**The Influence of Work Environment and Motivation on Employee Performance at Pakubowono Terrace Apartment, South Jakarta**

**Eko Sudarso**

Universitas Pamulang, Indonesia

Email: dosen02070@unpam.ac.id

**ABSTRACT**

This study aims to determine the effect of work environment and motivation on employee performance at Pakubuwono Terrace Apartment, South Jakarta. This study uses quantitative methods with the sample used in this study as many as 59 respondents. As for in this study, the population is Pakubuwono Terrace Apartment employees, totaling 145 people. Based on the above calculation, the total sample size is 59 people from 145 employees of Pakubuwono Terrace Apartment. The sampling technique used the slovin formula. Data collection using SPSS 25 program. Data analysis using validity test, reliability test, classical assumption test, regression analysis, analysis of the coefficient of determination in hypothesis testing. The results of this study are a discussion of the influence of the work environment and motivation on employee performance, as follows: Work environment has a significant effect on employee performance with the regression equation Y = 7.653 + 0.351 X1, the correlation value of 0.444 means that both variables have a strong relationship with the coefficient of determination by 78.8%. Hypothesis test obtained t count > t table or (2,920 > 2,003). Thus Ho is rejected and H\_1 is accepted, meaning that there is a significant influence between the Work Environment on employee performance. Motivation has a significant effect on employee performance with the regression equation Y = 7.653 + 0.417 X2, the correlation value is 0.272, meaning that both have a strong relationship level with a coefficient of determination of 21.2%. Hypothesis test obtained t arithmetic > t table or (6.309 > 2.011). Thus Ho is rejected and H\_2 is accepted, meaning that there is a significant influence between motivation on employee performance. Work environment and motivation have a significant effect on employee performance with the regression equation Y = 7,653+ 0,351 X1 + 0,417 X2. The correlation value of 0.461 means that the independent variable and the dependent variable have a strong relationship with a coefficient of determination of 21.2%. while the remaining 78.8%. influenced by other factors. Hypothesis test obtained value F\_count > F\_table or (12,953 > 4.01). Thus Ho is rejected and H\_3 is accepted. This means that there is a simultaneous significant influence between the work environment and motivation on employee performance at the Pakubuwono Terrace Apartment, South Jakarta.

**Keywords:** Work Environment; Motivation; Employee Performance

**INTRODUCTION**

Every organization or company is required to optimize human resources and how human resources are managed (Sunarsi, 2018b, 2019). Human resource management cannot be separated from the employee factor who is expected to perform as well as possible in order to achieve organizational goals. Employees are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities. The development of a company is the desire of every individual who is in the company, so it is hoped that with this development the company is able to compete and follow the progress of the times, therefore, the goals expected by the company can be achieved properly (Bambang et al., 2012; Grissemann & Stokburger-Sauer, 2012; Lestari & Khafid, 2021; Nonaka & Takeuchi, 1995).

To be able to compete, the first thing that must be addressed is the work environment, the work environment in a company is very important to be considered by management. According to (Endang & Irma, 2014; Papilaya et al., 2015; Sunarsi & Erlangga, 2020) the work environment is a very important component when employees carry out work activities. According to (Rakib, 2015) the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned, for example cleaning, music, lighting and others. Meanwhile, according to Sedarmayanti & Rahadian (2018) defines that the work environment is all the conditions that exist around the workplace, will affect employees either directly or indirectly. Employees will be able to carry out their activities well, so that optimal results are achieved, if they are supported by an appropriate environmental condition.

Based on the theory of the experts above, it can be concluded that the work environment is a place where a person performs his duties and responsibilities, by paying attention to a good work environment or creating working conditions that are able to provide a comfortable and safe place, it will have an influence on the enthusiasm or enthusiasm of employees to work. To find out the problems of the work environment at the Pakubuwono Terrace Apartment, the researchers conducted a pre-survey of 30 employees.

Based on the result based on the pre-survey conducted to 30 employees stated data regarding the work environment, researchers gave 11 statements and respondents answered by choosing one answer, namely agree and disagree. There is an Agree value that only reaches 42% while a Disagree value is 57%. With the description above, it can be said that the work environment at the Pakubuwono Terrace Apartment is still not optimal, so it is necessary to re-optimize to improve the work environment at the Pakubuwono Terrace Apartment.

In addition to the work environment, the variable that the researchers took was motivation. According to (Rozi & Sunarsi, 2020; Sunarsi, 2016, 2018a) motivation is the result of a number of processes that are internal or external to an individual, which causes an attitude of enthusiasm and persistence in carrying out certain activities. A motivated person is a person who makes substantial efforts to support the production goals of his work unit and the organization in which a person works. Motivation according to (Omri, 2015) is a series of processes that generate, direct and maintain human behavior towards achieving goals. Meanwhile, according to (Rozi & Sunarsi, 2020) stated that motivation is the provision of a driving force that creates the enthusiasm of one's work so that they are able to work together, work effectively, and with integrity with all their efforts to achieve satisfaction.

Based on the explanation of the theories above, it can be concluded that motivation is an encouragement or desire to do a job without coercion, which can generate the willingness of employees to start carrying out work according to their duties and responsibilities, without any motivation from employees to work together for the benefit of the employees. company, the goals that have been set will not be achieved. So to find out the problems of employee motivation, researchers conducted a survey of 30 employees which can be seen as follows:

Based on the result that based on the pre-survey conducted to 30 respondents stated data on motivation, researchers gave 4 statements and respondents answered by choosing one answer, namely agree and disagree. There is a value of Agree reaching 55% while a Disagree value of 65%. With the description above, it can be said that the motivation at the Pakubuwono Terrace Apartment is still not optimal, so it is necessary to re-optimize to increase motivation at the Pakubuwono Terrace Apartment.

Based on the explanation of the theories above, it can be concluded that employee performance is a performance that refers to the achievement of employee work which is measured within a certain period of time to achieve results that are in accordance with the quality and quantity standards of work or not. So to find out the problems of employee performance at the Pakubuwono Terrace Apartment, the researchers conducted a pre-survey of 30 employees.

Based on the result can be concluded that the employee's performance on the given task is still not optimal. From the results of the pre-survey, the researcher gave 4 statements with 30 respondents regarding employee performance indicators, which stated that the total value of agreeing reached a percentage of 58% while those who stated disagreed reached a percentage of 62%. This shows that the performance of employees on the tasks given by superiors is still not optimal so that it can affect the performance of employees in the company.

Of the three variables, the researchers at Pakubuwono Terrace Apartments are apartments developed by PT Selaras Mitra Sejati which was founded in 2013 in the Cipulir area of ​​South Jakarta, with the concept of a minimalist design apartment building surrounded by a shopping center. In property competition, Pakubuwono Terrace Apartment demands that the company has a reliable and careful workforce in providing quality facilities that increase occupant satisfaction. There are several things that encourage increased productivity of human resources, namely efforts to improve employee performance at the Pakubuwono Terrace Apartment, where these efforts are the fulfillment of both internal needs for the Pakubuwono Terrace Apartment.

So from the explanation above about the variables that the researchers explained. Researchers feel it is important to conduct a study entitled "The Effect of Work Environment and Motivation on Employee Performance at Pakubuwono Terrace Apartments, South Jakarta".

**METHOD**

The method applied is a quantitative method that examines the influence of the Work Environment, Motivation on Performance. In a study, it is not always necessary to examine an individual in the population, because in addition to being expensive, it also takes a long time. By examining part of the population, it is hoped that the results obtained will be able to describe the population in question.

According to Creswell & Clark (2017) the population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are applied by researchers to be studied and then drawn conclusions. Meanwhile, according to (John W Creswell, 2013) the population is the whole of the research subjects. So what is meant by the population is individuals who have the same characteristics even though the percentage of similarity is small, or in other words all individuals who will be used as objects of research. As for in this study, the population is Pakubuwono Terrace Apartment employees, totaling 145 people. Based on the above calculation, the total sample size is 59 people from 145 employees of Pakubuwono Terrace Apartment.

Data collection in research activities requires several methods and certain data collection techniques, so that the research process can run smoothly. According to Nazir (2017:153) Data collection is a systematic and standardized procedure to obtain the required data.

The method that the author uses for this thesis research is through library research and field studies. For the technical implementation of field research in order to obtain data, the authors use data usage techniques as follows: 1) Primary data is data collected by the researcher directly from the object to be studied (respondents) with the techniques used are observation, interviews, questionnaires, 2) Sekundér Data is data obtained from previous studies or data relevant to this research published by companies, agencies or other institutions, or by searching and studying materials with several library sources.

**RESULT AND DISCUSSION**

Pakubuwono Terrace is a modern style apartment in the Kebayoran Lama area of ​​South Jakarta, which was developed by PT Selaras Mitra Sejati in 2013 by bringing the concept of a 50s era building but having a simple but elegant building design. Pakubuwono Terrace Apartment has 2 north and south towers with 1,610 residential units and 65 kiosks, apartments spread evenly over 24 floors for the north tower as many as 782 units and for the south tower 828 units. Each unit also carries a modern minimalist interior concept and is supported by facilities and services like a five-star hotel. This apartment which was built on an area of ​​2.4 hectares is also designed as a residence that can be used as a place to relax, exercise, and socialize for its residents, even though it is in the middle of a crowded city, Pakubuwono Terrace still wants to be present as an apartment that pays attention to the surrounding environment.

The Pakubowono Terrace Apartment requires the company to have a reliable and careful workforce in providing facilities in accordance with the quality that increases occupant satisfaction, therefore the Pakubowono Terrace Apartment is equipped with several public facilities such as a very large swimming pool on the ground floor of the Pakbuwono Terrace apartment, children's playground, gym, open park, mini market, community hall, exclusive lobby, and a super wide parking area. With a strategic location, this Cipulir Pakubuwono Terrace Apartment is very close to various business centers which are equipped with various other facilities, ranging from transportation facilities, entertainment venues, shopping centers, to education. In addition, residents can use public transportation to access the apartment because the city bus is close to the Transjakarta Cipulir bus stop (4 km) and Kebayoran Station (3.2 km). The Pakubuwono Terrace Apartment also has various service areas to provide comfort and satisfaction to the residents.

**Test Instrument Data**

Validity test is intended to test the statement on each question item on the questionnaire is valid or not. With this value compared to the value of r arithmetic > r table it will be said to be valid. To process the validity test, in testing this validity the researcher uses SPSS Version 26 with the following criteria:

* + - * 1. If the value of r count > r table, then the instrument is valid
				2. If the value of r count < r table, then the instrument is not valid

According to Imam Ghozali (2017:61) the reliability test is a test to measure the questionnaire which is an indicator of the variable. This reliability test is intended to test the reliability or stability of the respondents' answers. The criteria in making reliable decisions and whether or not the answers to questions are as follows:

1. If Cronbach's Alpha Value > 0.60, then the instrument is reliable.
2. If Cronbach's Alpha value < 0.60, then the instrument is not reliable.
3. The following are the results of the calculation of the reliability test on each of the variables calculated using SPSS software version 25 that all result are reliable.

**Classical Assumption Test**

In the picture above, it can be seen that the normal probability plot graph shows a normal graph pattern. This can be seen from the points that spread around the diagonal line and the spread follows the diagonal line. Therefore, it can be concluded that the regression model meets the assumption of normality.

Based on the result, that each work environment variable (X1) and motivation (X2) has a tolerance value of 0.928 and a VIF value of 1.077. So it can be concluded that the variables X1 and X2 have a tolerance value of 0.928 > 0.1 and a VIF value of 1.077 < 10. Thus, this shows that the regression model in this study is free from multicollinearity. Based on the results of the autocorrelation test that the Durbin-Watson value is 2.149. Where the Durbin-Watson (DW) number is greater than the upper limit (du) 1.6497 and less than 4 -1.6497 (4-du), it can be concluded that the work environment and motivation variables have no autocorrelation.

The definition of the coefficient of determination (R2) is the amount of information in the dependent variable that the regression model can provide. Based on the results of the coefficient of determination above, it shows that the R square value is 0.212, it can be concluded that the work environment and motivation variables affect the employee performance variable by 21.2% while the remaining 78.8% is influenced by other variables that are not examined. in this research.

**Hypothesis Test**

Based on the test results that the value of t count > t table or (2,920 > 2.003) and the significant value is less than 0.05 (0.005 < 0.05). So it can be partially concluded that the work environment has a positive and significant effect on employee performance at the Pakubuwono Terrace Apartment*.* Based on the test results that the value of t count > ttable or (3.860 > 2.003) and the value is significantly less than 0.05 (0.000 < 0.05). So it can be partially concluded that motivation has a positive and significant effect on employee performance at the Pakubuwono Terrace Apartment*.*

Based on the results that, the Fcount value is 12,953 and a significant value is 0.000. So that it can be concluded that the work environment and motivation simultaneously have a positive and significant effect on employee performance. This is evidenced by the value of Fcount > Ftable (12,953 > 4.01) and a significance value of 0.000 < 0.05. So it can be concluded that H0 is rejected and H1 is accepted.

**CONCLUSION**

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion of the influence of the work environment, motivation on employee performance, as follows: 1) From the results of hypothesis testing, it can be seen that the effect of the work environment (X1) on employee performance (Y) has a positive and significant effect, indicated by the tcount value of 2,920 > ttable 2,003 with a significant value of 0.005 < 0.05, then the hypothesis can be accepted because there is an influence significantly the work environment variable (X1) on employee performance (Y) at the Pakubuwono Terrace Apartment, South Jakarta. So it can be said that the work environment has a significant positive effect on employee performance because the significance level is smaller than 0.05. 2) From the results of hypothesis testing, it can be seen that the influence of motivation (X2) on employee performance (Y) has a positive and significant effect, indicated by the tcount value of 3.860 > ttable 2.003 and a significant value of 0.000 <0.05. then the hypothesis can be accepted because there is a significant influence of the motivation variable (X2) on employee performance (Y) at the Pakubuwono Terrace Apartment, South Jakarta, 3) Based on the results of the F test, it can be seen that the Fcount value is greater than Ftable (12,953 > 4.01), besides that this is reinforced by a significance value of 0.000 < 0.05. Thus H0 is rejected and H1 is accepted simultaneously (simultaneously) on the performance of employees at the Pakubuwono Terrace Apartment.

**REFERENCES**

Bambang, S., Elen, P., & Andi, K. (2012). The company’s policy, firm performance, and firm Value: An empirical research on Indonesia Stock Exchange. *American International Journal of Contemporary Research*.

Creswell, J. W., & Clark, V. L. P. (2017). *Designing and conducting mixed methods research*. Sage publications.

Endang, P., & Irma, P. S. (2014). The affect of work environment, job satisfaction, organization commitment on OCB of internal auditors. *International Journal of Business, Economics and Law,* *5*(2), 10–18.

Grissemann, U. S., & Stokburger-Sauer, N. E. (2012). Customer co-creation of travel services: The role of company support and customer satisfaction with the co-creation performance. *Tourism Management*, *33*(6), 1483–1492.

John W Creswell. (2013). *Research Design Pendekatan Kualitatif, Kuantitatif, dan Mixed* (Tiga). Pustaka Pelajar.

Lestari, S. P., & Khafid, M. (2021). The Role of Company Size in Moderating the Effect of Profitability, Profit Growth, Leverage, and Liquidity on Earnings Quality. *Accounting Analysis Journal*, *10*(2), 86–93.

Nonaka, I., & Takeuchi, H. (1995). *The knowledge-creating company: How Japanese companies create the dynamics of innovation*. Oxford university press.

Omri, W. (2015). Innovative behavior and venture performance of SMEs: The moderating effect of environmental dynamism. *European Journal of Innovation Management*, *18*(2), 195–217. https://doi.org/10.1108/EJIM-02-2013-0015

Papilaya, J., Soisa, T. R., & Akib, H. (2015). The influence of implementing the strategic policy in creating business climate, business environment and providing support facilities towards business empowerment on small medium craft enterprises in Ambon Indonesia. *International Review of Management and Marketing*, *5*(2), 85–93.

Rakib, M. (2015). Effect of Industrial Work Practice and Family Environment on Interest in Entrepreneurship to Students of Vocational High School. *Journal of Education and Vocational Research*, *6*(4), 31–37.

Rozi, A., & Sunarsi, D. (2020). The Influence of Motivation and Work Experience on Employee Performance at PT. Yamaha Saka Motor in South Tangerang. *Jurnal Office*, *5*(2), 65–74.

Sedarmayanti, & Rahadian, N. (2018). The Correltion Of Work Culture And Work Environment Towards To EnhancementIn Employee Performance In College. *Jurnal Ilmu Administrasi: Media Pengembangan Ilmu Dan Praktek Administrasi*, *15*(1), 63–77.

Sunarsi, D. (2016). Pengaruh Minat, Motivasi Dan Kecerdasan Kognitif Terhadap Prestasi Belajar (Studi Kasus Pada Mahasiswa Program Studi S-1 Manajemen. Fakultas Ekonomi. Universitas Pamulang. Thn. Akademik 2015-2016). *Proceedings*, *1*(1).

Sunarsi, D. (2018a). Pengaruh Motivasi Dan Disiplin Terhadap Produktivitas Kerja Karyawan Pada PT. Nadi Suwarna Bumi. *Jurnal Semarak*, *1*(1).

Sunarsi, D. (2018b). *Seminar Perencanaan Sumber Daya Manusia*. ISBN - 978.602.70082.1.7.

Sunarsi, D. (2019). *Seminar Sumber Daya Manusia*. Unpam Press.

Sunarsi, D., & Erlangga, A. (2020). The Effect of Leadership Style and Work Environment on the Performance of Stationary Pump Operators in the Water Resources Office of West Jakarta City Administration. *International Journal of Advances in Social and Economics*, *2*(3).