

The Influence of Motivation, Work Environment and Work Discipline on Employee Performance at PT. Tamim Zada Rajawali

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Keywords

*Motivation, Work Environment,
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ABSTRACT

This research aims to investigate the specific dimensions of motivation, work environment, and work discipline and their influence on employee performance at PT. Tamim Zada Rajawali. Utilizing quantitative techniques and descriptive methods, the study employs multiple linear regression inferential analysis to interpret the data. Primary data is collected through closed questionnaires distributed to 100 respondents, and the analysis is conducted using the Statistical Product and Service Solution (SPSS) program version 23.0. The findings reveal a notable contradiction in the impact of motivation (X1), which exhibits a negative and significant effect, contrary to initial expectations. On the other hand, Work Environment (X2) and Work Discipline (X3) demonstrate positive and significant effects on the dependent variable, namely employee performance. The unexpected result regarding motivation prompts the need for further investigation and clarification. Based on the study results, it is recommended that companies pay close attention to and evaluate employee performance to enhance overall effectiveness. This research contributes valuable insights for organizations aiming to improve employee performance through a comprehensive understanding of motivation, work environment, and work discipline dynamics.

INTRODUCTION

In this era of globalization, the demand for effective company management is increasingly urgent. Good management is the key to improving the effectiveness of company operations (Ardiansyah, 2021; Ende et al., 2023). Human resources, especially employees, play an important role in achieving this effectiveness. Employees are not just elements within the company, but pillars of success. To achieve company goals, optimal performance of employees becomes a must. Good performance can be achieved through a conducive work environment and high motivation among employees (Efendi & Hardiyanto, 2021; Gajenderan et al., 2023; Li et al., 2024; Park et al., 2022). Human resources become the main foundation for the overall success of an organization or company. Success is highly dependent on the quality of performance and contribution from human resources, which includes experience, achievements, knowledge, and other potentials (Noor et al., 2023; Pham et al., 2023; Saks, 2022; Zhang et al., 2023).

To ensure the realization of company goals, the management of human resources must be systematic and optimal (Adeel et al., 2023; Sedarmayanti, 2018). Employee performance, a linchpin in a company's success, is a central focus for organizations aspiring to thrive. Satisfactory employee performance signifies success and establishes employees as invaluable assets that necessitate development and retention (Ghosh, 2023; Liaquat et al., 2024; Popoola & Fagbola, 2023). According

Mangkunegara (2013) definition, performance is the outcome of individual or group work within the organization, aligning with assigned responsibilities and standards.

According to Ali Iqbal, M (2021) and Ingsih K (2021), motivational factors and a supportive work environment influence employee performance. High motivation is identified as a key determinant of success in enhancing employee performance, emanating from employees' attitudes towards various work situations (Choi et al., 2022; Kajackaite & Sliwka, 2020; Parker et al., 2021). Additionally, the work environment, as highlighted by research results, directly or indirectly affects an individual's performance. Another contributing factor to employee performance is work discipline, reflective of compliance with company regulations (Bhatta et al., 2024; Cachón-Rodríguez et al., 2022; Rivai & Sagala, 2013).

This research delves into an in-depth exploration of employee performance at PT. Tamim Zada Rajawali specifically focuses on motivation, work environment, and work discipline. By blending these factors, the study provides profound insights and illuminates employee success dynamics within this vibrant company. The research seeks to bridge the existing gap in the literature and contribute novel perspectives to understanding employee performance management in the context of PT. Tamim Zada Rajawali. The urgency of this research is underscored by the increasing demand for effective company management in the globalized landscape and the pivotal role of human resources in achieving organizational success. Through this study, we aim to provide practical implications for enhancing employee performance, thereby contributing to the broader discourse on effective company management.

METHODS

This study aims to evaluate employee performance that is influenced by motivational variables, work environment, and work discipline at PT. Tamim Zada Rajawali, with research carried out from October 2022 to completion. The research variables used in this method are divided into independent variables (motivation, work environment, and work discipline) and dependent variables (employee performance). The research method used is quantitative with an Explanatory Research approach, and data is collected through questionnaires. The main data source comes from internal PT. Tamim Zada Rajawali, which includes primary data collection through the distribution of questionnaires to employee respondents and secondary data obtained from documents, journals, reports, and books relevant to the subject matter of research. The population in this study was all employees of PT. Tamim Zada Rajawali numbered 133 people, with the use of total samples.

Data collection techniques are carried out through questionnaires or statement questionnaires with Likert scales, and data are analyzed with descriptive methods to provide an overview and inferential tests such as validity tests, reliability tests (Cronbach's Alpha), as well as classical assumption tests such as normality tests, multicollinearity, autocorrelation, and heteroscedasticity. Furthermore, multiple linear regression analysis is used to test the relationship between the independent variable and the dependent variable. The F test is used to test the joint influence of the independent variable on the dependent variable, while the t test is used to test the partial influence of each independent variable. All tests are supplemented by model feasibility tests, including a determination test (R²) to assess how well regression models can account for variations in dependent variables. The overall analysis will provide comprehensive information about the factors that affect employee performance at PT. Tamim Zada Eagle

RESULTS

The results of the descriptive analysis showed the average total value (average total mean) and overall value for each variable in this study. The independent variables include Motivation (X1), Work Environment (X2), and Work Discipline (X3), while the dependent variable is Employee Performance

(Y). In the Motivation variable, the process that explains the intensity, direction, and perseverance of individuals in achieving goals is evaluated through questions that result in an Average Total Mean of 4.36, with a high value of 4.41 and a low of 4.29. Work Environment variables, which include aspects around workers that affect task execution, were assessed through questions that resulted in an Average Total Mean of 4.47. The highest value was 4.58, while the lowest value was 4.37. Work Discipline, as an attitude towards company regulations and readiness to accept sanctions, was evaluated through questions that resulted in an Average Total Mean of 4.24. The highest value is 4.50, and the lowest value is 3.95. On the dependent variable, Employee Performance, the success rate in carrying out tasks is evaluated through questions that result in an Average Total Mean of 4.40. The highest value was 4.63, while the lowest value was 4.21. Thus, the results of descriptive analysis provide an overview of respondents' assessment of each variable in this study.

Multiple linear regression analysis is a form of analysis that discusses the extent of the influence for the independent variable (X) on a dependent variable (Y), variable X1 is Motivation, X2 is Work Environment, X3 is Work Discipline, and variable (Y) is Employee Performance. In terms of calculating multiple linear regression coefficients in testing using the SPSS 23 program, regarding the test results that have been carried out:

Table 1. Multiple Linear Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	4.944	2.163		2.285	.024
Total_X1	.172	.068	.234	2.529	.013
Total_X2	.205	.079	.237	2.594	.011
Total_X3	.205	.067	.278	3.081	.003

Based on the results of multiple linear regression analysis, the following conclusions were obtained: b) The regression value for Motivation in the regression equation shows a value of 0.234, which can be interpreted that if motivation increases, employee performance will increase by 0.234. Other assumptions are considered constant, so motivation has a positive and significant influence on employee performance by 23.4%. c) The regression value for the Work Environment in the regression equation shows a value of 0.237. This means that if the work environment improves, employee performance will increase by 0.237. With other assumptions remaining, the Work Environment variable has a positive and significant effect on employee performance by 23.7%. d) The regression value for Work Discipline in the regression equation shows a value of 0.278. If work discipline improves, employee performance will increase by 0.278. With other assumptions considered constant, the Work Discipline variable has a positive and significant effect on employee performance by 27.8%. Test validity in research as the accuracy of research measuring instruments about the content or actual meaning measured. The criteria for processing the validity test are if the calculation is $> r_{table}$, then the questionnaire is declared valid and if the calculation is $< r_{table}$, then the questionnaire is declared invalid, using the degree of freedom (df) = n - 2 with an alpha of 0.05. This is determined using the formula $n = 100 (100 - 2)$, then the results obtained $r_{Table} (0.05) = 0.196$, The validity test results are as follows:

Table 2. Validity Test Results

Variable	Question	R Calculate	R Table	Information
Motivasis (x1)	Question 1	0,921	0,196	Valid
	Question 2	0,804	0,196	Valid
	Question 3	0,803	0,196	Valid
	Question 4	0,721	0,196	Valid
	Question 5	0,921	0,196	Valid
Variable	Question	R Calculate	R Table	Information
Work Environment (X2)	Question 1	0,866	0,196	Valid
	Question 2	0,704	0,196	Valid
	Question 3	0,776	0,196	Valid
	Question 4	0,838	0,196	Valid
	Question 5	0,854	0,196	Valid
Variable	Question	R Calculate	R Table	Information
Work Disciplin e (X3)	Question 1	0,923	0,196	Valid
	Question 2	0,838	0,196	Valid
	Question 3	0,777	0,196	Valid
	Question 4	0,707	0,196	Valid
	Question 5	0,862	0,196	Valid
Variable	Question	R Calculate	R Table	Information
Employee Performan ce (Y)	Question 1	0,841	0,196	Valid
	Question 2	0,862	0,196	Valid
	Question 3	0,753	0,196	Valid
	Question 4	0,870	0,196	Valid

Based on the calculation results, it is tested with SPSS23 in table 2 that each item of the questionnaire question that has been submitted has more test value. If you compare the Table on sample N to 100, that is 0.196. This means that the entire question on the questionnaire for each variable is said to be Valid. The purpose of the reliability test is to determine whether the instrument consistently gives correct readings when measurements are repeated again. Here are the results of the reliability test:

Tabel 3. Reliability Test Results

No	Variabel	Cronbach's Alpha	Batasan	Keterangan
1.	Motivasi (X1)	0,890	0,6	Reliabel
2.	Lingkungan Kerja (X2)	0,865	0,6	Reliabel
3.	Disiplin Kerja (X3)	0,878	0,6	Reliabel

4.	Kinerja Karyawan (Y)	0,851	0,6	Reliabel
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The results of the table above then said the value on a questionnaire used, measuring all variables in the study was said to be good. Because all variable results have Cronbach's Alpha greater than r Table which is 0.6 with this motivation of 0.890, while the work environment with a value of 0.865, as well as work discipline of 0.878 and employee performance of 0.851 means that all variables can be declared reliable or have met the test requirements.

Classical assumption test testing is performed to ensure the validity and reliability of regression analysis results. First, the normality test is performed using the Kolmogorov-Smirnov test. Based on the results, the significance value of 0.196, which is greater than $\alpha=0.05$, indicates that the data is normally distributed. Furthermore, the multicollinearity test is carried out by looking at the value of Variance Inflation Factor (VIF) and Tolerance. The test results in table show that there is no multicollinearity in the regression model. Furthermore, an autocorrelation test with the Durbin Watson method is carried out to detect the possibility of autocorrelation. The results in table show a Durbin Watson (DW) value of 1.956, which is between the limits of DU and 4-DU, indicating that there are no autocorrelation symptoms in the regression model. Furthermore, heteroscedasticity tests are performed by the Glejser method. Based on table 4.14, the test results show that the regression model does not experience heteroscedasticity.

Hypothesis testing using the F test is carried out to determine whether the variables of motivation, work environment, and work discipline together affect employee performance. The ANOVA test results in Table 3 show that the F count (11.852) is greater than the F table (2.70) with significance levels of $0.000 < 0.05$. Thus, these variables together have a positive and significant effect on employee performance. Finally, the coefficient of determination test (R^2) was conducted to determine how much variability in employee performance can be explained by motivation, work environment, and work discipline variables. The results show that the Adjusted R Square is 0.247 or 24.7%, meaning these variables contribute significantly to employee performance.

Testing individual hypotheses using t-tests shows that each independent variable (motivation, work environment, and work discipline) positively and significantly affects employee performance, as shown in table. With the significance value of each variable smaller than the significance level of 0.05, it can be concluded that motivation, work environment, and individual work discipline have a positive and significant influence on employee performance at PT. Tamim Zada Eagles.

The Effect of Motivation on the Performance of PT. Tamim Zada Eagle

From the analysis in this study, it is known that motivation does not have a positive and significant effect on the performance of PT employees. Tamim Zada Eagles. The following is reinforced by the results of the analysis known through several tests carried out and the results of hypothesis testing. The results of the t-test show that $t\text{-count} > t\text{table}$ is a calculated t value of $2.529 > t\text{table } 1.984$ with a significant level of ($0.013 < 0.05$). It can be concluded that motivation has a positive and significant effect on the performance of PT. Tamim Zada Eagles. The results of the study were reinforced on the questionnaire submitted by the researcher obtained an average result of 4.36. Which means most respondents expressed agreement. The results of this study also corroborate the results of Isnaini Diana Putri Abdullah's research (2018) that motivation has a positive effect and significance on employee performance.

The Influence of the Work Environment on the Performance of PT. Tamim Zada Eagle

From the results of the analysis of this study, it was obtained that the work environment had a positive and significant effect on the performance of PT. Tamim Zada Eagles. The analysis is strengthened from known results through several tests carried out as well as the results of hypothesis testing. The results of the t-test show that $t > t\text{table}$ is a calculated value with a value of $2.594 > t\text{table } 1.984$ with a significant level of ($0.011 < 0.05$). From these criteria, it can be concluded that the

environment has a positive and significant effect on the performance of PT. Tamim Zada Rajawali, with a comfortable work environment, certainly makes employees work optimally in their work. The results of the study were reinforced on the questionnaire submitted by the researcher obtained an average result of 4.47. Which means most respondents expressed agreement. As in research previously conducted by Efendi & Hardiyanto (2021), the work environment has a positive effect on performance. Of course, it can make employees improve their performance.

Distribution of Respondents' Answers

From the results of the analysis on research from testing, it was obtained that work discipline, had a positive and significant effect on the performance of PT. Tamim Zada Eagles. The analysis is strengthened from known results through several tests carried out as well as the results of hypothesis testing. The results of the t-test show that $t_{count} > t_{table}$ is a calculated value with a value of $2.081 > t_{table}$ 1.984 and obtained a significance value smaller than α , namely $(0.003 < 0.05)$ From these criteria, it is concluded that discipline has a positive and significant effect on employee performance at PT. Tamim Zada Rajawali, the more leaders or employees have discipline, the better the chances to improve performance. The results of the study were reinforced on the questionnaire submitted by the researcher got an average result of 4.24. Which means most respondents expressed agreement. Discipline is a form of improving and shaping employee attitudes and behaviors so that these employees try to work effectively and professionally to improve work performance and performance. The results of this study also corroborate the results of research from Tyas & Sunuharyo (2020) that discipline produces a positive influence and significance on employee performance.

CONCLUSION

Based on data analysis from a study entitled "The Effect of Motivation, Work Environment, and Work Discipline on Employee Performance at PT. Tamim Zada Rajawali", it can be concluded that the variables of motivation, work environment, and work discipline have a positive and significant effect on employee performance at PT. Tamim Zada Eagles. The results of statistical tests on each variable show calculated t values and significant values that support the influence. In addition, the results of the coefficient of determination analysis also indicate that motivation, work environment, and work discipline together have a significant influence on employee performance. The higher the value of the coefficient of determination, the better the influence of the independent variable on the dependent variable. Thus, it can be concluded that motivation, work environment, and work discipline collectively contribute significantly to improving employee performance at PT. Tamim Zada Eagles.

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