Influence Motivation, Environment Work, and Workload Against Employee Performance At PT. Anugerah Sinar Mustika Medan

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ABSTRACT

This study at determining and analyze the effect of motivation, work environment, and workload on employee performance. This research is descriptive and associative. The research population is all employees totaling 105 people, and a sample of 83 people. The research method is quantitative. Data collection techniques used interviews, questionnaires, and documentation studies. The data used were primary and secondary data. Then the data was processed using the IBM SPSS Statistics application. Results: motivation, work environment, and workload simultaneously affect employee performance, and partially all variables affect PT. bounty Ray Mustika Medan.

Keywords: Motivation, work environment, Workloads, Employee performance.

INTRODUCTION

Human Resource is an essential element in forming and creating employees who have professional and competitive abilities in carrying out their duties and responsibilities. Employees are an important and inseparable part of a company because their development is largely determined by skills and expertise that can compete. For this reason, every company needs and employs reliable and highly dedicated employees to achieve the expected goals (Wahyuni. 2020:1). Employees who have good performance can help the company in achieving the goals set by the company. Employee performance is all the efforts made, both visible and quantifiable or non-calculated according to the portion and workload they bear based on the regulations set by the company. Companies should consider the skills of employees to determine certain positions or types of work according to their abilities. For m (Mangkunegara, 2013).

Many factors affect the low performance of employees. Work motivation has an impact on performance. Work motivation is a process that describes the intensity, direction, and persistence of individuals to achieve their goals. Employees who have high work motivation can work harder, but if low work motivation makes employees less enthusiastic at work, it can cause a decrease in productivity (Anam & Rahardja, 2017). In addition, a conducive work environment can improve employee performance. The company creates and provides working conditions as needed to encourage them to want to work hard. The need for support for a conducive and adequate corporate environment to improve performance. Therefore, every employee can complete their responsibilities if they are supported by good health conditions (Sedarmayanti, 2017: 26). Low performance can also be caused by an increase in workload. The workload is the duties and responsibilities that will be borne and carried out according to the leadership's decision. The heavy or light work is by the responsibilities in the company. Heavy workloads have an impact on decreasing employee performance due to time constraints in completing work. On the other hand, light loads can increase performance (Munandar, 2014: 23)

PT. Anugerah Sinar Mustika Medan is a company engaged in the production of springbed located at Jalan Tanjung Balai No. 88/89, Sunggal Kanan Village, Medan Sunggal District, North Sumatra Province. The company produces various types of spring beds with

various qualities ranging from standard to exclusive quality and produces spring beds with brands and embossed from customers but with a certain minimum order. There are 4 types of springbeds, namely: empire new generation springbed, empire springbed, sinomax springbed, and dentones springbed. Springbed production data in 2020 amounted to 1,276 units from the targeted 1,500 units and in 2021 there were 1,153 units. During 2 (two) periods, springbed production decreased, allegedly due to low employee performance

The low performance of employees of PT. The Sinar Mustika Medan Award can be caused by employees who are less enthusiastic about working because of the reduction in overtime pay and the abolition of bonuses so that some employees resign. This is due to the covid 19 pandemic. Employees expect the overtime pay and bonuses as motivation to work harder. Meanwhile, praise and appreciation from leaders are rarely given to employees who have high discipline. The workers feel that work demands are getting bigger because some employees are laid off due to the covid 19 pandemic. Work equipment to support the acceleration of task completion is rarely replaced with more sophisticated tools. The work environment is not comfortable because it is not equipped with air conditioning and adequate ventilation. On the other hand, the reduction in employees causes the workload to be heavier because the tasks are increasing so the schedule due for making spring beds is not on time. Even some workers work in doubles, especially the spring bed maker

Literature Review
Employee performance

Employee performance is the result of employees' efforts to carry out conditions and standard procedures in the provisions, toys makingsupporttportrayedking support that must be followed to facilitate and support the completion of tasks so that targets and realizations can be achieved as expected (Bangun, 2measureployee pJacksonsindicators can be measured based on thopinionqualitytis reliability(2presenceamely: quantity, quality, reliability, attendance, and ability to cooperate.

Motivation

According to Feriyanto and Triana (2015:71), that motivation is a continuous series of intensity, direction, and persistence of employees in achieving the desired goals. Employees who are empowered well will be able to improve their performance optimally. Kasmir (2016; 122) explains that the indicators of work motivation are: psychological needs, security needs, social needs, and esteem needs.

Work environment

The work environment is the total number of tools, materials, and other equipment, the surrounding environment, methods, and regulations available to support the implementation of individual and group tasks. The indicators that are often used include lighting or lighting, air temperature, noise, work safety, and work relations (Sedarmayanti, 2017).

Workload

The workload is a collection of work that will be carried out by employees according to the provisions and schedules set by the leadership. Employees are supported by abilities and skills according to their field of work (Munandar, 2014:20). The indicators are: work demands, roles and interpersonal, organizational structure, and noise (Robbins, 2016:34

RESEARCH METHODOLOGY

This research was conducted at PT. bounty Ray Mustika located on Jalan Tanjung Hall Village No. 88/89, Sunggal Right Subdistrict single Deli Serdang Regency, North Sumatra. The study u an approach quantitative because have a clear and clear *path*. Sugiyono (2017:7), explains the method quantitausuallyually sees numbers in analyzing data statistics Type studies associated Study associative aim for knowing connection Among two-variable or more. Whereas shift study is descriptive for describing and describing findings or results ins o research in the ffieldpopulationtionobjectject of the subject to be researched for analysis look for the findings in accwithordnancee the actsituationatin. Poisoning a study this is whole employees of PT. grace Ray Mustika namely 105 employees. Amount ssasamplesny as 83 people. How to taka e sample by *simple random sampling* throat ugh lottery with method raffle every employee until fulfilled sasamsamprequired

RESULTS OF STUDY AND DISCUSSION
Analysis Statistics Descriptive

Table 1: Result Analysis Statistics Descriptive
Descriptive Statistics

|	N	Minimum	Maximum	mean	Std, Deviation
Motivation	83	33	48	40,14	3,009
Environment Work	83	44	67	54.53	4,835
Workload _	83	23	46	37,20	5,989
Performance Employee	83	37	46	40.96	2,244
Valid N (listwise)	83				

Source: 2022 Research Results (data processed)

Analysis statistics descriptive variable study as follows:

a. Variable motivation totaling 83 respondents, having a core average of 40,1a 4, minor mum 33, and of maximum m 48, with a standard deviation of 40.14.
b. Variable motivation totaling 83 respondents, havinscoredre the mean, is 4,835, the minimum is 44, and the maximum is 67, with a standard deviation of 4,835.
c. Sample on variable burden work is 83 respondents, with have score mean 3of 7.2a 0, a minimum of 23, a maximum of 4and 6, and get a standard deviation of 5,989.
d. On sample variable performance employees there are 83 respondents, as well as the average value is 40.96, the minimum is 37, and the maximum is 46, with satastandarddeviation worth 2,244.
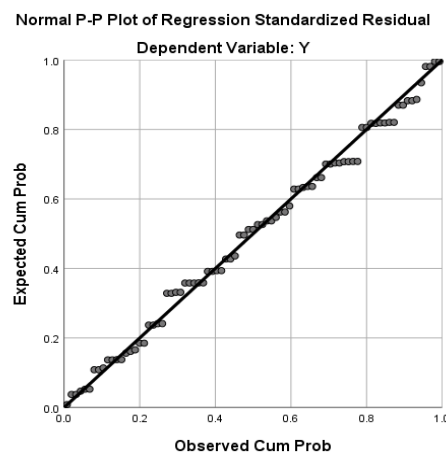
Test Normality

For testing normality, the of us the technique of *probabiliplotls*, graphics, and programs follows:
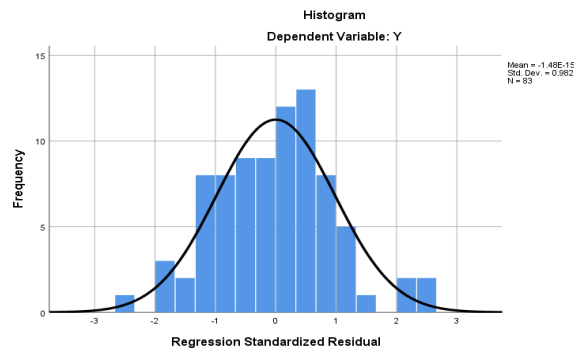
Picture 1 Normality Test (Histogram)

Seen picture curve line _ leaning symmetrical (U) no deviated to direction right or direction left, hen assumption of distributed data normal.

Picture 2 Normality Test (*Probability plots*)

Pictures explain in the form of a dot, dot, dot which spread witfollowingow direction linediadiagonalnd concluded that the data normally distributed.

Test Multicollinearity

Table 2: Results Test Multicollinearity
Coefficients ᵃ

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Motivation	0.907	1,102
	Environment Work	0.888	1,127
	Workload _	0.968	1.033

Table above _ explain that variable tolerance value motivation = 0.907, environment work = 0.888, and burden work = 0.968, look value > 0.1. While the VIF value on motivation = 1.102, environment work = 1.127, and burden work = 1.033 < than 10, so that could assumed no occur multicollinearity.

Test Heteroscedasticity
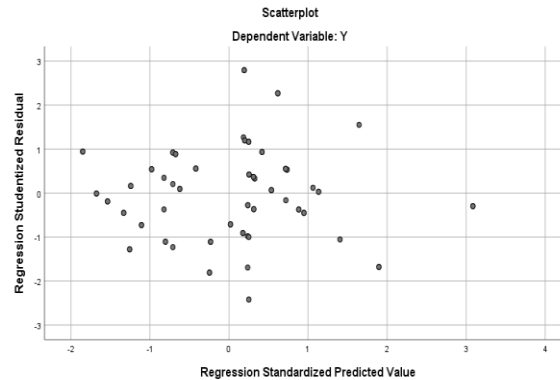
Picture 3.3 Scatterplot method

The picture explains no there is a pattthathich clears on the Scatterplot method. This could is known from deployment dot, dot, dot by random and scatter on the Y-axis and point 0. So that data does not experience heteroscedasticity.

Test Glacier

Table 3: Glejser Test Results

Variable	B	t	sig,
Motivation	0.000	0.010	0.992
Environment Work	-0.002	-0.080	0.936
Workload _	0.030	1,885	0.992

In the table *Coefficients* above _ could explain that variable motivation has a score significant as as 0.992 > 0.05, environment work 0.936 < 0.05, and burden work 0.063 >0.05. Coulconcludthe eon thatbased on Glejser test results no occur heteroscedasticity.

Model

Table 3.7 Multiple Linear Regression Results
Coefficients

Model	B	t	sig,
(Constant)	14,994	6,028	0.000
Motivation	0.201	3,674	0.000
Environment Work	0.267	7,745	0.000
Workload _	0.091	3,408	0.001

From Table 3.7, it is made multiple linear regression model equations , namely :
Performance Employee = 14,994 + 0.201 Motivation +0.267 Environment work + 0.091 Workload
Interpretation equality regression linear multiple outlined as follows:
a. constant
   If variable motivation, environment work, and burden work value 0, so performance

employee at 14,994 unit.

b. Motivation

Motivation has a scoring coefficient of t 0.201 as well as a value of positive. Every one unit variable motivation increase will cause performance employee increase of 0.201 units.

c. Environment work

Environment work has a scoring coefficient of 0.267 and a value of positive. Every one unit variable environment work increase will cause performance employee increase of 0.267 units.

d. workload

workload has a scoring coefficient as big as 0.091 and value positive, so that Thing this show every existence movement variable every one unit, ten variable discipline work could cause enhancement discipline work of 0.091 units.

Coefficient Determination (R ^{2})

Table 4: Results Test Coefficient Determination
Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.784 [a]	0.615	0.600	1,419

Based on in table above, we get value (R) = 0.784 or (78.4%) who explained connection motivation, environment work and burden work with performance employee belong to Strong. Score *R Square* as big as 0.615 or 61.5% variable performance employee could be explained byvariable motivation, environment work and load work and the remaining 38.5% is explained factor others who don't study on study this.

Test by Simultaneous

Table 5: F Test Results

Model		Sum of Squares	df	Mean Square	F	sig,
1	Regression	253.789	3	84.596	42.005	0.000 [b]
	Residual	159,102	79	2.014		
	Total	412,892	82			

In accordance degrees free 1 (df1) = k-1 = 4-1 = 3, for degrees free 2 (df 2) =NK = 83-4 = 79, with description that n (quantity sample), k (quantity variable), so that is known value F $_{table}$ on level significance 0.05 = 2155 , and probability the significance0.000. So F value $_{count}$ (29,310)>F $_{table}$ (2,155), and level probability significance 0.000<0.05. Proof hypothesis (Ha) is accepted. mean by simultaneous motivation, environment, and burden work take to effect positive and significant to performance employees at PT. grace Ray must.

Test Hypothesis by Partial

The t-test is used knowing influence by damn.

Table 6: t-test results

Model	B	t	sig,
(Constant)	14,994	6,028	0.000
Motivation	0.201	3,674	0.000
Environment Work	0.267	7,745	0.000
Workload _	0.091	3,408	0.001

Explanation:

a. Motivation has a VA value of t_{count} amount 3,674 and its significance worth 0.000. Next determined score t_{table} based on formula dk=nk = 83–4=79, then obtained t_{table} = 1.99 at level the significance is 0.05, so (3.674) > (1.99) and the value of probability 0.000 < 0.05. Hypothesis H $_a$ accepted, by The partial variable motivation that takes effect on performance employees.

b. Environment work has a value of t_{count} amount 7,745 and its significance worth 0.000. Whereas score t_{table} = 1.99, so (7.745) > (1.99) and the significance is 0.000 < 0.05. Hypothesis H $_{an}$ accepted, by the Partial variable environment work, and takes effect on the performance of employees.

c. workload _ have a value of t_{count} amount 3,408 and its significance worth 0.001. Whereas score t_{table} = 1.99, then (3.408) > (1.99) and the significance is 0.001 < 0.05. Hypothesis H $_{an}$ accepted, by the partial variable burden work, which takes effect on the performance of employees.

CONCLUSION

1. Test by simultaneous (F test) motivation, environment work, and load work (F test) take effect on performance employees at PT. bounty Ray Mustika Medan with score F_{count} (42,005) > F_{table} (2,155) as well as level probability 0.000 < 0.05.

2. by Partial (test t) motivation, environment work, and load work take effect on the performance of employees at PT. bounty Ray Mustika.

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