

## THE INFLUENCE OF MOTIVATION AND PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT CV. PUTRA ABADI JAYA, TANGERANG REGENCY

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### ABSTRACT

This study aims to analyze the impact of motivation and the physical work environment on employee performance at CV. Putra Abadi Jaya, Tangerang Regency. The research method uses a quantitative approach with data collection through questionnaires from 65 employees. The motivation variable includes physiological needs, security, self-esteem, and self-actualization, while the physical work environment covers lighting, ventilation, workspace comfort, and cleanliness. Employee performance is measured through work quality, productivity, and time discipline. The analysis results show that motivation significantly affects employee performance. The physical work environment also significantly impacts employee performance. Simultaneously, both variables together have an impact on employee performance, with an F-value of 74.292 and an  $R^2$  of 0.706, indicating that 70.6% of the variation in employee performance is explained by motivation and the physical work environment. This study concludes that increasing motivation and improving the physical work environment can significantly enhance employee performance. CV. Putra Abadi Jaya is recommended to continue optimizing motivation factors and the physical work environment to support employee productivity and well-being.

**Keywords:** Employee Performance, Motivation, Physical Work Environment

### 1. INTRODUCTION

In the face of rapid globalization, businesses must not only adapt to the changing economic landscape but also proactively anticipate and manage these shifts to remain competitive. The rise of global competition intensifies the pressure on companies to maintain high levels of productivity while ensuring employee satisfaction and operational efficiency. In such an environment, effective human resource management becomes even more critical. Companies that invest in developing their human capital are more likely to thrive in competitive markets, as a motivated, skilled workforce is often the differentiating factor between success and failure.

One of the primary drivers of organizational success is employee performance, which directly impacts the company's ability to meet its goals. High performance from employees leads to higher efficiency, better product or service quality, and ultimately, increased profits. On the other hand, poor performance, if left unchecked, can lead to stagnation, missed opportunities, and declining market share. Thus, companies need to identify the key factors influencing performance, such as motivation and work environment, to create strategies that enhance productivity.

Motivation is a vital element in driving employee performance. Employees who feel motivated are more likely to go above and beyond in their roles, meet deadlines, and contribute positively to the company's success. Motivation can stem from various factors, such as fair compensation, opportunities for career advancement, recognition for accomplishments, and a work environment that fosters growth and development. When employees are motivated, their engagement increases, which positively affects the overall productivity and culture within the company. However, motivation alone is not enough to ensure high performance. The work environment, both physical and psychological, plays an equally important role. A well-designed work environment that supports employees' physical needs and provides a comfortable, safe, and collaborative atmosphere is essential for optimizing productivity. Poor working conditions, such as inadequate lighting, poor ventilation, cramped spaces, and lack of cleanliness, can lead to dissatisfaction and discomfort. This, in turn, can lower employee morale and hinder their ability to perform at their best.

At CV. Putra in Tangerang Regency, this combination of environmental factors and motivation issues has been reflected in a noticeable decline in employee performance. As reported in the company's recent evaluations, workers have struggled with incomplete tasks, low initiative, and difficulty in meeting performance targets. A closer look at the company's working conditions reveals a lack of proper lighting, limited space, and poor air quality, all of which contribute to a diminished work atmosphere. These environmental deficiencies, paired with inconsistent management of workloads and unclear job responsibilities, have compounded the challenges faced by employees, leading to a decline in overall productivity. Moreover, the issue of work overload, where

employees are often asked to handle multiple tasks outside their defined roles, contributes significantly to stress and burnout. While employees are committed to their work, the mismatch between compensation and the extensive workloads they endure further demotivates them. As a result, their engagement and performance suffer, and the company faces difficulties in achieving its set objectives.

Despite efforts to address some of these challenges, such as implementing flexible working hours and offering some improvements in workplace facilities, there has been little significant change in employee performance. The issues related to the physical work environment, compounded by low motivation, have yet to be fully addressed, highlighting the need for a more comprehensive approach to managing both human resources and work conditions. In this context, it becomes clear that the company must undertake a deeper, more holistic approach to improving both the physical and motivational aspects of its work environment. By ensuring that the work environment is conducive to employee well-being, offering appropriate compensation, recognizing achievements, and providing clear pathways for career advancement, CV. Putra can significantly improve employee satisfaction and performance. Additionally, training programs that focus on time management, stress management, and effective collaboration can help employees better handle their workloads and foster a more productive and harmonious work environment. Ultimately, addressing these issues will not only enhance individual performance but also contribute to the overall success of the company. By improving the work environment and boosting employee motivation, CV. Putra can create a more effective workforce, capable of meeting the company's strategic goals and contributing to its continued growth in a competitive market. Therefore, the company is encouraged to take a more proactive role in implementing these changes, which will ultimately lead to a more engaged, motivated, and high-performing workforce.

The urgency of this research lies in addressing the significant challenges faced by CV. Putra Abadi Jaya in terms of employee performance, which is influenced by two key factors: motivation and the physical work environment. As globalization intensifies competition, maintaining a productive and satisfied workforce becomes crucial for sustaining operational efficiency and achieving strategic objectives. This research is critical in providing empirical evidence on how enhancing motivation and improving the physical work environment can directly improve employee performance. By addressing these issues, CV. Putra Abadi Jaya has the opportunity to create a more conducive and supportive work environment, ultimately fostering employee well-being, reducing turnover, and increasing overall productivity. The findings will serve as a foundation for formulating effective strategies to optimize human resource management and drive organizational growth in a competitive landscape.

## **2. METHODS**

The research method, according to Sugiyono (2017), is defined as a scientific approach to obtaining data with a specific purpose and use. In this study, a quantitative research method is employed, aiming to gather data related to beliefs, thoughts, characteristics, and behaviors associated with the research variables, as well as to test several hypotheses concerning the sociological and psychological variables of a sample taken from a specific population. This research is empirical, aiming to test the influence of motivation and the work environment on employee performance.

This study was conducted at CV. Putra Abadi Jaya, located in Kampung Cileles, Bantarpanjang Village, Tigaraksa District, Tangerang Regency, Banten. The research was carried out from September 2023 to March 2024, with various stages including proposal writing, proposal material refinement, development of research instruments, data collection (both primary and secondary), and data processing. The research uses a Likert scale questionnaire to measure both independent and dependent variables. The independent variables in this study are motivation (X1) and physical work environment (X2), while the dependent variable is employee performance. The study population consists of 65 employees in the production department of CV. Putra Abadi Jaya, and the sample used is the entire population, using a saturated sampling technique.

Data collection was conducted using three methods: questionnaires, observation, and literature review. After the data was collected, analysis was performed using the SPSS program to analyze simple and multiple linear regression, as well as to conduct validity, reliability, and classical assumption tests. Linear regression analysis was used to examine the relationship between independent and dependent variables. Simple linear regression was employed to examine the effect of independent variables on the dependent variable individually, while multiple linear regression was used to analyze the relationship between multiple independent variables and the dependent variable simultaneously. Hypothesis testing was carried out through partial tests (t-tests) to examine the effect of independent variables on the dependent variable individually, and simultaneous tests (F-tests) to examine the effect of all independent variables on the dependent variable together.

### 3. RESULT AND DISCUSSION

#### A. Profile

Before becoming CV. Putra Abadi Jaya, the company was known as CV. Dua Putri, established in 2010 and operating until 2017. The business was located in Kp. Cileles, Banjarpalanjang, Tigaraksa District, Tangerang Regency, Banten. CV. Dua Putri specialized in producing All Star shoes and various parts (uppers) and operated as a home industry in collaboration with CV. Cikupa Inti Rubber, which served as the official distributor for all its products. In 2018, CV. Dua Putri ended its partnership with CV. Cikupa Inti Rubber and rebranded itself as CV. Putra Abadi Jaya, shifting its focus to producing its own line of sneakers. The company sells its products offline and distributes them to stores, manufacturers, and resellers. As a retail-oriented company, CV. Putra Abadi Jaya has a clearly defined vision and mission to guide its operations and achieve its objectives.

#### Vision:

To produce a wide variety of shoe models tailored to consumer preferences, ensuring high quality, reasonable prices, and superior standards.

#### Mission:

- To become a manufacturer that offers shoes at affordable prices.
- To create job opportunities for the surrounding community.
- To establish mutually beneficial partnerships between consumers and producers.

#### B. Characteristics Respondents

The characteristics of respondents in this study provide a detailed understanding of the demographic and experiential composition of employees at CV. Putra Abadi Jaya. The total number of respondents is 65, with a slightly higher representation of female employees at 53.8% compared to 46.2% male employees. This indicates a balanced yet slightly female-dominated workforce within the company.

In terms of age, the majority of respondents fall within the 21-30 years age group, accounting for 76.9% of the total respondents. This reflects a predominantly young workforce. Meanwhile, 6.2% of respondents are under 20 years old, 15.4% are between 31-40 years old, and the smallest age group, those between 41-50 years, constitutes only 1.5%. This distribution highlights that the company primarily employs individuals in their early career stages.

Regarding education level, the largest proportion of respondents, 81.5%, have completed high school or vocational school. A smaller number have attained higher levels of education, with 4.6% having completed junior high school, 3.1% holding a diploma, and 10.8% possessing a bachelor's degree. This suggests that the company primarily recruits individuals with high school qualifications.

In terms of work tenure, nearly half of the respondents (49.2%) have been with the company for less than two years, indicating a relatively new workforce. Additionally, 32.3% of respondents have a tenure of 3-4 years, 10.8% have worked for 5-6 years, and 7.7% have been employed for over six years. This distribution reflects varying levels of experience, with a significant proportion of employees still in the early stages of their employment with the company. These characteristics collectively provide valuable insights into the employee demographics and their potential impact on organizational performance.

#### C. Instrument Validity and Reliability Testing

The validity and reliability testing in this study was conducted to ensure that the questionnaire items used as measurement tools were appropriate and consistent. According to Sujarweni (2015:160), validity is determined by comparing the calculated r-value with the r-table value. If the calculated r-value exceeds the r-table value, the item is considered valid. Conversely, if it is lower, the item is deemed invalid and excluded from further analysis to maintain the quality of the results.

The results of the validity tests for the variables studied—Motivation (X1), Physical Work Environment (X2), and Employee Performance (Y)—show that all questionnaire items have r-values greater than the r-table value of 0.244. This indicates that all items are valid and suitable for further analysis.

Reliability testing was then carried out to evaluate the consistency of the measurement tool. Based on Sujarweni (2015:172), an item is deemed reliable if the Cronbach's Alpha value exceeds 0.60. Using SPSS Statistics 26, the analysis revealed that the Cronbach's Alpha values for Motivation (0.778), Physical Work Environment

(0.760), and Employee Performance (0.769) were all above the threshold. These findings confirm that the questionnaire items for each variable are reliable and consistent, ensuring the dependability of the data collection process.

#### D. Classic Assumption Test

##### 1. Normality Test

**Table 1. One Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.73733426
Most Extreme Differences	Absolute	.090
	Positive	.090
	Negative	-.074
Test Statistic		.090
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

The results of the Kolmogorov-Smirnov test show that the probability value (sig) for the residual variable is 0.200, which is greater than 0.05. Based on the decision rule for the Kolmogorov-Smirnov normality test, it can be concluded that the data follows a normal distribution. Thus, the assumption of normality is satisfied.

##### 2. Multicollinearity Test

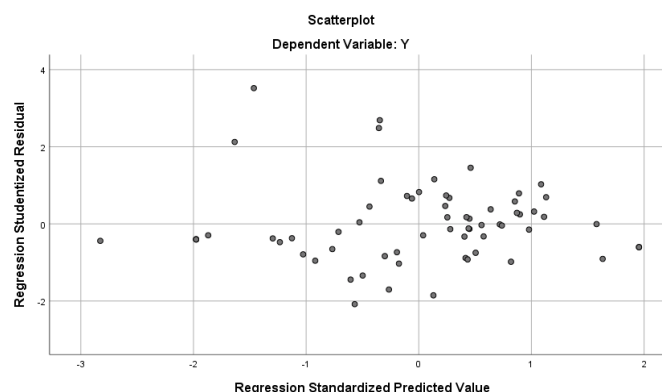
**Table 2. Multicollinearity Test Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.846	3.084		.598	.552		
	X1	.363	.082	.353	4.422	.000	.744	1.345
	X2	.621	.082	.604	7.557	.000	.744	1.345

Sumber : Data diolah (2024)

Based on the results shown in the table, the tolerance value for the Motivation variable (X1) is 0.744, and for the Physical Work Environment variable (X2), it is also 0.744. These tolerance values indicate that no multicollinearity exists because both values are greater than 0.10. Additionally, the VIF value for Motivation (X1) is 1.345, and for Physical Work Environment (X2), it is also 1.345, meaning that neither variable shows multicollinearity, as both VIF values are much smaller than 10. Therefore, it can be concluded that there is no multicollinearity between the independent variables in this regression model, and the analysis can proceed.

##### 3. Heteroscedasticity Test



**Figure 1. Heteroscedasticity Test**

Based on the results of the heteroscedasticity test as seen in the image, the points on the scatterplot are evenly spread without any clear pattern and are dispersed around the Y-axis at zero. This indicates that there is no heteroscedasticity.

### C. Multiple Linear Regression Analysis

This multiple regression test is intended to determine the extent to which the variables of motivation (X1) and physical work environment (X2) influence employee performance (Y). Below are the results of the regression analysis processed with SPSS version 26, as shown in the following table:

**Table 3. Multiple Linear Regression Analysis**  
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.846	3.084		.598	.552
	Motivation	.363	.082	.353	4.422	.000
	physical work Environment	.621	.082	.604	7.557	.000

Based on the regression calculation results, the regression equation obtained is  $Y = 1.846 + 0.363X_1 + 0.621X_2$ . From this equation, the following conclusions can be drawn:

1. First, the constant value of 1.846 indicates that if the motivation (X1) and physical work environment (X2) variables are not considered, the employee performance (Y) will be 1.846.
2. Second, the coefficient value for motivation (X1) of 0.363 indicates that for each unit increase in motivation score, employee performance score (Y) will increase by 0.363 points. The analysis shows that motivation (X1) has a significant impact on employee performance (Y), as indicated by the first t-test results. The output reveals that the calculated t-value of 4.422 exceeds the t-table value of 1.998, with a significance level of 0.000, which is below the threshold of 0.05. Based on these findings, it can be concluded that H0 is rejected, and H1 is accepted, confirming that "Motivation (X1) significantly affects employee performance (Y)."
3. Third, the coefficient value for the physical work environment (X2) of 0.621 indicates that for each unit increase in the physical work environment score, employee performance score (Y) will increase by 0.621 points. The physical work environment (X2) has a significant effect on employee performance (Y), as shown in the second t-test. The coefficients output indicates a calculated t-value of 7.557, which is greater than the t-table value of 1.998. Additionally, the significance value is 0.000, which is less than 0.05. Based on these results, it can be concluded that H0 is rejected and H1 is accepted, meaning "The physical work environment (X2) significantly influences employee performance (Y)."

The research results indicate a coefficient of determination of 0.706, equivalent to 70.6%. This figure implies that the variables of motivation (X1) and physical work environment (X2) simultaneously influence the employee performance variable (Y) by 70.6%. Meanwhile, the remaining 29.4% ( $100\% - 70.6\% = 29.4\%$ ) is influenced by other variables outside this regression model or variables not examined in this study.

**Table 4. F Test**  
**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2142.315	2	1071.158	74.292	.000 <sup>b</sup>
	Residual	893.931	62	14.418		
	Total	3036.246	64			

Sumber : Data diolah (2024)

The output indicates that the significance value for the simultaneous effect of X1 and X2 on Y is 0.000, which is less than 0.05. Additionally, the F-value of 74.292 exceeds the F-table value of 3.15. Therefore, H0 is rejected, and H1 is accepted, confirming that X1 and X2 simultaneously have a significant effect on Y.



#### **D. Discussion**

Motivation and the physical work environment are integral to employee performance, forming a foundation for organizational success. Motivation acts as a driving force, encouraging employees to channel their energy and efforts toward achieving both personal and organizational goals. When employees are motivated, they demonstrate higher engagement, commitment, and productivity. This positive drive often translates into better outcomes for the organization, fostering a culture of excellence and sustained performance.

The study confirms the significant influence of motivation on employee performance, as evidenced by hypothesis testing. The rejection of the null hypothesis underscores the importance of motivation in driving employee outcomes. Employees who feel recognized and valued for their contributions tend to exhibit greater dedication and effort, which benefits the organization as a whole. Previous research supports this finding, illustrating that motivation directly correlates with enhanced performance and organizational commitment. Similarly, the physical work environment plays a critical role in shaping employee performance. A well-designed and conducive workspace provides the necessary conditions for employees to perform their tasks efficiently. Factors such as appropriate lighting, ergonomic furniture, and a comfortable atmosphere reduce stress and increase focus, thereby improving overall productivity. The study highlights a strong relationship between the physical work environment and employee performance, further validated through hypothesis testing.

The combined influence of motivation and the physical work environment amplifies their individual impacts. Together, these factors create a synergy that significantly enhances employee performance. Employees who are motivated and supported by an optimal work environment are more likely to excel in their roles, demonstrating greater efficiency and effectiveness. This dual approach highlights the importance of addressing both intrinsic and extrinsic factors to optimize performance. Organizations aiming to improve performance must recognize the interplay between motivation and the work environment. Leaders and managers play a pivotal role in this regard, ensuring that employees feel valued and supported. Providing recognition, regular feedback, and opportunities for growth can significantly enhance motivation, while investing in workplace infrastructure demonstrates a commitment to employee well-being.

A sustainable performance culture is built on the foundation of motivated employees working in a supportive environment. Organizations that prioritize these elements are better equipped to adapt to changing demands and maintain a competitive edge. The study's findings underscore the need for a balanced approach to human resource management, addressing both motivational and environmental factors. Ultimately, investing in motivation and the work environment is not merely about improving performance; it reflects an organization's commitment to its people. Such efforts foster loyalty, dedication, and long-term engagement among employees. By addressing these critical aspects, organizations can attract and retain top talent, creating a resilient and high-performing workforce that drives success in an increasingly competitive marketplace.

#### **4. CONCLUSION**

The research at CV. Putra Abadi Jaya highlights the significant influence of motivation and the physical work environment on employee performance. The findings reveal that motivation substantially impacts performance, emphasizing the role of recognition, fair compensation, and career development opportunities in enhancing productivity. Employees who feel valued and supported are more engaged, leading to improved organizational outcomes. Similarly, the study demonstrates that the physical work environment is a critical factor in shaping employee performance. Optimal conditions, including proper lighting, ventilation, and workspace comfort, contribute significantly to better task execution and overall satisfaction. The lack of these elements can hinder efficiency and morale, as evidenced in the company's evaluations. When analyzed together, motivation and the physical work environment exhibit a combined strong effect on performance, accounting for the majority of variations in productivity. This underscores the need for a balanced approach in human resource management, where both intrinsic and extrinsic factors are addressed. The research concludes that addressing these aspects is essential for creating a conducive work environment and sustaining high performance. By optimizing these factors, CV. Putra Abadi Jaya can achieve its strategic goals, improve employee well-being, and maintain competitiveness in an evolving business landscape. These insights provide a foundation for strategic interventions to enhance workforce efficiency and organizational success.

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