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

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ABSTRACT

This research was conducted to determine the effect of work environment, work motivation, and training have on employee performance at PT SandenIntercool 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 an significant influence on the performance of employeesof 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, thenin 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 ENVIRONTMENT (X^1)

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 got 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 (X^2)

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 Perfomance
- Actualization
- Job

TRAINING ON EMPLOYEE (X^3)

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 PERFOMANCE (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
- Efficieny
- 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
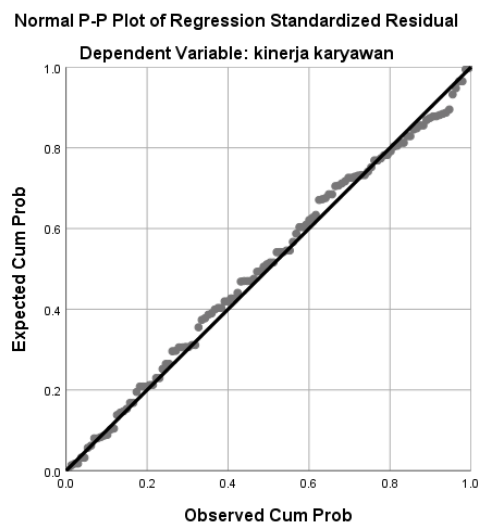
4

number of employees who are also the sample is 134 people.

RESULTS

Classical Assumption Test

a. Normality Test

Figure 1

P-Plot Graph

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 1

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		124
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.91187291
Most Extreme Differences	Absolute	.054
	Positive	.054
	Negative	-.052
Test Statistic		.054
Asymp. Sig. (2-tailed)		.200[c,d]

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

Coefficients[a]		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
lingkungan kerja	.914	1.094
motivasi kerja	.863	1.159
pelatihan	.828	1.207

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. Heteroscedastisity Test

Figure 2

Scatterplot Graph

Scatterplot
Dependent Variable: kinerja karyawan
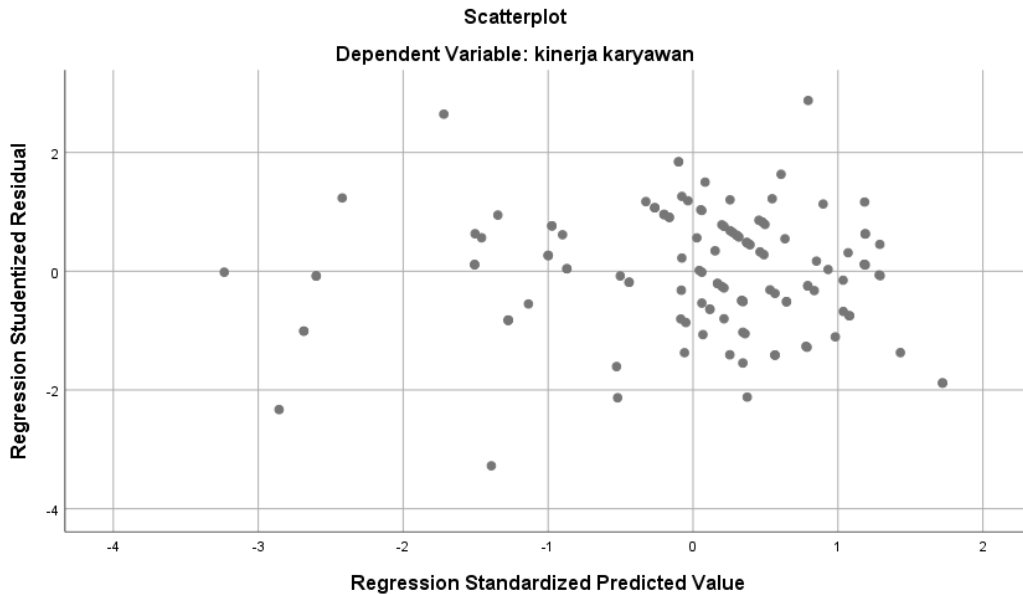
Referring on the picture, that the distribution of points occurs randomly and lies above the number 0 on the Y axis, therefore in this regression model there is no heteroscedasticity.

t Test

a. Work

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	29.717	2.551		11.649	.000
lingkungan kerja	.255	.058	.370	4.392	.000

Environment on Employee Performance

Table 3

Reffering on the table, found that t_{count} 4.392 > t_{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

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	17.455	2.549		6.848	.000
motivasi kerja	.541	.059	.641	9.221	.000

Reffering on the table, found that t_{count} 9.221 > t_{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

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	15.874	1.929		8.229	.000
pelatihan	.637	.049	.763	13.026	.000

Refferin on the table, found that t_{count} 13.026 $>$ t_{table} 1.9781 and sig. value 0.000 $<$ 0.05, it means the training on employee has a influence on employee performance.

F test

Table 6

ANOVA[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1457.183	3	485.728	127.857	.000[b]
Residual	493.869	130	3.799		
Total	1951.052	133			

Reffering on the table, found the $F_{count} > F_{tabel}$ (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

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	2.995	2.108		1.421	.158
lingkungan kerja	.090	.033	.130	2.750	.007
motivasi kerja	.345	.041	.408	8.367	.000
pelatihan	.485	.042	.581	11.660	.000

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 it means that 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 imrpovement 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 (R^2)

Table 8

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868[a]	.753	.747	1.93562

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 Environtment (X1)

The X1 has no effect on Employee Perfomance. 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 Perfomance. 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 Perfomance. reffering 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 Perfomance.

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