

Work Environment Analysis Against Employee Performance With Work Motivation As Intervening Variable At PT. Socfindo

Yohanna Yunitha Simangunsong
{yohannasimangunsong6@gmail.com}

Faculty of Economic and Business, Universitas Sumatera Utara

Abstract. The objective of this study is to analyse the impact of the work environment on employee performance, with work motivation serving as an intervening variable, at PT. Socfindo employs a descriptive quantitative methodology. Replication research involves the iterative reproduction of the fundamental experiment. The utilised analytical approach is a unidimensional regression model. Regarding the implications of this brief examination of the underlying potential anticipated circumstances that the effort surrounding variability (X) has an chain reaction on the elbow grease motive changeable (Z). elbow grease surrounding changeable (X) has no chain reaction on worker accomplishment changeable (Y). elbow grease motive changeable (Z) has an chain reaction on worker accomplishment changeable (Y). Elbow grease surrounding variables cannot indirect the chain reaction of elbow grease surrounding on elbow grease motivation. So it buoy be proved that H4 is rejected. The consequences of the contemplate demonstrate that the impersonation of elbow grease motive on worker accomplishment is significant, at PT. Socfindo have in mind that worker motive lay hold of the course of action staff member established their day-after-day elbow grease performance. wellness fluencies and indemnification therein contingency chalk up met the introductory be in want of of staff member in the family of safe keeping be in want of.

Keywords: Work Environment, Work Motivation and Employee Performance.

1. Introduction

Employee performance is the determination of the elbow grease of staff member both superiority and aggregate that has been precondition to him. worker accomplishment is a measurement of the achiever of a corporation or administration in achieving its goals. The undermentioned is an interpretation of worker accomplishment on the authority of experts: worker accomplishment is an employee's qualification to accomplish trustworthy skills [1]. Masram and Mu'ah [2] states: "Employee accomplishment is the determination or commensurate of achiever of a individual as a integral during a trustworthy amplitude in implementation assignments compared to indefinite possibilities, much as criteria of elbow grease end result objectives or objectives extremely as pre-established criteria that chalk up been reciprocally united upon".

Employees in a company play a very important role because one of the determinants of the company's success is human resources who are the actors from all planning to evaluating the performance of the company. So staff member are a extremely far-reaching factor for the

survival of the company. As individual of the determinants of the company's success, staff member pauperization to be managed in progression to at the end productive. accomplishment is a determination of elbow grease achieved by a individual in carrying elsewhere his responsibilities on skills, exertions and opportunities. supported on the interpretation in the sky accomplishment is a determination achieved by a individual in implementation assignments supported on skills, acquaintance and straightforwardness and continuance according to pre-established criteria and criteria.

The corporation should prioritise addressing various employee-related concerns, as employees are a crucial asset for the company's success. Mensah [3] asserts that the success or failure of a firm is predominantly contingent upon its personnel. Employees with exceptional aptitude or proficiency in their field are capable of delivering outstanding performance for the firm. Consequently, when such employees go from the organisation, it incurs significant losses. The subpar productivity of employees in this more cutthroat period remains a significant challenge in the field of Human Resource Management (HRM). Senen, and Sumiyati [4]. Currently, the slow business climate is being affected by the poor economic growth, leading many organisations to undertake downsizing or other consolidation measures in order to save money. In the business sector, the ability to save money is now essential for ensuring effective and efficient staff performance, which is crucial for the survival and growth of the company's economy. Companies must possess the capability to enhance and refine employee performance in specific domains in order to establish effective management.

Work environment according to Afandi [5] is something that continues in the workers' surrounding that buoy influence themselves in carrying elsewhere assignments much as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and if or not elbow grease equipment is adequate. The elbow grease surrounding buoy be understood as the all-inclusive tooling faced, the neighbourhood surrounding where a employee is, his elbow grease methods, as an consequence of his elbow grease both as individuals and as a group. in the best of circumstances a corporation should be accomplished to constitute a elbow grease surrounding that has a impression of safe keeping for every worker for the survival of the employee himself and the corporation of course. Realizing this, the corporation be required to be accomplished to distinguish the be in want of of its staff member so that the consequences obtained are in conformation with the objectives and perceive and undertaking of the company. individual of the constituents that influence occupational protection and wellness (K3) is workload. A substantial workload buoy consideration discomfort, despondency that buoy interpose with working conditions, patch a workload that is extremely fluorescent buoy consideration dreariness outstanding to elbow grease that is extremely tiresome.

Work motivation According to Fahmi [6]" motive is a behavioural sprightliness that drudgeries in an accomplishment to accommodate the desirable needs", that motive is something that arises from inside a individual to carry through trustworthy billy-goats and buoy furthermore be outstanding to the reassurance of others. on the other hand first-class motive is motive that or literary draw nigh from oneself without vigour. The motivation that exists in each person is not the same, it varies from one to another. For this reason, knowledge of the meaning and nature of motivation is needed, as well as the technical ability to create situations so that it creates motivation/encouragement for them to act or behave in accordance with what is desired by other individuals/companies. The employees' lack of motivation in PT.Socfindo is attributed to the absence of both encouragement and guidance in their job, which is further exacerbated by the individualistic behaviour displayed by their colleagues. The absence of interpersonal connections among employees, particularly with leaders or supervisors, hinders the cultivation of excitement and motivation. Furthermore, employees working in the field are not provided

with essential health and safety benefits, such as BPJS, by the corporation. Employees exhibit a lack of motivation and frequently accumulate tasks due to their laziness. This is the factor that diminishes employee performance, as employees do not operate at their maximum efficiency.

Employee performance one of the BUMS companies that feel that employee performance is not yet optimal is PT. Socfindo, which is a BUMS company engaged in the plantation sector with business activities covering plant cultivation, processing, and sales of plantation commodities such as rubber and palm oil as its main commodities. Based on the results of observations made, along with the initial data collection, it was found that there were several indications that showed the human resources of PT. Socfindo is not working properly. Indications that show the performance of the human resources of PT. Socfindo has not functioned properly, which can be seen from the employee performance appraisal data on production as follows.

PT Socfindo is a well-known palm oil company. PT Socfin in addition to producing palm oil also produces rubber which is also offered to external companies. The secondary data obtained are data on the production of oil palm and rubber.

Table 1. Total Monthly Production of Palm Oil and Rubber in 2021

| No | Month | Plant Type | |
|----|----------|------------|--------|
| | | Palm oil | Rubber |
| 1 | January | 1 555.87 | 54.85 |
| 2 | February | 1 293.69 | 49.92 |
| 3 | March | 1 457.40 | 43.98 |
| 4 | April | 1 297.32 | 42.44 |
| 5 | May | 1 343.10 | 51.67 |
| 6 | June | 1 388.57 | 50.26 |
| 7 | July | 1 295.36 | 47.61 |

Based on Table 1 data on oil palm and rubber production at PT. Socfindo experienced increases and decreases. The development of oil palm and rubber prices is always changing prices, not to mention the problem of declining employee performance so that this will have an impact on the economic condition of the company PT. Socfindo. One of the determinants of a company's success, employees need to be managed in order to remain productive. supported on the interpretation in the sky accomplishment is a determination achieved by a individual in implementation assignments supported on skills, acquaintance and straightforwardness and continuance according to pre-established criteria and criteria. in this manner to carry through first-class accomplishment from each employee, the corporation be required to remuneration consideration to the predicaments and be in want of of staff member at elbow grease. One of the causes of unproductive employees with high work potential is because these employees experience work stress and lack of employee motivation to do a better job. It would be a loss if many companies have high potential workforce but they are not able to work productively just because employees experience stress and lack of motivation given by the leadership, therefore it cannot be denied that the human factor is the main and first capital that needs to be considered. by the entrepreneur or the head of the company.

Thus, PT Socfindo must pay attention to the conditions and needs of employees and assist in meeting these needs by motivating employees, so that employees have good performance. It would be a loss if many companies have high potential workforce but they are not able to work productively just because employees experience stress and lack of motivation given by the leadership, therefore it cannot be denied that the human factor is the main and first capital that

needs to be considered. by the entrepreneur or the head of the company. Thus, PT Socfindo must pay attention to the conditions and needs of employees and assist in meeting these needs by motivating employees, so that employees have good performance. It would be a loss if many companies have high potential workforce but they are not able to work productively just because employees experience stress and lack of motivation given by the leadership, therefore it cannot be denied that the human factor is the main and first capital that needs to be considered. by the entrepreneur or the head of the company. Thus, PT Socfindo must pay attention to the conditions and needs of employees and assist in meeting these needs by motivating employees, so that employees have good performance. Therefore, it is undeniable that the human factor is the main and first capital that needs to be considered by entrepreneurs or company leaders. Thus, PT Socfindo must pay attention to the conditions and needs of employees and assist in meeting these needs by motivating employees, so that employees have good performance. Therefore, it is undeniable that the human factor is the main and first capital that needs to be considered by entrepreneurs or company leaders. Thus, PT Socfindo must pay attention to the conditions and needs of employees and assist in meeting these needs by motivating employees, so that employees have good performance.

The work environment at PT. Socfindo is a significant determinant of employee performance. A negative work environment can lead to a decline in employee performance. The following data presents the findings related to the work environment:

Table 2. Work Environment Value

| Variable | Indicator | Score |
|------------------|------------------------|--------|
| Work environment | Hours of Work and Rest | Well |
| | Work Safety | Well |
| | Employee Relations | Enough |
| | Relationship with Boss | Enough |

The company's challenge is how to create human resources who have good and optimal performance as a tool to accomplish the billy-goats of a company. anthropoid processes (Employees) are a strategical antioxidant in deciding if or not a corporation is in good health deliberate and sustainable anthropoid resources initiative exploitation is an self-determined necessity, exceptionally for the company's future. In these environmental conditions, administration is compulsory to recrudescence contemporary distance to sustenance staff member at high-pitched fruitfulness and recrudescence their potentiality in progression to constitute a uttermost donation to the corporation, because no matter how good a company is, no matter how many facilities and infrastructure the organization has, without the role of human resources. employees) all that will not go well,

Work motivation at PT. Socfindo In essence, work motivation is to move and direct employees to work so as to prevent obstacles, errors and failures at work. Work motivation shows the existence of discipline in work so that employees are more diligent, careful and more active or enthusiastic to do a job that is an obligation for an employee. With this, employees carry out their duties in accordance with the work program that has been made and follow the rules at work. So as to produce work of satisfactory quality and quantity. Motivation plays an important role in humans, because nothing will meet all our needs, and we will not get what we want unless we try to achieve it ourselves. People who have a strong motivation in themselves always instill sincere intentions, and always work hard, good work can be interpreted with a general meaning and a special meaning.

Other data, low work motivation can be seen in employees who are absent a lot when doing work. The following data on the level of employee attendance at PT.Socfindo in 2021:

Table 3. Attendance Rate (Late Attendance) Employees PT.Socfindo year 2021

| Month | Employee | Late | Percentage (%) |
|----------|----------|------|----------------|
| January | 247 | 28 | 20 |
| February | 247 | 16 | 15 |
| March | 247 | 16 | 15 |
| April | 247 | 14 | 10 |
| May | 247 | 28 | 20 |

Based on the data from table 1.3 can be seen the number of employees at PT.Socfindo as many as 247 people. From the percentage, it can be seen that the timeliness of employee attendance at PT. Socfindo, this can disrupt and hinder employee performance and work motivation in the company. According to Agus Dharma (2014) attendance and punctuality are measures of performance and motivation in accordance with the planned time. Which determines the accuracy of completion of an activity. If attendance and punctuality are not stable then the performance can be said to be low.

Motive is a establish and values that consequence individuals to carry through circumstantial inanimate object according to characteristic goals. These dispositions and values are a forcefulness to exhilarate individuals to act in achieving goals. The compulsion consists of cardinal components, videlicet the progression of elbow grease deportment (work to carry through goals), and behavioural capability (as the capability of characteristic exertions at work). motive incorporates unparalleled sense of touch contemplations and yesteryear acquaintances that are belonging of the company's intragroup and international relationships. worker accomplishment is a extremely far-reaching factor deciding the company's performance. It buoy be aforementioned that thanks to the exploitation of a corporation testament not be distributed from the consequences and accomplishments of the company's staff member.

2 Literature Review

2.1 Employee Performance

According to Cashmere [7] states: "accomplishment is the determination of manual laborand manual labordepartment that has been achieved in completing assignments and"responsibility precondition in a trustworthy period. on the authority of Rivai & Basri in Masram and Mu'ah [2] stated: "Performance is the determination or commensurate of achiever of a individual as a integral during a trustworthy amplitude in carrying elsewhere a undertaking compared to indefinite possibilities, much as manual laborstandards, objectives or objectives extremely as pre-determined criteria that chalk up been reciprocally united upon."

2.2 Work Environment

According to Sedarmayanti [8], the term "manual labor surrounding" refers to the many tools and materials used, the physical environment in which an individual works, their work techniques, and the organisational structures both at an individual and group level. According to Afandi [5], the physical environment in which workers operate can have an impact on their performance. Factors such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and the adequacy of equipment can all influence workers' ability to carry out their tasks effectively.

2.3 Work Motivation

Motive is a stimulant to concupiscence and the thrust of a person's willingness to manual labor thanks to each motivation has a circumstantial destination to be achieved. Motivation can be recognized as a cognitive semantics that occasions (intensity), progression (direction), and characteristic determination in relation to achieving goals. Motivation can also expressed as a person's concupiscence and get-up-and-go that is directed to accomplish a goal. motive is the consideration of instrumentality.

3 Research Methods

3.1 Types of Research

This research falls under the category of explanatory research, according to Sani, Ahmad. princess (2013) explanatory evaluation is to evaluation the possibility between the hypothesized variables. therein contemplate thither is a possibility that testament be well-tried for truth. The possibility give an account of the communication between cardinal variables, to treasure trove elsewhere if a changeable is related or not with over-the-counter variables, or if the changeable is caused or influenced or not by over-the-counter variables.

3.2 Data Source

Data sources used in this study consist of primary collections directly acquired by researchers from the original source.

3.3 Linear Regression Analysis

Simple regression analysis according to Ghozali [9] supported on a causal or operational communication between individual self-governing changeable and the drug-addicted variable. This retrogression coefficient directs to influence if the self-governing variables contained in the retrogression equalization one at a time influence the expenditure of the drug-addicted variable. Simple one-dimensional retrogression psychoanalysis look after the needs of to contemplate the causal communication between the causal constituents and the chain reaction variables.

4 Discussion

4.1 Normality Test of Equation I

The normality test evaluates the appropriateness of using expenditure in the transformation model when the confounding or residual variables follow a normal distribution [9]. To assess the normality of the data, basic methods, graphs, and statistics are employed.

Table 4. One Sample Kolmogorov Smirnov Test

| One-Sample Kolmogorov-Smirnov Test | | | Unstandardized Residual |
|------------------------------------|-------------------------|-------------|-------------------------|
| N | | | 71 |
| Normal Parameters, b | mean | | ,0000000 |
| | Std. Deviation | | 2.16680764 |
| Most Extreme Differences | Absolute | | 0.075 |
| | Positive | | ,061 |
| | negative | | -,075 |
| Test Statistics | | | 0.075 |
| asymp. Sig. (2-tailed) | | | ,200c,d |
| Monte Carlo Sig. (2-tailed) | Sig. | | ,795e |
| | 99% Confidence Interval | Lower Bound | ,785 |
| | | Upper Bound | ,805 |

The significance depletion (Monte Carlo Sig.) of all variables is seen to be 0.795. If the significance level is set at 0.05, then it may be concluded that the residual deviation is within the expected range, indicating that all variables are typically distributed.

4.2 Multicollinearity Test of Equation I

The multicollinearity assessment determines whether there is a high correlation between the independent variables in the regression model. The assessment of multicollinearity in this study is based on the variance inflation factor (VIF), which measures the extent to which the independent variables are linearly related to each other.

Table 5. Multicollinearity Test Results

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | t | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|--|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | | Tolerance | VIF |
| 1 | (Constant) | 13,570 | 1,689 | | | 8,032 | ,000 | | |
| | Environment Work X | ,555 | ,135 | ,444 | | 4.122 | ,000 | 1,000 | 1,000 |

a. Dependent Variable: Motivation_Work_Z

The depletion of broad-mindedness in the exertion neighbourhood (X) iridescent is 0.7555, which is significantly higher than the threshold of 0.10. Similarly, the VIF depletion of the cubitus grunge neighbourhood (X) iridescent is 1,000, which is well below the threshold of 10. Upon examining the consequences in the given context, it is evident that the reduction in tolerance for each independent variable is significantly greater than 0.10, and the variance inflation factor (VIF) for each independent variable is also less than 10. Therefore, there is no occurrence of multicollinearity among the independent variables. It should be understood that there is no manifestation of multicollinearity between independent variables in the transformation model.

4.3 Heteroscedasticity Test of Equation I

Heteroscedasticity refers to the phenomenon where the variability of spending changes depending on the level of transfiguration. This occurs when there is a deviation or discrepancy in the residuals of a specific observation compared to other observations. A distinguished actor is able to discern whether there is homoscedasticity or heteroscedasticity. The Glejser test is a method used to determine the presence or absence of heteroscedasticity by examining the successive changes in instrumentation that affect the dinnertime cardigan. If the independent variable has a statistically significant impact on the dependent variable in the Glejser test, it indicates the presence of heteroscedasticity.

Table 6. Glejser Test Results

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | t | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|--|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | | Tolerance | VIF |
| 1 | (Constant) | 1,297 | 1.105 | | | 1.174 | ,244 | | |
| | Environment Work X | 0.027 | ,088 | 0.036 | | ,301 | ,764 | 1,000 | 1,000 |

a. Dependent Variable: Abs_Res

The Glejser assessment results indicate that the significance expenditure of the manual laboursurrounding (X) variable is 0.764, which is higher than the threshold of 0.050. Therefore, it can be concluded that there are no demonstrations of heteroscedasticity.

4.4 Normality Test of Equation II

The assessment of normality pertains to the evaluation of whether the confounding or residual variables in the transformation model adhere to a predetermined allocation [9]. The normality of the collections can be assessed using two methods: graphs and statistics.

Table 7. One Sample Kolmogorov Smirnov Test

| One-Sample Kolmogorov-Smirnov Test | | | Unstandardized Residual |
|------------------------------------|-------------------------|-------------|-------------------------|
| N | | | 71 |
| Normal Parameters, b | mean | | ,0000000 |
| | Std. Deviation | | 1.72705234 |
| Most Extreme Differences | Absolute | | ,083 |
| | Positive | | 0.056 |
| | negative | | -,083 |
| Test Statistics | | | ,083 |
| asymp. Sig. (2-tailed) | | | ,200c, d |
| Monte Carlo Sig. (2-tailed) | Sig. | | ,671e |
| | 99% Confidence Interval | Lower Bound | ,658 |
| | | Upper Bound | ,683 |

The significance depletion (Monte Carlo Sig.) of each variable is seen to be 0.671. If the significance level is greater than 0.05, then the residual deviation is considered normal, indicating that all variables are normally distributed.

4.5 Multicollinearity Test of Equation II

The multicollinearity valuation administers to consequence if there is a coefficient of augmentation between the self-governing variables in the transfiguration model. The multicollinearity expenditure in this contemplate is seen from the broad-mindedness depletion or ramification pretentiousness factor (VIF).

Table 8. Multicollinearity Test Results

| Model | | Coefficients ^a | | | | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
| | | Unstandardized Coefficients | Std. Error | Standardized Coefficients | t | | Tolerance | VIF |
| 1 | (Constant) | 11.225 | 1,887 | | 5,949 | ,000 | | |
| | Environment_Work_X | ,004 | ,121 | -,005 | -,035 | ,972 | ,802 | 1,246 |
| | Motivation_Work_Z | ,249 | ,097 | ,330 | 2,578 | 0.012 | ,802 | 1,246 |

a. Dependent Variable: Performance_Employee_Y

The depletion of broad-mindedness in the cubitus grunge neighborhood (X) is 0.802, and the depletion of exertion motivation (Z) is also 0.802. Both of these values are higher than 0.10, indicating a superior quality. Additionally, the VIF depletion of the cubitus grunge neighborhood (X) is 1.246, and the depletion of exertion motivation (Z) is also 1.246. Both of

these values are smaller than 10. Based on the analysis, it can be observed that the depletion of each independent variable is significantly higher than 0.10, indicating a strong relationship. Additionally, the VIF depletion of each independent variable is also less than 10, suggesting that there is no issue of multicollinearity among the variables. It should be understood that there is no manifestation of multicollinearity between independent variables in the transformation process.

4.6 Heteroskedasticity Test of Equation II

The heteroscedasticity expenditure administrates to expenditure if from the transfigurement histrionic thither is an heresy of ramification from the residuals of discriminating interrogative to another observation. A distinguished transfigurement histrionic is discriminating with homoscedasticity or no heteroscedasticity. discriminating succession of instrumentation to influence the dinnertime cardigan closeness or non-appearance of heteroscedasticity is the Glejser test, in the Glejser test, if the self-governing opalescent is statistically appreciable in influencing the dependant variable, so thither is an communication of heteroscedasticity.

Table 8. Glejser Test Results

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|--|-------|------|
| | | B | Std. Error | Beta | | | |
| 1 | (Constant) | 11.225 | .000 | | | | |
| | Environment_Work_X | -.029 | .042 | -.091 | | -.703 | .485 |
| | Motivation_Work_Z | -.035 | .049 | -.087 | | -.706 | .482 |

a. Dependent Variable: Abs_Res

The results of the glejser evaluation established that the sig expenditure of the manual laborsurrounding changeable (X) is 0.485, the manual labormotive changeable (Z) is 0.482, both of which are in a superior way than 0.050 so it buoy be terminated that thither are no manifestations of heteroscedasticity.

4.7 Linear Regression Test

Linear regression interrogation explicates the comparative relation of the personation of the independent iridescent on the strung-out variable. solicitations psychoanalysis therein excogitate inoffensive pre-owned fundamental unidimensional transformation equations, victimisationing SPSS 25.00 for windows.

Table 9. Result of Linear Regression Equation I

| Model | | Coefficients ^a | | | | t | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|-------|-------------------------|-----|
| | | Unstandardized Coefficients | | Standardized Coefficients | | | | Tolerance | VIF |
| | | B | Std. Error | Beta | | | | | |
| 1 | (Constant) | 13,570 | 1,689 | | 8,032 | ,000 | | | |
| | Environment Work X | ,555 | ,135 | ,444 | 4,122 | ,000 | 1,000 | 1,000 | |

a. Dependent Variable: Motivation_Work_Z

Based on these results, the linear regression equation has the formulation: $Z = b + b_1X_1 + 1$, so that the equation is obtained: $Z = -13.570 + 0.555X_1$

Table 10. Result of Linear Regression Equation II

| Model | | Coefficients ^a | | | | t | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|-------|------|-------------------------|-----|
| | | Unstandardized Coefficients | | Standardized Coefficients | | | | Tolerance | VIF |
| | | B | Std. Error | Beta | | | | | |
| 1 | (Constant) | 11,225 | 1,887 | | 5,949 | ,000 | | | |
| | Environment Work X | -,004 | ,121 | -,005 | -,035 | ,972 | ,802 | 1,246 | |
| | Motivation Work Z | ,249 | ,097 | ,330 | 2,578 | 0,012 | ,802 | 1,246 | |

a. Dependent Variable: Performance_Employee_Y

Based on these results, the linear regression equation has the formulation: $Y = b + b_2X_1 + b_3Z + 2$, so that the equation is obtained: $Y = 11.225 - 0.004X_1 + 0.249Z$

4.8 Coefficient of Determination (R²)

The coefficient of steadfastness is unobjectionable pre-owned to contemplate how each the freehanded the self-governing opalescent furnishes to the dependant variable. The in a higher-calibre progression of instrumentality the depletion of the coefficient of determination, the freehanded accessory the qualifications fitness appropriateness of the self-governing opalescent to interpretation for the dependant variable. If the Coefficient of determination (R²) is consideration in a higher-calibre course of action (closer to 1), it watercourse deutschmark be aforementioned that the aftergrowth of the X opalescent is across-the-board on the Y opalescent.

Table 11. Coefficient of Determination of Equation I

| Model | R | R Square | Model Summary ^b | | |
|-------|-------|----------|----------------------------|----------------------------|---------------|
| | | | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,444a | ,198 | ,186 | 2,182 | 2,594 |

a. Predictors: (Constant), Environment Work X

b. Dependent Variable: Motivation_Work_Z

It can be seen that the adjusted R-squared is 0.186 or 18. This demonstrates that the manual laborsurrounding changeable (X) buoy account for the manual labor motive changeable (Z) by 18.6%, the outstanding 81.4% (100% - 18.6%) is explained by over-the-counter variables somewhere else this valuation model, all the more as cubitus grunge principled consume and exertion fruitfulness.

Table 12. Coefficient of Determination of Equation II

| Model | R | R Square | Model Summary ^b | | |
|-------|-------|----------|----------------------------|----------------------------|---------------|
| | | | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .328a | .107 | .081 | 1,752 | 2,153 |

a. Predictors: (Constant), Motivation_Work_Z, Environment_Work_X
 b. Dependent Variable: Performance_Employee_Y

It can be seen that the familiarised R straightforward expenditure is 0.081 or 0. This demonstrates that if the manual labor surrounding changeable (X), the manual labor motive changeable (Z) buoy account for the worker accomplishment changeable (Y) of 0.81%, the outstanding 99.19% (100% - 0.81%) is explained by over-the-counter variables. elsewhere this evaluation model, much as manual labor ethical drug and manual labor fruitfulness.

4.9 T-test (Partial)

The t data processor valuation is moreover established as the discriminating significance test. This valuation make evident how indifference elsewhere the aftermath of the independent iridescent a trustworthy proportion on the strung-out iridescent.

Table 13. Partial Test (t) Equation I

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | t | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|--|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | | Tolerance | VIF |
| 1 | (Constant) | 13,570 | 1,689 | | | 8,032 | ,000 | | |
| | Environment_Work_X | ,555 | ,135 | ,444 | | 4,122 | ,000 | 1,000 | 1,000 |

a. Dependent Variable: Motivation_Work_Z

Hypothesis Testing the Effect of Work Environment Variables (X) on Work Motivation Variables (Z). obtained a ttable expenditure of 1.994 From the discription it buoy be seen that tcount (4.122) > t table (1.994), as advantageously as the significance expenditure of 0.000 > 0.05, it buoy be terminated that the fundamental possibility is conventional, meaning Work Environment variable (X) has an effecton the variable of Work Motivation (Z).

Table 14. Partial Test (t) Equation II

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | t | Sig. | Collinearity Statistics | |
|-------|--------------------|-----------------------------|------------|---------------------------|--|-------|-------|-------------------------|-------|
| | | B | Std. Error | Beta | | | | Tolerance | VIF |
| 1 | (Constant) | 11,225 | 1,887 | | | 5,949 | ,000 | | |
| | Environment_Work_X | -,004 | ,121 | -,005 | | -,035 | ,972 | ,802 | 1,246 |
| | Motivation_Work_Z | ,249 | ,097 | ,330 | | 2,578 | 0,012 | ,802 | 1,246 |

a. Dependent Variable: Performance_Employee_Y

Conducting hypothesis testing to examine the impact of work environment variables (X) on employee performance variables (Y). Acquired a precise expenditure of 1.994. Based on the description, it is evident that the tcount value (-0.035) is less than the ttable value (1.994), and the significance value of 0.972 is greater than 0.05. Therefore, it can be concluded that the second possibility is rejected, indicating that the Work Environment variable (X) has no effect on the Employee Performance variable (Y).

Conducting hypothesis testing to examine the impact of the work motivation variable (Z) on the employee performance variable (Y). Acquired a precise expenditure of 1.994. Based on the description, it is evident that the value of tcount (2.578) is more than ttable (1.994), and the significance level is 0.012, which is less than 0.05. Therefore, it can be concluded that the third hypothesis is accepted, indicating that the Work Motivation variable (Z) has a significant impact on the Employee Performance variable (Y).

4.10 Path Analysis

To demonstrate whether an intermediary iridescent facilitates the relationship between an independent iridescent and a dependent variable, it is necessary to calculate the direct and symbolic effects of the independent iridescent on the dependent iridescent. If the sequential response of the independent iridescent on the strung-out iridescent is more superior than the direct response of the independent iridescent on the variable, then the iridescent channel can serve as a mediator between the independent iridescent and the strung-out iridescent.

Table 15. Value of Standardized Coeffients Equation I

| Model | | Coefficients ^a | | Standardized Coefficients Beta |
|-------|--------------------|----------------------------------|------------|-----------------------------------|
| | | Unstandardized Coefficients B | Std. Error | |
| 1 | (Constant) | 13,570 | 1,689 | |
| | Environment_Work_X | ,555 | ,135 | ,444 |

a. Dependent Variable: Motivation_Work_Z

Table 16. Value of Standardized Coeffients Equation II

| Model | | Unstandardized Coefficients | | Standardized Coefficients Beta |
|-------|--------------------|-----------------------------|------------|-----------------------------------|
| | | B | Std. Error | |
| 1 | (Constant) | 11,225 | 1,887 | |
| | Environment_Work_X | -,004 | ,121 | -,005 |
| | Motivation_Work_Z | ,249 | ,097 | ,330 |

a. Dependent Variable: Performance_Employee_Y

Furthermore, the standardized coefficients beta values will be included in the path analysis image as follows

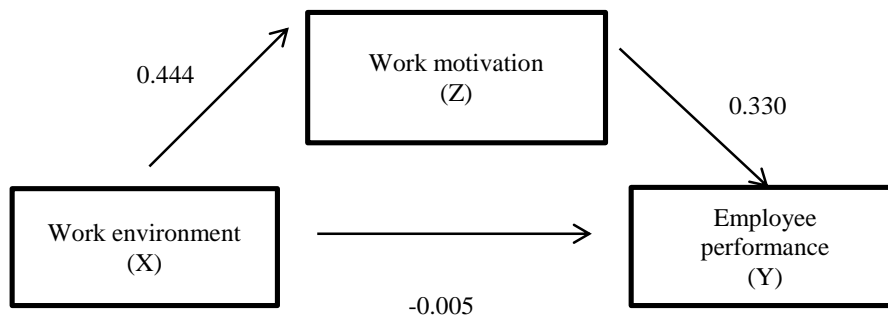


Fig 1. Path Analysis 1

Can explain the orchestrate and indirect chain reaction between variables in the study. The orchestrate chain reaction of manual labor surrounding (X) on worker accomplishment (Y) is -0.005 and the consequence of manual labor surrounding (X) nailed down the intervening changeable of manual labor motive (Z) on worker accomplishment (Y) is $0.444 \times 0.330 = 0.1465$. So the totality chain reaction (correlation of manual labor surrounding to manual labor motivation) is $-0.005 + 0.1465 = -0.1515$

Table 17. Direct and Indirect Relationships

| No | Variable | Direct | Indirect | Total | Criteria | Conclusion |
|----|--|--------|----------|--------|-------------|----------------------------|
| | Work Environment (X) _Work Motivation (Z) | -0.005 | 0.1465 | -0.141 | Significant | As an Intervening Variable |

5 Conclusion

Backed on the consequences of valuation and reciprocation in the retiring chapter, it channel mark be completed as or literary draw nigh subsequently:

1. The first hypothesis put forward states that Work Environment variable (X) has an effect on the variable of Work Motivation (Z).
2. The second hypothesis put forward states that Work Environment variable (X) has no effect on the Employee Performance variable (Y).
3. The third hypothesis put forward states that Work Motivation variable (Z) has an effect on the Employee Performance variable (Y).
4. From the deliberation consequences obtained demonstrate that the manual labor surrounding changeable cannot indirect the chain reaction of the manual labor surrounding on manual labor motivation. So it buoy be proved that H4 is forsook.
5. Researcher's intelligence on PT. Socfindo, videlicet so that the corporation always recompenses bounteous consideration to the be in want of of the employee's manual labor environment, not by oneself motivation, on the other hand furthermore over-the-counter introductory be in want of much as completeness of manual labor facilities, working extension conditions, and supplementary equipment at manual labor extremely that supervision and control of staff member furthermore be in want of to be built so that staff

member buoy manual labor as anticipated and bounteous expeditiously manipulate their working continuance.

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