

THE INFLUENCE OF WORK MOTIVATION, WORK ENVIRONMENT AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT CV LANUPI BANDUNG**Wulandari Gunawan, Yoyo Sudaryo, Gurawan Dayona Ismail, Andre Suryaningprang, Dadan Abdul Aziz**

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Abstract

Employee performance is an assessment of work results, and the quality of thinking, behavior and achievements of individuals or teams in achieving organizational goals. This is important to determine the effectiveness and performance of the organization to determine the quality, efficiency and performance of the work carried out by each employee, as well as providing feedback and direction that can improve their performance. Employee performance can be influenced by several factors including, Work Motivation, Work Environment and Job Satisfaction on Employee Performance, The research method used is a quantitative research method with a descriptive and verification approach. The sample in this study was a total sample with a total of 30 respondents. In this study the entire population was sampled, so it is said to be a saturated sample. The research results show that work motivation, work environment and job satisfaction influence employee performance partially or simultaneously with a coefficient of determination test value of 0.753 or 75% so it can be interpreted that 75% of CV. Lanupi (Y) employee performance can be explained by variables work motivation (X1), work environment (X2), and job satisfaction (X3). The research results show that: (1). Employee performance is in the poor category (2). Work Motivation is in the poor category (3) Work Environment is in the poor category (4). Job satisfaction is in the poor category (5). Partial research results show that work motivation influences employee performance (6).

Keywords: Work Motivation, Work Environment, Job Satisfaction, Employee Performance.**INTRODUCTION**

The Challenges and Role of Human Resource Management continues to grow more complex, flexible and important for company growth, the more complex the tasks that must be carried out, the greater the environmental impact and the greater the uncertainty faced by the company, therefore companies must be able to manage human resources (Novyanti, 2015). well and have the right strategy to overcome these various challenges (Hustia, 2020). Companies must establish clear policies and procedures so that all employees can work

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effectively and efficiently. Apart from that, companies must also provide training and development to employees to improve their skills and performance (Kusumayanti, Ratnasari, & Hakim, 2020).

According to Sudaryo, Aribowo, & Sofiati, (2019) Financial management is all company activities related to how to obtain funds, use funds, and manage assets in a company organization to create and maintain company value. Performance management becomes important when company performance is measured to assess the success of directors in managing the company (Putri, Nurzaroni, Hamidy, & Hasbi, 2022). One company that is always motivated to improve its operations is a manufacturing company

According to Suparyadi, (2015) states that: "Human resource management is a system that aims to influence the attitudes, behavior and performance of employees so that they are able to provide optimal contributions in order to achieve company goals (Pasaribu, 2019). Human resources (HR) are individuals who work as drivers of an organization, both institutions and companies. Human resources (HR) can also be considered as capital or assets for institutions or organizations, because they have knowledge, skills and creativity that can be developed and multiplied (Nabawi, 2019). Human resource management (HRM) is the process of managing people in an organization effectively, which includes planning, implementation, recruitment, training and development. The aim of Human Resource Management (HRM) is to manage people as effectively as possible in order to obtain a mutually beneficial human resource unit. The benefits of Human Resource Management (HRM) also aim to increase the effectiveness of human resources in the organization and provide the organization with an effective work unit (Ardianti, Qomariah, & Wibowo, 2018; Lumentut & Dotulong, 2015).

The purpose of this research is to determine the influence of work motivation, work environment and job satisfaction on employee performance (Lumentut & Dotulong, 2015; Susanto, 2019). The unit of analysis used here is CV. Lanupi Bandung, founded in 1990 located in Cileunyi Bandung, as a Digital Media company in the fields of Logo & Branding, Graphic Design, Printing, Photographers, Websites, Applications and Events. CV. Lanupi has accommodated more than thousands of clients in creating history by building quality works. Partnering with several well-known institutions, large companies and government agencies with creative, professional human resources and experience working together to build Indonesia's image.

To strengthen the phenomena that occur in work motivation, work environment and job satisfaction on employee performance, researchers distributed pre-survey questionnaires as supporting data to 30 employees based on indicators. The pre-survey results can be seen in Table 1 the following.

Table 1 Pre-Survey Results

<i>No.</i>	<i>Casual Factor</i>	<i>Statements</i>	<i>Answer Agree</i>	<i>Result Disagree</i>
1	Motivation	The facilities and infrastructure provided by the company for work are good	41,6%	43,3%
2	Work Environment	I am far from noise so I can concentrate while working	40%	60%
3	Job Satisfaction	I can work together coworkers as expected	63,3%	36,7%
4	Employee	I took the initiative in finishing performance work without waiting for orders from superiors	30%	70%

Based on the table above, currently 43.3% feel they have a problem motivation at work, 60% feel they have problems regarding noise while working and 60% of employees feel they have problems working can work together with colleagues according to expectations but due to lack of communication, things happen outside expectations and 70% of the time I take th initiative in solving work without waiting for orders from superiors. The obstacle must be reminded so that the work can be completed quickly. Therefore, researchers are interested in conducting research on the Influence of Motivation, Work Environment and Job Satisfaction on Employee Performance at CV. Lanupi Bandung.

RESEARCH METHOD

The method in this study uses a quantitative method of descriptive and verification approaches (Vivi Silvia, 2020). Primary and secondary data collection from CV. Lanupi Bandung

RESULT AND DISCUSSION

Statistically, it can be calculated by analysis of determination (R2), t-test and F-test. The statistical value is called significant if the statistical test value is in the critical area, where H0 is rejected. Conversely, if it is not significant, the statistical test value is within the accepted H0 area Determination analysis (R2).

Table 3. Results of determination analysis (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,868 ^a	,753	,725	4,23003

Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja, Lingkungan Kerja

R-Square of 0.753 or 75% shows the influence of independent variables consisting of motivation (X1), work environment (X2) and Job Satisfaction (X3) on employee performance (Y) of 0.753 or 75% while the remaining 0.247 or 25% is thought to be influenced by other factors not studied.

t-Test (Partial)

According to (Ghozali, 2018) "The partial test is used to determine the effect of each independent variable on the dependent variable, to carry out a partial test (t test) first to determine the hypothesis." The following are the results of the partial test (t):

Table 4. t-test Results (Partial)

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,446	3,522		1,830	,079
Motivation	,403	,278	,460	1,450	,159
Working environment	,383	,365	,337	1,050	,304
Working performance	,311	,252	,140	1,233	,229

Dependent Variable: Working performance

Source: SPSS data processing (2020)

Based on the t test results above, the following significance values are obtained:

1. It is known that the significance value of the Motivation variable (X1) is 0.159. Because the Sig value is $0.159 < \text{probability } 0.05$. While tcount is $1.450 > 2.008$ then H01 is rejected and
2. Ha1 is accepted. That is, there is an influence of motivation (X1) on performance (Y). It is known that the significance value of the compensation variable (X2) is 0.159. Because the Sign value is $0.159 < \text{probability } 0.05$. While tcount is $1.450 > 2.008$ then H02 is rejected and Ha2 accepted. This means that there is an influence of the work environment (X2) on performance (Y).
3. It is known that the significance value of the performance satisfaction variable (X3) is 0.304. Because the Sign value is $0.304 < \text{probability } 0.05$. While tcount is $1.500 > 2.008$ then H03 is rejected and Ha3 is accepted. This means that there is an influence of job satisfaction (X3) on performance (Y).

F-Test (Simultaneous)

According to (Ghozali, 2020) "The F test is a test that aims whether all the independent variables included in the model have a simultaneous effect on the dependent variable.

Table 5. F test Results (Simultaneous)

ANOVA^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1420,145	3	473,382	26,456	,000 ^b
Residual	465,222	26	17,893		
Total	1885,367	29			

a. Dependent Variable: working performance

b. Predictors: (Constant), working performance, motivation, working environment

The probability value is 0.000 with a significance level of 0.05. Because the probability value is $0.000 < 0.05 (\alpha)$, the research model can be used

The effect of motivation on employee performance at the Horison Ultima Hotel Bandung

Based on the results of the study, it shows that the variable Motivation (X1) has a positive and significant effect on employee performance (Munir, Arifin, Darmawan,

Issalillah, & Khayru, 2022). This is evidenced by the results of the partial Kd (X1) of 25.9%, changes in performance are caused by changes in motivation and a significant value below 0.05, which is indicated by a t-count value that is greater than the t-table value, namely $2.258 > 2.008$. In addition, the regression coefficient of the variable Motivation (X1) is

CONCLUSSION

Based on the results of research and discussion regarding the influence of motivation, compensation and organizational culture on employee performance, several conclusions can be drawn as follows Based on the responses of 30 respondents, it shows that the motivation variable is classified as good with the total score of respondents' responses to motivation being 967 in the good category. The highest score in the statement Table to maintain the neatness of all work which is a good responsibility is 43 and is included in the very good category, while the lowest score is found in the statement that always completes work on time with a total score of 36 and is included in the poor category. This shows that CV employee motivation. Lanupi Bandung generally has good value and is included in the good category. Based on the responses of 30 respondents, it shows that the performance variable is rated as poor with a total score of respondents' responses to performance of 940 in the poor category. The highest score is found in the statement "The facilities and infrastructure provided by the company for work are good" with a total score of 41 and included in the good category, while the lowest score is found in the statement "The need to work in groups" with a total score of 39 and included in the "poor" category. This shows that the performance of Hotel Horison Ultima Bandung employees motivation has a low score and is in the poor category. Based on the responses of 30 respondents, it shows that the work environment variable is classified as good with the total score of respondents' responses to the work environment being 675 in the good category. The highest score is found in the statement "I am far from noise so I can concentrate while working" with a total score of 36 and is included in the good category, while The lowest score is in the statement "Relationships between co-workers are very harmonious and familial" with a total score of 25 and is included in the poor category. Good. This shows that the work environment at CV. Lanupi Bandung generally has good value and is in the good category. Based on the responses of 30 respondents, it shows that the job satisfaction variable is classified as good with the total score of respondents' responses to organizational culture being 438 in the good category. The highest score is in the statement "The wages I receive are in accordance with my needs and feel fair" with a total score of 22 and is included in the good category, while the lowest score is in the statement "I can work together with my colleagues according to expectations" with a total score of 15 and included in the poor category. Good. This shows that the performance satisfaction of CV. Lanupi Bandung employees generally has a good value and is included in the good category. The research results show that the t count for motivation is greater than the t table. It is known that the significance value of the Motivation variable (X1) is 0.159. Because the Sig value is $0.159 < \text{probability } 0.05$. While tcount is $1.450 > 2.008$ then H01 is rejected and Ha1 accepted. This means that there is an influence of motivation (X1) on performance (Y). The research results show that t for the work environment is calculated at 0.159. It is known that the significance

value of the compensation variable (X2) is 0.159. Because the Sign value is $0.159 < \text{probability } 0.05$. Meanwhile, $t_{\text{count}} \text{ is } 1.450 > 2.008$, so H_0 is rejected and H_a is accepted. This means that there is an influence of the work environment (X2) on performance (Y). The research results show that t for the work environment is calculated at It is known that the significance value of the performance satisfaction variable (X3) is 0.304. Because the Sign value is $0.304 < \text{probability } 0.05$. While $t_{\text{count}} \text{ is } 1.500 > 2.008$ then H_0 is rejected and H_a is accepted. This means that there is an influence of job satisfaction (X3) on performance (Y). The research results show that $F_{\text{count}} \text{ is greater than } F_{\text{table}} (26.456 > 2.79)$. So it can be said that motivation, work environment and job satisfaction have a positive and significant effect on performance simultaneously because of the large value of motivation, work environment and job satisfaction. 0.000 is less than 0.05.

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