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The Impact of Work Environment on Work Motivation

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Abstract

The research objective to be achieved in this study is to determine the effect of the work environment on employee motivation and employee motivation at PT. Main Bosowa in Makassar. The population and sample in this study were all employees at PT. Bosowa Utama in Makassar, with a population of 45. The types of data used are quantitative data and qualitative data. The source of data used by the author is primary data obtained or provided directly at the research site, which is the object of research, while secondary data is data collected indirectly from other sources, such as books, magazines, and other institutions. After all the data in this study were collected, the following data analysis consisted of validity and reliability tests and a simple regression analysis. The results obtained from this study are 1) Motivation must be maintained because it measures the work environment where the t count value is 8.125 while the t table is 1.679 where t count > t table, and p-value = 0.000 < value = 0.05. 2) The influence of work motivation on the environment of employees at PT. Main Bosowa in Makassar can be seen in the regression equation $Y = 23,565 + 0.607$.



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Introduction

A company does not only need capable, capable, and skilled employees but, most importantly, those who are willing to work hard and are eager to achieve optimal work results. Employees' abilities, skills, and abilities are meaningless to the company if they do not want to work hard using their abilities, skills and abilities. To influence desired work attitudes and behavior, managers must understand what traits and motives drive them to work hard for the company. In general, people want to work because they are driven by the desire to be able to fulfill their physical and spiritual needs. While the company always expects that its employees work hard, comply with regulations or discipline and produce good work performance because only in this way can a company achieve its goals with a high level of work productivity. To unite the desires of employees and the company's

interests and create mutually satisfying cooperation for both parties, a method is needed, and one of them is motivation. Technology is increasingly sophisticated, and the level of business competition is very tight requires us to be more active in motivating and making employees have the abilities skills and skills, all of which are used in regulating companies to make companies more advanced in running their business to encourage employees, companies must more active in providing efforts to make employees more engaged in carrying out and improving self-quality such as giving bonuses to employees or giving holidays to employees who are having problems so that their performance decreases.

In the business world, motivation can also be interpreted as a driving force that causes a member of the organization to be willing and willing to mobilize the ability to form the expertise and skills of the workforce and time to carry out various activities that are their responsibility and fulfill their obligations to achieve the goals and different organizational goals that have been set—previously determined. To achieve company goals, employees need the motivation to work hard. Seeing the importance of employees in the company, employees need more serious attention to the tasks given so that company goals are achieved. With high work motivation, employees will work harder in carrying out their work. Conversely, with low work motivation, employees do not have the enthusiasm to work, give up quickly, and have difficulty completing their work.

Work motivation is also one of the most critical factors in getting optimal work results. Work motivation is something that creates enthusiasm or encouragement to work. Employees who are motivated at work will undoubtedly try their best to complete the work given to them. For this reason, it is necessary to formulate demands for motivation, discipline, and work ethics in the company environment towards the realization of harmonious, safe, and dynamic industrial relations to improve Production and work productivity. Several aspects affect employee motivation: a sense of security at work, a fair and competitive salary, a pleasant work environment, appreciation for work performance, and fair treatment from management. In this study, one aspect that can affect work motivation will be discussed: the work environment. The work environment is an internal or external condition affecting morale, so work can be expected to be completed faster and better. The comfort of the work environment can trigger employee motivation to work better to achieve the outcome optimally. Humans can carry out their activities well, so optimal results are achieved if appropriate environmental conditions support them.

What is meant by the work environment in a company here is a working condition to provide a comfortable working atmosphere and situation for employees in achieving the goals desired by a company. Poor environmental conditions can cause employees to fall ill, easily get stressed, have difficulty concentrating, and decrease work productivity. Meanwhile, a good work environment will encourage employee work motivation, increasing employee productivity. Different working environment conditions for each company can provide different levels of work motivation for employees in completing assigned tasks. Therefore, the company's work environment influences each employee's motivation level. The work environment can create a binding working relationship between the people in the environment. Therefore, efforts should be made so that the work environment must be excellent and conducive because it makes employees feel at home in the room and happy and excited to carry out each of their duties.

Theoretical Framework and Hypotheses

Human Resource Management

Management is a function related to efforts to realize specific results of other people's activities (Mitchell et al., 2013). This means that human resources have a significant and dominant role in

management. Human resource management regulates and stipulates staffing programs that include issues of determining the number and quality, withdrawals and placements, welfare programs, implementation of education and training, welfare programs, implementation of education and training, work performance assessment, regulation of transfers, pensions, and layoffs, monitoring of laws -laws and the pursuit of remuneration policies. The role of human resource management greatly determines the realization of organizational goals, but leading people is not an easy thing. The workforce is expected to be capable, capable, and skilled, and should also be willing and have the sincerity to work effectively and efficiently. According to (Hamadamin & Atan, 2019), human resource management is planning, organizing, directing, and supervising activities, procurement, development, compensation, integration, maintenance, and release of human resources to achieve individual, organizational, and community goals. Meanwhile, according to (Boon et al., 2018), human resource management is the withdrawal, selection, development, use, and maintenance of human and organizational resources. Based on these understandings, it can be concluded that human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve individual and organizational goals.

Human resource management has specificity compared to general management or other resource management. Because people are managed, the success or failure of human resource management has an extensive impact (Wright & Ulrich, 2017). Human resource management acknowledges the importance of human resources or labor in an organization and their benefits in various functions and activities to achieve organizational goals (Syafrina, 2017). Human resource management is needed to improve the usability and efficiency of human resources in the organization and to provide the organization with an effective work unit. The primary purpose of human resources is to increase the contribution of employees to the organization to achieve the productivity of the organization concerned. This is understandable because all organizations in achieving goals depend on humans who manage the organization concerned (Boon et al., 2018).

Work motivation

According to states that work motivation is a psychological process through unsatisfied desires, which are directed and driven to the achievement of incentive goals, and is a fundamental process that begins with the existence of a need. According to (Krisnaldy et al., 2019), motivation is an attitude (attitude) of leaders and employees' attitudes towards work situations (situation) in their organizational environment. Those who are positive (pro) towards their work situation will show high work motivation and vice versa if they are negative (con) towards the work situation in question, including workplace relations, work facilities, work climate, leadership policies, and work leadership patterns and working conditions. (Sutanjar & Saryono, 2019) . Every company needs employees as workers who affect employee performance.

The level of ability influences employee performance, and the driving force of this ability level is found in education, experience, and personal factors such as age and background (Hitka et al., 2018). While the driving force is influenced by something within a person called a motive, namely needs, wants, drives, or impulses or impulses. The driving force is also influenced outside a person, namely the means or tools that suit the person, such as the working conditions of the company's policies. Employees are the most critical assets that hugely influence a company's success (Nguyen et al., 2020). Without sophisticated machines, the company can continue to operate manually, but without employees, the company will not be able to run at all. Employees are also referred to as people who work in a company or an institution and are paid with money, or employees can be interpreted as people who serve as workers in a company or institution to carry out workplace operations with monetary compensation (Pancasila et al., 2020).

Motivation Goals

According to (Thokozani & Maseko, 2017), the behavior of subordinates in an organization such as a school is task oriented. That is that the behavior of subordinates is usually driven by a desire to achieve goals, which must always be observed, supervised, and directed within the framework of carrying out tasks in achieving organizational goals that have been set (Paais & Pattiruhu, 2020). In general, the purpose of motivation is to move or upload someone so that the desire and willingness to do something arises so they can get results or achieve specific goals (Marjaya & Pasaribu, 2019). While the motivational goals in Malay SP Hasibuan reveal that to improve employee morale and satisfaction, increase employee productivity, maintain company employee stability, increase employee absenteeism discipline, streamline employee procurement, create an excellent working atmosphere and relationship, increase employee loyalty, creativity and participation. , increase the level of employee welfare, and enhance the employee's sense of responsibility towards their duties (van Tuin et al., 2020). The function of work motivation is that motivation can encourage behavior and influence and change behavior. Functions of work motivation include 1) Encouraging the emergence of behavior or an act. Without motivation, there will be no action or deed. 2) Motivation functions as an influence, directing actions to achieve the desired goal. 3) Motivation functions as a driving force. The motor's size will determine a job's speed (Lorincová et al., 2019).

Work environment

The work environment is everything around the workers, affecting their carrying out the assigned tasks (Krisnaldy et al., 2019). The work environment is related to everything that is in the workplace. The work environment is all the conditions around the employee associated with the occurrence of psychological changes in the employee concerned. A working environment is said to be good if employees can carry out activities optimally, healthy, safe, and comfortable (Nabawi, 2020). The work environment is an essential factor that needs to be considered. An employee who works optimally in a supportive work environment will perform well. On the contrary, if an employee works in an inadequate and unsupportive work environment to work optimally will make employees lazy and tired quickly, so the employee's performance will decrease. A comfortable, safe, and conducive work environment will create working conditions that motivate employees to work and increase morale. There are two types of work environments, namely, non-physical work environment and physical work environment (Sofyan, 2013). The non-physical work environment is all conditions related to work relationships with superiors and coworkers, relationships with subordinates, compensation, and company regulations and policies (Bhuiyan et al., 2020). The non-physical work environment is called the psychic work environment, namely the conditions around the workplace that are non-physical. This kind of work environment cannot be captured by the five human senses (Tran, 2020). However, this non-physical work environment can be felt by workers through relationships with superiors and with fellow workers (Tirtayasa, 2019). According to Krisnaldy et al. (2019), The relationship between coworkers in a non-physical work environment is divided into individual and group relationships. Individual relationships are obtained by an employee who comes from superiors and coworkers, while group relationships consist of two or more people with the same interests and abilities. The physical work environment is all physical conditions around the workplace that can affect employees directly or indirectly.

Hypothesis

Based on the background and research objectives, the proposed hypothesis is:

H1: The work environment positively affects the work environment of employees at PT. Main Bosowa in Makassar.

H2: The work environment significantly affects employee motivation at PT. Main Bosowa in Makassar.

Research Method

The agency or company that will be the object of research is PT. Main Bosowa. The population and sample in this study were all employees at PT. Bosowa Utama in Makassar, with a population of 45. The types of data used are quantitative data and qualitative data. The source of data used by the author is primary data obtained or provided directly at the research site, which is the object of research, while secondary data is data collected indirectly from other sources, such as books, magazines, and other institutions. After all the data in this study were collected, the following data analysis consisted of validity and reliability tests and simple regression analysis.

Table 1. Variable Operationalization

Variable	Indicator	Reference
Work Environment (Y)	Illumination or light	(Krisnaldy et al., 2019; Nabawi, 2020)
	Color	
	Air	
	Voice	
	Security	
	Cleanliness	
	Relationships with colleagues and superiors	
Motivation (X)	Physiological needs or physical needs	(Nguyen et al., 2020; Sutanjar & Saryono, 2019)
	Security	
	Social	
	Award	
	Self-actualization	

Data Analysis and Discussion

Data Analysis

Based on the results of research conducted on 45 respondents through the distribution of questionnaires, the demographic characteristics of the respondents are obtained as follows.

Table 2. Characteristics of Respondents

Variable	Measurement	n	%
Age	25-30 Years	9	20
	31-35 Years	15	33.3
	36-40 Years	13	28.9
	> 40 Years	8	17.8
Length of working	< 5 Years	8	17.8
	5-10 Years	23	51.1
	11-15 Years	12	26.7
	16-20 Years	1	2.2

	> 20 Years	1	2.2
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Most respondents were aged 31-35 years, as many as 15 people (33.3%), and the lowest was at age > 40 years, as many as 8 people (17.8%), while aged 25-30 years as many as 9 people (20%) and age 36 -40 years as many as 13 people (28.9%). Table 4 shows that most of them have a length of service of 5-10 years for as many as 23 people (51.1%), and the lowest has a length of service of 16-20 years and > 20 years each for as many as 1 people (2.2%) and a length of work < 5 years as many as 8 people (17.8%) while the length of work 11-15 years as many as 12 people (26.7%).

A validity test is used to measure the validity or validity of a questionnaire. Measuring validity can use Pearson Correlation and is done by doing bivariate correlation. If the total Pearson correlation value is > 0.30, it is said to be valid; if the correlation value is below 0.30, it is said to be invalid. The technique used to measure the level of reliability is Cronbach's Alpha by comparing the alpha value with the standard. The reliability of a variable construct is said to be good if it has Cronbach's Alpha > 0,60. Table 5 shows the results of testing the validity and reliability.

Table 3. Validity and Reliability Test

Variable	Corrected Item-Total Correlation	Cronbach's Alpha	Info
Work Environment (Y)	0.643	0.794	Valid and reliable
	0.734		Valid and reliable
	0.782		Valid and reliable
	0.771		Valid and reliable
	0.627		Valid and reliable
	0.831		Valid and reliable
	0.788		Valid and reliable
	0.826		Valid and reliable
	0.801		Valid and reliable
	0.720		Valid and reliable
	0.722		Valid and reliable
	0.769		Valid and reliable
	0.793		Valid and reliable
	0.789		Valid and reliable
	0.777		Valid and reliable
Motivation (X)	0.721	0.753	Valid and reliable
	0.755		Valid and reliable
	0.786		Valid and reliable
	0.743		Valid and reliable
	0.697		Valid and reliable
	0.867		Valid and reliable
	0.712		Valid and reliable
	0.880		Valid and reliable
	0.800		Valid and reliable
	0.753		Valid and reliable
	0.792		Valid and reliable
	0.734		Valid and reliable
	0.775		Valid and reliable
	0.790		Valid and reliable
	0.711		Valid and reliable

The results of the validity test presented in table 3 show that the p-value or significance of each question item on each variable is smaller than the level of significant (α) 5% (0.05). Thus, all the questions on the questionnaire that have been collected are declared valid. Cronbach alpha of each variable studied, where the variables studied are work motivation and work environment, each of which has a Cronbach alpha value above 0.60. This means that the statement of each variable studied is reliable or reliable. For further research to be carried out this can be specified for the work environment variable (Y) with a Cronbach alpha value of 0.794, then for the work motivation variable (X) with a Cronbach alpha value of 0.753. The magnitude of the effect of compensation and work environment on employee performance can be analyzed by regression as follows

Table 4. Regression Analysis of the Effect of Work Motivation on Employees' Work Environment at PT Bosowa Utama in Makassar

Model		Unstandardized Coefficients	
		B	Std. Error
	(Constant)	23,565	4,567
	Work Motivation (X)	.607	.072

a. Dependent Variable: Work Environment (Y)

The regression equation $Y = 23,565 + 0.607X$ illustrates that the constant (α) of 23,565 shows that if the work motivation simultaneously or together does not change or is equal to zero (0), then the employee's magnitude's work environment is 23,565 units. Suppose the value of b, which is the regression coefficient of work motivation, is 0.607, which means it positively influences the dependent variable. If the work motivation variable is increased by 1 unit, then the employee's work environment will also increase by 0.607 units assuming other variables remain constant.

Discussion

The results showed that the work motivation variable significantly influenced the employee's work environment. The results of this study prove and simultaneously answer the hypothesis that there is an influence between work motivation and the work environment of employees at PT. Main Bosowa Makassar. Work motivation is also one of the most critical factors in getting optimal work results. Work motivation is something that creates enthusiasm or encouragement to work. Employees who are motivated at work will undoubtedly try their best to complete the work given to them. For this reason, it is necessary to formulate demands for motivation, discipline, and work ethics in the company environment towards the realization of harmonious, safe, and dynamic industrial relations to improve: production and work productivity. Several aspects affect employee motivation, namely a sense of security at work, a fair and competitive salary, a pleasant work environment, appreciation for work performance, and fair treatment from management. One aspect that can affect work motivation is the work environment. The work environment is an internal or external condition that can affect morale, so work can be expected to be completed faster and better. The comfort of the work environment can trigger employee motivation to work better to achieve the work optimally. Humans can carry out their activities well, so optimal results are achieved if appropriate environmental conditions support them.

What is meant by the work environment in a company here is a working condition to provide a comfortable working atmosphere and situation for employees in achieving the goals desired by a company. Poor environmental conditions can cause employees to fall ill, easily get stressed, have difficulty concentrating, and decrease work productivity. Meanwhile, a good work environment will encourage employee work motivation, leading to increased employee productivity. Different working environment conditions for each company can provide different levels of work motivation for

employees in completing assigned tasks. Therefore, the company's work environment influences each employee's motivation level. The work environment can create a binding working relationship between the people in the environment. Therefore, efforts should be made so that the work environment must be excellent and conducive because it makes employees feel at home in the room and happy and excited to carry out each of their duties. The work environment is the entire work facilities and infrastructure around employees that can affect the implementation of the work, including the physical work environment and non-physical environment. A good work environment such as adequate facilities, adequate lighting, maintained cleanliness, tranquility, security guarantees, and a good working relationship will make employees feel comfortable at work so that motivation to complete work will also increase. A bad work environment such as inadequate work facilities, shabby and dirty workspaces, poor lighting, noise, security is not guaranteed, and relationships with coworkers are not well established will make employees uncomfortable in their work environment because the work environment is a place for employees to do their jobs. So with a bad work environment, the motivation of employees to complete their work decreases. Therefore, the work environment is one thing that needs to be considered in increasing employee motivation.

Conclusions

Based on the research and discussion in this panel, the conclusions obtained are Motivation must be maintained because it measures the work environment where the t count value is 8.125 while the t table is 1.679 where $t \text{ count} > t \text{ table}$, and the p value = $0.000 < \text{value} = 0.05$. The influence of work motivation on the environment of employees at PT. Main Bosowa in Makassar can be seen in the regression equation $Y = 23,565 + 0.607X$. It is expected that the company can maintain and improve the work environment by maintaining good relations between superiors and employees and by increasing work motivation by paying attention to its employees to add more positive value to the employees themselves and the company, for further researchers to develop this research by examining outside the variables that have been included in this study such as employee motivation, superior support for subordinates, job existence, and employee relations in the organization.

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