



THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. MANDIRI UTAMA FINANCE

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ABSTRACT

This study examines the impact of motivation and work environment on employee performance at PT. Mandiri Utama Finance. The researchers argue that motivation and work environment are crucial factors in determining employee performance, as they can either enhance or hinder employee productivity and job satisfaction. The study aims to identify the most influential factors of motivation, both intrinsic and extrinsic, and the aspects of the work environment that affect employee performance. The results of the study are expected to provide valuable insights for management to develop strategies and policies that can improve employee motivation and create a supportive work environment, ultimately leading to enhanced employee performance. The study contributes to the development of theory and knowledge in the field of Human Resource Management, providing a practical guide for organizations to improve employee performance.

Keywords: motivation, work environment, employee performance

1. Introduction

Human Resource Management (HRM) is one method designed to increase company efficiency and solve personnel or organizational problems systematically. Human resource management contains an understanding that is closely related to the management of human resources or employees in the company. Human resources can also be referred to as personnel. Human resource forecasting seeks to determine what employees the organization will need to sustain its growth and take advantage of future opportunities, so forecasters attempt to predict the number, type, and quality of people needed in the future, detail the range of responsibilities that will have to be fulfilled, and determine what skills and knowledge will be needed by members of the organization according to. Human resources are a key factor in an organization. In achieving organizational goals, motivation and work environment have an important role in improving employee performance. High motivation encourages employees to work more diligently and diligently in carrying out their duties. Conversely, a good work environment also contributes to improving employee performance. (*HUMAN RESOURCE MANAGEMENT*, 2021) Work motivation has a very important role in achieving optimal performance because of its dynamic nature in increasing work effectiveness.

Employees who have high work motivation will make maximum efforts to achieve success in their work. "Work motivation is an influential condition that generates, directs and maintains behaviors related to the work environment". Well-motivated employees tend to have high levels of productivity, are more dedicated, and have higher job satisfaction. However, not all employees have the same level of motivation. Some employees may have strong intrinsic motivation, while others may rely on extrinsic motivation. Therefore, it is important to understand how work motivation affects employee performance. (Sembiring, 2020) In addition to motivation, the work environment also has an important role in determining employee

performance. The work environment can be defined as everything that concerns the physical and psychological aspects that will directly or indirectly affect employees". Furthermore, according to the conditions of the work environment, it is good or appropriate if humans can carry out activities optimally, healthy, safe and comfortable according to.

Environmental indicators are closely related to factors that affect the work environment. Some studies conducted also suggest that a good work environment will be able to provide job satisfaction for employees to provide optimal work results according to. The indicators described above are a description of the physical environment and non-physical environment, where by looking at these indicators we can examine the state of the work environment of an organization. Defining the work environment is everything that is around workers that can affect them in carrying out their duties. The work environment is everything that is around the worker that can affect him in doing the tasks charged. The organization must be able to pay attention to the conditions that exist in the organizational environment, both inside and outside the workplace room, so that employees can work smoothly, safely and comfortably according to. A conducive work environment can create a positive atmosphere and enable employees to work effectively. Factors such as social support, employee relationships, good communication, effective leadership, and career development opportunities can significantly affect employee performance. Conversely, a work environment that is not conducive can hinder employee motivation and performance.(Nurhandayani, n.d.) (*View of EFFECT OF WORK ENVIRONMENT AND COMPETENCE ON JOB SATISFACTION AND EMPLOYEE PERFORMANCE*, n.d.) (Nurhandayani, n.d.) (*View of EFFECT OF WORK ENVIRONMENT AND COMPETENCE ON JOB SATISFACTION AND EMPLOYEE PERFORMANCE*, n.d.)

In this context, the analysis of the influence of motivation and work environment on employee performance becomes very relevant. Through this research, the most influential motivational factors can be identified, both in terms of intrinsic and extrinsic, as well as aspects of the work environment that affect employee performance. The results of this analysis can provide valuable insights for management to develop strategies and policies that can increase motivation and create a work environment that supports employee performance. In addition, this research can also contribute to the development of theory and knowledge in the field of Human Resource Management. By deepening understanding of the relationship between motivation, work environment, and employee performance, this research can form the basis for future research and provide practical guidance for organizations in improving their employees' performance. Thus the factors that can affect employee performance at PT. Mandiri Utama Finance is Motivation and Work Environment

Based on the description above, the problems in this study are formulated as follows:

- a. Is there any influence of work motivation on the performance of PT. Mandiri Utama Finance ?
- b. Is there any influence of the work environment on the performance of PT. Mandiri Utama Finance ?
- c. Is there an influence of work motivation and work environment simultaneously on the performance of PT. Mandiri Utama Finance ?

From the formulation of the problem, the objectives of this research can be formulated, namely:

- a. To determine the effect of work motivation on the performance of PT. Mandiri Utama Finance
- b. To determine the influence of the work environment on the performance of PT. Mandiri Utama Finance
- c. To determine the effect of work motivation and work environment simultaneously on the performance of PT. Mandiri Utama Finance

The results of this study are expected to provide benefits for:

- a. PT. Mandiri Utama Finance: Understand the factors that affect employee performance and formulate appropriate strategies to improve employee performance.
- b. Employees: Understand the factors that can improve performance and increase work motivation.
- c. Other researchers: As reference material, further research on the influence of motivation and work environment on employee performance.

2. Literature Review

2.1 Motivation

Motivation is a process that explains the intensity, direction, and perseverance of an individual to achieve his goals. Positing that "motivation is a group of factors that cause individuals to behave in certain ways. Stating "motivation is the desire to do something and determines the ability to act to satisfy individual needs".

Motivation indicators are: (Sembiring, 2020)

- a. Promotion: A promotion is an increase in an employee's position that includes greater responsibility, higher status, better skills, and an increase in salary. A promotion is considered valid if it includes skills, greater responsibility and higher pay. Promotions are more important to employees than salary increases alone, and usually each promotion comes with greater financial rewards.
- b. Work Performance: A person's career development is measured by his or her work performance in carrying out current duties.
- c. The work itself: The responsibility for career development ultimately lies with the individual worker. Leaders, supervisors, acquaintances and personnel specialists only provide assistance.
- d. Appreciation: Rewarding achievements and skills is important to motivate employees. This appreciation boosts morale and fulfills the need for challenge.
- e. Confession: Companies must recognize employees' abilities and skills as a form of compensation.
- f. Success in work: Success at work motivates employees, boosts morale, and provides a sense of pride in the tasks completed.

2.2 Work Environment

Employee performance is influenced by the work environment, which includes workplace conditions such as lighting, ventilation, noise, vibration, temperature, and chemical waste. The work environment includes facilities and infrastructure, work aids, cleanliness, lighting, quietness, and working relationships between employees. (*View of THE INFLUENCE OF MOTIVATION, AND WORK ENVIRONMENT, ON EMPLOYEE PERFORMANCE, WITH JOB SATISFACTION AS A MEDIATING VARIABLE AT PT BNI LIFEINSURANCE* , n.d.)

Work Environment Indicators (Sembiring, 2020)

- a. Employee relations: Employee relationships include both individual and group relationships.
- b. Work environment noise level: A noisy work environment causes unrest and interferes with employee performance.
- c. Work regulations: Good and clear work rules improve employee satisfaction and performance, support career development, and help achieve company and individual goals.

- d. Lighting: Lighting in the work environment does not only involve electric lighting, but can also use solar power.
- e. Circulation: Adequate air exchange is important for health in the work environment. For this reason, ample ventilation should be considered, especially in hot rooms.
- f. Security: A safe work environment creates peace and comfort, which improves morale.

2.3 Employee Performance

Performance is the result of a process that refers to and is measured over a certain period of time based on pre-established terms or agreements. Performance management is the process employers use to ensure employees are working in line with organizational goals. That the performance of employees depends on the willingness and also the openness of the employees themselves to do their jobs. (Yanuari, n.d.)

Employee Performance Indicators (Sembiring, 2020)

- a. Quality of work Relating to punctuality, skills and personality in doing work.
- b. Quality of work Relates to the assignment of additional tasks assigned by superiors to subordinates.
- c. Resilience Relates to attendance rates, granting time off and schedule lateness at work.
- d. Attitude Is an attitude that exists in employees that shows how far their responsibility attitude towards fellow friends, with superiors and how far the level of cooperation in completing work.

Research was conducted by Pratiwi S and her team to evaluate the effect of motivation and work environment on employee performance at PT Mandiri Utama Keuangan. The sampling method used is saturated sampling with a population and sample of 35 employees. The results showed that motivation and work environment have a positive and significant effect on employee performance.

2.4 Hypothesis Development

Here are some concepts and theories that can be used:

- a. Maslow's Theory: Maslow's theory explains motivation as a need that must be met to improve effective performance. Proper motivation can increase employee morale and have an impact on work results.
- b. Theory X and Theory Y: Theory X and Theory Y consider motivation and work environment as the two main factors that influence employee performance. Theory X emphasizes motivation as the main factor affecting performance, while Theory Y highlights the work environment as the main factor affecting performance.
- c. Job Satisfaction Theory: Job Satisfaction Theory states that motivation and work environment are two factors that influence employee job satisfaction.
- d. Need Theory: Need Theory explains that motivation is a need that must be met to create effective performance.
- e. Equity Theory: Equity Theory states that motivation is a need that must be met to achieve effective performance.
- f. Self-Determination Theory: Self-Determination Theory states that motivation is a need that must be met in order to achieve effective performance.

2.5 Hypothesis

2.5.1 The Effect of Motivation on Employee Performance

According to its essence, the purpose of providing work motivation to employees is to: move employees to be able to achieve the goals of their motives in accordance with the wishes of the company, Increase passion and morale, Increase work discipline, Improve work

performance, Increase sense of responsibility, Increase productivity and efficiency and Foster employee loyalty to the company. (Sembiring, 2020) So the hypothesis proposed is:
H1 : Motivation affects employee performance at PT. Mandiri Utama Finance.

2.5.2 The Effect of the Work Environment on Employee Performance

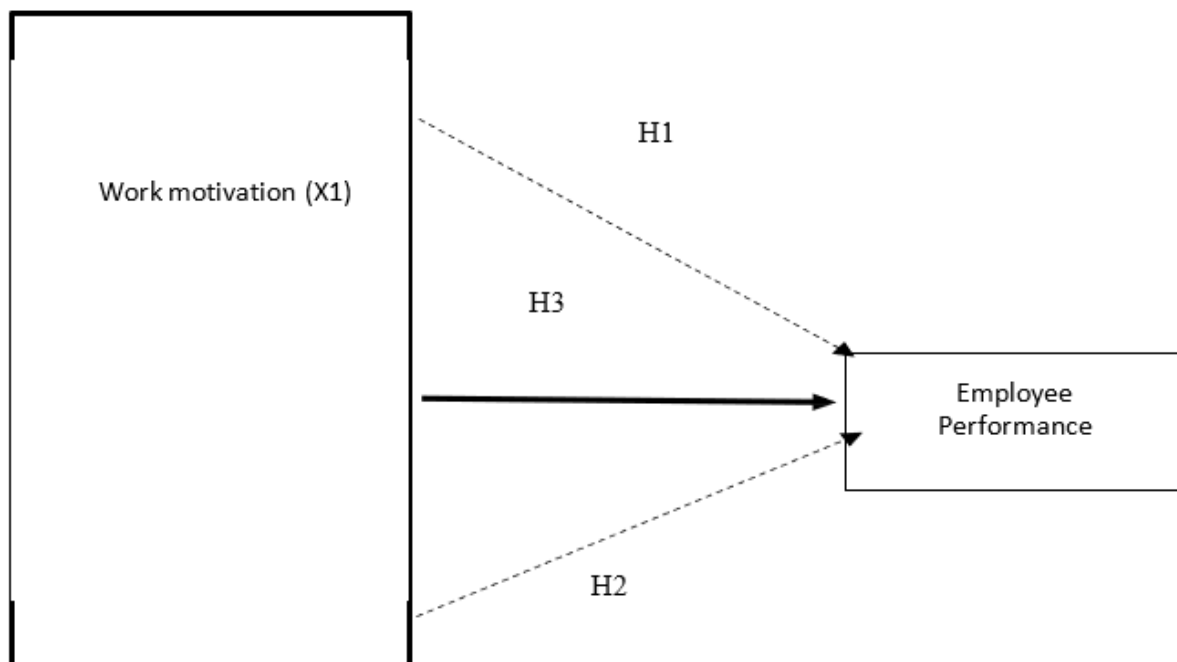
Physical work environment is all physical conditions that exist around the workplace that can affect employees either directly or indirectly. While the non-physical work environment is all conditions that occur related to work relationships, both relationships with superiors and with colleagues, or relationships with subordinates.(Sembiring, 2020)

H2 : the work environment affects the performance of employees at PT. Mandiri Utama Finance.

2.5.3 The Effect of Motivation and Work Environment on Employee Performance

Motivation is the driver of an employee willing and willing to use his or her best skills to get the job done. The work environment is a workspace both physical and non-physical around employees that can affect employee performance. Performance is the result of work in quality and quantity achieved by employees while carrying out their duties in accordance with the responsibilities given to them. Employee performance increases when the company provides adequate compensation and is able to motivate employees to work better. Based on this explanation, hypothesis 3 was proposed, namely:

H3: Motivation and work environment affect employee performance at PT. Mandiri Utama Finance.



3. Research Methods

3.1 Research Design

In this study, the type of research we use is quantitative research. Quantitative research uses an associative descriptive approach. It aims to provide a factual explanation of the object of study and to test the extent to which the relationship between motivation-free variables (X1),

and work environment (X2) is influential. As well as the dependent variable, namely simultaneous employee performance (Y).

3.2 Time and Location of Research

Time: we conducted this study for 3 months, from February to April 2024.

Location : Yogyakarta

3.3 Population and Samples

3.3.1 Population

Population describes a large and extensive amount of data in a study, where population is also a collection of all possible people, objects and other measures that are the object of attention in a study. The population is divided into two types namely the Infinite Population and the Finitive Population. (*BooksDigital-METHODOLOGYQUALITATIVEQUANTITATIVE research and combinations*, n.d.)

3.3.2 Sample

The sample is part of the population. The sample is determined by the researcher by considering several things, namely by considering the problems faced in a study, the goals to be achieved in a study, the research hypotheses made, research methods and the instruments of a study (*BooksDigital-METHODOLOGYQUALITATIVEQUANTITATIVE research and combinations* , n.d.)

In the sampling technique using *non-probability* sampling in the form of *purposive sampling*. The goal is to obtain rich and in-depth information: Samples are selected based on knowledge and research considerations to obtain relevant and in-depth information about research topics at PT. Mandiri Utama Finance.

3.4 Research Data

In the research conducted, there are independent variables and dependent variables including:

- a. There are 2 Free Variables (*Independent*) including: Motivation (X1), and Work Environment (X2).
- b. The dependent variable *in* this study is Employee Performance (Y).

In testing the variables of this study using a Likert scale with values of 1-5, namely Strongly Disagree (STS), Strongly Agree (ST), Neutral (N), Agree (S), Strongly Agree (SS). A data source is anything that can provide information regarding relevant research. This study will use the primary data type. Primary data is data collected through indirect interviews using questionnaires. The use of questionnaires is one of the data collection methods used to obtain information and also reveal things that respondents know. Therefore, the data source of this study was identified based on the responses of respondents who answered the distributed questionnaire questions. In this study, the data we obtained was obtained through filling out questionnaires by respondents. By filling out questionnaires, respondents are not required to come, but can be replaced by filling out questionnaires related to research and can be filled out by respondents. Questionnaires are used as research instruments for data collection. Therefore, in this study, instrument test techniques were used to obtain valid and reliable data results, therefore validity and reliability tests were used. (*View of EFFECTIVENESS OF THE USE OF PROGRESSIVE MUSCLE RELAXATION TECHNIQUES IN REDUCING THE PAIN LEVEL OF GASTRITIS PATIENTS AT THE MADANI PALU REGIONAL HOSPITAL* , n.d.)

3.5 Data Analysis Techniques

Data analysis techniques used in this study are validity and reliability tests, descriptive analysis of respondents and variables, classical assumption tests (normality, multicollinearity, and heteroscedasticity tests), linear regression analysis, hypothesis tests (F test or simultaneous test, and T test or partial test), validity and reliability tests. Therefore, SPSS was used for the data processing process in this study.

a. Validity Test

The data validity test aims to determine the extent of the validity of the questions and the distribution of questionnaires. Data validity tests are carried out using the product moment correlation method (pearson correlation). A data is said to be valid if it has a significance level of $< 0.05\%$. (Feel et al., 2018).

b. Reliability Test

Reliability refers to the consistency and stability of the results of a particular measurement scale. According to if the number of question items for each variable is less than ten items, then the criterion number for measuring the reliability of the instrument is 0.60. (Feel et al., 2018)

c. Descriptive Analysis

Descriptive analysis emphasizes the processing of deductive and inductive inferences and analysis of the dynamics of relationships between observed phenomena, namely by using scientific logic in other words, descriptive analysis is a discussion that solves problems using empirical data according to (Yanuari, n.d.).

d. Descriptive Analysis of Respondents

The purpose of this study is to determine how the influence of motivation and work environment on employee performance at PT. Mandiri Utama Finance. The descriptive purpose of this study is to find out how these two factors affect employee performance at PT. Mandiri Utama Finance. Another goal of the study was to gain a better understanding of all respondents surveyed.

e. Descriptive Analysis of Variables

The purpose of this study's descriptive variable is to determine whether employee performance perceptions of PT motivation. Mandiri Utama Finance and employee performance towards the company.

f. Normality Test

The normality test aims to test whether in the regression model the confounding or residual variables have a normal distribution or not. The data normality test was carried out using the Kolmogorov-Smirnov (K-S) test with a significance level of 0.05. It can be concluded that if the significance value < 0.05 then the data distribution is abnormal, on the other hand if the significance value is > 0.05 then the distribution is normal. The normality test result has a significance value of 0.107 (X1); 0.272 (X2); 0.453 (X3); and 0.901 (Y). The value is greater than 0.05. Thus the research data can declared to have been normally distributed according to (Islamiati et al., n.d.)

g. Multicollinearity Test

The Multicollinearity Test aims to test whether in the regression model there is a correlation between independent variables". A good regression model should not have correlations between independent variables. To detect the presence or absence of multicollinearity using a test method by looking at the value of Variance Inflation Factor (VIF). If $VIF > 10$, then Multicollinearity occurs. If $VIF < 10$, then Multicollinearity does not occur. From the test results, it is known that the VIF value of each variable is 1.089 (X1); 1,141 (X2); and 1.051 (X3). The value is less than 10. Thus each variable does not occur multicollinearity according to (Islamiati et al., n.d.).

h. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another". A qualified regression model is that there is a similarity in variance from the residual of one observation to another is still called homoscedasticity. The heteroschematicity model used is by looking at the scatter plot graph with a performance-bound prediction value (dependent) namely SRESID and with its residual Training, Motivation and Work Environment (independent) namely ZPRED. From the graph of scatterplots of residuals, there is no particular shape / pattern (wavy, widened, then narrowed, linear or quadratic patterns), so it can be stated in the study that heteroscedasticity does not occur according to (Islamiati et al., n.d.)

i. Multiple Linear Regression Analysis

Multiple linear regression analysis determines the linear relationship or influence between one or more independent variables and their dependent variables.

In this test has a formula that can be used for analysis:

$$Y = a + b_1X_1 + b_2X_2$$

Information:

Y = employee performance

a = regression constant

B1 = coefficient of regression of motivation

B2 = coefficient of regression of the working environment

X1 = motivasi

X2 = working environment

j. Simultaneous Test (Test F)

Test F determines whether the regression model under study adequately explains the (simultaneous) relationship between the independent variable and the dependent variable. In this study it was used to examine the significance of the influence of motivation and work environment on employee performance simultaneously.

k. Partial Test (T Test)

According to the t i ni test is used to test the significance of each independent variable partially or to find out the independent variable that is more influential between the two independent variables (X) on the dependent variable (Y). (Diana Putri Abdullah et al., 2018)

4. Discussion

4.1 Descriptive Statistical Analysis

Very High

Skala	Kelas	Motivasi	Lingkungan Kerja	Variabel Y
1	1,00 – 1,80	Sangat Tidak Baik	Sangat Tidak Baik	Sangat Rendah
2	1,81 – 2,60	Tidak Baik	Tidak Baik	Rendah

3	2,61 – 3,40	Cukup baik	Baik Cukup	Cukup
4	3,41 – 4,20	Baik	Baik	Tinggi
5	4,21 – 5,00	Sangat Baik	Sangat Baik	Sangat Tinggi

Good enough

Item	Pernyataan	Mean	Keterangan
1	Performa kerja karyawan dinilai dan dipertimbangkan dalam proses promosi jabatan di PT. Mandiri Utama Finance	3,50	Baik
2	PT. Mandiri Utama Finance mendukung karyawannya dalam meningkatkan prestasi kerja	3,43	Baik
3	PT. Mandiri Utama Finance menyediakan program pelatihan atau pengembangan khusus untuk karyawannya	2,91	Cukup Baik
4	Dampak positif penghargaan dan pengakuan terhadap kinerja karyawan sangat berpengaruh di PT. Mandiri Utama Finance?	3,06	Cukup Baik
5	PT. Mandiri Utama Finance melibatkan karyawan dalam menentukan bentuk pengakuan dan apresiasi yang diinginkan	2,85	Cukup Baik
6	PT. Mandiri Utama Finance memberikan umpan balik dan penghargaan kepada karyawan atas pencapaian mereka	3,32	Cukup Baik
Total		3,18	Cukup Baik

From the table above, Pt. Mandiri Utama Finance shows that the descriptive analysis of motivation reveals that the average is 3.18, and is in the range of 2.61 – 3.40, indicating that the majority of employees have good work motivation.

Good enough

Item	Pernyataan	Mean	Keterangan
1	PT. Mandiri Utama Finance membangun rasa kebersamaan dan kekompakan di antara karyawannya	3,23	Cukup Baik
2	PT. Mandiri Utama Finance telah menerapkan upaya untuk mengurangi kebisingan	2,71	Cukup Baik
3	PT. Mandiri Utama Finance melibatkan karyawan dalam proses penyusunan peraturan kerja	2,56	Tidak Baik
4	PT. Mandiri Utama Finance memiliki desain bangunan dan tata letak ruangan yang memungkinkan masuknya cahaya alami yang cukup	2,80	Cukup Baik
5	PT. Mandiri Utama Finance memiliki desain bangunan dan tata letak ruangan yang memungkinkan pertukaran udara yang optimal	2,91	Cukup Baik
6	PT. Mandiri Utama Finance memasang kamera CCTV di area-area penting di lingkungan kerjanya untuk meningkatkan keamanan	3,23	Cukup Baik
Total		2,91	Cukup Baik

From the table above, Pt. Mandiri Utama Finance shows that the descriptive analysis of motivation reveals that the average is 3.18, and is in the range of 2.61 – 3.40, indicating that the majority of employees have good work motivation.

Tall

Item	Pernyataan	Mean	Keterangan
1	Tepatkah karyawan dalam menyelesaikan pekerjaan sesuai dengan waktu yang ditentukan	4,03	Tinggi
2	Baikkah kepribadian karyawan dalam bekerja sama dengan tim	4,04	Tinggi
3	Kontribusi karyawan dalam mencapai tujuan perusahaan	4,18	Tinggi
4	Baikkah sikap karyawan dalam berkomunikasi dengan atasan dan rekan kerja	4,12	Tinggi
Total		4,09	Tinggi

From the table above, Pt. Mandiri Utama Finance shows that the descriptive analysis of the work environment reveals that the average is 2.91, and is in the range of 2.61 – 3.40, indicating that the majority of employees feel the work environment is quite good.

4.2 Variable Validity Test

****.** Correlation is significant at the 0.01 level (2-tailed).

Variabel	Butir	r _{hitung}	r _{tabel}	Keterangan	Sig (2 tailed)	Sig	Keterangan
Motivasi	X1.1	0,710	>0,1646	Valid	0,000	0,05	Valid
	X1.2	0,837	>0,1646	Valid	0,000	0,05	Valid
	X1.3	0,757	>0,1646	Valid	0,000	0,05	Valid
	X1.4	0,822	>0,1646	Valid	0,000	0,05	Valid
	X1.5	0,807	>0,1646	Valid	0,000	0,05	Valid
	X1.6	0,794	>0,1646	Valid	0,000	0,05	Valid
Lingkungan Kerja	X2.1	0,752	>0,1646	Valid	0,000	0,05	Valid
	X2.2	0,743	>0,1646	Valid	0,000	0,05	Valid
	X2.3	0,664	>0,1646	Valid	0,000	0,05	Valid
	X2.4	0,738	>0,1646	Valid	0,000	0,05	Valid
	X2.5	0,813	>0,1646	Valid	0,000	0,05	Valid
	X2.6	0,702	>0,1646	Valid	0,000	0,05	Valid
Variabel Y	Y.1	0,793	>0,1646	Valid	0,000	0,05	Valid
	Y.2	0,909	>0,1646	Valid	0,000	0,05	Scale
	Motivation	Work Environment	Variable Y	1	1,00 – 1,80	Very Not Good	Very Not Good
	2	1,81 – 2,60	Bad	Bad	Low	3	2,61 – 3,40

4.3 Uji Reliability

Reliable			
.752	Cronbach's Alpha	Sig. (2-tailed)	Keterangan
.000	.000	.000	.000
.000	.000	0,600	N
101	101	101	101

The main purpose of this study is to assess the level of consistency of measuring instruments in measuring variable indicators. This was done using Cronbach's Alpha reliability test. A variable is considered reliable if the value of Cronbach's Alpha coefficient is greater than 0.6. Based on the results of the analysis, all variables of promotion, price, product quality, and purchase decision showed a value of Cronbach's Alpha greater than 0.6. This shows that the measuring instruments used in this study are classified as reliable and reliable to measure these variables.

4.4 Normality Test

.308		
.379		.513
1 ^{a,b}	.702	.000000
	.000	.000
.002	.000	.000
	.000	.084
	101	101
101		101
101		101

101

TotalX2

Pearson Correlation

a. Dependent Variable: TotalY

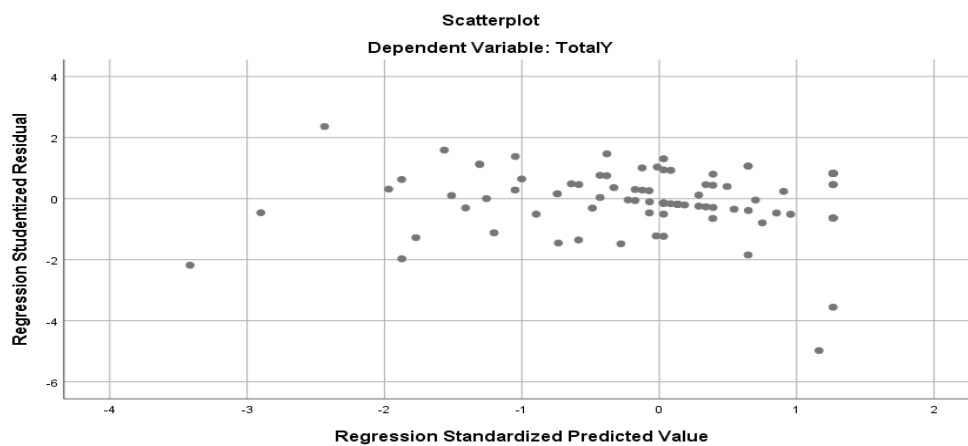
.752							
		.664	.738			1	
.743	Sig. (2-tailed)	.000	.000	.813	.702	.000	.000
1	(Constant)	N	101	101	101		

**. Correlation is significant at the 0.01 level (2-tailed).	.055	Employee Performance	.092	Y.1	Y.2	Y.3	Y.4
Y.1	Pearson Correlation	1	.633	.539	.655	.793	1.859

Sig. (2-tailed)

It can be concluded that the analyzed regression model is free of multicollinearity. This shows that the regression coefficients in the model are stable and can be interpreted easily, the standard error regression coefficients are small and precise, and the regression model is efficient and able to predict the dependent variable accurately.

4.5 Heteroscedasticity Test



It can be concluded that the analyzed regression model is free from heteroscedasticity. This shows that the regression coefficients in the model are efficient and can be interpreted easily, the statistical tests in the model are valid and reliable, and the predictions of the dependent variable in the model are accurate.

b. Dependent Variable: totally

Model Summary^b

	.000	.000	.000	.000	Std. Error of the Estimate
N	101	101	101	101	101

101

Y.2

- The value of R square is 0.135 or equal to 13.5%.
- This number means that the variables motivation (X1), Work Environment (X2) simultaneously (together) affect the variable of critical thinking ability (Y) by 13.5%.
- While the rest (100%-13.5% = 86.5%) are influenced by other variables outside this regression equation or variables that are not studied.

b. Predictors: (Constant), TotalX2, TotalX1

Pearson Correlation

	.633	1	.757	.783	.909	Sig.
Sig. (2-tailed)	.000	118.007	.000	.000	.000	.001 ^b
	101	101	101	101		
	.539	.757	1			

Sig. (2-tailed)
.000

- The Significant Value of the ANOVA table is 0.01 which means below 0.05 so it is concluded that all independent variables studied have a simultaneous effect (together) on the dependent variable.
- F value calculate $7.654 > F$ table 3.09, then the independent variables studied have a simultaneous effect (together) on the dependent variable

a. Dependent Variable: TotalY

.000

		.000	.000		
Model	101	101	101	t	N
Pearson	.655	.783	.740	.911	.000
Correlation	.000	.000	.000	.092	.475
	101	101	101	101	TotalY

Pearson Correlation

The t test aims to determine whether the independent variable (X) partially (individually) affects the dependent variable (Y).

- Motivational Variables:
Based on the results of the table above that the T-count value is $0.718 >$ the table T is 0.67700 then X1 has an effect on Y. And the sig value of $0.475 > 0.05$ then X1 has no effect on Y.
- The value of T is calculated $2.333 >$ T table 0.67700 then X2 has an effect on Y. The value of sig $0.022 < 0.05$ then X1 has an effect on Y.

5. Conclusions, Limitations, and Implications

The results of the research obtained in the discussion section above, aim to determine whether motivation, work environment, and employee performance have a significant effect or to determine simultaneously motivation, work environment, work motivation and work environment on the performance of PT employees. Mandiri Utama Finance.

Based on the results of data analysis, the conclusions that can be drawn are as follows:

- Work motivation affects the performance of PT. Mandiri Utama Finance.
- The work environment affects the performance of PT. Mandiri Utama Finance.
- Work motivation and work environment affect simultaneously or simultaneously on the performance of PT. Mandiri Utama Finance.

Based on the results of the analysis to the conclusion, there are several limitations in this study, including:

- a. The time needed in this study is quite short, about 2 months from March to April.
- b. The time period used in the study is short enough to find out how influential each ratio is on company performance.

PT. Mandiri Utama Finance has an important role in supporting national economic growth and improving people's welfare. The company needs to continuously innovate and improve its services to overcome various challenges and achieve its goals.

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