

# The Influence Of Work Motivation And Work Environment Conditions On Employee Performance (Empirical And Theoretical Study)

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**Abstract.** *The purpose of this study is to analyze the influence of work motivation and work environment on the performance of employees in an organization. Work motivation and work environment are important factors that can affect staff performance levels. In the context of human resources management, it is important for organizations to take these factors into account in order to improve productivity and achieving the goals of the organization as a whole. Through an empirical and theoretical study approach, the study highlights the importance of creating a conducive working environment and increasing employee motivation in an effort to optimal performance. The results of this research are expected to provide useful insights for managers and organizational leaders in managing human resources more effectively.*

**Keywords:** *Work motivation, Work environment, Staff performance.*

**Abstrak.** Tujuan dari penelitian ini untuk menganalisis pengaruh motivasi kerja dan lingkungan kerja terhadap kinerja pegawai dalam sebuah organisasi. Motivasi kerja dan lingkungan kerja merupakan faktor penting yang dapat memengaruhi tingkat kinerja pegawai. Dalam konteks pengelolaan sumber daya manusia, penting bagi organisasi untuk memperhatikan faktor-faktor tersebut guna meningkatkan produktivitas dan pencapaian tujuan organisasi secara keseluruhan. Melalui pendekatan studi empiris dan teoritis, penelitian ini menyoroti pentingnya menciptakan lingkungan kerja yang kondusif dan meningkatkan motivasi pegawai sebagai upaya untuk mencapai kinerja optimal. Hasil penelitian ini diharapkan dapat memberikan wawasan yang berguna bagi manajer dan pemimpin organisasi dalam mengelola sumber daya manusia dengan lebih efektif.

**Kata kunci:** Motivasi Kerja, Lingkungan kerja, Performa Karyawan.

## INTRODUCTION

All organizations, both public and private sectors are expected to maximize the use of human resources and management methodologies in order to achieve the specified goals. The high quality of human resources is an important asset for every organization in achieving its goals. Human resources are a very important component in determining how well an organization succeeds (Adha et al., 2019). Good employee performance will have a positive impact on the productivity and profitability of the company. Therefore, it is important for companies to understand the factors that can affect employee performance, one of which is work motivation and work environment conditions.

Achieving superior performance requires increased work optimization and full development of the potential of human resources that employees have to be aligned with the vision of the organization, which in turn will support the growth of the organization in general. Furthermore, organizations must also consider factors that have the potential to influence employee performance. The role of the organization becomes very important in increasing employee motivation and creating a pleasant work environment. Optimal employee performance can be achieved by providing a work environment that is conducive and triggers work motivation. A comfortable and safe work environment will make employees feel calm and focused in completing their tasks. High work motivation, on the other hand, encourages employees to work more actively and productively (Attamimi et al., 2022).

Torang (2014) defines employee performance as measurable work results from individuals or groups in an organization, measured by quality or quantity, according to their main tasks and in accordance with the norms, SOPs, and measures determined by the organization. Employee performance is an important element that affects the productivity, efficiency, and capability of the organization in achieving its goals. In this regard, it is crucial for organizations to recognize the factors that can affect employee performance. One factor that is considered to have an important effect on employee performance is motivation.

Motivation is the internal force that drives individuals to achieve their goals, and has a direct impact on employees' energy levels, perseverance, and commitment to their work. In the context of the work environment, employee motivation can be influenced by a variety of factors, including financial incentives, recognition of achievement, opportunities for growth, and a supportive organizational culture. With high motivation, employees will be encouraged to work together and give their best for the company (Pramudhita and Meirisa 2019).

Apart from motivation, the work environment also plays an important role in shaping employee performance. A good work environment can create conditions that support productivity, collaboration, and innovation. Factors such as organizational culture, leadership, organizational structure, policies and procedures, and physical facilities can all influence how employees feel and perform in a particular work environment. The work environment, according to Sutrisno (2016), consists of all facilities and infrastructure around workers, including work facilities and tools, cleanliness, lighting, quietness, and working relationships between employees.

## **THEORETICAL STUDY**

### **Motivation**

Motivation is an internal force or factor in individuals that triggers, encourages, and regulates their behavior (Handoko (2012). Hasibuan (2011) defines motivation as a stimulus that encourages someone to collaborate, work efficiently, and synchronize with all their efforts to achieve satisfaction. According to Sunyoto (2012), the following are indicators in motivation:

1. **Promotion:** Promotion is the advancement of an employee to a better position, which can mean more responsibility, higher status, better skills, and increased wages or salaries. Promotions are considered more important than salary increases because they usually result in larger salary increases.
2. **Job Achievement:** Job performance is very important for one's career development. Without satisfactory performance, an employee will find it difficult to consider promotion to a higher post or position in the future.
3. **The job itself:** All employees are responsible for developing their own careers; others, such as leaders, immediate supervisors, and staffing specialists, can help, but ultimately, employees must take advantage of all opportunities for growth.
4. **Achievement:** Recognition of achievements, skills, and so on is an important motivator for employees. It helps spur their passion for work.
5. **Recognition:** The company should recognize the abilities and skills of its employees in their work. Such recognition motivates employees to perform better.
6. **Success at work:** Success at work can boost employees' morale in performing their tasks. It gives a sense of pride and reinforces the company's belief in employees' abilities.

All these indicators are important factors in motivating employees and supporting company growth.

### **Work Environment**

The work environment can be defined as everything that surrounds workers and can affect how they perform the tasks assigned to them (Fathoni, 2017). The work environment, according to Sedarmayanti (2016), includes all the tools, materials, and environment in which a person works, his work methods, and his work arrangements, both individually and in groups. According to Sedarmayanti (2009), the types of work environment are broadly divided into two, namely:

1. Physical Work Environment:

The physical work environment is the physical conditions around the workplace that can directly or indirectly affect employees. The two main categories of the physical work environment are:

- The environment that is close to the employee, such as the workplace, chairs, desks, etc.
- The intermediate environment, also known as the work environment, is the environment that surrounds humans and affects their lives with various factors, including: temperature, humidity, air circulation, lighting, noise, mechanical vibration, unpleasant odors, and color. The influence of these factors on humans can vary, and can have both positive and negative impacts on health, comfort, and work productivity.

2. Nonphysical Work Environment:

The non-physical work environment includes various aspects that relate to interactions between individuals in the workplace. These aspects, such as relationships between superiors and subordinates and between coworkers, can have a significant impact on overall employee performance.

According to Sunyoto (2012), the following are indicators in the work environment:

1. Relationships between employees:

Relationships between employees consist of two aspects, namely individual relationships and group relationships. Individual relationships include interactions between employees and their coworkers and superiors. Employee motivation is often affected by the dynamics of these relationships; harmonious relationships can increase motivation, while disharmonious relationships can reduce motivation. On the other hand, group relationships also affect work productivity. Some of the factors that can improve group productivity include good leadership, proper information distribution, optimal working conditions, and a transparent wage system.

2. The noise level of the work environment:

A noisy or unsettled work environment can disrupt employees' concentration and calmness. A quiet work environment helps employees to complete work more efficiently, which in turn increases productivity.

3. Work rules:

Clear and consistent work rules can improve employee satisfaction and performance. Good rules give employees clear direction on what is expected of them and encourage them to perform better.

4. Lighting:

Adequate lighting, whether from sunlight or lamps, affects employee comfort and work efficiency. Adequate lighting helps employees in performing tasks that require precision.

5. Air circulation:

Good air circulation can improve the quality of the work environment. Adequate ventilation is especially important in hot rooms. Companies can take measures to ensure adequate air circulation, such as the use of vents, fans, air conditioners, or humidifiers.

6. Safety:

A safe work environment creates a sense of comfort and tranquility for employees, which in turn can boost their morale and productivity. Security of the work environment includes security of employees' personal property.

### **Employee Performance**

Employee performance can be measured in quantity and quality, and is defined as the work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance, according to Emron Edison (2016), is the result of a process that is referred to and measured over a period of time based on predetermined rules or agreements. Performance, on the other hand, is defined as the work achieved by workers or the behavior shown by workers in accordance with their role in the company (Hariandja, 2020). Employee performance is very important to achieve company goals. Performance basically refers to what employees do and do not do (Mathis, 2020).

### **METHODS**

Researchers use qualitative research with the aim of gaining a deep understanding of reality using an inductive approach. In qualitative research, emphasis is placed on comprehensively describing the phenomenon being studied rather than breaking the phenomenon down into related variables. Qualitative research approaches involve phenomenology, ethnography, hermeneutics, grounded theory, narrative/history, and case studies (Adlini et al., 2022). The researcher used data from library research, with money as a method to collect information relevant to the research topic. Data analysis was conducted using

the descriptive analysis method, which includes a description of existing facts and their analysis.

## **RESULTS AND DISCUSSION**

According to Mangkunegara (2006), the purpose of providing work motivation to employees is to help them achieve goals in accordance with the wishes of the company and improve discipline, work performance, responsibility, productivity, efficiency, and loyalty to the company. If leaders understand what needs to be done to meet employee needs, they will be more motivated to work harder. Companies or managers must be able to maximize employee potential by paying special attention and meeting employee needs. If employees' needs are met, their performance will be optimal. According to research conducted by Hakim and Alfiyah (2021), work motivation has a positive impact on employee performance. Motivation is intended to increase morale, which can improve a person's performance so that they can achieve organizational goals and high levels of performance. Individual goals in the organization will be achieved if the organizational goals are achieved.

Sedarmayanti (2011) defines the non-physical work environment as conditions in the workplace that can affect employees, either directly or indirectly. Meanwhile, the physical work environment refers to conditions related to work relationships, such as relationships with coworkers, superiors, and subordinates. Pratama (2015) states that a satisfactory work environment can encourage employees to work more optimally and ensure the smooth operation of the company. This work environment condition includes the work atmosphere and the physical environment of the workplace. If the conditions are not good, it will create an unpleasant atmosphere, cause boredom and fatigue, and ultimately reduce employee performance and hinder the achievement of company goals. Rahayu's research (2021) shows that the work environment has a major influence on employee performance and is a determining factor. The better the work environment provided, the better employee performance.

Motivation is the drive that makes an employee willing and willing to give his best ability to complete his work. The work environment, which consists of physical and non-physical conditions in the workplace, plays an important role in shaping an employee's performance and productivity. Performance, in this case, refers to the results of work, both quality and quantity, achieved by an employee in accordance with their responsibilities. If the company provides proper compensation and has the ability to encourage employees to improve their performance, their performance will improve. Motivation at work is important to increase

employee morale. However, motivation is not the only factor that ensures good employee performance. Motivation creates a willingness to work, and with this willingness and good cooperation, performance will increase (Pratama, 2015).

Motivation is indeed an important factor in driving employee performance. However, the work environment also plays an equally crucial role. An adequate work environment, such as a clean workplace, pleasant working atmosphere, harmonious relationships with coworkers, and complete work facilities, can significantly improve employee performance. A study conducted by Arianto and Kurniawan (2020), found that work environment and motivation have an influence both partially and simultaneously. This finding shows that there is a significant correlation between work environment and motivation and performance.

## **CONCLUSIONS AND SUGGESTIONS**

The work environment and work motivation have a significant influence on employee performance in an organization. The purpose of work motivation is to increase the enthusiasm and motivation of employees to achieve company goals in the best possible way. Meanwhile, a good work environment can help employees be more productive, cooperative, and innovative. To achieve optimal performance and achieve overall organizational goals, organizations must pay attention to and optimize work motivation factors and the work environment, such as rewards, recognition, success at work, safety, and cleanliness. Suggestions that can be given to organizations in improving employee performance, namely, paying attention to work motivation factors such as promotion, job achievement, the job itself, recognition of achievement, and appreciation of employee abilities, providing a comfortable, safe, and clean work environment, and paying attention to physical and non-physical factors that can affect employee performance. By paying attention to work motivation and good working environment conditions, organizations can improve employee performance, productivity, and achieve overall company goals.

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