The Effect Of Work Environment, Work Motivation, And Training On Employee Performance At PT Sanden Intercool Indonesia

Jenny Juniantan\textsuperscript{1)}
\textit{jennyjuniantan10@gmail.com}

Pujiarti\textsuperscript{2)}
\textit{pujikuswandip@gmail.com}

Andy\textsuperscript{3)}
\textit{andy.andy@ubd.ac.id}

\textsuperscript{1)} \textsuperscript{2)} \textsuperscript{3)} Universitas Buddi Dharma

ABSTRACT

This research was conducted to determine the effect of work environment, work motivation, and training have on employee performance at PT Sanden Intercool Indonesia. Quantitative research is the procedure used in this thesis and used questionnaires to 134 respondents. The output of data processing using SPSS 25 obtained the $T_{table}$ is 1.9781, the $T_{count}$ for the work environment is 4.392 > 1.9781, the $T_{count}$ for work motivation is 9.221 > 1.9781 and the $T_{count}$ for training is 13.026 > 1.9781, the output of the hypothesis testing found that $F_{count}$ (127.857) > $F_{table}$ (2.67) is obtained and a significance of 0.00 < 0.05 it means Work Environment, Work Motivation, and Training has a significant influence on the performance of employees of PT Sanden Intercool Indonesia and based on coefficient of determination test obtained the R Square value is 0.753, it means all of independent variables on employee performance are 75.3% and remaining 24.7% is explained by other factors not explained in this regression analysis.

Keywords: Work Environment, Work Motivation, Training, Performance.
INTRODUCTION

Management of human resources is important in achieving a goal. Generally, company leaders expect optimal employee performance from each employee in fulfilling the job given by the place of work. Due to the increasingly fierce competition between companies at this time requires companies must be extend and compete with other organization. One of the steps taken is to increase the quality of its employees, because employees is very important to make a profit for the company.

Changes in an increasingly advanced era, encourage people to want to achieve a better life. This achievement is shown through the performance and achievements given at work. So it takes the ability or performance of better employees. If their performance is not good, then in advancing the company will certainly not be good. Meanwhile, on the other hand, the company intervenes in helping employees achieve their lives, especially to meet their daily needs.

Based on the explanation regarding this matter, the authors are interested in conducting research using several independent variables, namely the work environment, work motivation, and training on employee, and the dependent variable is employee performance. Below are some theories from experts that support this research:

WORK ENVIRONMENT (X1)

Based on (Nitisemito, 2018) explain that work environment is conditions around the workplace which is in the form of rooms, facilities both from within and from outside.

Based on (Anam, 2018,46) explain that work environment is something that exists around employees, it means give the effect a people to get comfort, and satisfaction to finish their job.

Based on (Darmadi, 2020,242) explain that work environment is something that is around employees so it influences an individual in carrying out the obligations assigned to him, such as good air conditioning and lighting, etc.

Based on (Afandi 2018,70) mention there are several indicators on work environment:

- Lighting
- Color
- Air
- Voice
WORK MOTIVATION (X²)

Based on (Stephen 2016,201) explain that motivation is the willingness to make efforts to achieve companies goals conditioned by the ability to meet certain individual needs.

Based on (Mangkunegara 2017,93) explain that motivation is situation that drives employees to achieve their goals.

Based on (Adha & Hafidzi 2019,52) that Motivation is an encouragement that aims to encourage workers to improve the quality of their work so that it will have an impact on satisfaction at work.

Based on (Afandi 2018,29) mention there are several indicators on work environment:
- Remuneration
- Working Conditions
- Work Facilities
- Work Performance
- Actualization
- Job

TRAINING ON EMPLOYEE (X³)

Based on (Kaswan 2016,2) explain that training is the process of increasing employee knowledge and skills.

Based on (Sri 2018,110) explain that Training is education that is given in a short time in which there are systematic procedures so that workers can learn certain skills.

Based on (Simamora 2018,111) explain that the training is geared towards helping employees perform their current jobs better.

Based on (Ansory 2018,191) mention there are several indicators on work environment:
- Development Goals
- Coach
- Training Materials
- Training Methods
- Participants
EMPLOYEE PERFORMANCE (Y)
Based on (Daryanto 2017,105) explain that Performance is a person's desire to complete his work according to what is expected of him.
Based on (Afandi 2018,83) explain that performance is the achievement achieved through the completion of work to achieve company goals provided that they do not violate established regulations.
Based on (Afandi 2018,89) mention there are several indicators on work environment :
- Work Quantity
- Work Quality
- Efficiency
- Work Discipline
- Initiative
- Accuracy
- Leadership
- Honesty
- Creativity

PROBLEM FORMULATIONS
The problem in this research is there any influence of all variable independents on employee performance in PT Sanden Intercool Indonesia either partially or simultaneously?

RESEARCH METHOD
In this study, the authors used quantitative research with a descriptive approach quantitative research is defined as a research method based on (Sugiyono 2019,86) explain that The philosophy of positivism is used in the context of researching samples in which the method of collecting data uses numerical research instruments to test the hypotheses previously proposed.
Descriptive research is a research to found the value of several variables without comparison with other variables, which means that this research is devoted to examining the conditions of the variables that have been determined without any association with other variables.

POPULATION & SAMPLE
The population in this study is all employees at PT. Sanden Intercool Indonesia, where the
number of employees who are also the sample is 134 people.

RESULTS
Classical Assumption Test

a. Normality Test

Referring to the figure, it can be said the distribution of the points follows the direction of the diagonal line, concluded the data is normally distributed.

<table>
<thead>
<tr>
<th>Table 1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>One-Sample Kolmogorov-Smirnov Test</strong></td>
</tr>
<tr>
<td><strong>Unstandardized Residual</strong></td>
</tr>
<tr>
<td>N</td>
</tr>
<tr>
<td>Normal Parameters&lt;sup&gt;a,b&lt;/sup&gt;</td>
</tr>
<tr>
<td>Mean</td>
</tr>
<tr>
<td>Std. Deviation</td>
</tr>
<tr>
<td>Most Extreme Differences</td>
</tr>
<tr>
<td>Absolute</td>
</tr>
<tr>
<td>Positive</td>
</tr>
<tr>
<td>Negative</td>
</tr>
<tr>
<td>Test Statistic</td>
</tr>
<tr>
<td>Asymp. Sig. (2-tailed)</td>
</tr>
</tbody>
</table>
besides being seen based on the p-plot graph, the normality test can be concluded through the asymp value. sig based on the table above and note that the asymp. sig. $0.200 > 0.05$.

b. Multicolinearity Test

![Table 2](image)

Referring to the table above, none of the independent variables has a VIF of more than 10, it means there’s no multicollinearity in the regression model.

c. Heteroscedasticity Test

![Figure 2](image)

Referring on the picture, that the distribution of points occurs randomly and lies above the number 0 on the Y axis, therefore in this regression model there is no heteroscedasticity.
t Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>lingkungan kerja</td>
<td>.255</td>
<td>.058</td>
<td>.370</td>
<td></td>
</tr>
</tbody>
</table>

Environment on Employee Performance

Table 3

Reffering on the table, found that \( t_{\text{count}} \) 4.392 > \( t_{\text{table}} \) 1.9781 and sig. value 0.000 < 0.05, it means that work environment has a influence on employee performance.

b. Work Motivation on Employee Performance

Table 4

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>motivasi kerja</td>
<td>.541</td>
<td>.059</td>
<td>.641</td>
<td>.000</td>
</tr>
</tbody>
</table>

Reffering on the table, found that \( t_{\text{count}} \) 9.221 > \( t_{\text{table}} \) 1.9781 and sig. value 0.000 < 0.05, it means that work motivation has a influence on employee performance.

c. Training on Employee on Employee Performance

Table 5
Refering on the table, found that $t_{\text{count}} > t_{\text{table}}$ with a significance level of $0.000 < 0.05$, it means the training on employee has a influence on employee performance.

**F test**

**Table 6**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>1457.183</td>
<td>3</td>
<td>485.728</td>
<td>127.857</td>
<td>.000b</td>
</tr>
<tr>
<td>Residual</td>
<td>493.869</td>
<td>130</td>
<td>3.799</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1951.052</td>
<td>133</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Refering on the table, found the $F_{\text{count}} > F_{\text{table}}$ (127.857 > 2.67) with a significance level of $0.000 < 0.05$. it can be said all of independent variables have a simultaneous influence on employee performance.

**Multiple Linear Regression Analysis**

**Table 7**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>pelatihan</td>
<td>.637</td>
<td>.049</td>
<td>.763</td>
<td>13.026</td>
</tr>
</tbody>
</table>

Based on the table, below is regression formula :

$$Y = 2.995 + 0.090X_1 + 0.345X_2 + 0.485X_3 + e$$

Description:
1. Constant value is 2.995 if all independent variables are 0 (zero), then the employee's performance is worth 2.995.

2. The regression coefficient value in the work environment is 0.090, it means if there’s an improvement of 1 percent of work environment, it will improve employee performance by 0.090 and vice versa.

3. The regression coefficient value in the work motivation is 0.345, it means if there’s an improvement of 1 percent of work motivation, it will improve employee performance by 0.345 and vice versa.

4. The regression coefficient value in the training on employee is 0.485, it means if there’s an improvement of 1 percent of training on employee, it will improve employee performance by 0.485 and vice versa.

**Coefficient of Determination (R²)**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.868a</td>
<td>.753</td>
<td>.747</td>
<td>1.93562</td>
</tr>
</tbody>
</table>

Reffering on the table explain that it can be found the R Square value is 0.753, it means all of independent variables on employee performance are 75.3% and remaining 24.7% is explained by other factors not explained in this regression analysis.

**CONCLUSIONS**

a. Variable Work Environment (X1)

   The X1 has no effect on Employee Performance. reffering on the significant value, found that significance value for X1 is 0,000 > 0,05.

b. Variable Work Motivation (X2)

   The X2 has an influence on Employee Performance. reffering on the significant value, found that significance value for X2 is 0,000 < 0,05.

c. Variable Training on Employee (X3)
The X3 has no effect on Employee Performance. Referring on the significant value, found that significance value for X3 is 0.640 > 0.05.

d. From the F test, found the F_{Count} 127.857 > F_{Table} 2.67 and the sig value is 0.000 < 0.05, it means all of the variable independents simultaneously influences Employee Performance.

REFERENCES


