Research.

The influence of job motivation and work environment upon job performance of the employees of trade and industry office in Bogor district

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Abstract. *This study aims to explain the effect of job motivation and work environment upon job performance of the employees of Trade and Industry Office in Bogor District. The analytical instrument used in this study is Multiple Linear Regression which is first test using validity and reliability tests. The data analysis technique used in this study is using SPSS 22.0 computer statistical software. The sampling method taken is 121 respondents. The results of this study indicate that Job Motivation has a significant effect on job performance of the employees of (Dinas Perdagangan dan Perindustrian Kabupaten Bogor) Trade and Industry Office in Bogor District, Work Environment has no significant effect on the job performance of the employees of Trade and Industry Office in Bogor District. Job Motivation and Work Environment simultaneously does not affect job performance of the employees of Trade and Industry Office in Bogor Office.*

Keywords: *Job Motivation, Work Environment, Employees Job Performance*

Introduction

Background

One of the factors influencing the improvement of job performance is motivation. Motivation is an individual willingness to act. As a matter of fact, human action is to fulfil his needs.

Hasibuan quoted in Danang (2012:191) declared that motivation is “a trigger driving someone to move and each motive of the people has their own goal to reach”.

Job performance of the employees is not only influenced by motivation, but also influenced by working environment (Siagian, 2013:87). Unhealthy condition of working environment will make the employees easily depressed, they do not have the spirit of working, and they are accustomed to coming late. But on the contrary, healthy working environment will make the employees full of spirit to work, healthy, easy concentrate to their job, can complete their job on time and reach the target.

Working environment has two dimensions, physical dimension (colour of working area, lighting, cleanliness, space design, etc.) and non physical dimension (employees welfare, working atmosphere, employees interpersonal relationship with each other, etc) . An organization should have provided both dimensions good to make the employees

Sumardjono and Rizki Adiatama. *The Influence of Job Motivation and Work Environment upon Job Performance of The Employees of Trade and Industry Office in Bogor District*

willingly working productively and working in a team either with their peers or their managers to reach the organization goals.

Objectives of the Research

This research aims to :

1. To recognize the extent of which motivation has affected job performance of the employees of Trade and Industry Office in Bogor District.
2. To recognize the extent of which work environment has affected job performance of the employees of Trade and Industry Office in Bogor District.
3. To recognize the extent of which motivation and work environment simultaneously has affected job performance of the employees of Trade and Industry Office in Bogor District.

Library Review

Job Performance

Mangkunegara (2013:67) described that job performance is the quality and quantity of job result achieved by an employee to perform his jobs according to his responsibility given. According to Marwasyah (2012:124), job performance is an achievement of an employee related to his/her tasks given to be executed. Hasibuan (2010:94) offered another opinion, it is a sacrifice of the service physically, an idea to produce the goods or services to get a reward for what he/she is doing.

Motivation

According to the etymology of motivation, it is coming up from latin words means *motivus* or *motum* which means to drive or to move. Based on this etymology, Lorens Bagus in *Phylosophy dictionary*, describing that motivation or motive is an awareness of driving action to determine people having a specific requirement.

Working Environment

Ahsyari (2012:109) describing that working environment is every thing surrounding employees which can influence them doing their jobs. Sedarmayanti (2012:21) mentioned, work environment is an instrument and a place where people are working which is jobs method, works schedule either individual or a team. Tohardi (2012:126), work environment is an environment where the employees are doing their jobs and tasks every day.

Previous Research

M. Zainal Abidin (2013), *The Effect of Motivation and Work Environment upon Job Performance of the employees at Training and Education and Research and Development Office in East Kutai District*. Result of the research indicated that job motivation and work environment had affected significantly job performance of the employee. Aldo Herlambang Gardjito (2014), *The Effect of Job Motivaion and Work Environment upon Job Performance of the Employees (the study about the employees who had worked in the Production at PT Karmand Mitra Andalan Surabaya)*. The research had applied Multiple Linear Regression Analysis. Result of the research indicated Job Motivation and Work Environment had affected significantly Job performance of the employees, and Job Motivation and Work Environment simultaneously had significantly affected Job Performance of the Employees.. Cynthia Novia Hidayat (2015), *The Effect of Work Environment and Job Motivation upon Job Performance of the Employees at the office of PT Keramik Diamond Industries*. The research had applied Multiple Linear Regression Analysis and the result of the research

Sumardjono and Rizki Adiatama. *The Influence of Job Motivation and Work Environment upon Job Performance of The Employees of Trade and Industry Office in Bogor District*

indicated that Work Environment and Job Motivation had affected significantly Job Performance of the Employees. However, Job Motivation had mostly affected Job Performance. Dewa Putu Meles Arta, Ni Ketut Lisna Deni Sari (2015), The Effect of Motivation and Work Environment upon Job Performance of Government Employees in the Office of Customs and Excises Medium Type Ngurah Rai Badung district. The research had applied Multiple Linear Regression Analysis. The research indicated that Job Motivation and Work Environment had significantly affected Job Performance of the employees, and Job Motivation and Work Environment simultaneously had affected significantly Job Performance of the employees. Jefika Dwi Ariyani (2017), The Influence of Job Performance and Work Environment upon Job Performance of the employees of Public Works Service and Mineral Resources Energy Service in Magelang District. Method of the research had applied Multiple Linear Regression Analysis. The research resulted that Work Environment did not affect significantly job performance of the employees because the working place had been considered good referred to the value of significance of frequency. However, job motivation had affected positively and significantly job performance of the employees referred to determinant coefficient value of 11.7 % describing changes of employees' job performance.

Research Design

Drawing of Reseach Design

(Job motivation (X1); Work Environment (X2); Job Performance of employees(Y)

Methodology of The Research

Operational Variables

This research has 3 variables, job motivation, work environment and job performance of the employees of Trade and Industry Office in Bogor District.

1. Independent Variables
This research has two independent variables, Job Motivation (X1) and Work Environment (X2)
2. Dependent Variable
Job Performance of the employee (Y) is a dependent variable.

Technics of Data Analysis

1. Validity and Reliability Test
2. Descriptive Analysis
3. Classic Assumption Test
4. Coefficient of Correlation Test
5. Hypotheses Test

Result and Description

Test Result

Normality Test

Output of Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Predicted Value
N		121
Normal Parameters ^{a,b}	Mean	37.9504132
	Std. Deviation	.69600283
Most Extreme Differences	Absolute	.072
	Positive	.062
	Negative	-.072
Test Statistic		.072
Asymp. Sig. (2-tailed)		.192 ^c

Source: Primary data processed, 2019

Linearity Test

Output of linearity test of Job Motivation Variable (X1)

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Total (Y) * Total (X1)	Between Groups	(Combined)	680.278	21	32.394	4.572	.000
		Linearity	48.378	1	48.378	6.828	.010
		Deviation from Linearity	631.900	20	31.595	4.459	.000
	Within Groups		701.424	99	7.085		
	Total		1381.702	120			

Resource: Primary Data processed, 2019

Output of Linearity test of Work Environment Variable (X2)

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Total (Y) * Total (X2)	Between Groups	(Combined)	657.885	16	41.118	5.908	.000
		Linearity	6.356	1	6.356	.913	.341
		Deviation from Linearity	651.529	15	43.435	6.241	.000
	Within Groups		723.817	104	6.960		
	Total		1381.702	120			

Source : Primary Data processed, 2019

Multicollinearity Test

Output of Multicollinearity Test

Coefficients ^a		
Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Total (X1)	.993	1.007
Total (X2)	.993	1.007

a. Dependent Variable: Total (Y)

Source : Primary Data Processed, 2019

Heteroscedasticity Test

Output of Heteroscedasticity Test

2019 Source :Primary Data processed, 2019

Coefficient of Correlation Test

Output of Correlation Analysis

Correlations				
		Total (X1)	Total (X2)	Total (Y)
Total (X1)	Pearson Correlation	1	-.085	.187 [*]
	Sig. (2-tailed)		.355	.040
	N	121	121	121
Total (X2)	Pearson Correlation	-.085	1	.068
	Sig. (2-tailed)	.355		.460
	N	121	121	121
Total (Y)	Pearson Correlation	.187 [*]	.068	1
	Sig. (2-tailed)	.040	.460	
	N	121	121	121

*. Correlation is significant at the 0.05 level (2-tailed).

Source : Primary data processed, 2019

Analysis Test of Multiple Linear Regression

Output of the Test of Multiple Linear Regression Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant)	33.849	2.219		15.254	.000
Total (X1)	.057	.027	.194	2.148	.034
Total (X2)	.033	.035	.084	.932	.353

Source : Primary Data processed, 2019

The following Regression Equation is produced.

$$Y = 33.849 + 0.057 X1 + 0.033 X2 + e$$

Referring to the Regression Equation above, the following interpretations have been coming up:

1. Constant value of 33.849 describing that if independent variables of Job Motivation and Work Environment are constant or are not changing, Job Performance of employees will increase 33.849.
2. Coefficient value of regression X1 = 0.057 describing that if Job Motivation of the employees of Trade and Industry Office in Bogor District is increased but work environment is constant (not any changes happened) Job Performance of the employees predictably will be increasing 0.057.
3. Coefficient value of regression X2 = 0.033 explaining that if work environment of the employees of Trade and Industry Office in Bogor district is increased more but job motivation variable is constant (no changes), it is predictable that Job Performance of the employees will be increasing 0.033.

T-test Result

Output of T-test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	33.849	2.219		15.254	.000
Total (X1)	.057	.027	.194	2.148	.034
Total (X2)	.033	.035	.084	.932	.353

a. Dependent Variable: Total (Y)

Source: Primary Data processed, 2019

Test output has indicated that t_{count} of Job Motivation of 2.148 and Work Environment of 0.932. T_{table} of 1.9801. T_{table} value indicated on the t distribution table to test two distributions which is on the column of 0.05 or (5%) and on line 119 (total of 121 data minus total of 2 independent variables). Output of T test as follows:

1. T_{count} Job Motivation variable is 2.148 > t_{table} of 1.9801, H_0 is rejected and Job Motivation has affected significantly Job Performance.
2. T_{count} of Work Environment variable of 0.932 < t_{table} of 1.9801, H_0 is accepted. Nevertheless, Work Environment did not affected significantly Job Performance.

Hypothesis F Test

Output of Hypothesis F test

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	58.130	2	29.065	2.591	.079 ^b
Residual	1323.572	118	11.217		
Total	1381.702	120			
a. Dependent Variable: Total (Y)					
b. Predictors: (Constant), Total (X2), Total (X1)					

Source : Primary Data processed , 2019

Table above has indicated F_{count} of 2.591. But F_{table} of 3.07, mentioned on the table of F distribution (Table F attachment), on column 2 (total all variables of 3 minus 1 dependent variable), on line 118 (total of 121 data minus 3 dependent variables)

$F_{\text{count}} 2.591 < F_{\text{table}} 3.07$, H_0 is accepted but H_a is rejected, it has been explaining that Job Motivation and Work Environment simultaneously did not affect significantly Job Performance. On the table above indicating that Sig. value of 0.079, $0.05 < \text{sig. } 0.079$, H_0 is accepted and H_a is rejected, it has explained that Job Motivation and Work Environment simultaneously did not affect significantly Job Performance.

Determinant Coefficient

Output of Determinant Coefficient Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.205 ^a	.042	.026	3.349
a. Predictors: (Constant), Total (X2), Total (X1)				
b. Dependent Variable: Total (Y)				

Source : Primary Data processed, 2019

Based on the determinant coefficient indicated on Adjustment R Square of 0.026, it has explained that the effort of Job Motivation and Work Environment has been affecting 2.6% Job Performance of the employees of Trade and Industry Office in Bogor district, but 97.4% (100% - 2.6%) of Job Performance of the Employees of Trade and Industry Office in Bogor District has been described by other factors instead of Job Motivation and Work Environment.

Conclusion and Suggestions

Conclusion

- Job Motivation has significantly influenced Job Performance of the Employees of Trade and Industry Office in Bogor District. It is referred to the test result of t_{count} of $2.148 > t_{\text{table}}$ of 1.9801.
- Work Environment did not influence Job Performance of the Employees of Trade and Industry Office in Bogor District which is referred to the test result of t_{count} of $0.932 < t_{\text{table}}$ of 1.9801.
- Job Motivation and Work Environment simultaneously did not influence Job Performance of the Employees of Trade and Industry Office in Bogor District.

Suggestions

- a. Referring to the result of the research at the Trade and Industry Office in Bogor District. Job Motivation has significantly affected Job Performance of the Employees of Trade and Industry Office in Bogor District. And refers to the feed-back of the questionnaires distributed to 121 respondents, the management or the Chief Officer of the Trade and Industry Office in Bogor District should have concerned more to improve their employees welfare by evaluating it with finance department to review their salary received and to advise the employees not only relying on their basic salary but also to create their own business. Instead of being concerned with the employees welfare, the management should have to be concerned also supporting their health better, it is not only being supported by BPJS but also by other private insurance company. In order to improve employees job motivation, the management should have appreciated the employees who have been doing their job excellent by announcing their achievement during periodical outdoor meeting so that the employees will realize that they are being appreciated and accepted. Nevertheless, either the management are in the office or not, their employees will be working full of spirit.
- b. Besides of Job Motivation and Working environment at the Trade and Industry Office in Bogor District, another employee's feed-back to be paid attention is regarding windows condition which should have to be taken care furthermore such as to install the curtains to avoid direct sunlight coming through the windows which is disturbing people work. The management should have to be more concerned about bad air circulation such as smoking smell at place which makes people uncomfortable. Rehabilitation of the office building will make the building beautiful, however, the construction execution should be done after working hours or during holiday so that people can work comfortably. Nevertheless, the management who is the chief officer of this office should have checked and re-studied the safety condition of the office and hired more securities to check better people coming in and out of the office either they are allowed or have permitted before.
- c. Since this research is only using two variables, however, next researchers are advised to add more variables affecting job performance of the employees of Trade and Industry Office in Bogor District.

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