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The Effect of Motivation and Work Environment on Employee Performance of PT. Bivouac Outdoor Equipment Bandung

Ratna Laraswati

Faculty of Economics and Business, Widyatama University, Bandung, Indonesia
ratna.laraswati@widyatama.ac.id

Shinta Oktafien

Faculty of Economics and Business, Widyatama University, Bandung, Indonesia
shinta.oktafien@widyatama.ac.id

Abstract. This study aims to determine how motivation and work environment to the performance of employees of PT. Bivouac Outdoor Equipment Bandung, as well as to find out how much influence Motivation and Work Environment on Employee Performance at PT Bivouac Outdoor Equipment Bandung, either partially or simultaneously. The research method used in this research is descriptive calculation method and verification method. As for the population is all employees of PT. Bivouac Outdoor Equipment, amounting to 50 people with the same number of samples as the population because the number of population is less than 100 people. The results showed that the motivation was considered good and the work environment was considered good. Simultaneously, Motivation and Work Environment affect Employee Performance at PT Bivouac Outdoor Equipment Bandung.

Keywords. Motivation, Work Environment, Employee Performance.

1. Intorduction

The development of the business world is currently increasing rapidly, so that companies in managing the business are expected to be able to use the resources they have properly, in order to create results that have been planned before. A company engaged in the outdoor field is currently favored by young people, no wonder the number of outdoor shops is currently increasing. In making the equipment needed, this activity requires a workforce who are experts in their fields. The more advanced and developing the business world, business organizations are more selective in choosing human resources. This outdoor activity is not only hiking (outdoor walking), trekking (walking in the open with a large bag), climbing (rock climbing). In this climbing activity itself requires equipment that is safe to use and of course also people who are experts in these activities. Rock climbing activities can also be done indoors using artificial boards and assembled, in this case it is not just someone who does this kind of work, if it is wrong it will be fatal.

So that employees within the company can work well, it is safe for the company to pay attention to employee needs. By fulfilling these needs and expectations, employees will be motivated to work productively. The important role of human resources (HR) in this business is to produce

quality goods, therefore companies must be able to look after their employees properly (Maslow, 2010). Human resources are the most important assets in a company or organization in carrying out various activities to achieve a goal. All processes needed in achieving organizational goals cannot be separated from human resources, both from decision making, to the evaluation process, all of which cannot be separated from the elements of human resources. Performance is a manifestation of an employee's behavior which is shown as work performance in accordance with its role in a company within a certain period of time (Mamesah, A. M. C., Kawet, L., & Lengkong, 2016). This is because employee performance determines the success and survival of the company. In every organization, humans are a very important component in bringing the organization to life (Amalia, S., & Fakhri, 2016). This must be supported by good performance because without good performance, the organization will not achieve its goals. According to (Afandi, 2018) Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, does not violate the law and does not conflict with morals and ethics. Motivation, Work Environment and Employee Performance Basically, the company does not only expect capable and skilled human resources, but more importantly the company expects its employees to be willing to work actively and with the desire to achieve optimal work results. According to (Martha, 2015) Employee performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities such as work standards, targets or targets or criteria that have been determined in advance and are mutually agreed upon. One of the factors in creating quality employee performance to support the company's predetermined achievement is motivation.

The work environment in a company is very important to improve the quality of employee performance. In this connection, according to (Sedarmayanti, 2017), the work environment can affect an employee's performance because a human being will be able to carry out activities well, so that optimal results can be achieved if supported by an appropriate environmental condition. According to (Nitesemito, 2014) motivation is a desire that arises from within a person or individual because it is inspired, encouraged, and motivated to carry out activities with sincerity, joy and sincerity so that the results of the activities carried out get good and quality results.

Thus the motivational factor in improving employee performance is something important that will have an impact on the achievement of the stated organizational or company goals. Bivouac is a business for outdoor equipment and making climbing walls that are indoors or not. The problem related to it is the motivation of each employee who is lacking in doing work so that the results are less than optimal. The work environment is everything that is around the workers that can affect themselves in carrying out assigned tasks.

Table 1.1
Employee Performance Achievement Indicators 2018 and 2019

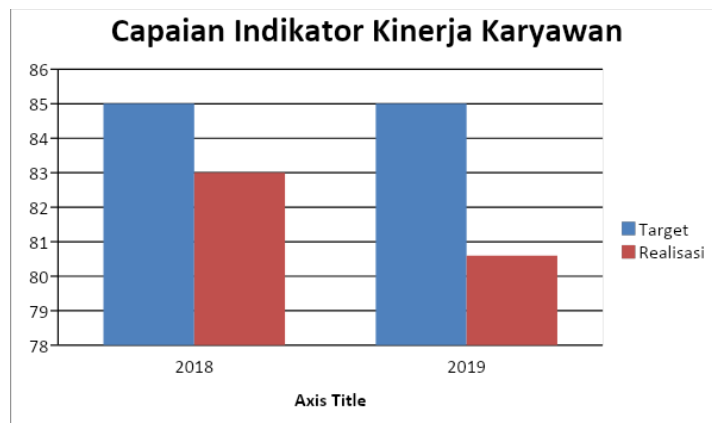
No.	Strategic Objectives	Indicators	Achievement			
			2018		2019	
			Target (%)	Actual (%)	Target (%)	Actual (%)
1.	Improved consistency and performance of spatial	level of alignment layout plan	75	73	75	70



2.	Increasing the quality and quantity of product planning services to consumers	Level of information services and tools used	98	89	98	85
3.	Increasing resource competence	Percentage of human resources to ideal needs	85	87	85	87

Source: PT. *Bivouac Outdoor Equipment Bandung* Year 2019

Based on Table 1.1 above, it can be presented as the indicators that have been established. However, there are indicators that have not reached the predetermined target, namely an increase in room management by 70%, while in 2019 it can be concluded that PT Bivouac Outdoor Equipment Bandung has not reached the set target. The percentage value of the level of information services in 2018, which is 89%, has decreased in 2019 by 4% with a comparison of the 2019 value of 85%, based on the indicators that have been presented, it can be concluded that the level of equality of the spatial plan is still not optimal and information services are still not suitable with the target that has been set. Based on table 1.1 regarding the achievement of PT. Bivouac Outdoor Equipment Bandung increases there is a decrease in performance on the indicators of the level of alignment of spatial plans and the level of information services and tools used.



Graph 1.1

Achievement of Employee Performance Indicators in 2018 and 2019

Based on Graph 1.1 that the work motivation variable decreases for each employee who works, this affects the results of employee performance and the work environment is less conducive so that employee performance decreases because there are several factors that affect workers. It can be concluded that based on the average achievement of the employee performance indicators of PT. Bivouac Outdoor Equipment Bandung shows that during 2018 to 2019 it has never reached the target set by the owner but has experienced a significant decrease in the realization of performance achievements in 2019. Also supported by the results of the author's pre-survey of 20 employees of PT. Bivouac Outdoor Equipment Bandung below.



Table 1.2
Pre-survey Results Employee Performance

No	Questions	Answers			
		YES	NO	Number of employees	Percentage (%)
1.	Quality of work I carry out work with full accuracy and concentration	16	4	20	80
2.	Quantity of work I can do work with the targeted number	13	7	20	65
3.	Cooperation Helping friends in carrying out tasks	15	5	20	75
4.	Responsibilities I will be responsible for the tasks that have been given	12	8	20	60
5.	Initiatives To anticipate problems that may occur	16	4	20	80
Average					72

Source: Results Pre-survey research in 2020

Based on Table 1.2 above, it can show that employee performance is still not optimal, this is because there are dimensions that trigger a decrease in employee performance. This can be seen from the lowest percentage of 60% this is due to the work environment factors that are less cloudy in carrying out work, such as lighting and air circulation factors, so that there are employees whose performance results do not match the time determined by PT. Bivouac Outdoor Equipment Bandung. And there are also 65% of employees who do not have work experience in this field, this can lead to a decrease in employee performance. Thus, PT Bivouac Outdoor Equipment Bandung needs to examine more deeply the related issues.

Table 1.3
Results of Pre-Survey Work Environment

No	Questions	Answers			
		YES	NO	Number of employees	%
1.	Lighting Lighting at work helps me to complete work	10	10	20	50
2.	Air Circulation in the Workplace Air circulation in the room is quite good	12	8	20	60
3.	Facilities Facilities in the place are quite good	10	10	20	50
4.	Layout of the employee's working space	9	11	20	45

Source: The results of the 2020 pre-survey research

Based on Table 1.3, the lowest percentage shown is 45% which states that the room is in work employees are not too wide and its lots of stuff. The remaining 65% stated that it was not in accordance with the company's environmental conditions. This indicates a problem related to outside noise hindering the work. Therefore, the physical environment at PT. Bivouac Outdoor Equipment Bandung is still not optimal in doing work for employees who work there.

Table 1.4
Results of Pre-Survey Work Motivation

No	Questions	Answers			
		YES	NO	Number of employees	%
1.	Physiological Salary earned is sufficient to meet the needs	15	5	20	75
2.	Security I get health insurance	12	8	20	60
3.	Award Boss gives praise when I finish work on time	8	12	20	40
4.	Social I have a good relationship with superiors	20	0	20	100
5.	Self-actualization I am ready to accept responsibility	17	3	20	85

Source: Pre-survey results for 2020 research

Based on Table 1.4, the pre-survey results obtained found that employee performance motivation is quite good. However, it is still found that superiors pay less attention to their employees by giving at least the rewards that employees get when they can complete their work properly and on time. This is due to the unfavorable relationship between superiors and employees by assuming that the performance results performed by employees are still not optimal or still not as expected by the company.

Based on the results of interviews with the owner of PT. Bivouac Outdoor Equipment Bandung explained that employee performance during 2018 to 2019 Bivouac has not been able to reach the specified target and has even experienced a significant decrease in 2019, this can be seen from the decrease in consistency and performance of spatial planning and the quality and quantity of product planning services for consumer. After further investigation, the researchers found that a decrease in the achievement of employee performance indicators was caused by several factors, including the work environment which was considered less supportive of employees to improve their performance, such as very minimal room lighting, layout so that employees felt uncomfortable and the room layout caused the low concentration of employees in completing their work. The next factor is the work motivation that employees get is minimal, this is shown by the low awards given by the company so that employees who have good performance do not get appreciation from their superiors.

2. Theoretical Framework

A. Factors that affect motivation

According to (Afandi, 2018), namely:

1. Living Needs The need to sustain life, which is included in this need is food, drink, housing, air and so on.
2. Future Needs The need for a bright and good future so as to create an atmosphere of calm, harmony and optimism.
3. Need for Self-Esteem The need for self-esteem and recognition and prestige awards from employees and the community.
4. Need for Job Achievement Recognition The need for work performance achieved by using optimal abilities, skills and potential to achieve very satisfying work performance.

B. Factors affecting the Work

Environment Physical Environment Factors. According to (Afandi, 2018) :

1. Workspace plan, including the suitability of the arrangement and layout of work equipment, this has a major effect on the comfort and appearance of employees' work.
2. Job design, including work equipment and work producers or work methods, work equipment that is not suitable for the job will affect the health of the employee's work.
3. Working conditions, lighting and noise are closely related to the comfort of workers at work. Air circulation, room temperature and appropriate lighting affect a person's condition in carrying out his duties.
4. The level of visual privacy and acoustical privacy, in certain levels of work requires a workplace that can provide privacy for employees. What is meant by privacy here is as "privacy" in matters relating to himself and his group. Meanwhile acoustical privacy is related to hearing.

According to the factors that affect the non-physical work environment according to (Hasibuan, 2017) are: The attention and support of the leadership, namely the extent to which employees feel that the leader often gives appreciation and attention and appreciates them.

1. Cooperation between groups is the extent to which employees feel there is good cooperation between existing groups.
2. Smooth communication, namely the extent to which employees feel that there is good, open and smooth communication between work creations and leaders.

C. Factors that affect employee performance

According to Sim Continak in (Widodo, 2015), performance is influenced, among others: the

1. Quality and ability of employees, matters related to education / training, work ethic, work motivation, mental attitudes, and the physical condition of employees.
2. Supporting facilities, namely matters related to the work environment (work safety, occupational health, production facilities, technology) and matters related to employee welfare (wages / salaries, social security, job security).

Supra means, namely matters related to government policies and industrial relations management.

3. Previous Research

The results of previous research conducted by (Santika, I. P., & Antari, 2019) with the title The Influence of Motivation and Work Environment on Employee Performance through Job Satisfaction as an Intervening variable in the LPD in the traditional village of Kerobokan using descriptive analysis methods, it can be concluded that the variables of motivation and

environment has a significant positive effect on employee performance through employee satisfaction. Then research conducted by (Tangkawarouw, K. C., Lengkong V. P. K., & Lumintang, 2019) with the title *The Effect of Work Environment and Work Ability on Employee Performance of PT. Surya Wenang Indah* with the associative method, it can be concluded that the work environment variable has a significant effect on employee performance while work ability has a significant negative effect on employee performance. The results of research by (Adha, R. N., Qomariah, N., & Hafidzi, 2019) with the title *Influence of Work Motivation, Work Environment, Work Culture on Employee Performance of the Social Service of Jember Regency*, it can be concluded that the motivation variable does not have a significant effect on employee performance while the work environment has an effect. significantly on Employee Performance and Work Culture has a significant effect on Employee Performance. Then further research by (Yuliana, 2016) with the title *Influence of Leadership, Motivation and Work Environment on Employee Performance (case study at PT BCA Syariah Semarang)* can be concluded that the variables of leadership, motivation and work environment have a positive and significant effect on employee performance. (Kardiasih, K., Yasa, S., & Sitiari, 2017) with the title *The Influence of Motivation and Work Environment on Job Satisfaction and Employee Performance at the Denpasar City Culture Service*, it can be concluded that the effect of motivation on job satisfaction has a positive and significant effect, the work environment on job satisfaction has a positive and significant effect. , Motivation on Employee Performance has a positive and insignificant effect, Work Environment on Employee Performance has a positive and insignificant effect, and Job Satisfaction on Employee Performance has a positive and significant effect on employee performance.

4. Research Methods

In this study using descriptive and verification methods (Widajatun, V. W., Nugraha, N. M., & Ichsani, 2019) are used to examine more deeply the influence of motivation and work environment Against Employee Performance at PT. Bivouac Outdoor Equipment Bandung. According to (Nugraha, N. M., & Riyadhi, 2019) states that the definition of population is: "Population is a generalization area consisting of objects / subjects that have certain qualities and characteristics that are determined by researchers to be studied and then draw conclusions." So, the population is a group of objects or research subjects that can be individuals, groups, or events that have characteristics and are related to research. In this study, a population of 50 people PT. Bivouac Outdoor Equipment Bandung. The sampling technique used in this study is a saturated sampling technique, in which the sample is determined when all members of the population are sampled (Nugraha, N. M., Anwar, A., Priadana, M. S., & Firdaus, 2017). In this study, all populations were used as samples because the population was relatively small, namely less than 50 people. Therefore, the sampling technique in this study uses saturated sampling. According to the saturated sampling method (census) is a sampling technique when all members of the population are used as samples (Sugiyono, 2017). The sample in this study was as large as the population, namely 50 people, namely employees from all divisions related to the variables studied at PT. Bivouac Outdoor Equipment Bandung. The data used in this study are primary data and secondary data. Primary data is data obtained through distributing questionnaires while secondary data is data taken from various literatures, books and notes that are closely related to the problem being researched. The analysis techniques used in this study are qualitative analysis. According to (Sugiyono, 2017) scale is Likert used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena, this social phenomenon has been specifically defined by researchers and is hereinafter referred to as research variables. Quantitative analysis is an analysis used to process numerical data and can be used to answer proposed hypotheses (Angelina, S., & Nugraha, 2020), to find out answers

from respondents with the help of statistical tools through the Program SPSS (Statistics Package and Social Sciene) SoftwareVersion 25 for Windows.

5. Result and Discussion

Table 5.41
Kolmogorov-Smirnov One-Sample Test - Kolmogorov-Smirnov Normality Test

		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	6,655379
Most Extreme Differences	Absolute	,090
	Positive	,021
	Negative	-,021
Test Statistic		,078
Asymp. Sig. (2-tailed)		,200 ^{c,d}

Source: SPSS Ver. 25

Based on table 5.41 above, it can be seen that the significant value of Asymp. Sig. (2-tailed) of 0.200 because the significance is more than 0.05 ($0.200 > 0.05$), then the residual value is normally distributed (Ayunitha, 2020).

Source: Results of Output SPSS Ver. 25

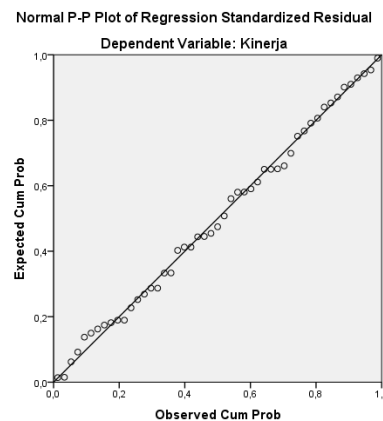


Figure 5.1
Normality Test of Data

From Figure 5.1 showed that the level of significance on the research variables are normally distributed, it can be seen from the data spread around the diagonal line and follow the direction of the diagonal line or histogram graph showing a normal distribution pattern, then the regression model to meet the assumption of normality.

Table 5.42
Multicollinearity Test

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.769	6.870			3.980,000,		
Motivation		268,180,	598	2.956,		000,567	1.658,
Environmental		887,709,	608	4.252,		000,567	1.658

Source: SPSS output Ver. 25

Based on table 5.42 of the multicollinearity test results above, it can be seen that the value tolerance of the independent variable shows a value of more than 0.1, namely 0.657 and the VIF value shows a value of not more than 10, namely 1.658. Therefore it can be concluded that there is no multicollinearity between the independent variables in the regression model.

Source: SPSS Ver. 25

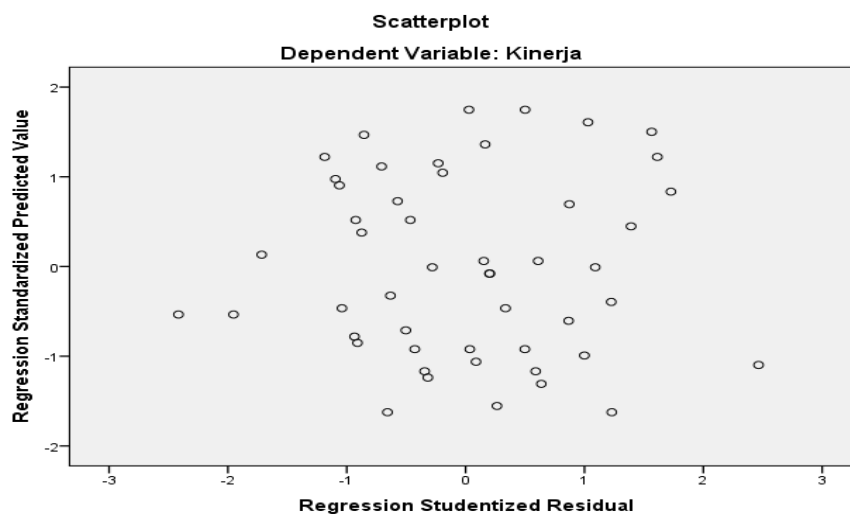


Figure 5.2

Based on the scatter diagram above, it can be seen that the distribution of the residuals is not homogeneous. This can be seen from the plot that spreads out and does not form a certain pattern. With these results, it is evident that there has been a symptom of homoscedasticity or the regression equation which fulfills the non-heteroscedasticity assumption.

Table 5.43
Multiple Linear Regression Test

Coefficients ^a					
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics



	B	Std. Error	Beta			Tolerance	VI F
1	(Constant)	5.769	6.870			3.980, 000,	
	Motivation		268,180,	598	2.956,		000,567
	Environmental		887,709,	438	4.252,		000,567
							1.6 58, 1.6 58

Source: SPSS output Ver. 25

The regression equation model formed based on the research results is:

$$Y = 5.769 + 0.268X_1 + 0.887X_2$$

From the regression model it can be explained:

1. If α = a constant of 5.769 means that if the independent variables, namely the motivation and work environment variables are considered constant (value 0), then the dependent variable, namely the employee performance variable, will be worth 5.769.
2. If the regression coefficient value of the motivation variable shows 0.268, it means that if the motivation variable has increased by (one) unit, while the other independent variables, namely the work environment variable are considered constant (worth 0), then the dependent variable, namely the employee performance variable, will increase by 0.268.
3. If the regression coefficient value of the work environment variable shows 0.887, it means that if the work environment variable has increased by (one) unit, while the other independent variables, namely the motivation variable are considered constant (with a value of 0), then the dependent variable, namely the employee performance variable, will increase by 0.887.

Table 5.44
Simultaneous Correlation Coefficients

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,789 ^a	,746	,701	2,1124

Source: SPSS Ver. 25

Based on table 5.44 above, it can be seen that the correlation coefficient (R) is 0.789. The value is then interpreted based on predetermined criteria, meaning that the correlation coefficient of 0.789 indicates a strong relationship between the independent variable simultaneously and the dependent variable, because it is located in the interval class 0.60 - 0.799 with the criteria for a strong relationship.



Table 5.46
Partial Coefficients of Correlation

Correlations				
		Motivation	Environmental	Employee Performance
Motivation	Pearson Correlation	1	,612**	,623**
	Sig. (2-tailed)		,000	,000
	N	50	50	50
Environment	Pearson Correlation	,612**	1	,723**
	Sig. (2-tailed)	,000		,000
	N	50	50	50
Employee Performance	Pearson Correlation	,623**	,723**	1
	Sig. (2-tailed)	,000	,000	
	N	50	50	50

Source: SPSS Ver. 25

From table 5.46 above, it is known the value of the correlation coefficient Pearson for the motivation variable of 0.612 is between $0.60 < 0.623 < 0.799$, which means the motivation variable shows a strong and positive relationship to performance variables. While the value of the correlation coefficient Pearson for the work environment variable is 0.723 between $0.60 < 0.723 < 0.799$, meaning that the work environment variable shows a strong and positive relationship to performance.

Table 5.47
Simultaneous Determination Coefficients

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,789 ^a	,746	,701	2,1124

Source: SPSS Ver. 25

Based on the results of testing coefficient of determination at 5.47 table above shows that the value of R^2 amounted to 0,746, which means that the variability of the dependent variable is the performance that can be explained by the independent variables are variables motivation and the working environment in this study amounted to 74.60%, while the remaining 25.40% is explained by other variables outside the research model.

Table 5.48
Partial Determination

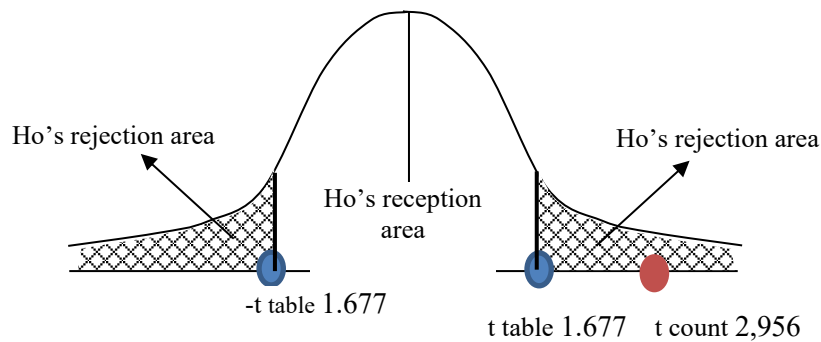
Coefficients ^a					
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Correlations

	B	Std. Error	Beta		Zero-order	Partial	Part
1 (Constant)	5.769	6.870		3.980,	000		
Motivation,		268,180,	598	2.956,		000,720	435
Environment,		887,709,	438	4.252,		000,720	546

Source: Results *Output SPSS Ver. 25*

From the calculation above, it is known that the results of the contribution given were 74.60%, in fact 43.05% were given motivation and the other 31.55% from the Work Environment, so it appears that Motivation gave the most dominant contribution to employee performance.

Partially Influence of Motivation on Employee Performance First Hypothesis $H_0 : r_1 < 0$, meaning that there is no influence between motivation on Employee Performance. $H_1 : r_1 > 0$, meaning that there is an influence of motivation on Employee Performance. The level of significance taken for this study was 5%. To be able to find out whether there is an influence between the variable motivation (X_1) on Employee Performance (Variable Y), then hypothesis testing is carried out based on the t test value.



Source: Results of Research Data Processing, 2020

Partial Influence of Work Environment on Employee Performance. First Hypothesis $H_0 : r_1 < 0$, meaning that there is no influence between the work environment on employee performance. The level of significance taken for this study was 5%. To be able to find out whether there is an influence between the Work Environment variable (X_2) on employee performance (Variable Y), then hypothesis testing is carried out based on the t test value.

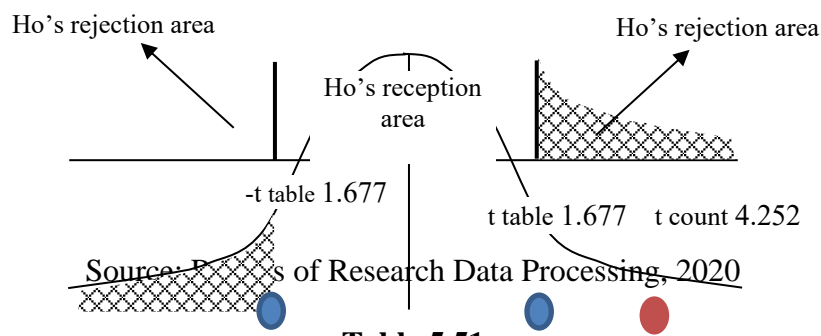


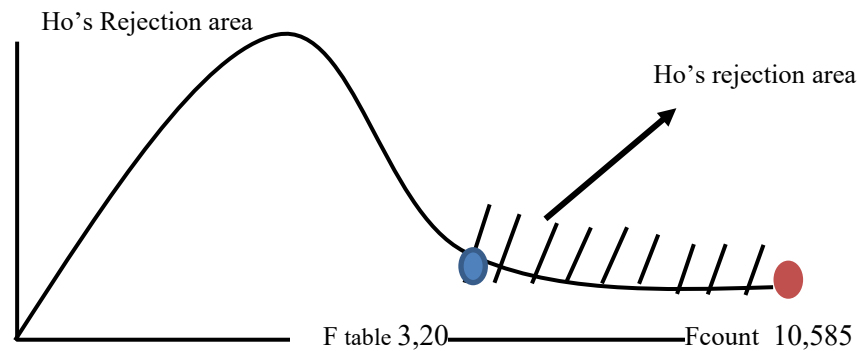
Table 5.51
Hypothesis Testing F Test



ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.952	2	3.976	10.858	.000 ^b
	Residual	9.828	47	4.890		
	Total	7.780	49			

Source: SPSS output Ver. 25

Based on the results of hypothesis testing (f test) in table 5.51 above, the simultaneous significance value of the regression model is 0,000, this value is smaller than the significance level of 0.05, namely $0,000 < 0.05$. In addition, it can also be seen from the comparison between f_{count} and f_{table} which shows the value calculated of 10.858 while the F_{table} is 3.20. From these results it can be seen that $f_{count} > f_{table}$ is $10.858 > 3.20$, it can be concluded that H_3 is accepted, meaning that together or simultaneously the motivation and work environment variables have a significant effect on the variable employee performance.



Source: SPSS Ver. 25

Based on the results of research on motivation shows that motivation at PT. Bivouac Outdoor Equipment Bandung is included in the good category because the average value obtained is in the interval class between 3.20 - 4.19. The results of testing the hypothesis of the influence of motivation on employee performance obtained t-count of 2.138 with a significance of 0.003, because $t\text{-count} < t\text{-table}$ ($2.138 > 1.67793$) and p-value (sig) of $0.002 > 0.05$ so that H_0 is accepted H_1 is rejected. This means that partially motivation has a significant effect on employee performance. A person who is motivated is a person who makes substantial efforts to support the production goals of his work unit and the organization in which he works. An unmotivated person puts only minimum effort in terms of work. And an employee will excel when his performance is appreciated, on the other hand, if his efforts are not appreciated, he will not strive for achievement. Motivation is simply the factors that encourage a person who behaves in a certain way towards the goals he will achieve. Motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals.

Based on the results of research on the work environment shows that the work environment at PT. Bivouac Outdoor Equipment Bandung is included in the good category because the average value obtained is in the interval class between 3.20 - 4.19. The results of testing the hypothesis of the influence of the work environment on employee performance obtained tcount of 2.285 with a significance of 0.003, because $tcount < ttable$ ($2.285 > 1.67793$) and p-value (sig) of $0.000 > 0.05$ so that H_0 is accepted H_1 is rejected, this means partially the work environment has a significant influence on employee performance.

Unhealthy work environment conditions can cause employees to be easily stressed, not enthusiastic to work, arrive late, and vice versa, if the work environment is healthy, employees will certainly be enthusiastic at work, not easily sick, easy to concentrate so that work is quickly completed matching the target. The work environment itself has two dimensions, namely a physical dimension (room coloring, lighting, cleanliness, spatial planning, etc.) and a non-physical dimension (employee welfare, work atmosphere, employee relations, etc.). The organization must be able to provide these two dimensions in good condition so that it is able to make employees work productively and cooperate with each other and between employees and with leaders to achieve organizational goals.

The test results regarding the effect of motivation and work environment simultaneously on the performance of employees of PT. Bivouac Outdoor Equipment and the amount of influence of motivation and work environment in contributing to employee performance as much as 74.60%. Then the result shows that the value of $F_{count} = 10.858$ is greater than $F_{table} (2.50) = 3.20$. Thus, H_0 is rejected, or in other words, motivation and work environment together have a significant effect on employee performance.

6. Conclusion

This study aims to determine an overview of the Motivation, Work Environment, and Employee Performance at PT. Bivouac Outdoor Equipment, as well as to find out how the influence of motivation, work environment on employee performance at PT. Bivouac Outdoor Equipment, either partially or simultaneously, based on the data that has been obtained from the analysis and data processing, the following conclusions are drawn:

1. Overview of Research Variables:

- a. Employee motivation at PT. Bivouac Outdoor Equipment falls into either category. However, there are still some things that need to be considered, such as the ability to socialize with all employees in the company, because the communication skills of each individual are still considered limited so that it affects employees who cannot provide a good performance for PT. Bivouac Outdoor Equipment.
- b. Work Environment of employees at PT. Bivouac Outdoor Equipment falls into either category. However, there is still something that needs to be improved, such as feeling the level of teamwork in completing work, because employees have a poor working relationship so that it can hamper work to be done, causing several problems by affecting the performance of PT. Bivouac Outdoor Equipment.
- c. Employee Performance at PT. Bivouac Outdoor Equipment falls into either category. However, there is still something that needs to be improved regarding discussing activities with colleagues regarding work, because this is influenced by several factors that can hinder the company, especially against the performance of PT employees. Bivouac Outdoor Equipment.

Partially, motivation has a significant effect on employee performance, this can be seen from the results of item 5 recapitulation, namely "I socialize with all employees in the company", where these results are categorized as good but are the lowest score among the others which means the factor internal employees through social skills where it makes the level of employee motivation tends to be followed by an increase in employee performance is not optimal in influencing employee performance

2. Partially, the work environment has a significant effect on employee performance. This can be seen from the results of the recapitulation in item 6 "I feel the level of teamwork in

completing work", this shows that at PT. Bivouac Outdoor Equipment still has a bad relationship between its employees, both from superiors to subordinates and from subordinates to superiors, resulting in unbalanced work barriers and affecting the performance of employees of PT. Bivouac Outdoor Equipment.

3. Simultaneously, motivation and work environment have a significant effect on employee performance, this can be seen from the recapitulation of respondents' responses regarding employee performance in item 8, namely "I like to discuss with colleagues about work", this shows that employees cannot discuss work because it is influenced by motivation and work environment at PT. Bivouac Outdoor Equipment.

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