



THE INFLUENCE OF WORK MOTIVATION, WORK FACILITIES AND PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE JAKARTA CITY INDUSTRY AND TRADE OFFICE

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ABSTRACT

This study aims to analyze the effect of motivation, facilities and physical work on employee performance at the Jakarta City Industry and Trade Office. Types of Research Using Quantitative Techniques, Descriptive Methods and Data Analysis Methods Using Multiple Linear Regression Inferential Analysis and Using Primary Data in the form of Closed Questionnaires to 100 Respondents Assisted by Using the Statistical Product and Service Solution (SPSS) Version 23.0 program The results of the analysis in this study prove that the three variables of motivation, facilities and physical environment of work which certainly have a significant influence on the dependen variable is employee performance. From the results of this study expect the ministry to pay attention and evaluate employee performance in order to improve employee performance to be good and effective

Keywords: Work Motivation, Work Facilities, Physical Work Environment and Employee Performance

INTRODUCTION

Background

People are the main element of an organization. Without the human position that exists and the various aspects needed, the organization does not want to run, because humans are the initiators and determinants of organizational performance. Therefore, the resources owned by government agencies do not want to share optimal results. If it does not support employees who perform optimally. Every government agency always expects achievements from its employees, because the arrival of brilliant employees shares maximum results for government agencies

Fattah (2017) revealed that the human resources of an organization are called employees, while government agencies have employees. The organization is a place where the needs of the community are fulfilled and vice versa the needs of the community become the purpose of the organization's activities. Government is the largest human organization in the country, the most important function of government is to provide services to all individuals as a society to meet their individual needs. This agency is also tasked with carrying out development whose purpose is to implement and improve the welfare of the people.

Of course, the increase in work efficiency depends on the level of performance of each employee. According to Fransiska and Tupti (2020), employee performance measures the success of the activities of a company or state institution to achieve goals. The emergence of achievements

is caused by several motivating factors both from within and from outside the individual. The success of a company or institution depends largely on the performance of its employees, employee performance can be measured from the quality and quantity of the employee's work.

Sinaga et al. (2020), proving efficiency, is the work of a person or group as measured by the responsibility given to the person or group. One of the efforts to improve employee performance is to design, control, concentrate and do certain work with the hope of maximum results that have been inaugurated by industry or institutions. Performance management tasks are used to set more focused goals, more focused goals, clear organizational goals, strategies to achieve them, work plans to channel communication between and employees so that the organization achieves the expected performance.

According to Wartono and Mochtari (2015), to improve employee performance, companies and government agencies must pay more attention to factors that affect performance such as workload, employee cooperation, work environment on their skills, employees not. Involved in determining policies and interpersonal problems that cause reduced employee effectiveness Efforts to improve employee performance pay close attention to the work environment, both physical and non-physical. The work environment is all that surrounds the employee, which can affect the application of the tasks assigned to him. Working conditions where a good workplace includes a physical and non-physical environment that can share a sense of comfort, tranquility, excitement and other feelings. Good working conditions can be the level of employee job satisfaction, which can have a positive impact on employee performance.

The work environment is a work environment that includes some aspects that must be observed, such as an ama workspace, comfortable environmental conditions, uniform room temperature, suitable lighting and color tones in the room. Conversely, the non-physical work environment is all conditions related to colleagues or bonds with subordinates who can carry out activities correctly to ensure maximum performance.

In management, the work environment is very important. The work environment does not affect the production process in the field, but the people who carry out the work process. Favorable or reasonable environmental conditions, where activities can be carried out optimally, healthy, safe and comfortable. The suitability of the work environment is proven in the long run. Progress and success are achieved when managers design employee performance to ensure that all employees achieve what is expected.

The nature, character, behavior and emotions of each person must be different. Integrating these differences into a single entity is very difficult. Therefore, in the role of HR manager it is very important to combine everything to create a harmonious working environment. A harmonious work environment motivates employees in the workplace and maximizes their performance. The atmosphere of the workplace has a positive effect on the people and colleagues there

Creating a good, comfortable, safe and pleasant work environment is one of our efforts to improve employee performance. Employees feel comfortable in their work environment which affects their performance. Performance is the result of a task or the performance of a person or group in an organization over a period of time.

The phenomenon of this study is related to work motivation and the work environment of the Jakarta City Industry and Trade Office that researchers can see directly, and the work environment is an environment that affects employee activities, such as painting, lighting, etc. Safety has not been optimally experienced by employees. A non-physical work environment is an environment in the sense of a working relationship and relationship between superiors and colleagues, where employees can feel it together, not involving the thoughts of five people With

employees and managers. Employee performance, such as performance and success in completing a particular task, is the result of quality, quantity, time, independence, initiative and employee cooperation. Everyone can do it differently. Therefore, the role of the office manager is very important to bring everyone together to create work motivation and a harmonious work environment. Work motivation and work environment Harmonious employee performance in the office can cause employee satisfaction at work and achieve maximum work performance. Activities at the DKI Jakarta Industry and Trade Office.

Problem Statement

Based on the background description above, the author formulates the problem, namely:

1. Does work motivation affect the performance of employees at the Jakarta City Industry and Trade Office?
2. Does the physical work environment affect the performance of employees at the Jakarta City Industry and Trade Office?
3. Does work facilities affect the performance of employees at the Jakarta City Industry and Trade Office?

Research Objectives

The research objectives based on the formulation of the problem above are:

1. To analyze the effect of work motivation on the performance of employees of DISPERINDAG Jakarta City
2. To analyze work facilities on the performance of DISPERINDAG Jakarta City Employees
3. To analyze the physical work environment on the performance of DISPERINDAG Jakarta City employees

Research Benefits

a. For Researchers

This study is intended to provide researchers with knowledge and understanding of the effect of motivation and physical work environment on employee performance

b. For agencies

This exam will provide data and contribute on how best to further develop employee performance through work motivation and physical work environment

c. For Academics

This research serves as a contribution to academics and provides additional useful information for students who are grappling with similar issues as work motivation and work environment to employee performance

RESEARCH METHODS

Research Objects

(Sugiyono 2017: 39) that the object of research is an attribute or trait or value of a person, object or activity that has certain variations determined by researchers to be studied, then conclusions are drawn. The object of this thesis research focuses on Employee Performance which is influenced by several variables such as Work Motivation, Work Facilities and physical work environment.

The research site was conducted at the Department of Industry and Trade, Jakarta City located on Jalan Gatot Subroto No.Kav. 52-53 RT.1/RW.4. Kuningan Tim., South Jakarta City, Special Capital Region of Jakarta.

Research Data

1. Data Source and Type

a. Data source

The data sources used in this study are primary and secondary data. Primary data is data that researchers get directly from respondents by distributing questionnaires to obtain the necessary information from the staff of the Jakarta City Industry and Trade Office. The survey results shared with respondents will later become the main material of this study. Secondary data is information obtained from articles, journals, books and other information related to this research

b. Data Type

The data used in this study are descriptive and quantitative. Quantitative descriptive research is data obtained from a sample of the population studied and then tested according to the statistical methods used. Sugiyono (2018) explained that quantitative data is a research method based on positivism, research data in the form of numbers measured using statistics as a calculation test tool related to the problem under study to draw a conclusion.

2. Population and Sample

a. Population

Population is a general area consisting of objects or objects that have certain characteristics and characteristics that the researcher decides to study and then draws conclusions. Based on this understanding, the total employees of the Jakarta City Industry and Trade Office are 100 population

b. Sample

The sample is part of the population and is characteristic. In other words, the sample is part of the population or acts as a representative of that population so that the research results obtained from the sample can be generalized to the population. In this study, the authors selected data from 100 samples using saturated sampling techniques. This is often done when the population is relatively small, less than 100 people. Another term for saturated sampling is enumeration, where all members of the population are sampled

3. Data Collection Techniques and Tools

According to Sugiono (2014), questionnaire is a data collection strategy where respondents are given questions or statements that they must respond to. These findings were obtained directly from respondents without the help of researchers. The questionnaire is well structured, gives answers and excludes errors. In this study, the author used a data collection strategy, namely providing questionnaires as a data collection tool.

The analysis method used in this article follows data processing through statistical calculations and research using multiple sampling techniques. Alternative answers in surveys are given a certain weight in the survey and their value is measured on the Likert scale. According to Sugiono (2017), the Likert scale is used to determine the attitudes, income and perceptions of individuals and groups. Below is an appendix of the Likert scale instrument table:

Table 3.1 Interval Scale Instrument

Alternative Answers	Positive Values
Strongly Agree (SS)	5
Agree (S)	4
Neutral (N)	3
Disagree (TS)	2

Methods of Analysis and Hypothesis Testing

1. Analysis Method

The data analysis method is a method used to analyze information obtained from the results of research, after which conclusions can be drawn from the material about the research work. Two data analysis methods used in this study are:

a. Descriptive Analysis Method

Adamy (2016) presents a descriptive method related to the collection and presentation of information. Such an analysis is used to clarify the empirical picture and description of the data collected in the study. The descriptive information presented in the research report includes tables, graphs, pie charts, and data calculations using average calculations and percentage calculations.

b. Inferential Analysis Methods

The inferential analysis method is the processing of sample data and the results work for the main population. According to Sugioyo (2017), inferential analysis or also called probabilistic statistics is a statistical technique that uses the highest and lowest scores from the 1463 page scale to analyze sample data and apply the results to the population. In this method, the author examines and evaluates the variables studied, namely. Work motivation, work facilities, physical work environment and resources (independent variable) and employee performance (dependent variable)

c. Multiple Linear Regression Analysis Method

Jainuri (2019) This analysis is a simple regression analysis that predicts the value of dependent influence (Y) when there are two or more independent variables (X) to show a functional or causal relationship between two or more independents. So it is determined how much influence the variables of work motivation, employment opportunities and work environment on employee performance. Here is the multiple linear regression equation for this study:

$$Y = b_1X_1 + b_2X_2 + b_3X_3 + e$$

Interpretation:

Y : Employee Performance

b₁ :Regression coefficient of Work Motivation

b₂ : Work Facility Regression Coefficient

b₃ : Regression coefficient of Physical Work Environment

X₁ : Work Motivation

X₂ : Work Facilities

X₃ : Physical Work Environment

e : Error

RESULTS AND DISCUSSION

Research Results

1. Description of Research Data

The Jakarta City Department of Industry and Trade is a government organization responsible for regulating, fostering, and supervising industry and trade in the Jakarta City area. The organization consists of employees with different education and work experience.

a. History and development

Since the formation of the First Cabinet of the Republic of Indonesia on August 19, 1945 with a presidential system, industry and trade became the responsibility of the Ministry of People's Welfare led by Ir. Soerachman Tjokroadisoerjo until 14-11-1945. In the cabinet of Sjahrir I which adheres to the parliamentary system of government, the Ministry of People's Welfare is led by Ir. Enema Mangga Darmawan. Then Ir. Darmawan Mangoenkoesoemo worked in the cabinet of Sjahrir II as Minister of Trade and Industry from March 12, 1946 to October 2, 1946. In addition, Dr. worked in the cabinet of Sjahrir III. A.K. is headed by the Ministry of Welfare. Gani, with the help of a youth welfare minister, again had authority and responsibility in developing the industrial and trade sectors. Joseph Wison.

When the cabinet of Amir Sjarifoed I replaced the cabinet of Sjahrir III on July 3, 1947, the development of the industrial and trade sectors remained under the Ministry of Welfare led by Dr. A.K. Gani, two deputy ministers namely I.J. Casimo and Dr. A Tjokronegor This continued until the end of the cabinet of Sjarifodin II on January 29, 1948. After the system of government changed from parliamentary to presidential in the cabinet of Hatta I, Sjafoeddin Prawiranegara took over the Ministry of Welfare and his term ended on August 4, 1949. After the end of the government period, between December 19, 1948 and July 13, 1949, Ir. Indratjaya. In the Hatta II cabinet which lasted from August 4 to December 20, 1949, Ir. Indratjaya was replaced by I.J. Kasimo. I. J. Kasimo served until the end of the RIS Parliamentary Cabinet, from 20 December 1949 to 21 January 1950.

The RIS cabinet is the transitional government of Yogyakarta. In addition, in the Halim Cabinet (RI Yogyakarta) which lasted from January 21 to September 6, 1950, the industrial and trade sectors were merged into one Ministry of Trade and Industry led by Mr. Tandiono Manoe. After returning to Hatta's rule with a parliamentary system, industry and commerce came under the management and responsibility of the Social Affairs Department headed by Ir from 20-12-1949 to 09-06-1950. During the Nazi cabinet that lasted from September 6, 1950 to April 27, 1951, Dr. Soemitro Djojohadikoesoemo worked at the Ministry of Trade and Industry. However, due to changes in the composition of the government, the Minister of Trade and Industry was transferred to the hands of Mr. Soejon Hadinoto. During the Wilopo administration since April 3, 1952, the industrial and trade sectors were under the responsibility of the Ministry of Economy led by Mr. Soemanang. Mr. Soemanang was then replaced by Mr. Iskaq Tjokrhoadisoerjo until August 12, 1955. The Ministry of Economy served for 5 years until the end of Ali Sastroamidjojo's reign on April 9, 1957. In the cabinet of Harahap Boerhanuddin ended on 1 March 1956, The Minister of Economy is I.J. Kasimo. Meanwhile, in the cabinet of Ali-Roem-Idham, Minister of Finance Mr. Boerhanuddin F.F. Di Oemba. When the Cabinet of Works was formed under the leadership of Ir. Di Djoeanda, the industrial and commercial sectors were divided into two different ministries. The Ministry of Trade as the person in charge of the business sector is led by Prof. Soemardjo, dr. Rachmat Muljomiseno as Minister of Trade. While the industrial sector is managed by the Ministry of Industry owned by Iri. F.J. Inkiriwang. The permanent term of the cabinet lasted until 22 July 1959. Until February 18, 1960, there were several junior ministerial positions in the presidential system working cabinet filled by several people. Dr.. Suharto was Junior Minister of National Industry and Chairuel Saleh was Minister of Basic Industry and Development. Mr. Arifin is also in charge of the position of Minister of Trade, thank you. During this period, Chairuel Saleh was also appointed Minister of Development, while Dr. J. Leimena became Minister of Distribution.

In the implementation of the Universal National Development Plan in 1961, industrial development was handled by two departments, namely the Department of Primary Industry and Mining (Deperdatam) and the Department of People's Industry (Depperindra). Despite two cabinet

changes between 1961 and 1964, the Ministry of Civil Affairs and the Ministry of Industry remained in the same structure. A new organisational change took place in conflict with the Federation of Malaysia.

In the Second Cabinet, Chairael Saleh served as Minister of Basic Industry and Mines, and Dr. Suharto and Mr. Arifin Harahap were Minister of Industry and National Trade respectively until the change of cabinet on March 6, 1962. In the IV Cabinet that ended on August 27, 1964, Chairael Saleh continued as Minister of Industry and Mines, Maj. Gen. Dr. Aziz Saleh served as Minister of National Industry and Adam Malik succeeded him as Minister of Trade.

b. Vision and Mission

1. Vision

Making Jakarta the center of creative economic activities and the center of modern industrial development in the ASEAN region.

2. Mission

- a). Let us encourage the growth and development of the industrial and trade sector of the city of Jakarta to improve the welfare of the community.
- b) Improve the competitiveness and quality of industrial and commercial products in the city of Jakarta through technology development and innovation
- c) Improve the quality of human resources in industry and business through training and skill development
- d) Increase the availability and accessibility of infrastructure supporting industrial and trade activities in the City of Jakarta
- e) Establish cooperation with related parties to increase the capacity and competitiveness of the city of Jakarta, as well as domestic and foreign industry and trade.

c. Organizational Structure



Figure 4.1 Organizational Structure

2. Characteristics of Respondents

In research conducted at the Institute of Industry and Commerce, gender, age, education level, and length of service were used as profile information. This information is necessary for analysis that considers the situation and circumstances of events. To collect data, a questionnaire in the form of a Google form is sent to pegawai. The identity of the response is presented based on its rating to provide information about its characteristics. The quantitative analysis technique used in this study used a survey data collection method from employees of the Ministry of Industry and Trade. The number of samples taken was 100 employees

a. Characteristics of Respondents Based on Gender

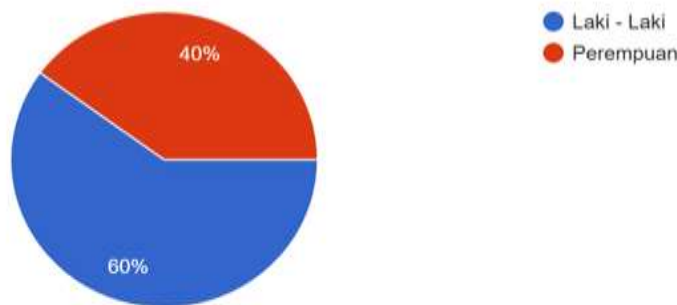
Employees of the Jakarta City Industry and Trade Office are grouped by gender into two groups, namely women and men. Below is the gender distribution of employees of the Ministry of Industry and Trade.

Table 4.1 Percentage of respondent characteristics by gender

NO	GENDER	NUMBER OF RESPONDENTS	PERCENTAGE
1	Man	60	60%
2	Woman	40	40%
TOTAL		100	100%

Source : Data from questionnaire results

Based on table 4.1 it can be seen that the number of respondents from the Finnish Department of Industry and Trade is 100 people. Of these, 60 people or 60% of respondents were men and 40 people or 40% were women. The pattern of gender-based characteristics of respondents to the Ministry of Industry and Trade can be seen as follows:



Source: Data from questionnaire results

Figure 4.2 Percentage chart by gender

b. Repondent Characteristics Based on Age

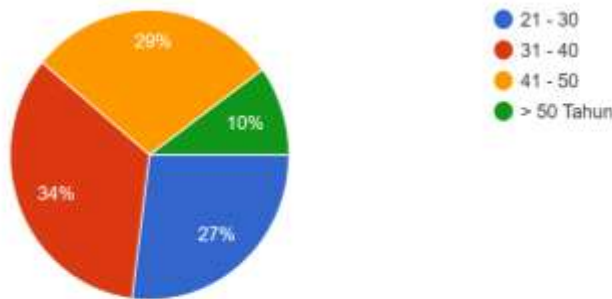
The test results were given to 100 employees working in the Department of Industry and Trade, where the number of respondents and percentages according to age were as follows:

Table 4.2 Percentage of respondent characteristics by age

NO	AGE	NUMBER OF RESPONDENTS	PERCENTAGE
1	21-30 Years	27	27%
2	31-40 Years	34	34%
3	41-50 Years	29	29%
4	>50 Years	10	10%
	Total	100	100%

Source : Data from questionnaire results

Table 4.2 shows the classification of the number of respondents based on the age group of 21-30 years as many as 27 respondents with 27% for the age of 31-40 years as many as 34 respondents with 34% and with the age of 41-50 years as many as 29 with 29% and for ages with the age of >50 as many as 10 with 10%. You can see a diagram of the characteristics of Disperindag respondents by age as follows:



Source : Data from questionnaire results

Figure 4.3 Percentage Chart of Characteristics by Age

c. Characteristics of Respondents Based on Recent Education

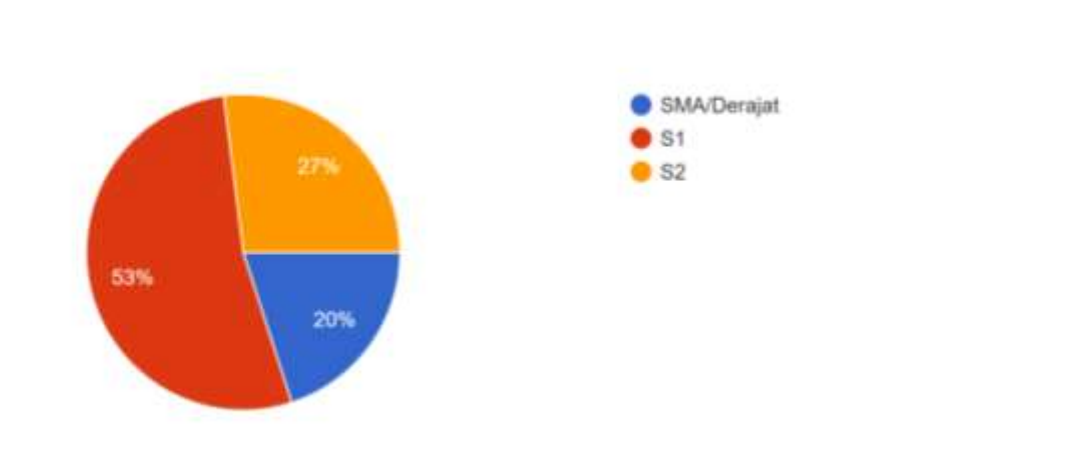
After processing information from a survey given to 100 respondents by the Ministry of Industry and Trade. The classification based on respondents' recent education is summarized below:

Table 4.3 Percentage of respondent characteristics based on recent education

NO	RECENT EDUCATION	NUMBER OF RESPONDENTS	PERCENTAGE
1	High School / Equivalent	20	20%
2	S1	53	53%

3	S2	27	27%
	Total	100	100%

Table 4.3 from the results of a survey of 100 respondents found that most employees had a high school education of 20 employees or a percentage of 20%, while respondents with S1 education were 53 employees or a percentage of 53% and 27 of them had a master's degree. is a graph of the characteristics of respondents of the Ministry of Industry and Trade based on the latest education



Source : Data from questionnaire results

Figure 4.4 Percentage Chart of Characteristics Based on Recent Education

d. Characteristics of Respondents Based on Length of Work

After testing 100 employees working at the Department of Industry and Trade, the following information was obtained on the number of respondents and the percentage of employment:

Table 4.4 Percentage of respondent characteristics based on length of work

NO	LENGTH OF WORK	NUMBER OF RESPONDENTS	PERCENTAGE
1	<1 Year	18	18%
2	2-4 Years	22	22%
3	4-6 Years	31	31%
4	>10 Years	29	29%
	Total	100	100%

In the table, it can be seen that out of 100 respondents, there are several classifications based on the level of service of respondents. Employment rate of <1 year: there were 18 respondents with a percentage of 18%. Working period of 2-4 years: there were 22 respondents with a percentage of 22%. 4-6 years of service: There were 31 respondents with a percentage of 31%. Employment rate >10: There were 29 respondents with a percentage of 29%. The following is a diagram illustrating the characteristics of respondents of the Department of Industry and Trade based on the level of service.

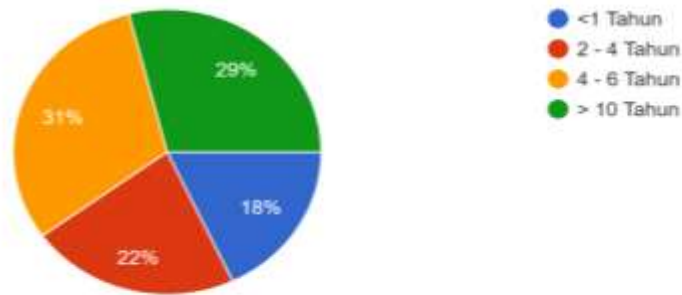


Figure 4.5 Characteristic percentage chart based on length of work

3. Complete Results of Research Estimates

a. Analysis Method

1). Descriptive Data Analysis

The data obtained from the test is used to calculate the average value of the total and the average of the total value for each variable. Each variable consists of eight questions that must be answered by respondents. This is to ensure the accuracy of the data in the author's research.

a) Descriptive Data on Work Motivation Variables

Work motivation is an internal force that can motivate, direct and influence diligence in carrying out work tasks. Here is the average work motivation score:

Table 4.5 Descriptive Work Motivation Variables

No	Question	Mean
Physical Needs		
1	The agency provides lunch and provides drinks	4,23
2	The office provides holidays and leave in accordance with applicable regulations	4,24
The Need for Security		
3	The security system implemented by the agency is guaranteed	4,21
4	Health insurance provided by agencies can guarantee the health and safety of employees	4,20
Social Needs		
5	I get recognition and appreciation from my peers when I do a good job	4,18
6	Agencies provide recreation to employees to officers to create a sense of family, friendship and love	4,41
The need for recognition		
7	I feel like my coworkers and my boss respect me for my strengths and positive things	4,44
8	Thanks to compliments from my boss, I'm more motivated to do a better job	4,55

Average Total Mean **3,46**

Source: Processed from SPPSS26

Based on the data presented in Table 4.5, the results of the questionnaire distribution obtained the perception of responses to work motivation variables with the smallest average increase of 4.18 and the largest average increase of 4.55 with an average overall increase of 3.46

b) Descriptive Work Facility Variable Data

Work facilities are all facilities and infrastructure that support the implementation of employee duties and facilitate the smooth implementation of their duties. The following are averages of the overall averages for work facilities.

Table 4.6 Descriptive Work Facility Variables

No	Question	Mean
Means		
1	The completeness of the facilities provided is functioning properly	4,32
2	Office equipment facilities (computers, printers etc.) help employees work	4,19
Infrastructure		
3	The lunch facilities provided help the needs of adequate nutrition of employees	4,29
4	The toilet facilities provided are suitable for use	4,15
Health		
5	Provided training in accordance with the field of work handled	4,13
6	The level of cleanliness in the workplace is very good	4,27
Work Motivation		
7	Discussing with colleagues is one good way to learn	4,27
8	I feel that basic needs such as being able to eat reasonably have been met	4,11
Average Total Mean		3,37

Source: Processed from SPSS26

Based on table 4.6, the results of the questionnaire distribution obtained the level of perception of responses to work facility variables with the smallest average increase of 4.11 and the largest average increase with a value of 4.32 with an average overall total gain of 3.37

c) Descriptive Data of Physical Work Environment Variables

A fresh, comfortable and appropriate work environment can affect the comfort of employees in carrying out their duties. Below are the overall average results of the physical work environment:

Table 4.7 Descriptive Physical Work Environment Variables

No	Question	Mean
Lighting		
1	Lighting at work helps me get work done	4,51
2	The lighting at work where I work is adequate	4,54
Air Circulation		
3	At work I work there is no air pollution	4,66

4	The available air conditioning facilities are in accordance with the number of employees	4,34
Noise		
5	I feel more comfortable and relaxed with the music playback in the workspace	4,14
6	The sound of work tools at work does not interfere	4,03
Bad smell		
7	A clean workspace and avoid odors make me work well	4,18
8	The condition of the office work environment has security so that employees feel safe and can work well	4,25
Average Total Mean		3,45

Source: Processed from SPSS26

Based on Table 4.7, the results of the questionnaire distribution obtained the perception of answers to the variables of the physical work environment with the smallest average increase of 4.03 and the largest average increase with a value obtained 4.66 with an overall average of 3.45.

d) Descriptive Data of Employee Performance Variables

Employee performance is the result of the appraisal and performance measurement process carried out within a certain period of time based on predetermined standards or criteria. Here are the average results of the average performance of employees:

Table 4.8 Descriptive Employee Performance Variables

No	Question	Mean
Effective		
1	I was able to complete my work efficiently and on time as expected	4,51
2	I can do the work according to the goals that have been set	4,54
Efficient		
3	I can complete my work according to the deadline given to me	4,66
4	My efficiency exceeds the average employee	4,34
Quality		
5	The level of achievement of my work volume is in line with expectations	4,14
6	As long as I work, the results of my work always improve over time	4,03
Time Determination		
7	I can complete work in a timely manner	4,18
8	I always keep the time fixed in the perfection of the results of the work	4,25
Productivity		
9	I am diligent in doing every job	4,02
10	I do all the work accurately	4,31
Average Total Mean		4,29

Source : Processed from SPSS26

Based on table 4.8, the results of the questionnaire distribution obtained the level of perceived responses to employee performance variables with the smallest average value of 4.02 and the highest average with a value of 4.66 with an overall average of 4.29.

2) Inferential Analysis

Inferential analysis is one of the analytical methods used to draw conclusions from data obtained from a sample and generalized to the general population. Inferential analysis allows to

draw conclusions about the characteristics or relationships of the population based on information obtained from a representative sample. This method uses statistics and probabilistic decision-making techniques. Thus, the results of inferential analysis can provide broader information about the population as a whole from limited sample data.

3) Multiple Linear Regression Analysis

Multiple linear regression analysis is an analytical technique used to test the effect of the independent variable (X) on the dependent variable (Y). In this analysis there are several independent variables that are used to predict the dependent variable. In this case, the independent variable consists of work motivation (X1), work facilities (X2) and physical work environment (X3), while the dependent variable is employee performance (Y).

When performing multiple linear regression analysis using SPSS 26, the regression coefficient is calculated to see how much influence the independent variable has on the dependent variable. The results of the tests carried out can provide information about the strength and direction of influence of each independent variable on the dependent variable.

Table 4.9 Multiple Linear Regression Analysis Results Coefficientsa

Type	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	9,959	3,241		3,073	,003
	Work Motivation	,188	,075	,183	2,493	,014
	Work Facilities	,301	,058	,364	5,203	,000
	Physical Work Environment	,474	,065	,530	7,322	,000

a. Dependent Variable: Employee Performance

Source: Processed from SPSS26

Based on the data in Table 4.9 above, it can be concluded that the effect of work motivation, employment opportunities and physical work environment on employee performance is used to estimate multiple linear regression equation models. The multiple linear regression equation can be written as:

$$Y = b_1X_1 + b_2X_2 + b_3X_3$$

Information:

- Y : Dependent variable (Employee Performance)
- b₁, b₂, b₃, b₄ : Regression coefficient of the independent variable
- X₁ : Work Motivation
- X₂ : Work Facilities
- X₃ : Physical Work Environment

Based on the results in table 4.9, the multiple linear regression test modes formed are:

$$Y = 0.183MK + 0.364FK + 0.530 LKF$$

In the model the meaning is shown as follows:

The Work Motivation variable has a positive regression coefficient of 0.183. This shows that an increase in each variable of work motivation increases employee productivity by 0.183 or 18.3 with other assumptions constant.

The work facility variable has a positive regression coefficient of 0.364. This means that every 1% increase in the work facility variable will increase the work facility variable causing employee performance by 0.364 or 36.4%, with other assumptions unchanged.

The physical work environment variable is 0.530. This shows that every 1% increase in each physical work environment variable contributes 0.530 or 53% to the improvement in employee performance, assuming other assumptions remain constant.

1. The Effect of Work Motivation on Employee Performance

Based on the analysis of this study, it is known that work motivation has a positive and significant effect on the work results of employees of the Ministry of Industry and Trade. This is reinforced by the results of the analysis known through several tests carried out and the results of hypothesis testing. The results of the t-test show that tcount is a calculated value of 2.493 and a significance value smaller than α or ($0.014 < 0.05$). From this it can be concluded that work motivation has a positive and significant effect on the work results of industrial and commercial employees. The results of the study were confirmed by surveys sent by researchers, the average was 3.46. This means that most respondents agree. Motivation is a set of attitudes and values that influence a person to achieve certain things according to individual goals.

The results of this study also corroborate the results of Indah Listyan's (2019) research that work motivation has a positive and significant effect on employee performance.

2. The Effect of Work Facilities on Employee Performance

From the results of the analysis of the test study, it was concluded that work facilities had a positive and significant effect on the work results of employees of the Ministry of Industry and Trade. The analysis is confirmed with known results through several tests performed, and the results are confirmed by the results of hypothesis testing. The results of the t-test show that tcount is a calculated value of 5.203 and a significance value smaller than α that is ($0.000 < 0.05$). It can be concluded that work facilities have a positive and significant effect on employee performance at the Department of Industry and Trade.

The results of the study were reinforced by a survey given by the researchers, where the average result was 3.37. This means that most respondents agree. Facilities are everything that is used and used in the form of facilities and infrastructure that can support the implementation of employee work in such a way as to facilitate the completion of tasks.

The results of this study also corroborate the results of Koirul and Edy's (2017) research that work facilities have a positive and significant effect on employee performance.

3. The Influence of the Physical Work Environment on Employee Performance

From the results of this research analysis, it is concluded that the physical work environment has a positive and significant influence on the work results of employees at the Department of Industry and Trade. The analysis is reinforced by known results through several tests conducted and the results of hypothesis testing. The results of the t test show that tcount is tcount with a value of 7.322 and a significance value smaller than α that is ($0.000 < 0.05$). Thus, it can be concluded that the physical work environment has a positive and significant effect on the work results of employees of Industrial and Trade Institutions.

The results of the study were reinforced by questionnaires sent by researchers, where the average results of the study were 3.45. This means that the majority of respondents agree. As in previous research by Nurdini and Mukmin (2020), the physical work environment also has a positive effect on performance. Of course, this can make employees improve their performance.

The results of this study support the findings of Priyono, A and Rahayu, S (2019) that the physical work environment has a positive and significant effect on employee performance.

CONCLUSION

Based on research analysis data entitled the effect of work motivation, work facilities, and physical work environment on employee performance at the Jakarta City Industry and Trade Office, it can be concluded that as follows: Work motivation has a positive and significant effect on employee performance at the Ministry of Industry and Trade. This can be seen from the results of the tcalculate test on work motivation variables with calculated values and significant values Work facilities have a positive and significant influence on the performance of employees at the Department of Industry and Trade. This can be seen in the results of tcalculate testing of work facility variables with calculated values and significant values. The physical work environment has a positive and significant effect on the performance of employees of the Ministry of Industry and Trade. This can be seen in the results of tcalculate testing on physical work environment variables with calculated values and significant values. The effect of work motivation, work facilities and physical work environment on employee performance at the Department of Industry and Trade. It can be seen in the results of the coefficient of determination used to determine how influential the variables of work motivation, work facilities, and physical work environment on employee performance. If the higher the value then the better. With such results, it can be concluded that independent variables, namely work motivation, work facilities and physical work environment, together have a significant effect on the dependent variable, namely employee performance.

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