

THE INFLUENCE OFF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. RAVIDA MANDIRI PALEMBANG

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Abstract:

The goals off this research was for knowing the influence of work motivation and work environment on employee performance at PT. Ravida Mandiri Palembang. The population in this research was the employee of PT. Ravida Mandiri Palembang, there were 150 employees. Sample was determined by simple technique random sampling, with the respondent were 60 employees. Sampling technique that used were questionnaires and documentary. Data analysis that used were simple regression linier analysis, double regression linier analysis, correlation coefficient, determine correlation, test t and test F. Result of discussion obtained the value of test t for work motivation variable obtained t_{count} 18,177 bigger than t_{table} 1,6716 could concluded that there was influence of work motivation on employee performance, while for work environment variable obtained t_{count} 28,429 bigger then t_{table} 1,6716 so could concluded there was influence of work environment on employee performance . Result of test F together obtained F_{count} 208,832 bigger than F_{table} 3,16 so could concluded there was influence of work motivation and work environment on employee performance.

Keywords: Influence, Motivation, Work Environment

Introduction

One of classical problem that faced today is a low of human resource quality. Number of large human resources if can be used effectively and efficient will give benefit to support motion pace of development which continuously. Developing process is a changing process continuously which is an improvement and maintain to directing to reach the goals. Therefore, PT. Ravida Mandiri Palembang in order to reach the goals that declared by company so determined to achieve the highest performance in quality management, environment and in every company operational activity. To support that things PT. Ravida Mandiri Palembang, have reach certificate of ISO 14001:2004 which is a standard that including condition and environment management system. Certificate of ISO 9001:2008 which is a quality management system and a most famous condition in the world. Therefore, operational activity of PT. Ravida Mandiri Palembang day by day need standard of activity that called with name TPM (Total Productivity Maintenance) that give guidance for all employee's activity at PT Ravida Mandiri Palembang.

The success of achievement application of TPM supporting vision and mission that makes PT. Ravida MAndiri Palembang as competitive company by quality

improvement, efficiency and effectively need support by human resource inside. Because of that motivation must be given to the employee. According to Mangkunegara¹, work motivation is a condition or energy that moves the employee itself which directed and or fixed to reach the goals of organization company. So, then motivation is a factor that push someone to do certain activity, because of that motivation often defined as a supporting factor of someone attitude. Every activity which do by someone must have a factor to support that activity. Therefore, according to Gitosudamo in Sutrisno², supporting factor from someone to do certain activity generally is a need and wants of that person. If he need and want something, so he will be pushed to do certain activity to reach what he needed. Needs and wants of someone will be different each other. The discrepancy of people happened caused mentality process needs and wants that happened to the people itself. According to Donal in Feriyanto and Triana³, that work motivation is a changing of energy inside people itself which signed by apparr the feeling and reaction to reach the goals.

Beside work motivation, work environment has affected on employee performance because of office work mostly a mental job that need coziness for employee. Uncomfortable of work environment will caused tense and fatigue so then decrease efficiency and high level of absenteeism of employee. Because of that, according to Sedarmayanti⁴, work environment is a whole tools and material that faced, surrounding neighborhood where the person working, work method, and work arrangement both as a person or as a group. Good work environment expected will increasing employee performance.

According to Hasibuan in Yani⁵, employee performance is a work result that someone achieved in do the tasks whose bears to him that based on capability and sincerity and time. But, actually performance have large definition, not only work result, but including how the process going on. Employee performance will reach optimize result if they give a high motivation by the company so then affected and performance is one of facility to writing and monitoring the employee, in the end will be an input for developing program for the employee itself. Therefore, the employee quality, the goals of the company can be reach time by time.

PT. Ravida Mandi Palembang, is a company which desiring to have good performance of course must able to manage the human resources. Based on observation result that did by experts there are several habits of some employee off PT. Ravida Mandiri Palembang, whose didn't work by SOP (Standard Operating Procedure) the time that determined by company so then caused decreasing of employee performance such as: there are some employees who's come late and go home before time., there are

¹ Anwar Prabu Mangkunegara, *Evaluasi Kinerja SDM*. (Bandung: Refika Aditama, 2014), 1.

² Edy Sutrisno, *Manajemen Sumber Daya Manusia*. (Jakarta: Kencana, 2015), 109.

³ Andri Feriyanto dan Endang Shyta Triana, *Pengantar Manajemen (3 in 1)*, Cetakan Pertama. (Yogyakarta: Mediatara, 2015), 72.

⁴ Sedarmayanti. *Tata Kerja dan Produktivitas Kerja (Suatu Tinjauan Aspek Ergonomi Atau Kaitan Antara Manusia dengan Lingkungan Kerjanya)*. (Bandung: CV. Mandar Maju, 2011), 21.

⁵ M. Yani, *Manajemen Sumber Daya Manusia*. (Jakarta: Mitra Wacana Media, 2012), 117.

some employees whose leave their table to conversed with another employee. Beside that structuring work space that has not been good yet, important document storage cupboard. Lighting and temperature in the workplace, wall color which already faded and also room cleanliness that still don't have more attention and employee in duty their jobs are waiting so then less effectiveness of employee performance.

Research Problems

Based on background above, can be formulated some of problems as below:

1. Is there affected of work motivation on employee performance at PT. Ravida Mandiri Palembang?
2. Is there affected of work environment on employee performance at PT. Ravida Mandiri Palembang?
3. Is there affected of wok motivation and work environment together on employee performance at PT. Ravida Mandiri Palembang?

The goals who wants to be reach is to knowing:

1. The influence of work motivation on employee performance at PT. Ravida Mandiri Palembang.
2. The influence of work environment on employee performance at PT. Ravida Mandiri Palembang.
3. The influence of work motivation and work environment together on employee performance at PT. Ravida Mandiri Palembang.

According to Ali⁶, motive define as causes that being a support or someone action, basic mind and opinion, something can be principal. From the definition of motive can be lowered sense of motivation as something principal, that can support someone to work. Anoraga⁷ declare that motive can be defined as gift or appearance of motive. Or can also defined thing or condition being motive. Mangkunegara⁸ declare that motivation is a condition whose support other people to do the task as their function in organization. While Suharsono⁹ declare that motivation is pushing from human itself which case and direct their attitude on working.

According to Berelson and Steiner in Feriyanto and Triana¹⁰, work motivation can be defined as psychological state and human mentality attitude that give energy, supporting activity (moves), and director distribute the attitude to the way to reach the needs which give satisfaction and less balance. According to Hasibuan in Sunyoto¹¹, work motivation is a stimulant desire (want) the driving force whim of womeone work,

⁶ Muhammad Ali, *Kamus Bahasa Indonesia Modern*. (Jakarta: Gramedia, 2003), 12.

⁷ Panji Anoraga, *Psikologi Kerja*. (Jakarta: PT. Rineka Cipta, 2000), 35.

⁸ Anwar Prabu Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaan*. (Bandung: Rosdakarya, 2011), 93.

⁹ Suharsono, *Pengetahuan Dasar Organisasi, Konsep-Konsep Dasar, Teori, Struktur dan Perilaku*. (Jakarta: Universitas Atmajaya Jakarta, 2012), 98.

¹⁰ Feriyanto, *Pengantar Manajemen (3 in 1)*, 72.

¹¹ Danang Sunyoto, *Manajemen Sumber Daya Manusia*. (Yogyakarta: CAPS, 2012), 191.

every motive has a certain goal that wants to be reached. According to Feriyanto and Triana¹², there are several motivation theories which are presented by some experts, among:

1. Needs hierarchy theory

The most famous of motivation theory is Needs Hierarchy Theory, with the originator is Abraham Maslow. According to Maslow in every person there are hierarchy of 5 needs, such as:

a. Physiological needs

In general physiological needs is an effort to keep the balance of physical elements such as eat, drink, sugar, salt, protein, and also need of rest, and sex.

b. Security needs

After physiological needs fulfilled, appear a security needs, stability, protection, structure of law, regularity, limit, freedom from fear and worry.

c. Love needs

After physiological and security needs relatively satisfied, needs of owned or be a part of sociality and love being a dominant goal.

d. Pride needs

There are 2 kinds of pride, such as: 1) proud of themselves, for example power needs, mastery, competency, achievement, confidence, autonomy, and freedom. 2) reach the rewards from others, for example need of prestige, rewards from other people, status, fame, domination, being important person, honor, acceptable and appreciation.

e. Needs of self-actualization

At least after all the needs fulfilled, there appear the needs of self-actualization, a need that the person able to make it happen with maximal effort and skills of potency.

2. Herzberg of Motivation Theory (2 factors theory)

According to Herzberg, there are 2 kinds of factor that support someone to attempt to reach satisfaction and stay away from dissatisfaction, such as: (a) Hygiene factor motivated someone to out from dissatisfaction including relationship between humans, rewards, condition of environment etc; (b) Factor of motivator motivated someone to attempt to reach satisfaction, including achievement, recognition, leveling life improvement, etc.

3. V room motivation Theory (expectation theory)

According to V room, high and low of someone motivation is determined by 3 components, such as: (a) Expectation (hope) success of duty to do the tasks; (b) Instrumentality, that is appraisal about what will happen if success in duty of some tasks (success in duty to reach certain outcome); (c) Valence, that is response on outcome such as positive feeling, neutral, or negative. High motivation if the effort

¹² Feriyanto, *Pengantar Manajemen (3 in 1)*, 74.

to produce something that more from expectation. Low motivation if the effort to produce less from expectation.

According to Feriyanto and Triana¹³ (2015:80) shapes of motivation which often to do by organization or company, such as: (a) Compensation term of money; (b) Directing and Controlling; (c) The determination Effective work pattern; (d) Policy.

According to Sunyoto¹⁴, the goals of giving motivation such as to push the passion and spirit of work the employee, increasing morality and the employee satisfaction, increasing productivity, keeping the loyalty and stability the employee of the company, increasing discipline and decreasing employee leveling absenteeism, creating atmosphere and good relationship between the employee, increasing creativity and participation of the employee, increasing prosperity of the employee, enhance the sense of responsibility the employee about their tasks.

The task that do by human resource manager after doing recruitment, train and develop through the training, the next is work motivation. In terms of motivated the employee manager have to pay attention on what the employee needs. The manager expectation as a motivator are work result that more fulfill the principal of efficiency and achievement which they've done. The success of motivator in motivated the employee will more affected to the employee achievement.

According to Feriyanto and Triana¹⁵, work motivator indication such as: 1) Performance, that is someone who has a want to get achievement as needs can push him to reach the target; 2) Rewards, is a recognition for a performance that achieved by someone are a strong stimulus. 3) Challenge, that is a challenge to be faced are strong stimulus for human to resolve it; 4) Responsibility, that is their sense of belonging as well as having will inflict the motivation to partly responsible; 5) Development, is development off someone ability both off experience or a chance to improve, will be a strong stimulus for the employee to work hard and more passion; 6) Involvement, there is a sense of involvement not only sense off belonging and sense of responsible, but also inflict sense of introspective to work better and produce more quality product; 7) Opportunity, that is an opportunity to advance in carrier leveling which open from the lowest to the top management are a strong enough stimulus for the employee.

Based on several opinions of expert above can conclude that work motivation is various effort that do by humans of course to fulfill their wants and needs. But, in order their needs and wants to fulfill are not easy to reach if without maximum effort.

According to Sutrisno¹⁶, work environment are whole facilities and infrastructure that exist around the employee whose doing their work which can affect the work progress. This work environment, including workplace, facilities and tools,

¹³ Feriyanto, *Pengantar Manajemen (3 in 1)*, 80.

¹⁴ Sunyoto, *Manajemen Sumber Daya Manusia*, 198.

¹⁵ Feriyanto, *Pengantar Manajemen (3 in 1)*, 86.

¹⁶ Sutrisno, *Manajemen Sumber Daya Manusia*. 118.

cleanliness, lighting, silence, also including relationship between the people at that place.

Sunyoto¹⁷ declared that work environment is an important part of component on the employee doing their works. With pay attention for good work environment will create work condition that able to give motivation for work, so it will take effect for the passion or spirit the employee to do their work. Nitisemito¹⁸ declared that physic work environment is whole the things that exist around the employee that can affect themselves in duty of their tasks whose bear for them, for example: lighting, temperature, workspace, security, cleanliness, music, etc. Even Sukanto and Indriyo in Khoiriyah¹⁹ declared that work environment is whole the things that exist around the employee that can affect in work including lighting, controlling noise, work place cleanliness management, and workplace security management.

According to Rasto²⁰ providing work environment do to reach the goals as below:

1. Increasing efficiency, are providing bad lighting, loudness of noise, and low right ventilation have bad effect on employee work efficiency.
2. Increasing wealthy, that is the office employee of wealth among affected by dust, bad lighting, and loudness noise. Bad lighting affected sight. Loudness noise have affect to neural hearing.
3. Decreasing absenteeism and employee rotation, are while the employee not satisfied with the work environment, they will be interesting to move to other office. It will cause loss efficient and experienced employee in the office.
4. Decreasing fatigue, are speed on finishing the works will hampered because of tense as a result of good work condition that not provided.
5. Increasing spirit off staff, that is work environment have psychological effect to the employee. Providing a good condition of work will increasing spirit of the employee in doing their work.
6. Protecting tools and documents, that is several expensive tools such as computer must be protected from dust and high temperature. As well as the documents must be protected from fire. Because of that good condition of physical must be provided to prevent the damage of the tools and documents.

According to Rasto²¹, company need to pay special attention on work environment components. The components among:

1. Lighting arrangement, that is proper lighting arrangements is an important element in every office. Proper lighting system make the office environment be bright and helping to increase production, produce good quality of work, and decreasing tense.

¹⁷ Sunyoto, *Manajemen Sumber Daya Manusia*, 43.

¹⁸ Alex S. Nitisemito, *Manajemen Personalia*. (Jakarta: Ghali Indonesia, 2002), 183.

¹⁹ Lilik Khoiriyah, *Pengaruh Upah dan Lingkungan Kerja Terhadap Kinerja Karyawan pada CV. Aji Bali Jayawijaya Surakarta*. (Surakarta: Universitas Muhammadiyah Surakarta, 2009), 24

²⁰ Rasto, *Manajemen Perkantoran Paradigma Baru*, Cetakan Pertama. (Bandung: Alfabeta, 2015), 248.

²¹ Ibid, 249.

The characteristics features that good lighting are proper intensity, proper spread, not dazzling, right direction, economic, light should be shooting, stable spread lighting, color combination. Beside that benefit of lighting are increasing productivity, increasing work quality, increasing the employee spirit of work, decreasing eyestrain, increasing company prestige.

2. Color arrangement, that are color in the office including color on aisle and alley, ceiling, floor covering, furniture, equipment, and office machine. Using proper color in the office are very important because every color can be increasing prestige, healthy, spirit and efficiency.
3. Ventilation arrangement, in narrow definition ventilation basically are circulation of fug to fresh air in the office room. In large definition name of ventilation is used to create controlled environment including circulation, temperature and humidity.
4. Controlling of noise, that is the noise that don't want to hear, which cause by echo, loudness voice. Effect of the noise in the office is an old enemy. Noise can cause mental damage, and worse physically. Main resource of noise in the office are telephone, typewriter, office machine, conversation and people movement.
5. Office cleanliness, are generally affected spirit and efficiency the employee work. The dirty office and untidy will cause inaccuracy performance. The office which clean and proper manicured not only increasing healthiness but also increasing company good image.
6. Office decoration, are proper decoration affected room appearance and increasing appropriateness as a workplace. Office decoration have an incredible affected on spirit of work for the employee. Office decoration no need to be standard. The decoration depends on building material that used such as brick, wood, metal, glass and plastic.

According to Sutrisno²², the indicators of work environment among as : 1) work to place, are place where every employee doing their work activities; 2) Work facility; are every facilities and infrastructure which facilitate work activities; 3) Work tools, are tools that can support in finishing of their work; 4) Cleanliness, is a condition that make comfortable for every employee in duty; 5) Lighting, are lighting that exist in workplace so can help employee doing their works; 6) Silence, is a circumstance and condition where the employee doing their work which affected to psychological of the employee; 7) Relationship between employee each other, that is individual relationship that tied between employee in the work environment.

Based on several opinions of experts above can concluded that work environment is a condition around the place where the employee working which including some of components that supporting of implementation of their work.

According to Marwansyah²³, employee performance is an achievement or accomplishment o someone related to the tasks that bears to them. Performance also can look as a fusion from work result (what does someone must achieve) and competency

²² Sutrisno, *Manajemen Sumber Daya Manusia*. 119.

²³ Marwansyah, *Manajemen Sumber Daya Manusia*. (Bandung: Alfabeta, 2012), 228.

(how does someone achieve it). According to Wibowo²⁴, employee performance is about doing their works and result that want to achieve from tat jobs. Performance is about what to do and how to do. According to Wibowo²⁵, the goal is about direction in generally, broad, without time limit, and not related to certain achievement within a certain period. Goal is an aspiration. The goals of employee performance are adjusting Individual performance expectation with goals of organization. Correspondence between efforts to achieve individual goals with organization goal will able to realize a good performance.

According to Marwanyah²⁶, Performance assessment is one of most powerful motivation tools that exist for leader or manager. Performance assessment has 3 main goals as below:

1. To measure the performance as far and objective based on work condition. It is enable the effective employee to get rewards for their effort and ineffective employee to get consequences otherwise for their bad performance.
2. To increasing performance with identified developing goals that specified.
3. To developing goals of career so then the employee could always be adjusting to the organization demand. The longer each job in the organization more challenging with the new conditions. An employee who has effective performance today not guarantee yet will have effective performance in the future. He need to be given a chance to develop in the job and in the organization.

According to Marwansyah²⁷, there are 4 caused of problem of employee performance as below:

1. Knowledge or skills, that is the employee doesn't know how to do the right jobs, less skills, knowledge or capability.
2. Environment, that is the problems that not related with the employee, but caused by environment, work condition, worse process.
3. Resources, that is less resource or technology.
4. Motivation, that is the employee knows how to do the tasks, but didn't do with right ways. It's probably caused by not perfect selection process.

According to Wibowo²⁸, the indicators of employee performance are among others:

1. Goals, that is different circumstance which actively sought by individual or organization to be reach. The definition implies that goals is not a condition, also is not a want.
2. Standard, has an important definition because showing when the goals can finish. Standard is a measure is a goal who wants to be reach can achieve.

²⁴ Wibowo, *Manajemen Kinerja*. (Jakarta: PT. Raja Grafindo Persada, 2016), 7.

²⁵ Ibid, 43.

²⁶ Marwansyah, *Manajemen Sumber Daya Manusia*, 232.

²⁷ Ibid, 234.

²⁸ Wibowo, *Manajemen Kinerja*, 86.

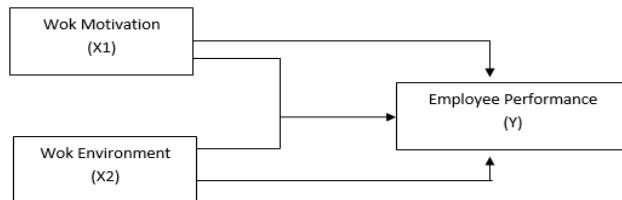
3. Feedback, is a reporting improvement, both quality and quantity indeed to reach the goals that defined by standard. Feedback is an input that use to measure working improvement, working standard, and achieving goals.
4. Tools or facilities, is a resource which can be used to help finishing the goals succeed. Tools or facilities is a supporting factor to reach the goals.
5. Competition, is a main condition in performance. Competition is an ability that someone have to do their jobs that provided them with good. People must do more than just learning about something, people have to do their jobs well.
6. Motive, is a supporting for someone to do something.
7. Chance, that is the employee need to get opportunity to show work achievements of themselves. There are 2 factors who donated the shortfall for the opportunity of achievement, such as time provision and ability to fulfill the condition.

From several opinions of the experts above can concluded that employee performance is a work result that did by someone inside an organization so can reach the goals of the organization and minimizing loss.

Research Methodology

According to Sugiyono²⁹ declared that the framework is a conceptual model about how the theory related with several factors which have identified as an important case. So, the expert drawn the framework in a research as below:

Figure 1 Framework



Based on the framework above shown that wok motivation (X1) and work environment (X2) affected to employee performance (Y) both partial or together. It means better work motivation and work environment will better in employee performance. This is supported by result of research by Kusuma³⁰, Aripin³¹, and Ali³² (2012).

²⁹ Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif dan R & D*. (Bandung: CV. Alfabeta, 2016), 60.

³⁰ Arta Adi Kusuma, *Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kinerja Pegawai Hotel Muria Semarang*. (Semarang: Universitas Negeri Semarang, 2013).

³¹ Lombeng Aripin, "Pengaruh Kemampuan Kerja dan Motivasinya Terhadap Kinerja Penegelola Administrasi Keuangan Pada Dinas Pendidikan dan Kebudayaan Sulawesi Tenggara". (Tesis, Makasar: Universitas Negeri Makasar, 2005).

³² Akbar, Ali, et al., "Impact of motivation on the working performance of employees, a case study of pakistan", *Global Advanced Research Journal of Management and Business Studies*, Vol. 1(4) pp. 126-133 (May, 2012) (Online) <http://garj.org/garjmbs/index.htm>. copyright 2012 global advanced research journals.

According to Sugiyono³³, Hypothesis is a temporary answer on the formulation of research problem, therefore the formulation of the research problem usually arranged in question shape. Hypothesis developed in this research based on problem formulation, the purpose library, and framework so hypothesis that proposed in this research as below:

H₁ : There is affected of work motivation on employee performance.

H₂ : There is affected of work environment on employee performance

H₃ : There is affected both of work motivation and work environment together on employee performance.

Criteria of testing

1. If test $t_{count} < t_{table}$ or $Sig_{count} \geq Sig_{table} = H_0$ accepted and H_a rejected it means there is no affected of independent variable to dependent variable.
2. F test $t_{count} > t_{table}$ or $Sig_{count} \leq Sig_{table} = H_a$ accepted and H_0 rejected it means there is affected of independent variable to dependent variable.
3. If test $F_{count} < F_{table}$ or $Sig_{count} \geq Sig_{table} = H_0$ accepted and H_a rejected it means there is no affected independent variable together to dependent variable.
4. If test $F_{count} > F_{table}$ or $Sig_{count} \leq Sig_{table} = H_a$ accepted and H_0 rejected it means there is affected of independent variable together to dependent variable.

According to Sugiyono³⁴, population is territory generalization that including object and subject which have quantity and certain characteristic who determined by the expert to learned and then can get conclusion. The population in this research are 150 persons. According to Sugiyono³⁵, sample is a part of the amount and characteristic which the population had. Due to the number of population are 150, then sampling in this research use random sampling. According to Sugiyono³⁶, simple random sampling is a sampling by random without notice about leveling that exist in that population. That kind of sampling did if the member of population is considered homogeny. Sampling technique use Slovin formula:

$$n = \frac{N}{1+(ne^2)}$$

Where:

n = sample measurement

N = Population

E = Percentage allowance disinterest because of sampling error desired (10%)

Based on that formulation retrieved number of samples as below:

$$n = \frac{N}{1+(N.e^2)} = \frac{150}{1+(150.0.12)} = \frac{150}{2,5} = 60 \text{ persons}$$

Based on revenue as above, the expert take sample in this research are 60 persons. In this research, the researcher using quantitative research method. According

³³ Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif dan R & D*, 64.

³⁴ Ibid, 80.

³⁵ Ibid, 81.

³⁶ Ibid, 82.

to Sugiyono³⁷, quantitative research method can be defined as research method that based on positivism philosophy, used to research at population or certain sample, sampling technique generally do by random, data collection se research instrument, data analyze is a quantitative with the goals to testing the hypothesis that has been appointed. Data collection technique in this research such as:

1. Questionnaires

According to Sugiyono³⁸, questionnaires are data collection technique that do by giving a set of question or written statement to get answer by respondents. The choice to use this questionnaires technique in this research in order to obtain accurate data directly from the peoples whose will be held of data.

2. Documentation

According to Sugiyono³⁹, documentation is note the events that had passed. Documentation can be a note, picture, or monumental creatures by someone. Documentation technique are useful to get data about numbers of the employee and about general description of PT. Ravida Mandiri Palembang, and others supporting data.

Result and Discussion

Before simple regression linier analyze, double regression linier analyze and determination coefficient done first by researcher doing test research instrument (questionnaires) to claim of validity and reliability. Validity and reliability test to knowing research instrument that measure equipment is valid and can be trusted. Researcher doing test to 60 respondents of the employee PT. Ravida Mandiri Palembang, by spread the questionnaires to 60 employee's respondents. The questionnaires content 42 question which separate to 3 variables with 14 questions for work motivation, 14 questions for work environment and 14 questions for employee performance.

Validity test are data instrument test to knowing how carefully the item in measures what the things that want to measure. The item can be valid if there are correlation that significant with the total of score, it shown there is support from the item in revealing something that revealed. For determination is the item proper to use or not, is by doing significant test correlation coefficient in a significant level of 5% it means an item considered valid if correlate significant to item total score. Conditions for the test validity are compare value r_{count} with r_{table} . r_{table} can find in significant 0,05 with 2 sides test and numbers of data (n)=60, then obtained r_{table} 0,2542 (look at the r_{table}). If $r_{\text{count}} > r_{\text{table}}$ then variable that researched are valid.

From the data processing using SPSS Verse 22 shown that test result from 14 items of statement on each variable of work performance (X_1), work environment (X_2),

³⁷ Ibid, 7.

³⁸ Ibid, 142.

³⁹ Ibid, 144.

performance (Y) value of $r_{\text{count}} > r_{\text{table}}$ altogether more than 0,2542 and can concluded that the items of instrument are valid and can used as a measuring tool for next analyze. Accordingly, the result of calculation of reliability variable of working performance (X_1), work environment (X_2), performance (Y) more than minimum standard of Cronbach's Alpha which has been conditioned are 0,60 then work motivation variable, work environment and the employee performance are reliable and can be used as measures tool for next analyze.

The result of normality test with using SPSS Version 22 program are know that significant value (Asymp.Sig 2-tailed) bigger then significant value 0,05 then residual value distributed normally. Result of multicollinearity are known that value of tolerance both of variable $> 0,100$ and VIF value both of variables < 10 , then can concluded that multicollinearity between independent variables are not happen. Result of heteroskedastisitas by using correlation coefficient test of spearman's rho can be seen that correlation between independent variable (work motivation and work environment) with unstandardized residual have significant value more than 0,05 then can conclude that heteroskedastic problem is not happen.

After fulfilling the condition above, continue with simple regression linier analyze test with result as below:

Table 1. The result of Simple Regression Linier Test of work motivation (X_1) Coefficient^a

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig
	B	Std. Error	Beta		
1 (Constant)	,271	,238		,720	,475
Work Motivation	,877	,060	,919	18,177	,000

Dependent Variable: Work Performance

Resource: Data processing SPSS Version 22, 2016

Based on table above, then obtainable simple regression linier equation as: $Y' = 0,271 + 0,877X_1$ that means:

1. Constant value (a) was 0,271 it could be defined if the value of work motivation is 0, then the employee performance had value 0,271.
2. Variable regression coefficient value of work motivation (X_1) had positive value that is 0,877 it can be defined that every change of work motivation as big as one unit, then would increasing the employee performance as 0,877 unit and also otherwise.

Table 2. The Result of Simple Regression Linier Test of Working Environment (X_2) Coefficient^a

Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig
	B	Std. Error	Beta		

	B	Std. Error	Beta		
1 (Constant)	,299	,157		1,272	,210
Work Environment	,850	,039	,962	28,429	,000

Dependent Variable: Work Performance

Resource: Data processing SPSS Version 22, 2016

Based on table above, then obtainable simple regression linier equation as: $Y' = 0,299 + 0,850X_2$ that means:

1. Constant value (a) was 0,299 it could be defined if the value of work environment is 0, then the employee performance had value 0,299.
2. Variable regression coefficient value of work environment (X_2) had positive value that is 0,850 it could be defined that every change of work environment as big as one unit, then will increasing the employee performance as 0,850 unit and also otherwise.

Table 3 The Result of Double Regression Linier Test

Coefficient^a

Model	Unstandardized Coefficient		Standardized Coefficient	T	Sig
	B	Std. Error	Beta		
1 (Constant)	,218	,163		,723	,473
Work Motivation	,280	,114	,169	1,575	,122
Work Environment	,894	,106	,804	6,484	,000

Dependent Variable: Work Performance

Resource: Data processing SPSS Version 22, 2016

Based on table above, then obtainable simple regression linier equation as: $Y' = 0,218 + 0,280X_1 + 0,894 X_2$, that means:

1. Constant value (a) was 0,218 it could be defined if the value of work environment and work environment was 0, then the employee performance had value 0,218.
2. Variable regression coefficient value of work motivation (X_1) had positive value that was 0,280 it could be defined that every change of work motivation as big as one unit, then would increasing the employee performance as 0,280 unit with the assumption work environment variable were constant and also otherwise.
3. Variable regression coefficient value of work environment (X_2) had positive value that was 0,894 it can be defined that every change of work motivation as big as one unit, then would increasing the employee performance as 0,894 unit with the assumption work motivation variable are constant and also otherwise.

The result of Correlation Coefficient Test by using SPSS Version 22, as below:

Table 4. Correlation Coefficient Test

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	,965a	,929	,926	,08924

a. Predictors: (Constant), work environment, work motivation

b. Dependent Variable: The Employee Performance

Resource: Data Processing SPSS Verse 22, 2016

Based on table above, it could be seen that the value of correlation (R) between work motivation (X₁) and work environment (X₂) on the employee performance are $r = 0,964$ could define that relationship between work motivation (X₁) and work environment (X₂) on the employee performance are very strong. It can be seen from criteria of the value as below:

Table 5. Interpreting r Value

Coefficient Interval	Relationship Level
0,0 – 0,199	Very Low
0,20 – 0,399	Low
0,40 – 0,599	Middle
0,60 – 0,799	Strong
0,80 – 1,000	Very Strong

Based on the table above obtained correlation coefficient were 0,964 which were in range between 0,80 – 1,000. It means that correlation between work motivation (X₁) and work environment (X₂) on the employee performance (Y) convey that correlation coefficient were very strong and had positive value. That was to say, If, there was enhancement of work motivation (X₁) and work environment (X₂), then would followed by enhancement of employee performance (Y) and also otherwise, I there was degression of work motivation (X₁) and work environment (X₂), then would followed by degression of employee performance (Y).

The result of test determination coefficient (R²) by using SPSS Version 22 as below:

Table 6. The Result of Determination Coefficient Test

Model Summary^b

Model	R	R. Square	Adjusted R. Square	Std. Error of the Estimate
1	,964a	,929	,926	,08924

a. Predictors: (constant), Work Environment, Work Motivation

b. Dependant Variable: Employee Performance

Resource: Data Processing SPSS Version 22,2016

Based on the table above obtained number of R² (R square) was amount 0,929 meant that variable of work motivation and work environment able to explain change on work motivation variable was 92,9%, while the remaining amount of 7,1% explained by others variables that not include in this research.

The result of t test of work motivation on employee performance by using SPSS Version 22 as below:

Table 7. The Result of t Test of Work Motivation

Coefficient^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	,271	,238		,720	,475
Work Motivation	,877	,060	,919	18,177	,000

Dependant Variable: Employee Performance

Resource: Data Processing SPSS Version 22, 2016

Based on the result of partial test for work motivation variable obtained t count = 18,177 while t table could be searched by using alpha = 5% (one side t test) with degree of independent df = n-k-1 or 60-1-1=58. So, there was result t_{table} which obtained on significant level 0,05 amount 1,6716 which mean that (t_{count} 18,177 > t_{table} 1,6716 with significant value amount (0,000 < 0,05) the H_a accepted and H_o rejected. It showing that partially H₁ had affected between work motivation on employee performance at PT. Ravida Mandiri Palembang.

The Result of test t of work environment on employee performance by using SPSS Version 22 are as below:

Table 8. The Result of Test tof Work Environment

Coefficient^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	,299	,157		1,272	,210
Work Environment	,850	,039	,962	28,429	,000

Dependant Variable: Employee Performance

Resource: Data Processing SPSS Version 22, 2016

Based on the result of partial test for work environment variable obtained t count = 28,429 while t table could be searched by using alpha = 5% (one side t test) with degree of independent df = n-k-1 or 60-1-1=58. So, there was result t_{table} which obtained on significant level 0,05 amount 1,6716 which mean that (t_{count} 28,429 > t_{table} 1,6716 with significant value amount (0,000 < 0,05) the H_a accepted and H_o rejected. It showing that partially H₁ have affected between work environment on employee performance at PT. Ravida Mandiri Palembang.

The Result of Test F by using SPSS Version 22 as below:

Table 9 Result of Test F

ANNOVA^a

Model	Sum of Squares	Df	Mean Squares	F	Sig
1 Regression	4,918	2	2,459	208,832	,000b

Residual	,374	57	,008		
Total	5,293	59			

- a. Dependent Variable: Employee Performance
- b. Predictors (Constant), Work Environment, Work Motivation

Resource: Data Processing SPSS Version 22, 2016

Based on ANNOVA Test or F test obtained value of F count amount 208,832 with significant value amount 0,000, while F table found on significant 0,05, $df_1 = 3 - 1 = 2$ and $df_2 = 60 - 3 = 57$, so obtained for F table amount 3,16. From F test above showing that $F_{count} > F_{table}$; $208,832 > 3,16$ with significant level $Sig_{count} < Sig_{table}$; $0,000 < 0,05$. Because of significant probability was smaller than 0,05 so H_a accepted and H_o rejected. It showing that by together H_2 had affected between work motivation and work environment together on employee performance at PT. Ravida Mandiri Palembang.

Conclusion

The conclusion of this research as below: 1) Based on hypothesis testing by t test obtained ($t_{count} 18,177 > t_{table} 1,6716$) with significant value was amount ($0,000 < 0,05$) so H_a accepted and H_o rejected. It showing that by together H_1 had affected of work motivation on employee performance at PT. Ravida Mandiri Palembang. 2) Based on hypothesis by test t (partially) obtained ($t_{count} 28,429 > t_{table} 1,6716$) with significant value amount $0,000 < 0,05$ so H_a accepted and H_o rejected. It showing that H_2 has affected of work environment on employee performance at PT. Ravida Mandiri Palembang. Based on hypothesis test by F testing (by together) obtained $F_{count} 208,832 > F_{table} 3,16$ with significant level $Sig_{count} < Sig_{table}$; $0,000 > 0,05$. Because of significant probability smaller than 0,05 so H_a accepted and H_o rejected. It showing that H_3 has affected off work motivation and work motivation by together on employee performance at PT. Ravida Mandiri Palembang.

In accordance with the conclusion that obtained in this research, conclude suggestions as below: 1) Director of PT. Ravida Mandiri Palembang expected able to increasing work motivation of the employee by do all the efforts. 2) Director of PT. Ravida Mandiri Palembang expected also able to increasing work environment by do all the efforts.

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