environment has no effect on the performance of Civil Servants at the Madiun DPRD Secretariat.

Based on this background, and the inconsistent results of previous research, the author is interested in researching how the work environment and providing motivation influence employee performance at PT. Delta Anugrah Bahari Nusantara, with the title "The Influence of the Work Environment and Providing Motivation on Employee Performance (Case Study at PT. Delta Anugrah Bahari Nusantara)". This research was conducted at PT. Delta Anugrah Bahari Nusantara. From the author's observations, the work environment facilities in this company do not yet support employee performance optimally. The existing work space is less comfortable, with lots of files scattered around and an interior layout that does not pay attention to employees' movement needs.

## 2.LITERATURE REVIEW

### **Employee performance**

(Sukarno, 2017) defines performance as work results that are assessed in terms of quality and quantity. (Fadilah et al., 2022) added that performance includes both material and non-material work results, performance is the result of a process that is assessed and measured based on predetermined provisions. (Wati, 2018) explains that performance includes all individual work processes which are used to assess the quality of work. Based on this explanation, employee performance is the result of work that is assessed based on agreed time and conditions, and is an important aspect in the company.

According to (Aliyyah et al., 2021) Factors that Influence Employee Performance: Employee abilities include IQ, appropriate education, and skills for daily tasks. Employees who meet these criteria tend to achieve good performance, so it is important to place them in jobs that match their skills. Motivation influences employee efforts in achieving organizational goals. A good mental attitude, including psychophysical, mental, physical readiness, goals and supportive situations, encourages employees to achieve optimal work results.

### **Work environment**

The work environment is an important factor in a company because it is a place where employees complete their daily tasks. The work environment influences employee performance significantly. According to (Ridho et al., 2024) , the work environment is a place where employees carry out their work. (Lestari & Farida, 2022) defines the work environment as all physical, psychological and regulatory aspects that influence work satisfaction and productivity, the work environment includes the tools, materials and work methods that a person faces, the work environment is everything around the worker that can influence the performance of their duties. According to Jaya et al., (2022) emphasize that facilities such as air conditioning and adequate lighting can improve employee performance. Based on these definitions, the work environment includes all physical and non-physical aspects around the workplace that influence the way employees carry out their duties.

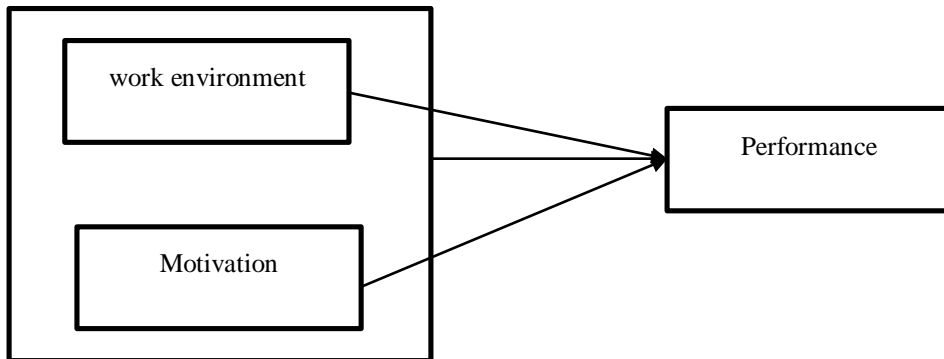
### **Motivation**

(Wintari et al., 2022) Motivation means moving, which is a crucial factor in determining employee performance. Even though employees have adequate abilities and facilities, without motivation, work results will not be optimal. According to (Fadilah et al., 2022) , motivation is a driver of behavior related to individual needs, motivation

influences individuals or groups to complete assigned tasks. (Sariyathi, 2017) highlights that motivation involves directing the potential of subordinates to work together to achieve goals, motivation helps direct employees and organizations to work effectively and achieve common goals.

**Framework**

**Figure 1. Research Paradigm Chart**



Source: Author’s data

**Research Hypothesis**

- a. The work environment and providing motivation simultaneously have a positive and significant influence on employee performance.
- b. The work environment separately also has a positive and significant influence on employee performance.
- c. Providing motivation separately has a positive and significant influence on employee performance.

**3. RESEARCH METHODOLOGY**

This research was conducted at the head office of PT. Delta Anugrah Bahari Nusantara, covers various departments and work areas such as employee workspaces, meeting rooms and public facilities. Quantitative methods are applied to research populations or samples by using research instruments to collect data, and data analysis is carried out statistically to test established hypotheses. The data in this research was collected directly from respondents through a survey, using a questionnaire distributed to PT employees. Delta Anugrah Bahari Nusantara. Data analysis was carried out descriptively and quantitatively. Quantitative descriptive analysis aims to explain phenomena and relationships between variables, while quantitative analysis uses SPSS 26 software to process data. This research involved 150 employees at the company.

**Table 1. Operational Research Variables**

Variable	Variable Concept	Indicator	Scale
Work environment (X1)	The work environment is everything that will be encountered in the surrounding environment where a person works, both physically and non-physically, which influences and gives an impression to employees in carrying out all the tasks that are their responsibilities (Lestari & Farida, 2022)	1. Work atmosphere 2. Relationships with colleagues 3. Availability of work facilities	Scores obtained from the respondents studied

Providing Motivation (X2)	Motivation is encouragement that makes someone do the work they want willingly without feeling forced so that the work done can run well or produce something satisfying (Chamariyah et al., 2022)	1. Salary 2. Bonuses 3. Guarantee employee welfare 4. Feeling safe 5. Promotion	Scores obtained from the respondents studied
Employee Performance (Y)	Employee 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 (Dewi & Novandriani, 2020)	1. Quality 2. Quantity 3. Implementation of tasks 4. Responsibility 5. Punctuality	Scores obtained from the respondents studied

Source: (Processed by the author)

#### 4. ANALYSIS AND DISCUSSION RESULTS

##### Data Analysis Results

Descriptive Statistics of Research Data

At PT. Delta Anugrah Bahari Nusantara has as many as 100 people. With a sample taken of 50 respondents consisting of male respondents and female respondents. From the collected questionnaires to calculate the average, standard deviation, median, mode, Max value and Min value for each variable and to find out in table 4.5 as follows:

**Table 2. Descriptive Statistics Results**  
**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Work environment	50	26	40	35.92	3,561
Giving_Motivation	50	17	40	35.86	4,584
Employee performance	50	31	45	40.22	3,677
Valid N (listwise)	50				

Source: SPSS data processing results.

Data analysis

Multiple Linear Regression Analysis

Two independent variables:  $Y = a + b_1X_1 + b_2X_2$

**Table 3. Multiple Regression Results between Work Environment and Motivation on Employee Performance**  
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16,585	4,423		3,750	,000
Work environment	,334	,135	,323	2,479	,017
Giving_Motivation	,325	,105	,405	3,106	,003

a. Dependent Variable: Employee\_Performance

Source: SPSS data processing results

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 16.585 + 0.334 X_1 + 0.325 X_2$$

From the following equation, the results of the multiple regression equation are:

- The constant coefficient for Employee Performance (Y) is 16.585, meaning that the Work Environment and Motivation variables are assumed to be constant.
- The regression coefficient value for the Work Environment (X1) is 0.334 which means that if the work environment improves and motivation remains constant, employee performance will increase by 0.334.

- c. The regression coefficient value for providing motivation (X2) is 0.325 which means that if motivation increases and the work environment remains stable, employee performance will increase by 0.325.

**Hypothesis Testing**

**Multiple Hypothesis Test (F Test)**

**Table 4. F Test Results ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	264,288	2	132,144	15,593	,000 <sup>b</sup>
	Residual	398,292	47	8,474		
	Total	662,580	49			

a. Dependent Variable: Employee\_Performance

b. Predictors: (Constant), Providing\_Motivation, Work Environment

Source: SPSS data processing results

$F_{table} = n - k - 1$ $F_{table} = 50 - 2 - 1 = 47$ Table F value = 3.20
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The analysis results can be obtained, namely the Fcount value is 15.593 and the Ftable value is 3.20. So,  $F_{count} \geq F_{table}$ , namely  $15.593 \geq 3.20$  and the sig value is  $0.000 < 0.05$ . Proving that  $H_0$  is rejected and  $H_a$  is accepted for the dependent variable. So it can be said that the positive and significant influence of the work environment (X1) and the provision of motivation (X2) simultaneously have a positive and significant effect on employee performance (Y).

**Partial Hypothesis Test (t Test)**

Influence of Work Environment (X1) on Employee Performance (Y)

**Table 5. t test results Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,585	4,423		3,750	,000
	Work environment	,334	,135	,323	2,479	,017
	Giving_Motivation	,325	,105	,405	3,106	,003

a. Dependent Variable: Employee\_Performance

Source: SPSS data processing results

Work Environment (X1) on Employee Performance (Y) from partial testing can be obtained from the Work Environment variable (X1) on Employee Performance (Y). And from the number of respondents (n), namely 50 people, therefore, the author looks for the ttable value using the following formula:

$dk = n - k$ $dk = 50 - 3$ $dk = 47$ table value = 2.011
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From this data, the results obtained are:  $2.479 \geq 2.011$ . From these results,  $H_0$  is rejected and  $H_a$  is accepted and the sig value is  $0.017 < 0.05$ , which means that the Work Environment variable (X1) partially has a positive and significant effect on the Employee Performance variable (Y).

**The Effect of Providing Motivation (X2) on Employee Performance (Y)**

**Table 6. t test results  
Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	16,585	4,423		3,750	,000
Work environment	,334	,135	,323	2,479	,017
Giving Motivation	,325	,105	,405	3,106	,003

a. Dependent Variable: Employee Performance

Source: SPSS data processing results

Providing Motivation (X2) to Employee Performance (Y) from partial testing can be obtained from the variable Providing Motivation (X2) to Employee Performance (Y). And from the number of respondents (n), namely 50 people, the author looks for the ttable value using the following formula:

$dk = n - k$ $dk = 50 - 3$ $dk = 47$ $table\ value = 2.011$
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From this data, the results obtained are:  $3.106 \geq 2.011$ . From these results,  $H_0$  is rejected and  $H_a$  is accepted and the sig value is  $0.003 < 0.05$ , which means that the variable Providing Motivation (X2) partially has a positive and significant effect on the Employee Performance variable (Y).

**Discussion**

**The work environment has a significant influence on employee performance.**

The results of this research are that the work environment has a significant positive influence on employee performance. A comfortable and organized work environment, with adequate facilities such as air conditioning, good lighting, and ergonomic chairs, reduces physical stress and fatigue, allowing employees to be more focused and productive. A positive work atmosphere and minimal conflict contributes to mental and emotional well-being, increasing job satisfaction and reducing anxiety, so that employees work more effectively. Good facilities, such as meeting rooms and adequate work equipment, support work efficiency. A supportive work environment also increases employee motivation and satisfaction, encouraging them to contribute to their maximum potential. Additionally, an environment that supports professional development and work-life balance increases employee engagement and commitment. Open communication and a positive work culture strengthen teamwork and collaboration. Overall, a positive work environment supports employees in achieving their full potential and contributes to improved performance at PT. Delta Anugrah Bahari Nusantara.

Providing Motivation has a significant influence on Employee Performance. The results of this research are in accordance with (Ridho et al., 2024) , (Kiki Asnawi, 2020) .

**Providing work motivation has a significant influence on employee performance.**

Effective motivation makes employees feel more involved and committed to the company's tasks and goals. When employees feel motivated, they are more likely to put in extra effort, focus on their work, and contribute more actively to achieving company goals. Providing the right motivation, such as incentives or rewards, encourages employees to work harder and more efficiently. This directly results in increased productivity because employees are motivated to achieve better results and complete tasks more quickly and effectively. Good motivation contributes to higher job satisfaction. Employees who feel appreciated and get the right support from the company tend to be more satisfied with their jobs. High job satisfaction is closely related to better performance, because satisfied employees are more likely to produce optimal results. The results of this research are supported by (Fadilah et al., 2022) , (Chamariyah et al., 2022) , (Rahmawati & Jauhari, 2022) , (Fitrah, 2022) Meanwhile (Lamere et al., 2021) the research results are different, namely that motivation has no effect on employee performance.



**Overall, there is a positive and significant influence between the Work Environment and Motivation variables on Employee Performance at PT. Delta Anugrah Bahari Nusantara.**

A comfortable, clean and well-organized work environment reduces stress and fatigue, allowing employees to work more focused and productive. A positive work atmosphere, minimal conflict, and emotional support improve employees' mental well-being, contributing to better performance. The availability of adequate facilities such as meeting rooms and efficient work equipment also increases effectiveness and efficiency. Providing appropriate motivation, including incentives and rewards, increases employee engagement and commitment, and contributes to higher job satisfaction. Motivated employees tend to be more productive and perform better. Motivation that includes opportunities for self-development and training to improve skills, prepare employees to face challenges, and encourage innovation.

When a good work environment is combined with effective motivation, the two reinforce each other and produce a greater positive impact on employee performance. A supportive environment facilitates the application of motivation, while high motivation maximizes the utilization of the work environment. This increases morale, work morale, productivity, and quality of work results, and reduces employee turnover. Overall, the positive interaction between the work environment and motivation creates conditions that support employees to achieve optimal performance at PT. Delta Anugrah Bahari Nusantara. The results of this research are supported by (Aliyyah et al., 2021), (Ridho et al., 2024). (Kiki Asnawi, 2020)

## 5.CONCLUSIONS

### Conclusion

Simultaneously, research shows that both the work environment and motivation provide a positive and significant influence on employee performance at PT. Delta Anugrah Bahari Nusantara. Partially, the research results show that the work environment and providing motivation have also been proven to have a positive and significant effect on employee performance at PT. Delta Anugrah Bahari Nusantara.

### Suggestion

PT. Delta Anugrah Bahari Nusantara is advised to continue to pay attention to aspects of the work environment in order to improve employee performance and service to the community. That way, community satisfaction and achievement of company targets will continue to be maintained. Providing motivation has been proven to have a significant impact on employee performance. Therefore, companies are advised to increase the provision of positive motivation so that employees can have better performance and enthusiasm in carrying out their duties.

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