

## The Influence of Work Environment and Work Motivation on Employee Performance at PT. Bumi Pertiwi Mandiri

Maghfiroh Yanuarti<sup>1\*</sup>, Reza Nia Zulkarnain<sup>2</sup>

Pamulang University

**Corresponding Author:** Maghfiroh Yanuarti [dosen01089@unpam.ac.id](mailto:dosen01089@unpam.ac.id)

---

### ARTICLE INFO

*Keywords:* Work Environment, Work Motivation and Employee Performance

*Received :* 21 May

*Revised :* 23 June

*Accepted:* 23 July

©2025 Yuniarti, Zulkarnain: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



### ABSTRACT

The purpose of this study is to ascertain how employee performance at PT is impacted by the work environment and motivation. The planet Earth is self-sufficient. The quantitative approach is the research methodology employed. The study's population consists of all 80 employees of PT Bumi Pertiwi Mandiri. By selecting all 80 members of the population as respondents, the sampling strategy employed a saturation sampling technique. Methods of gathering data include questionnaires and observation. Tests of validity, reliability, class assumptions, simple and multiple linear regression, correlation coefficient (R) tests, determination tests (R Square), and hypothesis testing (t tests and F tests) were the data analysis techniques employed. The results of the study showed that the Work Environment partially had a significant effect on Employee Performance with a regression equation  $Y = 2.868 + 0.068 X_1$  and an influence contribution of 48.1%, the hypothesis test obtained a value of  $t_{hitung} > t_{tabel}$  or  $(8.183 > 1.991)$ . Work Motivation partially had a significant effect on Employee Performance with a regression equation  $Y = 3.617 + 0.088 X_2$  and an influence contribution of 59.2%, the hypothesis test obtained a value of  $t_{hitung} > t_{tabel}$  or  $(3.629 > 1.991)$ . Work Motivation and Work Environment simultaneously had a significant effect on Employee Performance with a regression equation  $Y = 2.940 + 0.082 X_1 + 0.084 X_2$  and an influence contribution of 72.2%, the hypothesis test obtained a value of  $F_{hitung} > F_{tabel}$  or  $(100.082 > 3.963)$

---

## INTRODUCTION

Human resource management, or HRM, is a crucial component of contemporary corporate administration. Planning, organizing, and managing employees to best support the achievement of company goals is the emphasis of human resources (HR), a discipline and strategy. Beyond administrative tasks, HR now handles competency development, career management, performance evaluation, motivation, and building productive and positive working relationships.

In an era of increasingly fierce business competition, the need for quality human resources is becoming more and more urgent. Companies are required to have a workforce that not only has technical skills, but is also able to work professionally and adaptively to change. Therefore, HR plays an important role in ensuring that every managerial policy and practice implemented can improve the quality of human resources owned by the company.

One of the crucial aspects of HR management is employee performance. The optimal performance of each individual is an indicator of the overall operational success of the company. Employees are the spearhead in the implementation of business activities, so their productivity directly affects the effectiveness and efficiency of the organization in achieving targets.

To help employees improve their performance, companies should focus on factors that influence how well people execute their jobs. Two important factors are motivation and the work environment. A supportive, upbeat work atmosphere and employee motivation cultivate both internal and external drive, which boosts workers' self-esteem and job happiness. Rahmi Andini Syamsuddin, Angga Pratama, and Jublina's study, "The Influence of Motivation and Work Environment on Employee Performance at PT Indomarco Prismatama Parung Branch," found that both work environment and motivation significantly affect employee performance.

One of the elements that is seen to be significant and a concern for any firm in terms of drawing in and keeping top talent is the work environment. A company's management should have a thorough understanding of the workplace. Employee performance is directly impacted by the work environment, even though it does not directly carry out the company's job operations. In Budiasa (2021:39), Sedarmayanti describes the work environment as the entirety of the equipment, tools, and supplies used, as well as the surroundings in which an individual works, his or her work habits, and the arrangements made for both individual and group labor.

Another factor that could affect performance is employee motivation at work. Good work motivation for each person is intimately linked to their performance, particularly when it comes to achieving their best job. Employee motivation and organizational conditions will increase their enthusiasm for their work and enhance their productivity, allowing them to perform to the best of their abilities and in line with their individual competences.

According to Achim et al. in ajar, et al. (2021:50) explain that work motivation is a set of circumstances of individual needs that need to be satisfied and, therefore, encourages, triggers, and causes individuals to perform a series of tasks to satisfy them. Work Motivation is important in improving employee

performance. The higher the employee's work motivation, the more enthusiastic they will be in doing their work.

The need for quality human resources is the most important thing. Employees are the spearhead of the implementation of business activities, so their productivity and performance play a direct role in determining the effectiveness and efficiency of the organization in achieving targets. Therefore, employee performance management is one of the main focuses in HRD.

PT Bumi Pertiwi Mandiri (INDgAF) is a management consultant, IT consultant, financial consultant and tax consultant service company. It was established in 2007 in South Jakarta, DKI Jakarta.

The performance of PT Bumi Pertiwi Mandiri personnel during the last three years (2022–2024) is evaluated in this research trend, and it shows a decline in a number of key areas, including output quality, attendance, efficiency, and work effectiveness.

The researcher thinks that the work environment and employee motivation are the primary causes of the problems at PT Bumi Pertiwi Mandiri. "The Influence of Work Environment and Work Motivation on Employee Performance at PT Bumi Pertiwi Mandiri" is the issue the researcher want to investigate as a result.

## LITERATURE REVIEW

### 1. Work Environment

"A conducive work environment plus the implementation of discipline is the main foundation in a productivity-oriented management system." (Hendri & Pratama, 2024:105)

According to Sedarmayanti in Budiasa (2021:39), the entirety of the equipment, tools, and materials used, the surroundings in which an individual works, and their individual and collective work arrangements are all considered to be part of the work environment.

Sedarmayanti (2019:22) enumerates the facility, lighting, air temperature, noise level, color usage, productivity, and working relationships as markers of the workplace.

According to the findings of Prah Siska Khairiah and Erika Revida's study, "The Influence of the Work Environment on Employee Performance at the Religious Affairs Office in Aeksongsongan District, Asahan Regency," the work environment variable significantly and favorably affected employee performance (2024).

### 2. Work Motivation

"Work motivation is an impulse that arises from within employees and external influences that encourage a person to work harder to achieve certain goals in the organization." (Primary, 2023:47)

Work motivation, according to Achim et al. in Ajabar et al. (2021:50), is a collection of situations involving personal requirements that must be met; as a result, it motivates, prompts, and drives people to carry out a number of actions in order to meet those needs. Employee performance can be improved with the

help of work motivation. An employee's enthusiasm for their work will increase with their level of work motivation.

Frederick Herzberg lists the following as Work Motivation Indicators in Sutrisno (2019:131): Job happiness, accomplishments, career growth opportunities, opportunities for advancement, responsibility, and acknowledgment of others.

Employee performance is impacted by work motivation, according to the study "The Influence of Work Motivation on Employee Performance at PT Bank Perkreditan Rakyat (BPR) BKK Purworejo (PERSERODA) Purworejo Regency" by Fathan Arif and Citra Arip Tiara (2024).

### 3. Employee Performance

"Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given." Febriana & Pratama, 2023:48

According to Mangkunegara in Khaeruman et al. (2021:9), there are two aspects that affect performance attainment: individual components, such as job motivation, and work environment factors, which comprise the physical and non-physical settings.

Regarding Employee Performance Indicators According to Budiasa (2021:17), Kristanti, the following metrics are used to assess employee performance: timeliness, quality, presence, and efficiency of finished task.

There is a statistically significant correlation between work environment and motivation, according to the 2022 study "The Influence of Motivation and Work Environment on Employee Performance at PT Indomarco Prisma Tam Parung Branch" by Rahmi Andini Syamsuddin, Angga Pratama, and Jublina.

With reference to this description, the following hypothesis is put forth:

- a. **Ho1** = It is believed that PT Bumi Pertiwi Mandiri employees' performance is unaffected by their workplace.
- b. **Ha1** = There may be a relationship between PT Bumi Pertiwi Mandiri employees' performance and their workplace.
- c. **Ho2** = At PT Bumi Pertiwi Mandiri, it is believed that employee performance and work motivation are unrelated.
- d. **Ha2** = At PT Bumi Pertiwi Mandiri, there is a suspicion that staff performance and job motivation are influenced.
- e. **Ho3** = At PT Bumi Pertiwi Mandiri, it is believed that there is no relationship between work environment and motivation for employee performance.
- f. **Ha3** = At PT Bumi Pertiwi Mandiri, it is believed that employee performance is influenced by both work environment and work motivation.

The following framework of thought is described by the author based on the identification of issues that center on the environment and job motivation on employee performance:

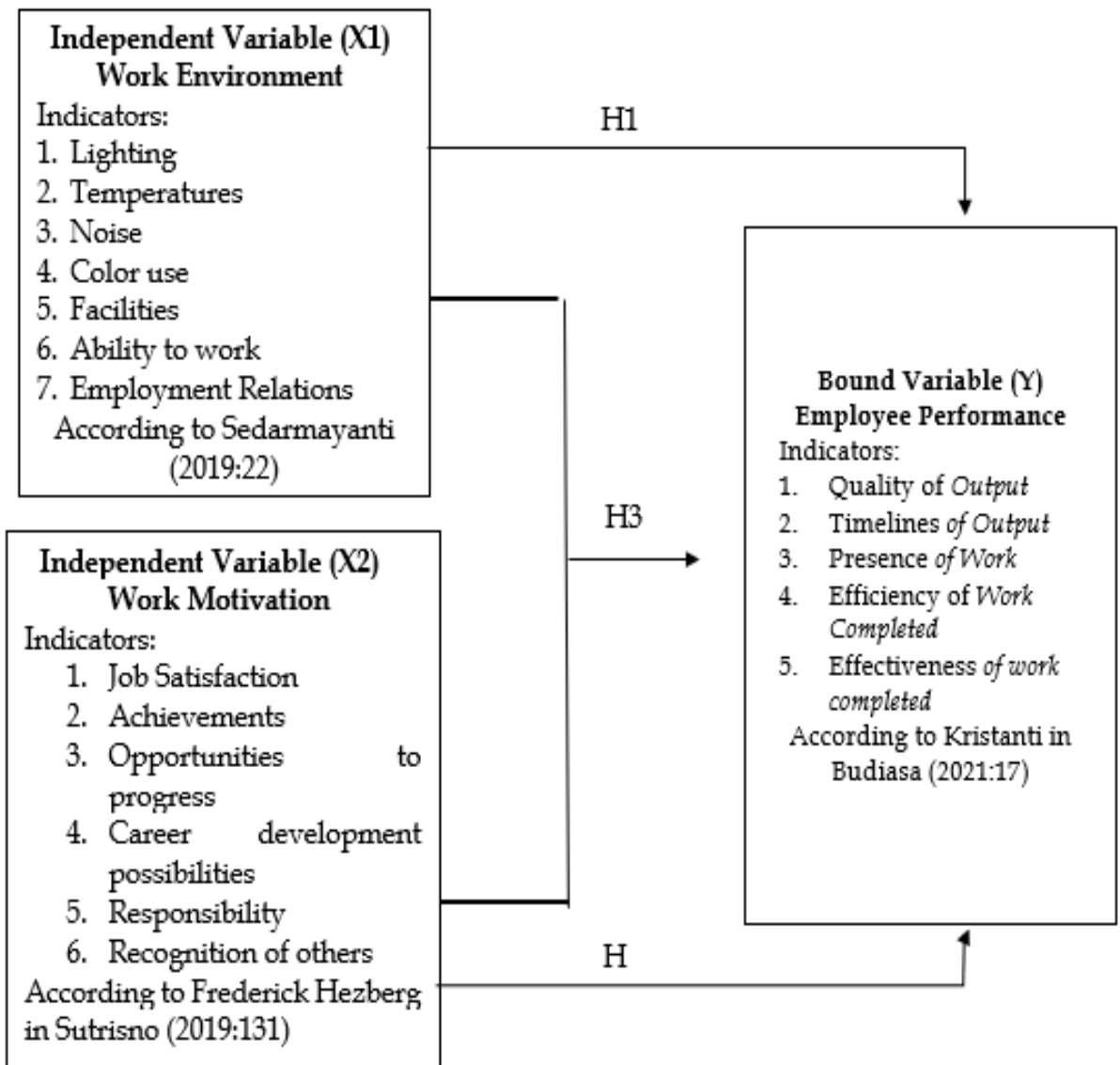


Figure 1. Frame of Mind

## METHODOLOGY

The quantitative approach is the research methodology employed. The study's population consists of all 80 employees of PT Bumi Pertiwi Mandiri. By selecting all 80 members of the population as respondents, the sampling strategy employed a saturation sampling technique. Methods of gathering data include questionnaires and observation. Tests of validity, reliability, class assumptions, simple and multiple linear regression, correlation coefficient (R) tests, determination tests (R Square), and hypothesis testing (t tests and F tests) were the data analysis techniques employed.

**RESULTS AND DISCUSSION**

**1. Regression Test**

**a. Simple Linear Regression Test**

- 1) Simple Linear Regression Testing for the variable Work Environment (X1) against Employee Performance (Y).

Table 5. Simple Linear Regression Test of Work Environment Variable (X1) on Employee Performance (Y)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,944	2,868		2,073	,042
	Lingkungan Kerja (X1)	,862	,068	,821	12,718	,000

a. Dependent Variable: Kinerja Karyawan (Y)

Source : Data processed using SPSS version 26 (2025)

Table 5 above presents the findings of the linear regression computation, the regression equation **Y=2.868+0.068X1** can be obtained. Where:

X1 = Work Environment

Y = Employee Performance

If the value X1= 0 will be obtained Y = 2.868

The research's findings can be explained as follows:

- a. The formula's value of 2. 868 shows that employee performance stays at 2. 868 even when there is no work environment. Moreover, even when there is no job motivation, employee performance stays around 2. 868.
- b. X1's regression coefficient is 0.068. This indicates that employee performance increases by 0. 068 for every increment of 1 in the work environment. We can conclude that X1 influences Y because the coefficient is positive.
- c. The Work Environment variable (X1) has a substantial and positive impact on Employee Performance (Y), according to the significance value, which is  $0.000 < 0.05$ .

- 2) Simple Linear Regression Testing for the Work Motivation variable (X2) on Employee Performance (Y).

Table 6. Simple Linear Regression Test of the Work Motivation variable (X2) against Employee Performance (Y)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,648	3,617		3,220	,002
	Motivasi Kerja(X2)	,746	,088	,693	8,495	,000

a. Dependent Variable: Kinerja Karyawan (Y)

Source : Data processed using SPSS version 26 (2025)

Considering the outcomes of the linear regression computation in Table 6, the regression equation  $Y = 3.617 + 0.088X_2$  can be obtained. Where:

$X_2$  = Work Motivation

$Y$  = Employee Performance

If the value  $X_2 = 0$  will be obtained  $Y = 3.617$

The research's findings can be explained as follows:

- The constant in the equation, 3.617, indicates that when work motivation is nil or absent, employee performance stays at 3.617.
- Work motivation affects employee performance, as evidenced by the regression coefficient for  $X_2$ , which is 0.088, which indicates that for every unit increase in work motivation, employee performance increases by 0.088.
- Work motivation ( $X_2$ ) and employee performance ( $Y$ ) have a positive and significant association, as indicated by the significance value of 0.000, which is less than 0.05.

### Multiple Linear Regression Test

The Multiple Linear Regression Test is used to assess how much a single dependent variable is influenced by two or more independent variables. The following are the results of the multiple linear regression test:

Table 7. Multiple Linear Regression Test

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,458	2,940		,496	,621
	Lingkungan Kerja (X1)	,672	,082	,640	8,183	,000
	Motivasi Kerja(X2)	,306	,084	,284	3,629	,001

a. Dependent Variable: Kinerja Karyawan (Y)

Source : Data processed using SPSS version 26 (2025)

Based on table 7, the regression is obtained as follows:

$$Y = 2.940 + 0.082X1 + 0.084X2$$

X1 = Work Environment

X2 = Work Motivation

Y = Employee Performance

The following conclusion can be drawn from the equation above:

- a. The fixed value of 2. 940 means that even if neither the work environment (X1) nor the work motivation (X2) change, the employee performance (Y) will stay at 2. 940 units.
- b. The value of 0.082 means that, if Work Motivation (X2) and the constant stay the same, Employee Performance (Y) will increase by 0.082 units for every unit increase in Work Environment (X1).
- c. The result of 0. 084 indicates that, if Work Environment (X1) and the constant stay the same, Employee Performance (Y) will vary by 0. 084 units for every unit change in Work Motivation (X2).

## 2. Correlation Coefficient Test (R)

### a) Simple Correlation Coefficient (R) Test

Following the control of other variables, correlation characterizes the degree to which independent and dependent variables are related in a simple equation. The following are data processing outcomes:

Table 8. Results of Partial Correlation Coefficient Analysis between Variables Work Environment (X1) to Employee Performance (Y)

		Lingkungan Kerja (X1)	Kinerja Karyawan (Y)
Lingkungan Kerja (X1)	Pearson Correlation	1	,821**
	Sig. (2-tailed)		,000
	N	80	80
Kinerja Karyawan (Y)	Pearson Correlation	,821**	1
	Sig. (2-tailed)	,000	
	N	80	80

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source : Data processed using SPSS version 26 (2025)

According to the test findings in table 8 above, the correlation coefficient (R) was 0.821, indicating a very strong level of effect or association between the two variables based on the coefficient interval (0.80 - 1.000). It is possible to conclude that there is a high correlation between employee performance and the strength of the work motivation relationship.

Table 9. Results of Partial Correlation Coefficient Analysis between Variables Work Motivation (X2) to Employee Performance (Y)

		Motivasi Kerja (X2)	Kinerja Karyawan (Y)
Motivasi Kerja(X2)	Pearson Correlation	1	,693**
	Sig. (2-tailed)		,000
	N	80	80
Kinerja Karyawan (Y)	Pearson Correlation	,693**	1
	Sig. (2-tailed)	,000	
	N	80	80

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source : Data processed using SPSS version 26 (2025)

According to the test findings in table 9 above, the correlation coefficient (R value) was 0.693, indicating a substantial degree of effect or association between the two variables based on the coefficient interval (0.600 – 0.799). Therefore, there is a substantial correlation between employee performance and work motivation.

#### Multiple Correlation Coefficient (R) Test

The degree to which two or more independent variables and dependent variables are concurrently closely related is described by the multiple correlation coefficient test.

Table 10. Results of Simultaneous Correlation Coefficient Analysis between Variables Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	,850 <sup>a</sup>	,722	,715	2,661	,722	100,082	2	77	,000

a. Predictors: (Constant), Motivasi Kerja(X2), Lingkungan Kerja (X1)

Source : Data processed using SPSS version 26 (2025)

The variables of Work Environment (X1) and Work Motivation (X2) have a very strong level of influence or relationship on Employee Performance (Y), according to the correlation coefficient interval value on the scale (0.800 – 1.000), according to the test results in table 10 above, which yielded a R value (correlation coefficient) of 0.850.

#### Determination Coefficient Test (R Square)

The degree to which the model can account for the variance of dependent variables is determined by the Coefficient of Determination test. When the R2 value is high, it indicates that independent factors have a relatively limited capacity to provide an explanation for the dependent variables' variance. The results of the determination coefficient (R2) test are as follows:

Table 11. Results of Partial Determination Analysis between variables Work Environment (X1) to Employee Performance (Y)

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,821 <sup>a</sup>	,675	,670	2,861

a. Predictors: (Constant), Lingkungan Kerja (X1)

Source : Data processed using SPSS version 26 (2025)

The R Square, or coefficient of determination, was 0.675 based on the test results shown in the above table. Consequently, the Work Environment variable (X1) accounts for 67.5% of the Employee Performance variable (Y), with the remaining 32.5% being influenced by variables or other factors not covered in this study.

Table 12. Results of Partial Determination Analysis between variables Work Motivation (X2) to Employee Performance (Y)

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,693 <sup>a</sup>	,481	,474	3,615

a. Predictors: (Constant), Motivasi Kerja(X2)

Source : Data processed using SPSS version 26 (2025)

The test findings in the above table show that the work motivation variable (X2) has a 48.1% influence on the employee performance variable (Y), with other factors or variables not included in this study accounting for the remaining 51.9%. The coefficient of determination, or R Square, is 0.481.

### 3. Hypothesis Test

#### a) Partial Hypothesis Test (t-test)

To determine  $t_{\text{tabel}}$  look for  $df = n - k = 80 - 2 = 78$ , so  $t_{\text{tabel}}$  is 1.991. The results of data processing using SPSS software version 26 are as follows:

Table 13. Partial Hypothesis (T-Test) Results

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,458	2,940		,496	,621
	Lingkungan Kerja (X1)	,672	,082	,640	8,183	,000
	Motivasi Kerja(X2)	,306	,084	,284	3,629	,001

a. Dependent Variable: Kinerja Karyawan (Y)

Source : Data Processed Using SPSS Version 26 (2025)

The following conclusions can be made based on the output results shown in table 13 above:

- 1) The significance level for the Work Environment is  $0.000 < 0.050$ , and the  $t_{hitung}$  value is  $t_{hitung} > t_{tabel}$ , or  $8.183 > 1.991$ . The acceptance of  $H_{a1}$  and the rejection of  $H_{o1}$  suggest that the Work Environment variable has a somewhat meaningful effect on Employee Performance.
- 2) The significance level is  $0.000 < 0.050$ , and the value of  $t_{hitung}$  Work Motivation is  $t_{hitung} > t_{tabel}$ , or  $(3.629 > 1.991)$ . Therefore,  $H_{a2}$  is accepted and  $H_{o2}$  is refused, indicating that the Work Motivation variable has a rather significant impact on Employee Performance.

**b) Simultaneous Hypothesis Test (F Test)**

A significance criterion of 5% or 0.05 was applied in this study, which involved comparing the values of  $F_{hitung}$  and  $F_{tabel}$  under the following conditions in order to test the effects of the variables of Service Quality and Work Environment on Employee Performance at PT Bumi Pertiwi Mandiri simultaneously:

- 1) If  $F_{hitung} < F_{tabel}$ , then  $H_{o3}$  is accepted and  $H_{a3}$  is rejected
- 2) If  $F_{hitung} > F_{tabel}$ , then  $H_{o3}$  is rejected and  $H_{a3}$  is accepted.

To determine  $F_{tabel}$  searched  $df(N1) = k-1 = 3-1 = 2$  and  $df(N2) = n-k = 80-2 = 78$ , so  $F_{tabel} = 3.963$ .

**The Hypothesis in this Study is Known:**

- a.  $H_{o3}$ , means that together there is no influence of the free variable on the bound variable.
- b.  $H_{a3}$ , means that together there is an influence of the independent variables on the related variables.

Table 14. Simultaneous Hypothesis (F-Test) Results

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1417,066	2	708,533	100,082	,000 <sup>b</sup>
	Residual	545,122	77	7,080		
	Total	1962,187	79			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Motivasi Kerja(X2), Lingkungan Kerja (X1)

The computed F value ( $F_{hitung}$ ) was greater than the table F value ( $F_{tabel}$ ), as we could see by looking at the test results in the table. The table value was 3. 963, whereas the computed F value was 100. 082. A p-value that was less than the significance level of 0.05, particularly 0.0 000, further corroborated this finding. As a result, we choose to accept the alternative hypothesis ( $H_{a3}$ ) and reject the null hypothesis ( $H_{o3}$ ). This indicates that when taken into account jointly, the work environment and work motivation have a

favorable and significant effect on employee performance at PT Bumi Pertiwi Mandiri.

Independent factors have a partial and simultaneous impact on dependent variables, according to the data analysis approach. At PT Bumi Pertiwi Mandiri, work environment (X1) and work motivation (X2), either separately or in tandem, have a positive and noteworthy effect on employee performance (Y). This is consistent with the theory put forth in light of earlier research findings. The following explanation explains how these variables affected this study:

**1. Work Environment Variables (X1)**

- a. Based on the results of the study, there was an average score of 4.14 in the scale category between (3.40 – 4.19) where the respondents' responses to the Work Environment variable (X1) had a scale or Good category. The highest result in the Ability to Work indicator was the 8th statement "The atmosphere of the company's workplace can provide comfort for employees at work" with a score of 4.23. Thus, this shows that the company Based on the results of the study, there is an average value of 4.14 in the scale category between (3.40 – 4.19) where the respondents' response to the Work Environment variable (X1) has a scale or category of Good. The highest result in the Ability to Work indicator was the 8th statement "The atmosphere of the company's workplace can provide comfort for employees at work" with a score of 4.23. Thus, this shows that the company has succeeded in creating a work environment that supports employee comfort and productivity. This comfort can be one of the important factors that support employees to work more optimally, improve performance, and create a positive work atmosphere among colleagues.
- b. All of the questionnaire items had  $r_{hitung}$  values greater than  $r_{tabel}$  (0.220), according to the Validity Test results. This indicates that every Work Motivation (X1) variable is legitimate.
- c. The Cronbach's alpha value, as reported by the Reliability Test, was 0.842. This result indicates that all of the Work Environment (X1) variables are dependable because it is more than 0.600.
- d. The correlation coefficient, or R value, according to the test results was 0.821. Given that the coefficient ranges from 0.80 to 1.000, this suggests a fairly strong link between the two variables. This indicates that Employee Performance (Y) is positively and significantly impacted by the Work Environment (X1).
- e. The test's R Square (Coefficient of Determination) value was 0.481. This indicates that 48.1% of the variation in the Employee Performance variable (Y) may be attributed to the Work Motivation variable (X1).
- f. Since the inquiry found that the p-value was less than 0.050, the calculated t-value of 8.183 is more than the threshold t-value of 1.991.

Consequently, we rejected the null hypothesis ( $H_0$ ) and endorsed the alternative hypothesis ( $H_a$ ). This indicates that the work environment at PT Bumi Pertiwi Mandiri (X1) has a favorable and moderately significant impact on employee performance (Y). These results are consistent with a 2024 study by Prah Siska Khairiah and Erika Revida titled "The Influence of the Work

Environment on the Performance of Religious Affairs Office Employees in Aeksongsongan District, Asahan Regency," which also found that employee performance in that area is positively and significantly impacted by the work environment.

## 2. Work Motivation Variables (X2)

- a. Considering the study's findings, there was an average score of 4.09 with a scale category between (3.40 – 4.19) where the respondents' responses to the Work Motivation variable (X2) had a scale or category of Good. The highest result on the Career Development Possibilities indicator is the 6th statement "The company provides training or career development programs to improve employee abilities" with a score of 4.21. Thus, this shows that the company pays enough attention to the self-development needs of employees through training and skills improvement programs. The availability of these programs reflects the presence of clear career opportunities and expectations for professional growth, which in turn can increase employees' morale towards the company.
- b. All questionnaire items have  $r_{hitung}$  values greater than  $r_{tabel}$  (0.220), according to the Validity Test results, indicating that all Work Motivation (X2) variables are valid.
- c. The Cronbach's alpha score from the Reliability Test is 0.815. Cronbach's alpha is more than 0.600, indicating the reliability of all Work Motivation (X2) factors. d. The test results show a correlation coefficient, or R value, of 0.693. This indicates a strong relationship between the two variables, as the R value falls within the range of 0.600 to 0.799. This means Work Motivation (X2) has a positive and significant effect on Employee Performance (Y).
- d. The Coefficient of Determination, or R Square value, of the test indicates that the Work Motivation (X2) variable contributes 59.2% to the Employee Performance (Y) variable. The value of R Square was 0.592.
- e. According to the analysis's findings, a pvalue of  $<sig 0.050$ , or  $(0.000 < 0.050)$ , enhanced the value of  $t_{hitung} > t_{tabel}$ , or  $(3.629 > 1.991)$ . Consequently,  $H_0$  is rejected and  $H_a$  is accepted. This indicates that at PT Bumi Pertiwi Mandiri, Work Motivation (X2) has a favorable and somewhat significant impact on Employee Performance (Y). These outcomes are consistent with a study by Angga Pratama and Abdul Somad (2024) titled "The Influence of Motivation and Workload on Employee Performance at PT. Integra Synergy Services" that demonstrates that employee performance at PT. Integrate Synergy Services is positively and significantly impacted by work motivation.

### 3. Employee Performance Variables (Y)

- a. It is evident from the study's findings that the average score is 4.19 with a scale category between (3.40 – 4.19) where the respondents' responses to the Employee Performance variable (Y) have a scale or category of Good. The highest results are found in the indicator of Effectiveness of work completed, the 10th statement "I am able to produce output according to expectations in the planned time" with a score of 4.33. Thus, in this case, it shows that PT Bumi Pertiwi Mandiri employees are able to complete the work effectively and in accordance with the predetermined time target. This reflects that despite some challenges in terms of work environment and motivation, most employees remain committed to providing optimal work results, especially in terms of achieving outputs that are in accordance with the plan.
- b. The results of the validity test show that  $r_{hitung}$  is greater than  $r_{tabel}$  (0.220), which means all the variables measuring Employee Performance (Y) are valid.
- c. The reliability test shows a Cronbach's alpha value of 0.862. Since this is higher than 0.600, it means all the variables measuring Employee Performance (Y) are reliable.
- d. The test results show an R value (Correlation Coefficient) of 0.850. This means there is a very strong relationship between the two variables, based on the coefficient scale from 0.800 to 1.000. This indicates that both Work Environment (X1) and Work Motivation (X2) have a positive and significant effect on Employee Performance (Y). The test results show an R Square value (Determination Coefficient) of 0.722. This indicates that the combined effects of the variables Work Environment (X1) and Work Motivation (X2) on Employee Performance (Y) are 72.2%.
- e. The analysis shows that the calculated F value ( $F_{hitung}$ ) is greater than the table value ( $F_{tabel}$ ), specifically  $100.082 > 3.963$ . This is supported by the p-value (0.000) being less than the significance level (0.050). Therefore, the alternative hypothesis ( $H_{a3}$ ) is accepted, and the null hypothesis ( $H_{o3}$ ) is rejected. This means that both Work Environment (X1) and Work Motivation (X2) have a positive and significant effect on Employee Performance (Y) at PT Bumi Pertiwi Mandiri. These results align with the study "The Influence of Work Environment and Work Motivation on Employee Performance at Prima Ragil Jaya Yogyakarta," which was carried out by Yunan Pamungkas Suandar Arrum and Muhammad Robi Nurwahyudi in 2024. The study also found that work environment and work motivation have a positive and significant impact on employee performance at Prima Ragil Jaya Yogyakarta.

## CONCLUSION AND RECOMMENDATION

Chapter IV's research and analysis on "The Influence of Work Environment and Work Motivation on Employee Performance at PT Bumi Pertiwi Mandiri" led to the following results.

1. Employee performance is positively and significantly impacted by the work environment (Y) (X1). That is  $Y = 2.868 + 0.068 X1$ , the regression equation. The hypothesis test indicates that  $t_{hitung}$  (8.183) is bigger than  $t_{tabel}$  (1.991), and the correlation coefficient is 0.821 and the determination coefficient is 48.1%. A p-value of 0.000, which is less than 0.05, supports this. Consequently, the alternative hypothesis,  $H_{a1}$ , is accepted and the null hypothesis,  $H_{o1}$ , is rejected. This implies that the work environment at PT Bumi Pertiwi Mandiri has a favorable and substantial influence on employee performance.
2. Employee Performance (Y) is positively and significantly impacted by Work Motivation (X2). That is  $Y = 3.617 + 0.088 X2$ , the regression equation. The hypothesis test indicates that  $t_{hitung}$  (3.629) is bigger than  $t_{tabel}$  (1.991), and the correlation coefficient is 0.693 and the determination coefficient is 59.2%. A p-value of 0.000, which is less than 0.05, supports this. Consequently,  $H_{a1}$  is approved and  $H_{o1}$  is denied. This suggests that employee performance at PT Bumi Pertiwi Mandiri is positively and significantly impacted by work motivation.
3. Both work environment (X1) and work motivation (X2) have a favorable and significant impact on employee performance (Y). The equation for multiple regression is  $Y = 2.940 + 0.082 X1 + 0.084 X2$ . The multiple correlation coefficient is 0.850, and the determination coefficient is 72.2%. The hypothesis test indicates that  $F_{hitung}$  (100.082) is greater than  $F_{tabel}$  (3.963). This is corroborated by a p-value of 0.000, which is less than 0.05. Thus,  $H_{o1}$  is rejected while  $H_{a1}$  is accepted. Therefore, both the work environment and work motivation have a good and considerable impact on PT Bumi Pertiwi Mandiri's employee performance.

### **FUTHER STUDY**

Based on the direct experience of researchers during the research process, there are a number of obstacles faced and need to be a concern for the next researcher in an effort to improve similar research. Because basically, this research still has some weaknesses that need to be improved in the future. Some of the limitations encountered in this study include:

1. The limited references from previous research is one of the main obstacles in this study. This condition has an impact on the fact that there are still shortcomings both in the findings and in the analysis process carried out.
2. Another barrier is the author's lack of expertise and information when preparing this study; therefore, the findings must be further examined and revalidated in the future.
3. The work environment and job motivation were the only independent variables included in this study. The small number of variables raises the potential that there are more factors that influence employee performance but were not the focus of this study.

### **ACKNOWLEDGMENT**

The author would like to express his deepest gratitude to Pamulang University for all the facilities, support, and opportunities that have been provided during the research and writing process of this work.

Thank you are also expressed to Mrs. Maghfiroh Yuniarti, S.Pd., M.Pd. as the supervisor, who has patiently provided guidance, direction, and very meaningful input in the preparation of this journal.

May all the goodness and knowledge that have been given get a proper reward from Allah SWT. Thank you for your dedication and patience in guiding the author. In closing, it is hoped that this research can be a reference for future research.

## REFERENCES

- Afandi, P. (2018). Human Resource Management (Theory, Concepts and Indicators). Riau: Zanafa Publishing
- Ajabar, D. Surya Abbas, F. Muafiq, et al. (2021). Reinventing Human Resources Management : Creativity, Innovation and Dynamics. Yogyakarta: CV Diandra Primamitra Media
- Arikunto. (2014). Research Procedure: A Practical Approach. Jakarta: Rineka Cipta.
- Azan, K., Zebua, A. M., Sukoco, J. B., et al. (2021). Human Resource Management; Theoretical and practical studies in education. Riau: CV. DOTPLUS Publisher.
- Bambang, S., Masrunik, E., & Rizal, M. (2020). Work Motivation and Gen Z: Theory and Application. Jakarta: Zaida digital publishing.
- Budiasa, K.I. (2021). Human Resource Workload and Performance. Banyumas: CV. Pena Persada.
- Edy Sutrisno, (2019). Human Resource Management. Print to eleven. Prananda Media Group, Jakarta.
- Hasibuan, Malayu S. P. (2019). Human Resource Management. Revised Edition. Makassar: PT Bumi Aksara.
- Kamaroellah, R. A., & M. S.I, A. K. (2014). Performance Management (concept, design, implementation and performance assessment. Surabaya: Pustaka Radja
- Kessi, A. M. P. (2019). Motivation, Competence, and Mastery of Information Technology on Job Satisfaction and Lecturer Performance. Surabaya : Jakad Media Publishing.
- Khaeruman. (2021). Improving Human Resource Management Performance: Concepts & Case Studies. Banten: CV. AA Rizky
- Kurniawan, B., Sri Hartono, et al. (2023). Human Resource Management. Bekasi: PT Kimshafi Alung Cipta
- Mangkunegara, Anwar, Prabu. (2017). Corporate Human Resource Management 14th edition. Bandung : PT remaja Rosdakarya.
- Muhfizar, & Saryanto. (2021). Introduction to Management (Theory & Concept). Bandung: Media Sains Indonesia.
- Nurdin, M.A., Erislan, & Ramlin S. (2023). Employee Performance Management: Work Discipline, Occupational Safety, Occupational Health and Work Environment. Makassar: A Partner of Science
- Octaviani, I. S., & Mulyanto, E. (2021). motivation, work stress and employee performance.
- Prahendratno, A., Harun Samsudin, et al. (2023). Human Resource Management (a practical approach to organizational success). Jambi: PT Sonpedia Publishing Indonesia
- Pratama, A. (2022). Human Resource Management (For Governance from Theory to Practice). Widina Publisher.
- Pratama, R. (2020). Introduction to Management. Yogyakarta: Deepublish.
- Rahardjo, D. A. S. (2021). Human resource management. Publisher of Yayasan Prima Agus Teknik, 1-114.

- Rahman, F., Husaini, Arifin, S., Marlinae, L., Wulandari, A., & Hadianor. (2017). *Organizational Behavior*. Yogyakarta: Expert.
- Robbins, P. S and Judge, T. A. (2017). *Organizational Behaviour*, Edition 13, Volume 1, Jakarta: Salemba Empat
- Santoso, S. (2019). *Proficient in Parametric Statistics*. Jakarta: PT Alex Media Komputindo.
- Serendipity. (2019). *Human Resource Management*. Bandung: Refika Aditama
- Sinambela, Lijan Poltak. (2018). *Human Resource Management*. Jakarta: PT Bumi Aksara
- Siswanto, B. (2021). *Introduction to Management*. Jakarta: Bumi Aksara.
- Sugiyono. (2018). *Business Research Methods (Quantitative, Qualitative, Combination, and R&D Approaches)*. Bandung: Alfabeta.
- Sugiyono (2019). *Quantitative, Qualitative and R&D Research Methods*. Bandung: Alfabeta.
- Sugiyono. (2021). *Statistics for Research*. Bandung: Alfabeta.
- Sujarweni, W. (2021). *Business & Economic Research Methodology*. Yogyakarta: PUSTAKABARUPRESS.
- Sujarweni, W. (2021). *Research Methodology; Complete, Practical, and Easy to Understand*. Yogyakarta: PUSTAKABARUPRESS.
- Sunyoto, D., & Wagiman, W. (2023). *Understand the Theories that Discuss Work Motivation*. Copyright © 2019 Eureka Media Script. All Rights Reserved.
- Supriadi, A., Ani Kusumaningsih, et al. (2022). *Human Resource Management*. Tahta Media Group.
- Suyuthi, N. F., Lie, D., Nainggolan, N. T., Kadar, M. G., Purba, S., Butarbutar, M., & Mustar, M. (2020). *Fundamentals of Management: Theory, Objectives and Functions*. Our Writing Foundation.
- Yuliani Irma. (2023). *Human Resource Management*. Depok: PT Raja Grafindo Persada.
- Yuniarti, R., Irwansyah, R., Hasyim, M. A. N., et al. (2021). *Employee Performance (Theoretical and Practical Review)*. Bandung: Widina Bhakti Persada