



THE INFLUENCE OF WORKING CONDITIONS AND EMPLOYEE MOTIVATION ON JOB PERFORMANCE

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Abstract

Every human resource that works certainly requires working conditions and motivation that also support it. This is because at any time employees can feel boredom which ultimately has an impact on their job performance. If this condition is not resolved immediately, it can be detrimental to the company because for the company job performance is a support for achieving goals in the present and the future. For this reason, there is a need for various concrete efforts related to improving job performance. Such studies involve conditions in the workplace and employee motivation to influence job performance. Employees who work in a company in Surabaya to be precise have been selected by researchers to be the population with a total of 64 people. Likewise, the sample will use a saturated sample technique, which means that the entire population can be sampled so that 64 respondents are collected. Researchers used regression techniques with SPSS software. Conditions in the workplace can affect worker performance positively and significantly. Conditions at work are getting better, it can also improve job performance. This proves that conditions in the workplace have a direct influence on improving job performance. This is the same with motivation which can positively and significantly affect employee performance.

Keywords: working conditions, employee motivation, job performance.

Introduction

In an organization, human resources are one of the main reasons for achieving organizational goals. Qualified Human Resources have work implementation that meets high efficiency. This is a contribution to the organization to increase work efficiency, increase productivity and organizational success. Organizational sustainability also cannot be realized without the role of human resources in it. This becomes the initial basis for the organization to help realize organizational goals and can be achieved as well as possible. Job performance determines the observation of the contribution of each employee.

Job performance is an achievement of results in accordance with the rules and standards that apply to each work organization. It can be understood that job performance is the achievement of a person's work as long as the tasks for which he is responsible are carried out and this is based on ability, exceeded experience, seriousness and time sacrificed (Infante & Darmawan, 2022). Djazilan and Darmawan (2020) provides a statement that every employee in terms of the ability they have to carry out a task is of course not the same so that the nature of the results of employee work is individual. In accordance with what was stated by Sinambela et al. (2022) that an assessment of individual performance can be carried out if the provisions of the organization related to success standards can be met. With this, then there are several important factors determining job performance consisting of working conditions and work motivation.

Conditions at work are an atmosphere where employees carry out daily work activities at work that can affect employees directly or indirectly (Zhu et al., 2018). Although not all work is done individually, the results of one's work are often associated with cooperation between workers (Sparrosee et al., 2001; Cross & Cummings, 2004). When employees enter the world of work, there is a need that must be met, namely a safe work environment and even a conducive environment that supports comfort. Safety is a top priority for employees. There is a negative impact that is felt by employees if they are in a work environment that is far from conducive meaning that there is a need for a work environment or work climate that is created positively, provides a sense of security and provides benefits for employees and of course this contributes to work results. But what happens is the opposite, if there is no conducive work environment, employees will be reluctant to get involved (Lestari & Mardikaningsih,

2020). Conditions at work, both physically and non-physically around workers, affect the level of success of an individual (Mendrika et al., 2021). This can affect the importance of one's work directly or indirectly. Such conditions certainly have a considerable influence on anyone in the organization. These conditions always have a big impact on everyone in the organization. If there is no work environment support around workers, the atmosphere at work will not develop properly (Fatimah et al., 2018). Conditions at work will determine the level of employee performance (Ishak et al., 2016). Unhealthy working conditions can make employees easily stressed, rush to work, late for work.

Organizational ability to improve performance must be supported by superior quality human resources (Jamaluddin et al., 2013). This provides a view that there needs to be attention to what is needed by employees and providing motivation for employee performance so that good cooperation between employees and the organization can be realized and between the goals of each employee and the goals of the organization as a whole can be more compatible (Cerne et al., 2014). Alignment and harmony in the relationship between individuals and organizations will certainly create a positive reciprocal relationship and will affect work motivation and employee performance in the organization in the future (Eisenberger & Thompson, 2011). From statement Darmawan (2017) regarding motivation is the encouragement that arises within the individual himself for support for carrying out work by devoting a strong enthusiasm and abilities and skills so that organizational goals can be achieved. Because motivation is generally related to efforts towards each goal, work motivation is everything related to carrying out tasks at work (Mahyanalia et al., 2017). This motivational function can really be attempted so that there is a balance between organizational goals and personal characteristics of its members (Gagné & Deci, 2005). Thus a comprehensive knowledge and understanding of the determinants that can increase employee motivation must be identified earlier so that employees are increasingly motivated in doing their jobs.

Efforts to achieve maximum organizational goals require high quality employees. They must be supported by working conditions and proper motivation. In accordance with the explanation, the purpose of this study was carried out so that the role of working conditions and work motivation on job performance can be identified.

Method

It is known that there are 64 people who work in the Surabaya company selected as the population, because the sample is determined by the saturated sample technique, so the number of samples is the same as the population, namely 64 people. All workers have worked for more than 1 year.

The primary data source comes from the questionnaire. It is compiled based on research variable indicators. There are two independent variables and one dependent variable. Indicators of conditions at work (X.1) include facilities, work aids, lighting, cleanliness, air temperature, noise, layout, work relations, and work comfort. There are three motivational indicators (X.2), namely the need for achievement, the need for power, and the need for affiliation. Job performance (Y) has constituent indicators, namely the ability and interest of a worker, work behavior, job knowledge, work results.

It was determined that the instrument in this study utilized a Likert scale which was set on a scale of 1-4. Where the score is 1-strongly disagree (STS), score 2-disagree (TS), score 3-agree (S), score 4-strongly agree (SS). The number of samples that will be used in this study is 64 respondents. Researchers used regression techniques with SPSS software.

Result and Discussion

A total of 64 employees based on all the numbers or the total sample will be taken as a sample. Based on the results of distributing the questionnaires, it can be described the description of the respondents according to gender, last education, and years of service. Respondents consisted of 35 men (54.69%) and 29 women (45.31%). Respondents by level of education consisted of 47 people from high school, 6 people from diploma and 11 people from bachelor degree. The results showed that most of the respondents had high school education. The most tenure of respondents was between 6 years to 10 years for 42 workers, 1 year to 5 years for 15 workers, and less than 1 year for 7 workers.

Validity results show valid results if the corrected item total correlation value can exceed the criteria, namely 0.30. If it has reached above 0.30, then the instrument used for the questionnaire based on each indicator of the variable can produce the right results according to what should be measured. Each item statement representing the variable conditions at work, employee motivation and job performance in this

study is certain to be valid because the corrected item total correlation corresponds to the criteria that must be met. After the validity test results are known, it can proceed to reliability testing. The reliability results are reliable if based on Cronbach alpha it is known that the results are higher than 0.60. For each condition variable at work, employee motivation and job performance in the SPSS output it is proven that the Cronbach alpha value produces a value above 0.60. With this evidence, the instruments used have relatively consistent results even though they are used again to measure the same symptoms.

By carrying out multiple linear regression analysis, it can be seen the direction and magnitude of the influence for the conditions variable at work and employee motivation on job performance which has been formed in table 1.

Table 1. t-Test and Regression Model

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	26.660	6.511		4.094	.000
	X.1	4.048	1.043	.355	3.882	.000
	X.2	6.464	1.095	.540	5.906	.000

Source: SPSS Output Results

An equation is formed based on table 1 that $Y = 26.660 + 4.048 X.1 + 6.464 X.2 + e$. It can also be described that:

A constant of 26.660 means that this value is a job performance value that is not influenced by working conditions and employee motivation. For this reason, if the independent variable = 0, it can be predicted that the value for job performance is 26.660.

The regression coefficient of working conditions is 4.048. The magnitude of this value indicates that if there is an increase in the number of units of the working condition variable, then there is also an increase of 4.048 for the job performance variable with the employee motivation variable value assumed = 0.

The regression coefficient of employee motivation is 6.464. The magnitude of this value indicates that if there is an increase of 1 unit in the employee motivation variable, then there is also an increase of 6.464 for job performance with the value of the working conditions variable assumed = 0.

Table 1 will also provide evidence regarding the results of the partial influence of working conditions and employee motivation on job performance. As the results in table 1 can be proven that there is truth in stating that job performance can be affected by working conditions with significant results. This is also the case with job performance variables which can be significantly influenced by employee motivation. The effect can be significant because if the significance level in the SPSS output is compared to that set, namely 5% or 0.05, the results show below it. Each significance value is 0.000.

The results of the F test have been included in table 2 so that it can be seen how the simultaneous influence that occurs from the variable working conditions and employee motivation on job performance can be stated as significant or vice versa.

Table 2. ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5458.602	2	2729.301	42.664	.000 ^b
	Residual	3902.336	61	63.973		
	Total	9360.938	63			

Source: SPSS Output Results

According to table 2, it can be stated that job performance can be influenced simultaneously by working conditions and employee motivation because after the significance results are tested at the 5% level (0.05) it turns out that the results are still far below that, namely 0.000 and produce an F-count at 42,664.

Table 3 provided is evidence based on the magnitude of the influence contributed by the variables of working conditions and employee motivation to shape job performance as the results refer to the R-Square.

Table 3. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.764 ^a	.583	.569	7.998

Source: SPSS Output Results

According to table 3, R-Square obtains a percentage of 58.3% which if described, then to form a job performance of 58.3% it is necessary to have contributions from working conditions and employee motivation alone. If you want to add some other independent variables, you can still do it, but the contribution only reaches 41.7% to be able to form job performance.

Conditions in the workplace to influence job performance can achieve positive and significant results. Five research findings in different years also support this. The research from Kahya (2007); Imran et al. (2012); Naharuddin & Sadegi (2013); Al-Omari & Okasheh (2017); Bashir et al. (2020). Conditions in the workplace are very important to be considered by management. Employees who do not get the support of working conditions that can satisfy themselves, then they cannot work effectively. Even though these working conditions do not directly carry out the activity process, working conditions will have a direct influence on employees (Mehraet al., 2001). Working conditions can create a binding working relationship between people in the workplace (Parker et al., 2016; Mardikaningsih & Hariani 2020). Therefore there needs to be an effort to create good and even conducive conditions because such a work environment will make employees feel at home and happy and more enthusiastic when completing each task and this will open up opportunities that are more likely to create job performance (Werdati et al., 2020).

Motivation is proven to play a role in shaping job performance. This is in accordance with the findings of Grant (2008); Leisink & Steijn (2009); Taghipour & Dejbani (2013); Leung et al. (2014); Jayaweera (2015); Darmawan et al. (2021); Retnowati et al. (2022). Employees have diverse needs and efforts to fulfill them cause them to be motivated. Those who are motivated have achievement goals, one of which is job performance and they will try to achieve that (Darmawan et al., 2020). This is the level of development at which members try to achieve goals. This encouragement will lead to efforts to achieve job performance that differentiates one worker from another (Reeve & Deci, 1996; Teigland & Wasko, 2003). There is a desire to do things better. There is motivation so that employees are aware of responsibility for the tasks assigned to them (Shah et al., 2018; Putra, 2021). Leaders as people who are responsible for organizational development try to grow, maintain and develop efforts to create a good atmosphere in the organizational environment so that employees are excited and driven to work hard to develop and excel (Al Hakim & Hariani, 2021; Radjawane, 2022). The urge to control many things at work, express opinions, give orders to others, have the principle of adapting to certain circumstances that occur around and always be on time in completing work will affect employee performance.

Conclusion

Conditions in the workplace can affect worker performance positively and significantly. The better the conditions at work, the higher the job performance. This proves that conditions in the workplace have a direct influence on improving job performance. This is the same with motivation which can positively and significantly affect employee performance.

The human element is indeed very important so that there is stability and even developing work results, so it is better for every employee to be in a workplace with good conditions to support their work so that they are more motivated to work even better. The company prioritizes giving power motivation to its subordinates because it is proven to have a role in influencing job performance. Superiors need to study their subordinates and their work by providing opportunities for them so that subordinates can try to achieve the results of these opportunities must be such that the people develop on their own, and of course through control and supervision from the leadership.

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