



THE INFLUENCE OF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PRODUCTIVITY WHICH IMPLICATIONS ON EMPLOYEE PERFORMANCE AT PT. FUKUSUKE KOGYO INDONESIA

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Abstract

This study has a goal, namely the effect of work motivation and work environment on the productivity of employee performance. Primary data was obtained from the results of distributing questionnaires distributed to 137 employees, and secondary data was obtained from documentation. The sampling technique used is Structural Equation Modeling (SEM) with the help of the Lisrel 8.8 application. The population in the study amounted to 137 employees and the sample in this study was 102. The results of the data analysis showed that work motivation and work environment partially don't have effect toward productivity, but work motivation and work environment give the influence toward performance. work motivation and work environment simultaneously had a positive and significant effect on the productivity of employee performance at PT Fukusuke Kogyo Indonesia.

Keywords: Work Motivation, Work Environment, Employee Performance, Productivity

JEL Classification: L10, L16

1. INTRODUCTION

Human Resources (HR) is one component of the business resources strategy. According to Triatusti (2018), the application of human resources, both geographically based and based on experience, is a key component for the success of any organizational resource program. It is also a key component for the success of the organization itself and the organization itself as a whole (Triatusti, 2018).

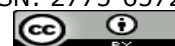
One of the factors that can help increase daily productivity is one of them is motivation, such as strong external motivation (primary, food, clothing, and boards) and internal needs (employees' efforts to place themselves in the desired career position).

In addition, factors that are relevant to employee performance are work environment

factors. There is a lot of room for improvement in the workplace for management.

Performance can be identified from a comfortable work environment for employees. For example, an unsatisfied environment can be a motivation for workers and can also be a source of performance.

PT Fukusuke Kogyo Indonesia, which is engaged in the manufacture of plastic bags, was established in 1996. The demands of work that everyone must be able to master and regarding production targets have increased but in terms of working hours they have not met these targets and the company has not provided overtime hours. As a result of this situation, PT Fukusuke Kogyo Indonesia has taken steps to improve service to customers.



As evidenced by the data in Table 1, PT.Fukusuke Kogyo Indonesia is on its way to meet the minimum production target; This can be seen from the failure to achieve production targets for the last three years. In 2010 there was a significant increase in production, with an annual increase of 12.12%. The purpose of this product launch must be met, and if not, it will be used to increase the productivity of the company's employees on behalf of the company itself.

Table 1. Plastic Production Data PT. FUKUSUKE KOGYO INDONESIA

NO	Producti on year	Production plan (Units)	Product ion Realizat ion (%)	Developme nt (%)
1	2009	168,000,000	80.65%	-
2	2010	146,300,000	85.03%	-8.17%
3	2011	142,300,000	90.10%	-8.11%

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2. LITERATURE REVIEW AND HYPOTHESES

2.1. Literature Review

Accodding to Hidayat (2021a), Performance is the result of work that can be achieved by a person or group of people in an organization, according to their respective authorities and responsibilities.

Accodding to Avengelist et al., (2022), Performance is a result of work that is achieved someone in carrying out the tasks assigned to him based on agreement, experience, perseverance and time. Performance is a real behavior that is displayed by everyone as work performance produced by employees according to their role in the company.

According to Noah and Steve (2012), the work environment is a type of relationship that exists in the work space. The term "work environment" refers to objects located within the building space. According to Nitisemito (2012), the work environment is a type of skill that can be learned by anyone who wants to improve themselves through acquiring new skills. When used in reputable institutions or workplaces, the environment has a significant impact on productivity.

According to Lindani and Hidayat (2023), high quality human resources are human resources capable of creating not only comparative value but also competitive-generative-innovative value by using the highest energy such as: intelligence, creativity and imagination; no longer solely using raw energy, such as raw materials, land, water, muscle power, and so on

According to Nela R., et al (2014), factors that affect a person's ability to participate in certain activities throughout the day are the needs and absence of other people; if someone participates in an activity to fulfill a need, such as eating or sleeping, they are more likely to do so (Sutrisno 2010).

According to Chukwuma and Obiefuna (2014), motivation is the process of identifying risks, increasing risks, and identifying risks in a unique way. Motives (needs, wants) function as a distraction for employees. Motivation consists of attitudes and values that motivate a person to achieve certain goals based on the goals of the individual. These attitudes and values are the only ones that can be used to motivate someone to achieve goals. Motivation can be used as a starting point to pursue a goal in order to achieve one's goals.

Accodding to Hidayat (2021b), motivation is important because with this motivation it is expected that each individual employee will work hard and be eager to achieve high productivity.

According to Pragusti et al., (2023), Performance is an activity or process carried out in an effort to achieve a predetermined result. Firmansyah and Hidayat (2023) said,

Performance is generally defined as the success of a person in carrying out a job.

Rindi (2019) "Comparison between output and input, where the output must have added value and better processing techniques.". According to Sinungan (2005), a high level of productivity can be achieved by working as a bridge between the tangible and the physical (goods or services). activities, or as a measure used to achieve the desired results (Ravianto, Edy Sutrisno, 2016:99).

In research Soejarminto and Hidayat (2022) According to Umala (2017) states that performance is the result of employee efforts and is influenced by skills and perceptions of roles and tasks.

2.2. Hypotheses

From the following framework, the following hypotheses will be presented:

- H1 : Work motivation has a positive impact on employee work productivity
- H2 : Environment Work own impact positive Which significant to productivity employee
- H3 : Work motivation has a positive and decisive impact on employee performance
- H4 : The work environment has a significant positive impact on employee performance
- H5 : Employee productivity has a significant positive impact on employee performance
- H-6 : Work motivation and work environment have a positive and significant impact on employee productivity
- H-7 : Work motivation and job training have a positive and significant impact on employee performance

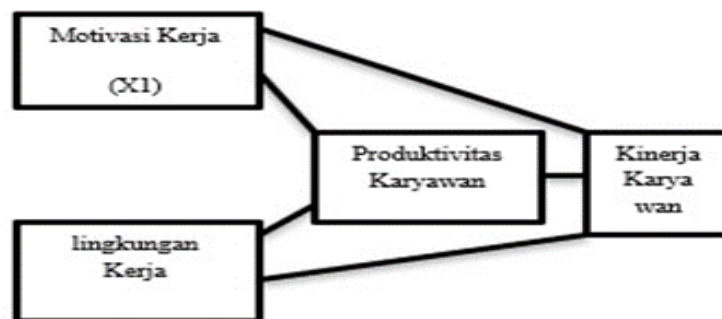


Figure 1. Research Framework

3. RESEARCH METHODS

3.1. Population and Simple

According to Sugiyono (2017), quantitative" refers to "research in the form of numbers and data". This research includes primary and secondary data. Data collection technologies in this context include observation, analysis, and documentation. Research data analysis techniques using Lisrel software. With a population of 137 people.

The population of this research is all employees of PT. Fikusuke kogyo Indonesia, namely 137 employees. The method used in this study is quantitative, namely by using certain theories or statistics to identify the variables studied, by taking samples using the SEM mode

and processing using the Lisler application version 8.8, with the number of samples determined by the Slovin formula as many as 102 respondents and data collection is done by distributing questionnaires. Sample measurement according to slovin's opinion:

$$n = N / (1 + (N \times e^2))$$

Information:

n : number of samples

N : total population

e : error rate (5%)

Based on field data the number of employees at PT. Fikusuke kogyo Indonesia as many as 137 employees. Using the Slovin method, using a 5% error rate, researchers took a sample of 102 employees to become research respondents.

- a. The questionnaire discusses various points in detail with the respective responses to the questions asked.
- b. Interviews, for example, practice interviews in the context of employees based on theory, such as how to care for employees of PT. Indonesian kogyo Fukusuke.

4. RESULTS AND DISCUSSION

4.1. Validity and Reliability Test

The statistical method for testing the hypothesis uses the Structural Equation Modeling (SEM) method with the help of the Lisrel 8.8 application. According to Sudirman et al., (2020) in Santoso (2018) states There are several criteria that can be used to measure suitability, including the following: When RMSEA determines 1, a model is found to be suitable, and when GFI and AGFI determine 1, a model found compatible.

Based on the table above, there are several sizes that do not meet the requirements but are still close to the good fix criteria so that the marginal fit can still be used in further analysis.

According to Yilmaz (2018) research shows that the validity of a study can be used to evaluate a specific case or a single case. If $r \text{ count} \geq r \text{ table}$, then the mean or question is declared significant if it correlates with the total score, and if $r \text{ count} < r \text{ table}$, if the mean or question does not correlate with the total score, it is deactivated. How to validate data using the Lisrel 8.8 application If the total loading factor is greater than 0.50, the validity criterion must be met.

The that has test modified by removing items that are less than 0.50. Based on the results of the validity test, it shows that the data is greater than 0.50, then the validity can be declared valid.

Reliability Test there are two methods available. namely, extraction variance and composite construct reliability. The minimum cut-off value for construct reliability is 0.70, and the minimum cut-off value for variance extract is 0.50 (Adamy, 2016 in Ghazali, 2013).

Table 2. Variable Reliability Test

Variable	Construct Reliability (CR)	Extracted Variant (VE)	Conclusion
Work motivation	0.92	0.61	Reliable
Work environment	0.87	0.52	Reliable
Employee performance	0.92	0.56	Reliable
Productivity	0.91	0.56	Reliable

4.2. Discussion

After processing the data using the Lisrel 8.8 application, the following results are obtained:

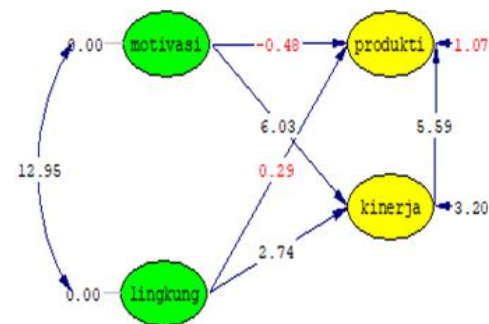


Figure 4. Structural Model Estimates T-Values

Structural Equations

$$\begin{aligned} \text{produkti} &= 1.03 \cdot \text{kinerja} - 0.062 \cdot \text{motivasi} + 0.021 \cdot \text{lingkung}, \text{Errorvar.} = 0.027, R^2 = 0.97 \\ (0.18) \quad (0.13) \quad (0.072) \quad (0.025) \\ 5.59 \quad -0.48 \quad 0.29 \quad 1.07 \\ \\ \text{kinerja} &= 0.70 \cdot \text{motivasi} + 0.26 \cdot \text{lingkung}, \text{Errorvar.} = 0.17, R^2 = 0.83 \\ (0.12) \quad (0.096) \quad (0.052) \\ 6.03 \quad 2.74 \quad 3.20 \end{aligned}$$

Figure 5. Structural Equations

The purpose of this statistic, known as T, is to quantify significant or insignificant variation in the same variable between individuals. A significant percentage in this case is 5%. One example of a criterion is when t-count is greater than t-table. This means that there is a gap between the independence of the variable and the dependence of the variable (Rohimah, 2018).

Hypothesis 1: Test on the variable Work Motivation (X1) obtained a t-count of 6.03. Because t-count is greater than t-table ($6.03 > 1.9$) then work motivation (X1) has a significant effect on employee performance variable (Z). Thus hypothesis 1 can be accepted.

Hypothesis 2: The test on the Work Environment variable (X2) obtained a t-count of 2.74. Because t-count is greater than t-table ($2.74 > 1.9$) the Work Environment variable (X2) has a significant effect on employee performance variable (Z). Thus hypothesis 2 can be accepted.

Hypothesis 3: Test on the variable Work Motivation (X1) obtained a t-count of -0.48. Because the t-count is smaller than the t-table ($-0.48 < 1.9$) the work motivation variable (X1) has no significant effect on the productivity variable (Y). Thus Hypothesis 3 cannot be accepted.

Hypothesis 4: The test on the Work Environment variable (X2) obtained a t-count of 0.29. Because the t-count is smaller than the t-table ($0.29 < 1.9$) it means that the work environment variable (X2) has no significant effect on the productivity variable (Y). Thus Hypothesis 4 cannot be accepted.

Hypothesis 5: Test on the variable Employee Performance (Z) obtained a t-count of 5.59. Because t-count is greater than t-table ($5.59 > 1.9$) that the Employee Performance variable (Z) has a significant effect on Productivity variable (Y). Thus hypothesis 5 can be accepted.

Hypothesis 6: Tests on the variables Work Motivation (X1), Work Environment (X2) obtained a t-count of 3.20. Because t-count is greater than t-table ($3.20 > 2.46$) then the variables of Work Motivation (X1), Work Environment (X2) have a significant effect on Employee Performance variables (Z). Thus hypothesis 6 can be accepted.

Hypothesis 7: Tests on the variables Work Motivation (X1), Work Environment (X2), and Employee Performance (Z) obtained a t-count of 1.07. Because the t-count is smaller than the t-table ($1.07 < 2.46$) the variables of Work Motivation (X1), Work Environment (X2), and Employee Performance (Z) have no significant

effect on the Productivity variable (Y). Thus hypothesis 7 cannot be accepted.

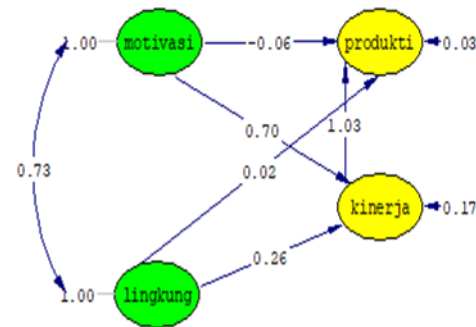


Figure 6. Structural Model Estimates Standardized Solution

Table 3. Big Direct and Indirect Influence on Employee Loyalty

Influence	Direct (L) Against Productivity	Indirect (TL) Through Employee Performance	Conclusion
Work Motivation Against Productivity Y	$(0.06)^2 \times 100 = 0.36\%$	$0.06 \times 1.03 \times 100 = 6.18\%$	TL > L mediating
Work Environment Against Productivity Y	$(0.02)^2 \times 100 = 0.04\%$	$0.02 \times 1.03 \times 100 = -2.06\%$	TL < L mediating

1. Direct and indirect influence of the Work Environment on Employee Loyalty

- The direct effect of Work Motivation on Productivity is 0.36%
- The indirect effect of Work Motivation on Productivity through Employee Performance is 6.18%
- The percentage results above indicate that work motivation can increase productivity either directly or indirectly through employee performance. Therefore, the effect of work motivation on productivity, one of the employee performance variables, is a mediating variable.

2. Direct and indirect influence of Occupational Safety and Health on Employee Loyalty

- a. The direct effect of the Work Environment on Productivity is 0.04%
- b. The indirect effect of the Work Environment on Productivity through Employee Performance is 2.06%.
- c. Likewise, the direct and indirect influence of the Work Environment on Productivity shows that the Work Environment can build Productivity rarely and sometimes through Employee Performance, even though there is no dominance. Employee Performance Variable is a Mediator Variable in Productivity, as mentioned in the previous paragraph.

The conclusions of the results of the research studied tests on work motivation variables, namely positive and significant influence on performance results at PT. Fikusuke Kogyo Indonesia.

Work Environment Testing is a positive and significant effect on performance results at PT. Fikusuke Kogyo Indonesia. Simultaneous testing shows work motivation variables and work environment influential positive and significant to productivity results of employee performance at PT. Fikusuke Kogyo Indonesia.

Suggestions submitted from researchers are employee Experience at PT. Fikusuke Kogyo Indonesia, which you describe as non-current, and Employee Experience in Employees to identify Work Motivators. Production Leaders motivate workers more during breaks or when the company is closed, so that workers are more motivated to increase productivity. In case the motivational seminar is held on the same day as the seminar, it is recommended that participants attend at least one session to ensure they are motivated to do more.

5. CONCLUSION

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