



**THE INFLUENCE OF MOTIVATION AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE
AT PERUMDA AIR MINUM TIRTA SEWAKADARMA
DENPASAR CITY**

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ABSTRACT

The purpose of this study was to determine the influence of motivation and work environment on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City.

The research method used in this research is descriptive with a quantitative approach. The population amounted to 63 people, so the sampling technique was used with the saturated sample method and the number of samples obtained in this study were 63 respondents. Data analysis techniques using multiple linear regression.

The results showed that: (1) There is a positive and significant influence of motivation variables on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City. This is evidenced by the value of $t_{count} > t_{table}$, namely $7.050 > 2.000$ with a probability value (significance) = 0.000, which is below 0.005. (2) There is a positive and significant influence of work environment variables on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City. This is evidenced by the value of $t_{count} > t_{table}$, namely $11.076 > 2.000$ with a probability value (significance) = 0.000, which is below 0.005. (3) There is a positive and significant influence of motivation and work environment variables on the performance of Perumda Air Minum Tirta Sewakadarma Denpasar City employees. This is evidenced by the value of $F_{count} > F_{tabel}$, namely $60.589 > 3.15$ with a probability value (significance) = 0.000, which is below 0.005.

Keywords: motivation, work environment, performance.

I. INTRODUCTION

A. Research Background

Every organization must be able to optimize its human resources and how its human resources are managed. Human resource management cannot be separated from the employee factor which is expected to perform as well as possible in order to achieve organizational goals. Employees are the main asset of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities.

In order to achieve organizational goals, employees need motivation to work more diligently. Seeing the importance of employees in the organization, employees need more serious attention to the tasks they do so that organizational goals are achieved. With high work motivation, employees will work harder in carrying out their work. Conversely, with low work motivation, employees do not have the enthusiasm to work, give up easily, and have difficulty completing their work. Apart from the work motivation factor, the work environment where the employee works is no less important in improving employee performance.

Where the work environment is the material and psychological conditions that exist in the organization. Therefore, the organization must provide an adequate work environment such as the physical environment (comfortable office layout, clean environment, good air exchange, color, adequate lighting and melodious music), as well as the non-physical environment (employee work atmosphere, employee welfare, relationships between fellow employees, relationships between employees and leaders, and places of worship). A good work environment can support the implementation of work so that employees have enthusiasm for work and improve employee performance. The work environment can create a binding working relationship between people in the environment. Therefore, it should be endeavored that the work environment must be good and conducive because a good and conducive work environment makes employees feel at home in the room and feel happy and excited to carry out their duties so that job satisfaction will be formed and from employee job satisfaction, employee performance will also increase.

Basically, there is already high work motivation and a conducive work environment at Perumda Air Minum Tirta Sewakadarma Denpasar City, but there is still fluctuating attendance. In this case there are still many employees who come late to work and do not come to work without or a letter of explanation. This, if allowed to continue, will provide serious problems for the organization as a whole. In employee performance indicators according to Desler, attendance is one of the points that reflect employee performance. Even though employees have been motivated by various things such as; provision of salaries and allowances tailored to work, health insurance, tourism and outbound activities to further familiarize interpersonal relationships and cooperation, birthday celebrations that foster feelings of recognition and appreciation, and training to add and improve employee skills.

As for the work environment of Perumda Air Minum Tirta Sewakadarma Denpasar City, researchers know from initial observations, in the condition of company security, it pays special attention to the inspection of every guest who comes. The availability of a vehicle parking lot so that employees can be calm at

work. There is ventilation so that the air circulation in the room is always fresh. Researchers assess that the provision of work motivation by Perumda Air Minum Tirta Sewakadarma Denpasar City to its employees such as the provision of salaries and allowances tailored to the job, the existence of health insurance, and tourism and outbound activities to further familiarize interpersonal relationships and cooperation, as well as seen from the adequate work environment such as company security conditions, the availability of parking lots, and the existence of ventilation so that air circulation in the room is always fresh should be able to produce optimal employee performance. As is well known, most of the employees of Perumda Air Minum Tirta Sewakadarma Denpasar City are civil servants whose salaries and benefits are relatively more than enough, but based on the attendance data above, it can be assessed that employee performance is still not optimal.

Therefore, researchers are interested in conducting research related to work motivation and work environment on employee performance. Based on the background description above, a study can be proposed with the **title "The Influence of Work Motivation and Work Environment on Employee Performance of Perumda Air Minum Tirta Sewakadarma Denpasar City"**.

B. Research Background

Based on the background of the problem, the researcher formulated the problem as follows:

1. Is there an influence of motivation on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City?
2. Is there an influence of the work environment on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City?
3. Is there an influence of motivation and work environment on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City?

C. Research Objectives

The objectives to be achieved in this research are:

1. To determine the influence of motivation on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City.
2. To determine the influence of the work environment on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City.
3. To determine the influence of motivation and work environment on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City.

II. LITERATURE REVIEW

A. Performance

Performance is defined as the result of a process that refers to and is measured over a certain period of time based on predetermined provisions and agreements (Edison et al., 2016). According to Rumadi (2015), performance is the result of efforts made by a person in achieving predetermined goals. Meanwhile, according to Buelens et al., (2002), performance is a measure of the extent to which individuals are able to achieve standards of success in carrying

out their duties. Employee performance is an important factor for performance companies as a manifestation of an employee's work behavior which is displayed as work performance in accordance with his role in a company within a certain period of time (Ramdhan & Rosita, 2024).

Based on the opinions of these experts, it can be concluded that employee performance is an evaluation or assessment of how well or influenceively employees perform their duties at work. Employee performance evaluation is important for identifying employee strengths and weaknesses, providing constructive feedback, and identifying areas where further motivation or development may be needed. Performance appraisal methods can range from formal annual evaluations to feedback given at regular intervals.

B. Motivation

Work motivation is a desire that arises from within a person or individual because he is inspired, encouraged, and encouraged to carry out activities or work with sincerity, pleasure and sincerity so that the results of the activities he does get good and quality results (Afandi, 2018). Meanwhile, according to Mahendro Sumardjo (2018) work motivation is the behavior and factors that influence employees to show individual intensity, direction, and perseverance as an effort to achieve organizational goals. This means that motivation cannot only come from the individual, but there are external factors that can stimulate it as well.

Motivation is part of encouraging employees to work according to the goals that have been set, which requires high motivation in carrying out their work. Motivation is the whole process of motivating to work with subordinates so that they want to work sincerely to achieve organizational goals efficiently and economically (Ramdhan, 2021).

Based on the explanation above, the author concludes that work motivation is an internal or external force that encourages a person to achieve goals and feel satisfied with their work. High motivation can increase employee productivity, creativity, and work quality. Good management understands the importance of work motivation and strives to create a work environment that supports employee motivation. This involves providing constructive feedback, providing challenges that match employees' abilities, and creating a work culture that rewards achievement and innovation.

C. Work Environment

The work environment is the formation of a quality environment, it shows that the success of the achievement of an organization and if the work environment is not good it can cause a lack of encouragement and even passion for work which is a factor in reducing employee performance (Dewi, 2024). According to Robbins et al., (2010) the environment is institutions or forces outside that have the potential to affect organizational performance, the environment is formulated into two, namely the general environment and the special environment. The general environment is everything outside the organization that has the potential to affect the organization.

The work environment has several indicators, including the work

atmosphere, facilities' availability, and relationships with colleagues (Ramdhan, 2019).

Based on this opinion, it can be concluded that the importance of a good work environment is not only related to the physical and mental well-being of employees, but also has a direct impact on the productivity and success of the organization as a whole. Therefore, companies and management need to make continuous efforts to build and maintain a work environment that is supportive, inclusive, and inspiring for all team members.

III. RESEARCH METHODOLOGY

A. Research Scope

The object of research is the employees of Perumda Air Minum Tirta Sewakadarma Denpasar City which is located on Jl. A. Yani No. 98, Post Office Box 3851, Denpasar. Tel. (0361) 231314. This research was conducted from January to April 2024. What will be discussed in this study focuses on problems regarding motivation, work environment, and its influence on employee performance at Perumda Air Minum Tirta Sewakadarma Denpasar City.

B. Population and Sample

According to Ramdhan (2021) population is like an organism, while the sample is an integral organ of the population. The sample must be able to represent the characteristics of the entire population. In other words, population and sample are two halves that are interrelated and inseparable. In this study, the population was all employees at Perumda Air Minum Tirta Sewakadarma Denpasar City, totaling 58 people. The research conducted is population research because the object to be studied is less than 100, namely 63 employees at Perumda Air Minum Tirta Sewakadarma Denpasar City. If the population is less than 100 it is better to take all so that the research is population research (Arikunto, 2021).

C. Research Type

This research was conducted using quantitative research methods. Quantitative research methods are systematic investigations of a phenomenon by collecting data that can be measured using statistical, mathematical, or computational techniques (Ramdhan, 2021). This research is shown to describe or describe existing phenomena, both natural and human-made. Quantitative Descriptive Research describes its study using a measure of number, or frequency (Sukmadinata, 2019).

This research consists of many forms, both surveys, experiments, correlations, and regressions. This research is intended to test hypotheses using statistical calculations, this research is used to test the influence of motivation (X₁), work environment (X₂) on the performance (Y) under study. By using this research method, it will be known the significant influence between the variables studied so as to produce conclusions that will clarify the description of the object of research.

IV. Research Result

A. The Influence of Motivation on Employee Performance

1. Correlation Coefficient Test

Tabel 1
Correlation Coefficient Test X₁
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.661 ^a	.437	.428	7.048

a. Predictors: (Constant), Motivation
 b. Dependent Variable: Performance
 Source: SPSS Data Processing version 24

Based on the table above, the number R (correlation coefficient) is 0.661. This shows that there is a strong or high relationship between motivation and employee performance of Perumda Air Minum Tirta Sewakadarma Denpasar City.

2. Determination Coefficient Test

Based on table 1, the R² (R Square) value is 0.437. This shows that 43.7% of motivation has contributed to the influence on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City, while the remaining 56.3% is influenced by other variables not examined in this study.

3. Hypothesis Test

Table 2
Uji Regresi
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.417	3.629		2.871	.006
Motivation	.619	.088	.661	7.050	.000

a. Dependent Variable: Performance
 Source: SPSS Data Processing version 24

Based on the table above, the simple linear regression equation is as follows: $Y = 10.417 + 0.619 X_1$, can be explained as follows:

- a. The intercept constant value of 10.417 is a constant (a). Stating that if $X = 0$, then the value of $\hat{Y} = 10.417$.
- b. The regression coefficient value of the motivation variable on performance is 0.619. This means that if motivation increases by 1 unit, it will increase performance by 0.619.

The hypothesis in this study was tested using the t test. If you pay attention to the results of the table above, the t_{count} value for the motivation variable (X_1) on Employee Performance (Y) is 7.050, while the t_{table} value for $n = 63$ is 2,000. So because the value of $t_{count} > t_{table}$, namely $7,050 > 2,000$. The probability value (significance) = 0.000, which is below 0.05.

Thus H_a is accepted, it can be concluded that there is a positive and significant influence of the motivation variable (X_1) on the performance of Perumda Air Minum Tirta Sewakadarma Denpasar City employees.

B. The Influence of Work Environment on Employee Performance

1. Correlation Coefficient Test

Table 3
Correlation Coefficient Test X_2
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.811 ^a	.657	.652	5.501

a. Predictors: (Constant), Work Environment

b. Dependent Variable: Performance

Source: SPSS Data Processing version 24

Based on the table above, the number R (correlation coefficient) is 0.811. This shows that there is a very strong or very high relationship between the work environment and the performance of Perumda Air Minum Tirta Sewakadarma Denpasar City employees.

2. Determination Coefficient Test

Based on table 3, the R^2 (R Square) value is 0.657. This shows that 65.7% of the work environment has contributed to the influence on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City, while the remaining 34.3% is influenced by other variables not examined in this study.

3. Hypothesis Test

Table 4
Uji Regresi
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.651	3.021		.878	.383
	Work Environment	.857	.077	.811	11.076	.000

a. Dependent Variable: Performance

Source: SPSS Data Processing version 24

Based on the table above, the simple linear regression equation is as follows: $Y = 2.651 + 0.857 X_2$, can be explained as follows:

- The intercept constant value of 2.651 is a constant (a). Stating that if $X = 0$, then the value of $\hat{Y} = 2.651$.
- The regression coefficient value of the work environment variable on performance is 0.857. This means that if the work environment increases by 1 unit, it will increase performance by 0.857.

The hypothesis in this study was tested using the t test. If you pay attention to the results of the table above, the t_{count} value for the work environment variable (X_2) on Employee Performance (Y) is 7.381, while the t_{table} value for $n = 63$ is 2.000. So because the value of $t_{count} > t_{table}$, namely $11.076 > 2.000$. The probability value (significance) = 0.000, which is below 0.050.

Thus H_a is accepted, it can be concluded that there is a positive and significant influence of work environment variables (X_2) on the performance of Perumda Air Minum Tirta Sewakadarma Denpasar City employees.

C. The Influence of Motivation and Work Environment on Employee Performance

1. Correlation Coefficient Test

Tabel 5
Correlation Coefficient Test X₂
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.811 ^a	.658	.647	5.538

a. Predictors: (Constant), Work Environment, Motivation

b. Dependent Variable: Performance

Source: SPSS Data Processing version 24

Based on the table above, the R number (correlation coefficient) is 0.811. This shows that there is a very strong or very high relationship between motivation and work environment on the performance of Perumda Air Minum Tirta Sewakadarma Denpasar City employees.

2. Determination Coefficient Test

Based on table 5, the R² (R Square) value is 0.658. This shows that 65.8% of motivation and work environment have contributed to the influence on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City, while the remaining 34.2% is influenced by other variables not examined in this study.

3. Hypothesis Test

Table 10
Uji Regresi
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	2.393	3.116	
Motivation	.043	.114	.046
Work Environment	.818	.128	.774

a. Dependent Variable: Performance

Source: SPSS Data Processing version 24

Based on the table above, the simple linear regression equation is as follows: $Y = 2.393 + 0.043 X_1 + 0.579 X_2$, can be explained as follows:

- The intercept constant value of 2.393 is a constant (a). Stating that if $X = 0$, then the value of $\hat{Y} = 2.393$.
- The regression coefficient value of the motivation variable on performance is 0.043, meaning that if the motivation variable increases by 1 unit, employee performance will experience a binding of 0.043. Assuming other variables are constant.
- The regression coefficient value of the work environment variable on performance is 0.818, meaning that if the work environment variable increases by 1 unit, employee performance will increase by 0.818. Assuming other variables are constant.

Table 11
Uji Regresi

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3716.460	2	1858.230	60.589	.000 ^b
Residual	1932.161	63	30.669		
Total	5648.621	65			

a. Dependent Variable: Performance

b. Predictors: (Constant), Work Environment, Motivation

The hypothesis in this study was tested using the F test. If you pay attention to the results of the table above, the F_{count} value for the motivation (X_1) and work environment (X_2) variables on employee performance (Y) is 60.589, while the F_{table} value for $n = 63$ is 3.15. So because the $F_{count} > F_{table}$ value, namely $60.589 > 3.15$. The probability value (significance) = 0.000 which is below 0.050.

Thus H_a is accepted, it can be concluded that there is a positive and significant influence of motivation variables (X_1) and work environment (X_2) on the performance of Perumda Air Minum Tirta Sewakadarma Denpasar City employees.

V. CLOSURE

A. Conclusion

Based on the results of data processing and analysis of research results to answer research questions, it can be concluded as follows:

1. Motivation (X_1) has a positive and significant influence on employee performance at Perumda Air Minum Tirta Sewakadarma Denpasar City, with a $t_{count} > t_{table}$ ($7.050 > 2.000$), with a probability value (significance) of $0.000 < 0.005$, it can be concluded that motivation (X_1) partially has a positive and significant influence on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City.
2. Work Environment (X_2) has a positive and significant influence on employee performance at Perumda Air Minum Tirta Sewakadarma Denpasar City, with a $t_{count} > t_{table}$ value ($11.076 > 2.000$), with a probability value (significance) of $0.000 < 0.005$, it can be concluded that the work environment (X_2) partially has a positive and significant influence on the performance of employees of Perumda Air Minum Tirta Sewakadarma Denpasar City.
3. Motivation (X_1) and work environment (X_2) have a positive and significant influence on employee performance at Perumda Air Minum Tirta Sewakadarma Denpasar City, with a value of $F_{count} > F_{table}$ ($60.589 > 3.15$), with a probability value (significance) of $0.000 < 0.005$, it can be concluded that motivation (X_1) and work environment (X_2) together have a positive and significant influence on employee performance Perumda Air Minum Tirta Sewakadarma Denpasar City.

B. Suggestion

From the conclusions obtained in this study, to be able to maintain and improve the work environment, motivation, and employee performance, the authors provide suggestions to the company as follows:

1. The company should pay attention to how the work environment exists and is felt by employees such as facilities, lighting, colors, etc. so that employees will be more enthusiastic at work and the performance they produce will also be better.
2. In improving employee performance, work motivation also greatly affects good performance, so the company must be able to better assess and pay attention to employee motivation at work, by seeing what can affect employee motivation so that performance will be better maintained, such as the communication relationship between superiors and subordinates and communication relationships among coworkers must go well.

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