
THE INFLUENCE OF WORK ENVIRONMENT, SATISFACTION, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. TELUR EMAS ANUGERAH MANDIRI

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Abstrak

This study aims to test whether the Work Environment, Satisfaction, And Motivation To Employee Performance simultaneously or partially.

This research uses a descriptive type of research quantifying approach, which is measured using research methods conducted in North Jakarta with a sample of 50 people. Sampling techniques used in this study use Saturated Samples which is a sampling technique if all populations are used as samples. The type of data required in this study is primary data. Primary data is data obtained from respondents through questionnaires, focus groups, and panels or also data from researchers' interviews with resource persons. In the delivery of this research questionnaire using *Google Form*. The statistical method used is multiple regression analysis with *IBM Statistic SPSS v.24* application.

The results of this study have a significant influence both simultaneously and partially the work environment and satisfaction with employee performance in PT. Golden Egg Of Independent Grace.

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

I. INTRODUCTION

Facing competition in the global era the company strives to work more efficiently and effectively. Increasingly tight competition causes companies to be required to be able to improve competitiveness in order to maintain the company's survival. The Company is one of the organizations that gather people who are commonly referred to as employees or employees to carry out the company's production household activities. Almost all companies have the aim of maximizing profits and value for the company, and also to improve the welfare of owners and employees.

Work environment issues at PT Telur Emas Anugerah Mandiri, also greatly influence the success of employees in serving, the work environment as an environment where employees do their daily work. With the observations made by researchers stated the working environment of PT Telur Emas Anugerah Mandiri there are shortcomings needed by employees in terms of physical work environment and non-physical work environment. Physical work environment is related to the availability of work facilities that include buildings that lack adequate space, incomplete work equipment in the needs of employees, the lack of rest rooms, and transportation facilities as access to the workplace. Then the nonphysical work environment is reflected in the poor working relationship with the leadership and colleagues. In the form of satisfaction given is also not optimal so that employees do not want to do more work outside of their working hours, lack of appreciation from the company. And in the form of motivation the lack of closeness between the leadership and employees so that the motivation that can be by employees is less.

Based on the observations that the researchers made, employees who work in the working environment at PT. Anugerah Mandiri Golden Egg is required to be able to show good

performance. To improve good performance, it can be done by improving satisfaction, conditioning a supportive work environment and providing motivation to employees so that they work more vigorously and passionately work in carrying out their duties well. And because there are many problems are very disruptive, especially in the achievement of service targets as previously set. The achievement of the target cannot be achieved due to many factors, such as the growing number of competitors with various services and facilities provided, then the price and service competition and packages offered.

II. LITERATURE REVIEW

Research Review

The first research was conducted by Irfan Chandara Wardana, Hadi Sunaryo, M.Khoirul Abs (2017) with the topic "Influence of Work Environment, Satisfaction And Motivation on Employee Performance (Ud. Mekar Jaya Sentral Industri Tempe Sanan Malang" was published in *Jurnal Ilmiah Riset Management* Vol.7 No.15 August 2018.

This researcher aims to find out and describe the influence of work environment, job satisfaction, and Motivation on Employee Performance at UD. Mekar Jaya Malang. To know and describe the work environment, job satisfaction, and Motivation on Employee Performance at UD. Mekar Jaya Malang. To know and describe the impact of the work environment on employee performance at UD. Mekar Jaya Malang. To know and explain satisfaction on employee performance at UD. Mekar Jaya Malang. To know and explain the Motivation on Employee Performance at UD. Mekar Jaya Malang. When compared with the study of the authors the difference is using pradiigma, then the population used only 41 population and simultaneous analysis of this journal to describe the work environment, satisfaction, and motivation to UD mekar jaya malang.

The second study was conducted by Nderi F. W and Kirai Research, M (2017) under the title *Influence Of Work Environment On Employee Performance In The Security Sector In Kenya: A Case Of Kenya Police Service Nairobi City County*. and published in *Journal of Business & Change Management Vol 4 ISSN 2312-9492(Online) 2414-8970(Paper)*.

This researcher aims to explore the influence of the work environment on employee performance. The target population for the study was 733 police officers from the police station in Nairobi District. The study consisted of the following senior officers, members of the Inspectorate, sergeants, corporals and police. The list of respondents was obtained from the head of human resources at head office, because he was the one who kept a record of all police officers after work. Stratified random sampling technique is used to select respondents from sestiap strata. This is a good representation for this research. Research design for this research uses qualitative and quantitative techniques. The data was collected using well-designed research instruments for variables in this study. Structured and semi-structured questionnaires. Trials are used to confirm the reliability and validity of the instrument prior to actual data collection. This involved 8 respondents from targeted respondents. The data collected was analyzed using SPSS version 23 and tested using multiple regression and inferential statistics. The findings suggest that health and safety facilities affect employee performance. It was found that management rewards affect employee performance positively. It is also concluded that interpersonal communication affects employee performance to a very large degree. It concluded that housing conditions affect employee performance. It is suggested that the police service should find ways to improve the health environment in which employees work. They must be equipped with protective equipment and ensure a clean environment. Police management must improve interpersonal communication because it has been shown to positively affect employee performance. The police service must respect the contributions of employees to encourage

them. This can be done through holding frequent meetings and dialogues. When compared with the study of the authors, this method only examines the work environment and satisfaction, and also the analysis method of this researcher using SPSS version 23 with Stratified Technique random and insteristic inferential.

This third researcher was conducted by Alamdar Hussain Khan, Muhammad Musarrat Nawaz, Muhammad Aleem and Wasim Hamed (2015) with *the topic Impact Of Job Satisfaction On Employee Performance: An Empirical Study Of Autonomous Medical Institutions of Pakistan*. Published in the journal *Afrikan Business Management* Vol. 6(7) ISSN 1993-8233. This researcher aims to study in paksistan medical profession is considered beautiful and dignified because it is directly related to human life. In Pakistani society, there is a general tendency in government. In the hospital, the patient is not properly treated by a doctor.

The result of this study was to determine the factors that influence the level of satisfaction among the workers of Pakistan's autonomous medical institutions and their effect on performance. The study sample consisted of 200 doctors, nurses, administrative staff and accounts working at an autonomous medical institution in Punjab. 250 Questionnaires were distributed in which 200 were received back and used for analysis. SPSS is used for statistical data analysis. It is concluded from the study that aspects such as: salary, promotion, occupational safety and security, working conditions, work autonomy, relationships with colleagues, relationships with supervisors and the nature of work affect satisfaction and performance. When compared with the study of the authors of the differences he only used 3 variables namely work environment, job satisfaction and employee work performance and this researcher also examined more into the factors of medical institutions with a sample of researchers more than 200 doctors.

This fourth researcher was conducted by Siti Sulistiana (2014) with the title " Influence of Work Environment And Satisfaction on Employee Performance of Pt. Mulia Jaya Muffler Malang " published in *The Journal of Management Student Research (JRMM)* ISSN: 2337-5655. Volume: 02, Number: 01 April 2014 This study aims to find out if the work environment, and Satisfaction affect the performance of PT employees. Mulia Jaya Muffler Malang and to know the most dominant variables affect the performance of PT employees. 10/20 2015- 2015 Using simple random sampling techniques obtained a sample of 45 respondents. The primary data retrieval method used is the questionnaire method. Regression test results showed that work environment variables ($0.027 < 0.05$) had a positive effect on employee performance, variable satisfaction ($0.001 < 0.05$) positively affected employee performance, Satisfaction(X2) was the most dominant variable affecting employee performance ($10,436 > 0.05$).

The results of this study show that all hypotheses are accepted. When compared with the research of the author the difference is random sample techniques and variables only use the work environment and job satisfaction.

This fifth study was conducted by Quinerita Stevani, Mahendra Fakhri (2015) with the title " Influence of Work Environment And Motivation on Employee Performance in UD Factory Production Section There is Plastic " published in the journal *AGORA VOL.3 No.2,(2015)* This researcher aims to find out the influence of the work environment and Motivation on the Performance of UD Plant Ada Plastic employees. Respondents used 33 employees in the production section. The analytical technique used is multiple regression. The results showed that the work environment that affects employee performance, but motivation does not affect employee performance. When compared with this research the analysis techniques used the same using multiple regression but for hasi variable in this researcher that does not give a say to employees and also the total of respondents who also used only 33 employees.

This sixth researcher was conducted by Novi Damayanti(2016) with the title "*Effect of Work Environment, Work Satisfaction and Work Motivation on The Performance of Accounting Lecturers*" published in gatr journal ISSN 0128-2611 This researcher aims to understand how human resources affect the progress of a nation, especially its economic sector, is important but to develop a good economy, it is inevitable that there must be an improvement in the quality of accounting lecturers and lecturers who are expected to teach and educate future professionals in the field of Accounting optimally. To improve the quality of performance of educators, in particular, accounting lecturers / lecturers who teach at the top level universities and universities, support in the form of encouragement from the state is needed. To help improve the performance of certain educators, factors such as a conducive work environment, motivation and performance assessment for employees need to be considered. This is because a conducive work environment and motivation can greatly affect the psychological attitude of employees. For example, when employees feel conducive to work, these employees will also develop self-motivation that can further increase their interest, passion and confidence in their work. Motivation can only arise from within the person itself although it can be driven by others as well. Motivation that comes from within the employee will improve the performance and satisfaction of individuals. In addition, Motivation can also be influenced by others especially when colleagues themselves are doing well and this can encourage competitiveness that can also improve work performance and develop employee satisfaction. In the context of this paper, performance assessment (performance assessment) can be defined as the process by which the organization evaluates or assesses employee Performance. The performance assessment process may result in an employee performance evaluation or make prior performance predictions for future work performance. Quality educators are looking forward because they tend to have high satisfaction, high job performance and are generally more satisfied with what they are doing.

This paper aims to analyze the influence of work environment, satisfaction and motivation on the performance of accounting lecturers at three universities in Indonesia. When compared with this research, the difference is to examine the performance of lecturers and take the population from the region that is generalized from the selected objects and samples involving all accounting lecturers.

The seventh researcher was conducted by Ronna Yulia, Rita and Yathen Uring(2017) with the title " Influence of Work Environment And Motivation on Employee Satisfaction Cinemxxx Lippo Plaza Manado " published in the Journal of Economic Research, Management, Business and Accounting ISSN 2303-1174. This researcher aims to find out the Influence of Work Environment and Motivation on SatisfactionKaryawan Cinemxxx Lippo Plaza Manado. The method used is multiple linear regression analysis. Samples used by 60 employees with Saturated Sampling Method.

The results showed that the work environment and motivation had a positive and significant effect on employee satisfaction. When compared to these researchers this type of research entertainment services and only use 2 variables namely work environment and work motivation.

This eighth researcher was conducted by Betania Widiya K and Ade Rustiana (2014) with the theme "The Influence of Physical Work Environment, Satisfaction, and Work Discipline on Teacher Work Performance at SMK PGRI 1 Mojoko Kudus" published in *Ekonomi Education Analysis Jurnal 3* ISSN 2252-6544 *Septemeber 2014*. The purpose of this study was to find out the influence of physical work environment, job satisfaction, and work discipline on the performance of teachers at SMK PGRI 1 Mejoko Kudus. Population in this study

are all permanent teachers both DPK and GTY in SMK PGRI 1 Mejoko Kudus consisting of 41 teachers. Data collection methods used are documentation, interviews, and questionnaires. Data analysis techniques use descriptive percentage analysis, multiple

linear regression analysis and classic assumption test. The results of the analysis showed that the linear regression equation is $Y = 24.766 + 0.312X_1 + 0.255X_2 + 0.161X_3$.

The results showed that there was a simultaneous influence between the physical work environment, job satisfaction, and work discipline on the performance of teachers at SMK PGRI 1 Mejubo Kudus by 43.6%. Partially the effect was 14.5% for physical work environment variables, 19.9% for job satisfaction variables, and 16.4% for work discipline variables. When compared with this study, differences in physical work environment variables and work disciplines and variables tied to teacher performance indicated the preparation of the learning plan, the implementation of teaching and learning interactions.

Understanding the Work Environment

The work environment defined by Siagian (2014:56) suggests that the work environment is the environment in which employees do their daily work. Furthermore, human beings in an organization in order to do a job are strongly influenced by their environment, such as air coolness, silence/ tranquility, proper lighting and the like. It will provide a comfortable working atmosphere for human beings and will further create the results of work as expected. The atmosphere and state of the work environment affects the safety and health of the workforce. To create work safety requires adequate lighting, air circulation that ensures the freshness of work and floors that ensure people do not slip easily because it is slippery. While working health is focused on the environment that supports the workforce is guaranteed health, for example a room free from cigarette smoke, good air ventilation.

According to Siagian (2014:57) states that broadly speaking, the work environment there are two types of work environment greatly affect the work atmosphere (*morale*) of employees, both physical and non-physical work environment. A good physical work environment will increase work productivity while reducing fatigue so that it can improve performance.

Understanding Satisfaction

Supriyatin (2014:220) stated that Satisfaction is an employee's attitude towards his work. An employee with a high level of satisfaction has a positive view of his work. But it must be remembered that satisfaction is not only obtained the relationship between the person both with the environment and with his partners.

Satisfaction is also defined as an emotional experience felt after assessing a job Can also be interpreted as a reaction of feelings experienced by a person to his work This definition also states that Satisfaction is an attitude that is reviewed from the evaluation of affection, trust and behavior. This means that the attitude a person has towards his or her work will affect how the feeling of trust as well as the work behavior it shows.

Understanding Motivation

Supriyatin (2014:128) defines a general term applied to all groups that direct, give rise to desires, needs, strong desires and similar impulses. Nevertheless, Wibanti (2009) suggested that Motivation is a condition that encourages a person who repents to do good because the person performs actions or activities that occur, either consciously or unconsciously.

Understanding Employee Performance

Performance in this case is defined as work achievement or implementation of work or the results of performance. According to August W. Smith quoted by Suwanto and Donni (2015:196) defines performance as: "*performance is output derives from processes, human otherwise*". This statement is interpreted as the result of a process by a human being or employee. Mangkunegara, (2014:13) says that the term performance comes from the word job *performance* or actual performance which means *work* achievement or real achievement achieved by a person). Understanding performance is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. From several understandings of employee performance expressed by some experts above can be concluded that employee performance is defined as the result of work achieved by a person in quantity and quality in accordance with the duties and responsibilities given by each individual employee.

Relationship Between Research Variables

Based on the basis of the theory used, researchers can decipher the logical linkages between research variables with each other.

III. Research Method

The method used in this research is descriptive method using quantitative approach. The purpose of this descriptive quantitative method is to create a systematic description of the facts and properties of the objects examined and then combine the relationships between the variables used. This research also emphasizes its analysis on numerical data (numbers) that are processed using statistical methods.

Sugiyono (2015) stated that descriptive method is a method used to analyze the collected data as it is without intending to make conclusions that apply to the public or generalization. While the definition of quantitative method according to Sugiyono (2016:117) is a research method based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis with the aim of testing a set hypothesis.

This research is intended to test the hypothesis using regression analysis both simple and multiple. By using this statistical analysis, it will be known the influence of work environment variables (X1), and Satisfaction variables (X2) and Motivation variables (X3) on variable Y (Employee performance) so as to produce conclusions that will clarify the variables studied.

Population and Sample

Population Research

Sugiyono (2016:117) the population is a generalization area consisting of objects / subjects, which has certain qualities and characteristics set by researchers to be studied and then drawn conclusions. Based on this understanding, the population is an object or subject that is in a region and meets certain requirements related to problems in the research so that the target population in this study is all employees at PT. Telur Emas Anugerah Mandiri Jakarta which amounted to 50 respondents.

Data and Data Collection Methods

This research is a survey research, where information collected from respondents using questionnaires. This research is an employee at PT Telur Emas Anugerah Mandiri Jakarta, domiciled in Ruko Sunter Prima Blok B No.7, Jl. Agung Timur 8, RT.10/RW.11, Sunter Jaya, Tj. Priok, North Jkt City, Special Capital Region of Jakarta 14350.

The type of data needed in this study is primary data. According to Sugiyono (2015:137) which states that the primary data source is a data source that directly provides data to data collectors. Primary data obtained by observation and interview with employees at PT. Telur Emas Anugerah Mandiri Jakarta. Secondary data is defined by Sugiyono (2015:137) as a data source that does not directly provide data to data collectors or researchers (e.g. through third parties such as websites, evidence, records or annual reports that have been compiled in archives or documentary data) that are published and not published, as well as company profiles.

The measurement scale used in this study is using nominal and ordinal scale. Nominal measurement scale is used to classify respondents' identity such as gender, age of respondent, last education, and working period of respondents. As for the ordinal scale the author uses to provide information about the relative number of different characteristics that a particular object or individual has. This ordinal scale measurement has nominal scale information coupled with rating means (likert scale). Where the rank of likert scale used can be seen as follows.

- 1 = Strongly disagree (STS)
- 2 = Disagree (TS)
- 3 = Hesitation (RR)
- 4 = Agree (S)
- 5 = Strongly Agree (SS)

Data Analysis Method

Data analysis method used in this research is statistical analysis method using computer application, namely Software Statistical Package for Social Science (SPSS) version 24 application. These researchers used multiple linear regression methods.

Data En-Up Method

In this writing, the data processing plan used by the computer is SPP Version 24 program. The result of the data analysis is print out table multiple regression. This is done in the hope that there is no great level of error.

Data Presentation Method

After the data is processed, then proleh output from multiplication operations, addition, division, rooting, lifting, and reduction. data processing results will be presented in the form of tables, in order to be easily and quickly understood.

Data Static Method

Before the author analyzes the research problem, the initial stage is to do data coding or from qualitative data (questionnaire answer) to quantitative data (value on likert scale). Then followed by a test of the validity and reliability of research instruments, this is done to ensure that the data used is good data.

Data Quality Test

To obtain good research results, it is necessary to support good data. While whether or not the data depends on the instrument of data collection. A good data instrument must meet two important requirements, namely valid and reliabel.

Validity Test

Validity is a measure that indicates the validity or validity of an instrument. An instrument is said to be valid if it is able to disclose data from precisely researched variables. In this study to achieve the validity of the instrument was carried out with an internal validity test.

Reliability Test

Reliability refers to an understanding that the instruments used in research to obtain the desired information can be trusted as a data collection tool and able to reveal the actual information in the field. A reliabel instrument is an instrument that when repeatedly tested to the same group will produce the same data assuming there are no psychological changes in respondents. High reliability indicates that indicators (observed variables) have a high consistency in measuring latents.

Scoring Analysis

This analysis is used to obtain quantitative data, namely data obtained through filling out questionnaires using score scores in each answer, the score is: Strongly agreed to be rated 5 (five), Agreed to be rated 4 (four), Disagreed given a score of 3 (three), Disagreed to be given a score of 2 (two), and strongly disagreed given a score of 1 (one). Based on calculations with processed statistical data SPSS 24, obtained results - the results of rebilitas ideroleh for each variable as follows.

Multiple Regression Analysis

The simultaneous influence between variables X1 (work environment) and X2 (job satisfaction) and X3 (Motivation) on Y (Employee performance) can be written with the following equation: $f(YX_1+YX_2+YX_3+e)$ is pedited with model $Y=a+\beta_1 x_1+\beta_2 x_2+\beta_2 x_3+e$.

Simultaneous Hypothesis Testing (F Test)

The F test is a simultaneous test of the regression coefficient. This test is conducted to determine the effect of all independent variables contained in the model together (simultaneously) on dependent variables. The F test in this study was used to test the significance of the influence of the work environment, Satisfaction and Motivation on employee performance simultaneously. f the results of this calculation compared to ftable obtained by using a level of risk or significant level of 5% or with degree freedom= n - k - 1 with the following criteria: Ho is rejected if Fhitung > F table & Ho is accepted if Fhitung < F tabel.

Partial Testing (T Test)

A test means testing for a partial regression coefficient. This test is performed to partially determine the role significance between independent variables to dependent variables assuming that other independent variables are considered constant. t The result of this calculation is further compared to t table by using error rate 0.05.

Determination Coefficient Test (R²)

Sugiyono (2015:38) suggested that the coefficient analysis of determination is used to look at the contributions given by independent variables to dependent variables both partially and simultaneously, the coefficient formula of determination both partially and simultaneously.

IV. RESULTS OF RESEARCH AND DISCUSSION

Respondent Description

In respondents to this study were employees at PT. Telur Emas Anugerah Mandiri Jakarta as many as 50 Respondents. The description of each respondent's identity can be seen in the description below.

Tabel 4.1 Describe the characteristics of respondents.

Information	Total	Presentase
Gender:		
Male	14	28%
Women	36	72%
Amount	50	100%
Usia:		
< 20 Tahun	1	2%
21- 30 Tahun	41	82%
31 – 40Tahun	4	8%
46-55 tahun	4	8%
Amount	50	100%
Education		
SMA	27	54%
DIII	2	4%
SI	21	42%
Amount	50	100%

Source: *processed primary data, 2020*

1. Characteristics of respondents by gender:

A total of 50 respondents who sampled this study, namely as many as 14 respondents have a male gender - male with a percentage of 28% and the remaining 36 people have a female gender with a percentage of 72% . where in general it can be concluded that most of the respondents of this researcher are dominated by female respondents.

2. Characteristics of respondents by age:

The table above explains that of the 50 respondents who sampled this researcher, most were less than 20 years old as many as 1 person with a percentage of 2.0%. A total of 41 respondents had an age level of 21-30 years with a percentage of 82.0%, and the rest were more than 40 years old 8.0%. From the table above, it can be concluded that from the description of the age level of these researchers respondents, the greatest age is dominated by respondents aged 21-30 years.

3. Characteristics of respondents according to education:

Of the 50 respondents who were the object of observation as many as 27 people who had the last high school education with a percentage of 54.0%. Respondents with the last education D-III as many as 2 people with a percentage of 4.0%. And respondents with the last education of literature one (S-1) as many as 21 people with a percentage of 42.0%.

In general, it can be concluded that the highest rank based on the level of education is dominated by the high school education level of 27 people.

Description of Research Data

Variable Description

The authors submitted questionnaires to 50 respondents. The questionnaire was then further researched using spss method calculation 24. The four research instruments in the form of questionnaires are work environment, job satisfaction, motivation and work performance The description of the responses of research respondents can be seen in the description below.

Work Environment

In the data decryption is done by using the respondent's response table. The results of the data manager shown below are explanations of data processing based on SPSS 24.

Tabel 4.1 Responses to Work Environment Variables Respondents

No	Statement	5	4	3	2	1	Total	Score	Average
		SS	S	KS	TS	STS			
Physical work environment									
1	The facilities provided by the company are in accordance with the work I do	17	31	2	0	0	50	215	4.30
2	In Lighting The light of the room is in accordance with the conditions under which I work	19	31	0	0	0	50	129	4.38
3	For the temperature conditions provided already provide comfort for me in working	20	28	2	0	0	50	218	4.36
4	Comfort at work has made me work comfortably	16	30	3	0	1	50	210	4.20
Non Physical Work Environment									
5	I have a good relationship with other employees	23	25	2	0	0	50	221	4.42
6	I'm in good shape with my boss	28	31	1	0	0	50	217	4.34

Source: processed primary data, 2020

With the drive, the 4th statement variables the work environment will be with the core answer "Comfortable at work is capable and I work comfortably" which is 4.20. While the value of the 5th statement "I have a good relationship with other employees" is the highest value of 4.42.

Satisfaction

The results of the data manager shown below are explanations of data processing based on SPSS 24. As follows:

Tabel 4.2 Responses to Variable Satisfaction

No	Statement	5	4	3	2	1	Total	Score	Average
		SS	S	KS	TS	STS			
1	Salary given according to my daily needs	4	32	11	1	2	50	185	3.70
2	I feel fasting with superiors being kind and responsible in working	9	30	10	1	0	50	197	3.94
3	I am satisfied with my colleagues in working together on my work	12	33	4	1	0	50	206	4.12
4	I am satisfied with the equal opportunity to improve my career	12	31	5	1	0	50	205	4.10
5	Salary given in accordance with the increase in the position given	8	27	14	1	0	50	191	3.82

Source: processed primary data, 2020

Based on respondents, the 1st statement of satisfaction variable is the lowest answer "Salary given according to my daily needs" is 3.70. While the value of the 3rd statement "I am satisfied with colleagues in cooperation regarding my work" is the highest value of 4.12.

The results of the data manager shown below are explanations of data processing based on:

Tabel 4.3 Motivational Respondent Responses

No	Statement	5	4	3	2	1	Total	Score	Average
		SS	S	KS	TS	STS			
1	I always increase my work productivity to achieve the achievements I want	14	36	0	0	0	50	214	4.28
2	I am able to encourage my coworkers or subordinates to complete tasks	14	33	3	0	0	50	211	4.22
3	I am able to communicate and establish good relationships with fellow colleagues in the corporate environment	9	41	3	0	0	53	209	4.18

Source: processed primary data, 2020

Based on respondents, the 3rd statement of Motivation variable is the lowest answer "I am able to communicate and establish good relationships with fellow colleagues in the corporate environment" of 4.18. While the value of the 1st statement "I always increase my work productivity to achieve the achievements I want" is the highest score of 4.18.

Employee Performance

The data collected is then described, making it easier for readers to understand it. In the data decryption is done by using the respondent's response table. The results of the data manager shown below are explanations of data processing based on SPSS 24. as follows:

Tabel 4.4 Employee Performance Variable Respondent Response

No	Statement	5	4	3	2	1	Total	Score	Average
		SS	S	KS	TS	STS			
1	Employees always finish on time in getting the job done	15	35	0	0	0	50	215	4.30
2	Employees always produce a quantity of work that is in accordance with the target	16	34	0	0	0	50	216	4.32
3	Employees always tidy up the work I've been working on	15	35	0	0	0	50	215	4.30
4	Employees are always meticulous in doing their jobs	11	39	0	0	0	50	211	4.22
5	In doing work Employees can also complete the work by working together	16	33	1	0	0	50	215	4.30
6	Employees are always responsible for my work	21	29	0	0	0	50	221	4.42
7	Employees are always responsible for my work	11	38	1	0	0	50	210	4.20

Source: processed primary data, 2020

Based on respondents, the 7th statement variable Employee performance is the lowest answer "I am always responsible for my work " which is 4.20. While the value of the 2nd statement "I always produce a working quantity that is in accordance with the target" is the highest value of 4.32.

Validity Test

Based on the analysis that has been done, the validity test results can be shown in the table below.

Tabel 4.5 Work Environment Variable Validity Tester

Variabel	Statement	R hitung	R tabel	Keterangan
Work Enviroment	Item 1	0,835	0,284	Valid
	Item 2	0,645	0,284	Valid
	Item 3	0,663	0,284	Valid
	Item 4	0,757	0,284	Valid
	Item 5	0,762	0,284	Valid
	Item 6	0,734	0,284	Valid

Source: processed primary data, 2020

Tabel 4.6 Satisfaction Variable Validity Tester

Variabel	Statement	R hitung	R tabel	Keterangan
Satisfaction	Item 1	0,775	0,284	Valid
	Item 2	0,839	0,284	Valid
	Item 3	0,717	0,284	Valid
	Item 4	0,825	0,284	Valid
	Item 5	0,860	0,284	Valid

Source: processed primary data, 2020

Tabel 4.6 Motivation Variable Validity Tester

Variabel	Statement	R hitung	R tabel	Keterangan
Motivasion	Item 1	0,775	0,284	Valid
	Item 2	0,849	0,284	Valid
	Item 3	0,830	0,284	Valid

Source: processed primary data, 2020

Tabel 4.7 Employee Performance Variable Validity Tester

Variabel	Statement	R hitung	R tabel	Keterangan
Employee performance	Item 1	0,904	0,284	Valid
	Item 2	0,833	0,284	Valid
	Item 3	0,795	0,284	Valid
	Item 4	0,605	0,284	Valid
	Item 5	0,646	0,284	Valid
	Item 6	0,799	0,284	Valid
	Item 7	0,636	0,284	Valid

Source: processed primary data, 2020

From the test results above showed that the statement on the questionnaire work environment, satisfaction, motivation and work performance of employees showed r calculate $>$ r table, then it can be concluded that all statements are valid.

Uji Reabilitas

Tabel 4.8 Uji Reabilitas

Variabel	Cronbach Alpha (α)	Description
Work Enviroment (X1)	0,887	Reliabel
Satisfaction (X2)	0,914	Reliabel
Motivasion (X3)	0,855	Reliabel
Employee performance (Y)	0,907	Reliabel

Source: processed primary data, 2020

Based on the reliability figures cronbach alpha above can be seen that all existing statements form a reliable measure of the variables of the work environment, Satisfaction and Performance of employees form a reliable measure of each dimension.

Multiple Regression Analysis

Multiple linear regression is used to determine the influence between independent variables (work environment, job satisfaction, motivation) simultaneously or jointly on employee performance dependent variables. Here are the results of multiple linear calculations using SPSS 24.

Tabel 3.6 Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.688	2.001		4.842	0.000
	Work Enviroment	0.276	0.101	0.283	2.732	0.009
	Statisfaction	0.251	0.084	0.239	2.983	0.005
	Motivasion	3.663	0.424	0.769	8.637	0.000

Source: processed primary data, 2020

Based on the table above, it is interpreted as follows:

- A. the resul work performance significance (X1) was 0.009. The significance value of $0.009 > 0.05$ alpha 5%. This indicates that the work environment is significant or affects employee performance variables (Y).
- B. The significance value of Satisfaction(X2) is 0.991. The significance value of $0.005 > 0.05$ alpha 5%. This indicates that satisfaction is not signifkn or has no effect on employee performance variables (Y).
- C. Motivational significance value (X3) is 0.000. Signifikansi value of $0.000 < 0.05$ alpha 5%. This indicates that the motivation is significant or affects the employee performance variable (Y).

Hypothesis Test F (Simultaneously)

Here is the F test

Table 3.7 Uji F Anova

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	216.434	3	72.145	49.277	.000 ^b
	Residual	67.346	46	1.464		
	Total	283.780	49			

Source: processed primary data, 2020

The result of f calculates that can be 49.277 when compared to f table (alpha= 0.05 DF=2;48), then the value of f table is 3.19 with a significance value of 0.05. so that the value of F calculates > F table (49,227 > 3.19) and significance (0.000 < 0.05) then it is said that the work environment (X1), Satisfaction (X2), Motivation (X3) together (simultaneously) have a significant influence on employee performance.

Hypothesis Test T (Partially)

Table 4.15 Partial Parameter Test Result (T Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.688	2.001		4.842	0.000
Work Enviroment	0.276	0.101	0.283	2.732	0.009
Stafisfation	0.251	0.084	0.239	2.983	0.005
Motivasion	3.663	0.424	0.769	8.637	0.000

T test is done by comparing the value of t calculate with t table for degree of freedom (df) = n – k - 1 , in this n is the number of samples and k is the number of independent variables. so df used is 50 - 3 - 1 = 46 with alpha of 5% or 0.05 then produces the value of t table (two-sided test) of 1,678 with the provisions:

1. If the ttabel (1,678) < thitung then Ho is accepted and Ha is rejected or if the value of Sig. > 0.05.
2. If t tabel (1,678) > thitung then Ho is rejected and H1 is accepted or if Sig value. < 0.05.

Here is the table of results of the t test:

Table 4.15 Partial Parameter Test Result (T Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.688	2.001		4.842	0.000
Enviroment	0.276	0.101	0.283	2.732	0.009
Stafisfactin	0.251	0.084	0.239	2.983	0.005
Motivasion	3.663	0.424	0.769	8.637	0.000

a. Dependent Variable: Employee performance

Table 4.18 is partially tested which includes Work Environment (X1), Satisfaction (X2), and Motivation (X3) on Employee Performance (Y) :

A. The partial effect of the work environment on employee performance
 The work environment variable (X1) has a value of less significance than 0.05 and a $t_{hitung} > t_{tabel}$ value ($0.009 < 0.05$ and $2.732 > 1.687$) then H_0 is accepted and can be concluded that the work environment partially affects employee performance.

B. Partial Effect of Satisfaction on Employee Performance
 The work environment variable (X2) has a value of less significance than 0.05 and the value of $t_{hitung} > t_{tabel}$ ($0.005 < 0.05$ and $2.983 > 1.687$) then H_0 is accepted and can be concluded that satisfaction is partially affecting employee performance.

c. Partial Effect of Satisfaction on Employee Performance
 The work environment variable (X2) has a value of less significance than 0.05 and a $t_{hitung} > t_{tabel}$ value ($0.005 < 0.05$ and $2983 > 1.687$) then H_0 is accepted and can be concluded that Satisfaction partially affects employee performance.

Contingency Determination (R²)

Table 4.16 Coefficient Of Determination Test (R²)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.835 ^a	0.697	0.677	1.390	1.270

Source: Output data pengolahan SPSS 24, 2020

Based on Table 4.17 states that adjusted R-Square value is 0.677, meaning that the coefficient of determination of 0.677 states that independent variables explain dependent variables by 67.7 percent. the remaining $100\% - 67.7\% = 32.3\%$. influenced by other variables outside the regression model in this study.

Research Findings

The effect of the work environment on employee performance

Based on the results of the analysis stated that "The work environment affects the performance of employees at PT. Telur Emas Anugerah Mandiri Jakarta" can be proven and accepted. The results of this study explain that the more suitable or comfortable the work environment occupied, the higher the level of performance produced by employees. On the contrary, the lower and less well-adopted work environment occupied, the lower the performance of employees in the organization. This finding has the implication that to improve employee performance, organizations need to pay attention to the adopted work environment by providing well-lit workspaces, conducive atmosphere and safety in the workplace. Thus, employees will be more eager to do work that will have an impact on improving employee performance.

The effect of satisfaction on employee performance

Based on the results of the analysis stated that "Satisfaction affects the performance of employees at PT. Telur Emas Anugerah Mandiri Jakarta" can be proven and accepted. The results of this study explain that the higher the level of job satisfaction of employees, the better the performance. On the contrary, the lower the job satisfaction, the lower the performance of the employees. These findings have the implication that to improve performance, organizations need to pay attention to job satisfaction levels. Thus,

employees will be more eager to do work that has an impact on improving the performance of employees.

The effect of satisfaction on employee performance motivation

Based on the results of the analysis stated that "K affects the performance of employees at PT. Telur Emas Anugerah Mandiri Jakarta" can be proven and accepted. This research explains that the higher the motivation, the better the performance of the employees. On the contrary, the lower the level of motivation, the lower the performance of the employees. This finding has the implication that motivation is needed by the company, because with a high level of motivation from employees, it will be high performance of employees given to the organization.

Effect of work environment, satisfaction and motivation on employee performance

Based on the results of the analysis stated that there is an influence of the work environment, satisfaction and motivation together on the performance of the work karyawan. Where the work environment is one of the important components in doing work activities, because good or bad performance of an employee one of them can be caused from his own work environment. A good work environment can improve employee performance. Conversely, if the poor work environment can interfere with the activities of employees in carrying out their duties. Therefore, the work environment has an influence on employee performance. Employees are satisfied with the salary given from the company because on time, in accordance with the burden of work, employees are also satisfied because the facilities provided by the company are very comfortable, employees are also satisfied with the established relationships and good communication with colleagues. That is, if the employee's job satisfaction is low then the employee's performance will decrease as well as vice versa if the employee's job satisfaction is high then the employee's performance will increase. Motivation is a situation in a person that encourages the desire of the individual to carry out certain activities in order to achieve the goal. Motivation arises because there is a need in a person who is required to have a fulfillment in meeting the needs of employees. If the needs are met, it will motivate employees to work better. Therefore motivation has an influence on performance.

V. CONCLUSIONS AND SUGGESTIONS

Infers

Conclusions that can be compiled from the analysis and discussion that has been done in the chapter include:

1. The results of the study explain that the more suitable or comfortable the work environment occupied, the higher the level of performance produced by employees. On the contrary, the lower and less well-adopted work environment occupied, the lower the performance of employees in the organization.
2. The results of the study explain that the higher the level of job satisfaction of employees, the better the performance. On the contrary, the lower the job satisfaction, the lower the performance of the employees. These findings have the implication that to improve performance, organizations need to pay attention to job satisfaction levels.
3. The results of the study explain that the higher the motivation, the better the performance of the employees. On the contrary, the lower the level of motivation, the lower the performance of the employees.
4. The results of the study explain that the higher the motivation, the better the performance of the employees. On the contrary, the lower the level of motivation, the lower the performance of the employees.

Advice

Based on the conclusions submitted, the author provides recommendations in the form of suggestions. suggestions submitted by the author include the following:

1. Based on the results of research in the variable work environment should pt. Anugerah Mandiri Golden Egg better monitors the work environment in comfort, lighting lighting, facilities needed good equipment it is certainly in order to improve employee performance and comfort karyawan more optimal. If employee performance improves then the resulting workers are in accordance with expectations.
2. Based on the results of the research, the company's management should pay more attention operationally to the salary adjustment given to employees, increase in the promotion of positions to employees and also improve the existing employee development system.
3. Based on the results of researchers should be strong in the company to motivate each other overall and cause with the existing motivation opeasional employees can have a passion to get the goals he wants to achieve.

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