EMPLOYEE PERFORMANCE BASED ON WORK MOTIVATION AND WORK ENVIRONMENT AT A FOOD/BEVERAGE COMPANY

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ABSTRACT

The food/beverage business is increasingly popular in cities and suburban areas. This study aims to see the influence of motivation and environmental work on performance employees at the food and beverage company in Cijantung, Jakarta. This study is descriptive quantitative with taking a sample of 75 employees. This study uses primary data, namely data, in a distributed questionnaire to the respondent for filling in. The data obtained were analyzed using test validity, reliability, classic test assumption, analysis regression, coefficient correlation, coefficient analysis determination, and hypothesis testing. Research results show that motivation and environmental work are significant to performance employees. Because if problem security in position, as well no existence more rewards during the pandemic and opportunity promotion low employee make desire or Motivation employee in work will be reduced. Likewise, if the conditioned room, ventilation, and lighting illuminator are not in the proper position, employees will not be comfortable in work, which could lower performance. Because of that, food and beverage companies must do inspection comprehensive covering procedures and policies company for increasing passion and passion employees.

1. INTRODUCTION

This moment of industry food/beverage in Indonesia that has branch/outlet currently experience drop revenue and impact negatively to continuity business consequence and adaptation habit new from the ongoing covid-19 pandemic hit the world. Source role power

humans are essential in determining progress and successful company. Management source power man is something planning, organizing, directing, and controlling from procurement, development, compensation, integration, maintenance and termination employees, with meaning realization destination company, individual, employee, and public (Hasibuan, 2011). To aim something company could come true, the company must notice several aspects to minimize the problem in a company and take advantage of source power humans who have existed for success something company. one of them is performance employees, where performance is implementation from plans that have been drawn up. Implementation performance conducted by source power man who has the ability, competence, motivation, and interest in a company is essential (Wibowo, 2016). In other words, performance is results work by the quality and quantity achieved by an employee in operating duties and responsibilities. The answer following is not quite enough the answer given (Sunarto, 2020). Employee performance could rate good if implemented under desired goal or capable company, however for apply performance maximum employees our need notice influencing aspects good, bad performance (Surjosuseno, 2015).

One aspect that has an urgent influence in determining good and bad employee performance is environmental work. Environment work Becomes facility employee in doing activities to create a suitable performance with hope company. On the other hand, environment work that isn't adequate could lower performance employees (Surjosuseno, 2015). Environment work includes something around the employees to influence herself in operate obligations that have been given to him, like existence air cooler, good lighting, and others (Darmadi, 2020). Research conducted by Sunarto (2021) there are influenced by Partial Among environment work to performance, where things to do company is repair or add facility room less work worthy so that could give convenience for employees in work. According to the study Suparman (2020), Partial's variable environment work does not affect employee performance because condition environment works already adequate only need little additional facilities and comfort work.

Besides environment work, motivation work employees can also influence performance employees. According to Irham Fahmi in (Ading, 2020), motivation is activity working behavior in business to fulfill desired needs. Motivation work Becomes triggers employees so that employees produce good performance without coercion. Otherwise, lack of motivation in work could influence performance employees although employees have potency good job. Based on research conducted by Ading (2020) at PT Mitsui Leasing Capital, gift motivation given by the leadership takes to effect positive by Partial to performance employees, where a leader must more increase concern to need employees so that employees could work more maximum. Another thing with research conducted by Surjosuseno (2015) states that motivation work no take effect positive and significant to performance employee, thing this is caused because existence variable other influences result in a study where the other variables cover connection work, spirit work, salary, satisfaction work, ability individual, experience work and so on. Because of things here, a researcher interested in researching connection Among motivation and environmental work to performance employees, where study this urgent for a management company in understand problem what only can influence performance employees, where performance it is also related live with the result will be obtained by the company.

Based on the results of field observations, it was found that several problem phenomena occurred in the industry food/drink, namely as follows:

1.1. Motivation problem

Regarding physiological needs, Yummy Citrarasa Asia Company employees only get a daily allowance for food and transportation allowance; housing/mess allowance is not provided because the placement of the work area is adjusted to the place where each employee

lives. Regarding the need for security, all employees feel protected because the leadership provides CCTV at every outlet. However, the number is still minimal, so employees need to be careful in placing valuables such as cellphones, wallets, etc. Leaders still need to accept the existence of employees as members of the workgroup in the form of harmonious teamwork in interacting. During the Covid-19 period, rewards were rarely given to employees at each outlet because the sales of each outlet each month did not reach the target. Leaders need to provide opportunities for employees so that they can actualize themselves in the company. The leadership offers promotions for employees who have worked for more than 5 (five) years, but only a few employees can get upgrades, resulting in jealousy among employees.

1.2. Work environment problems

Yummy Citrarasa Asia Company applies an open layout that causes some employees to feel uncomfortable with the noise caused by activities around the kitchen and the sound of music/entertainment provided in the restaurant area, which sometimes disturbs the comfort of employees and visitors. At Yummy Citrarasa Asia Company, they still unilaterally determine work regulations related to the rotation/mutation of employee work placements. Some branch outlets still use spotlights in this kitchen area to support the aesthetics of the restaurant. At the same time, cooking activities will be more fun if you use lights with an even distribution of light in the room. The provision of ventilation is still lacking in the kitchen corridor, the number of exhausts that should be a total of at least 3, plus cleanliness related to waste must be handled so as not to cause unpleasant odors, stuffy taste so that it is easy to cause fatigue and emotions for employees.

2. METHODS

2.1 Research design

The research used use approach descriptive quantitative where explain results primary data acquisition in the form of the future questionnaire will spread to employee company food/beverage in Cijantung-Jakarta. In the questionnaire who will share, many statements explain indicators involving motivational variables work, environment work, and performance employees. Where are the hands seen in conceptual framework study Where are the hands seen in conceptual framework study as be seen figure 1.

2.2 Data Collection

The data collection technique used by the author consists of direct observation of the object in the form of a distribution questionnaire to employees. At the same time, the research subjects related to the problem to be studied were carried out by providing ten statements related to the work motivation variable (X_1), ten statements related to the Work Environment (X_2), and ten statements related to the variable Performance (Y). The population used the whole employee the company concerned with the total employee as many as 75 people because existing population not enough of 100 people then study this using sample Fed up where the whole population made sample.
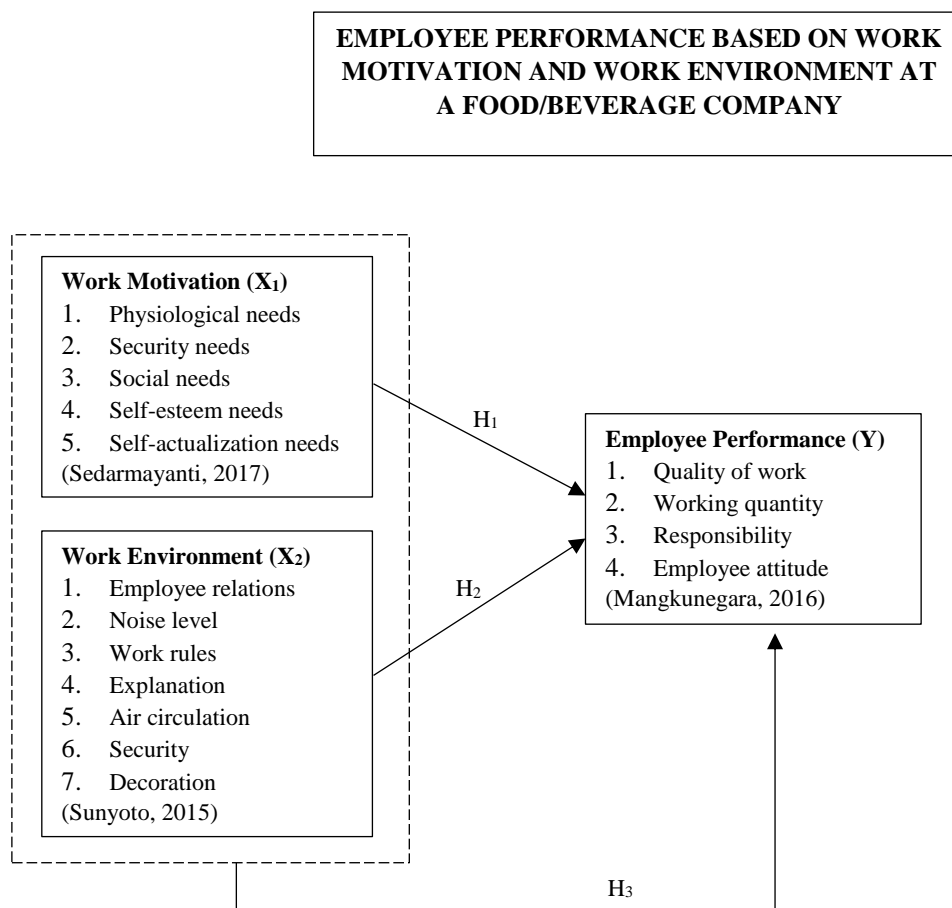
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Figure 1 Framework

3. RESULTS AND DISCUSSION

3.1. Results

To determine (partially or simultaneously) the percentage of the power of influence between the independent variables on the dependent variable in this study was analyzed using the coefficient determination where results were obtained as follows:

Table 1 The results of the partial determination of the coefficient of work motivation (X_1) on
employee performance (Y)

Model Summary

Patten	R	R Square	Customized R Square	Std. Estimation Error
1	.695a	.483	.476	2.505

a. Predictors: (Constant), Work Motivation (X_1)
Source: Data processed, 2021

Based on results testing on obtained Mark *R-square* of 0.483 so that could conclude that the motivation variable work (X_1) effect on the Employee Performance variable (Y) of 48.3%, which means other variables influence 51.7%: this no in line with research conducted by Surjosuseno (2015).

Table 2 Partial coefficient of work environment determination test results (X2) on employee performance (Y)

Model Summary

Patten	R	R Square	Customized R Square	Std. Estimation Error
1	.700a	.490	.483	2,488

a. Predictors: (Constant), Work Environment (X2)

Source: Data processed, 2021

Based on results testing on obtained Mark *R-square* of 0.490 so that could conclude that the Environment variable work (X2) effect on the Employee Performance variable (Y) of 49%, which means 51% is influenced by other variables, this leave behind with research conducted by Suparman (2020) where environment work only take effect of 31.5% against performance employees. The tall Mark *R-square* means the more good prediction model of the proposed research model, that is, if Mark approaches 1 (one) and away from 0 (zero) (Ghozali, 2016).

Table 3 Results of determining the simultaneous coefficient of work motivation (X1) and work environment (X2) on employee performance (Y)

Model Summary

Pattern	R	R Square	Customized R Square	Std. Estimation Error
1	.806a	.650	.640	2.076

a. Predictors: (Constant), Work Environment (X2), Work Motivation (X1)

Source: Data processed, 2021

Based on the results test in the table above obtained, Mark *R-square* is 0.650 then could conclude that the variable Motivation (X1) and Environment work (X2) affects the Employee Performance variable (Y) of 65%. This thing in line with the study Nuraldy (2020), with contribution influence by 55.5%.

Test next using the hypothesis h test between the independent variables that is work motivation (X1) and work environment (X2) and the dependent variable that is employee performance (Y) by using t-test (partial test). In this study, we used a significance level of 5% (0.05) by comparing the t - value with the t- tabled which criteria are used as follows:

(a) If the significant value t-test > 0.05, then H0 is accepted, and Ha rejected. It means there is no influence between the independent variable and the dependent variable.
(b) If the significant value t-test < 0.05, then H0 rejected and Ha accepted. It means there is an influence between the independent and dependent variables.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 4 Hypothesis test results (t-test) work motivation variable (X1) against employee performance (Y)

coefficient

Pattern	Non-standard coefficient B	Non-standard coefficient Std. Error	Standard Coefficient Beta	t	Sig.
1 (Constant)	16,953	2,579		6.575	.000
Work motivation (X1)	.577	.070	.695	8.266	.000

a. Dependent Variable: Employee Performance (Y)

Source: Data processed, 2021

Based on the results of the T-test above, it shows that the significance value of the Work Motivation variable (X1) is 0.000 <0.05, meaning that the X1 variable influences Employee Performance (Y).

Table 5 T-test results of work environment variables (X₂) on employee performance (Y)

coefficient

Pattern		Non-standard coefficient		Standard Coefficient		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	13,795	2,918		4.728	.000
	Work Environment (X2)	.659	.079	.700	8,383	.000

a. Dependent Variable: Employee Performance (Y)
Source: Data processed, 2021

Based on the results of the T-test above, it shows that the significance value of the Work Environment variable (X2) is also 0.000 <0.05, meaning that the X2 variable influences Employee Performance (Y).

Table 6 Hypothesis results (Test f) simultaneously work motivation (X₁) and work environment (X₂) against employee performance (Y)

ANOVA

Pattern		Number of Boxes	df	Average Box	F	Sig.
1	Regression	576,413	2	288,207	66,884	.000b
	Remainder	310.254	72	4.309		
	Whole	886,667	74			

a. Dependent Variable: Employee Performance (Y)
b. Predictors: (Constant), Work Environment (X₂), Work Motivation (X₁)
Source: Data processed, 2021

Then to test the influence of variables simultaneously using the F test with a significance level of 5% (0.05) and comparing the $_{calculated\ F\ value}$ with the F $_{table}$, where the criteria are as follows:

(a) If value F $_{count}$ < F $_{table}$, then H $_0$ accepted and Ha rejected. It means motivation and environment work by simultaneous no take to effect positive and significant to performance

(b) If value F $_{count}$ > F $_{table}$ then H $_0$ rejected and Ha accepted. It means motivation and environment work by simultaneous take effect positive and significant to performance employee.

Based on the F test results above obtained F value $_{count}$ > F $_{table}$ (66,884 > 2,730) means motivation and environment work by simultaneous take effect positive and significant to performance employees.

3.2. Discussion

Based on results that have been put forward previously about connection Among motivation work and environment work to performance, the employee concluded that there is a significant and influential relationship positive with different values/percentages on each the results obtained. For example, on motivation work to performance employee, the results obtained are 48.3% where researched motivation related with need physiological needs, safety needs, social needs, needs appreciation self, and need actualization self (Sedarmayanti, 2017). The value appears because from the question asked, there is a statement with a score of Lowest,

namely 3.33, regarding "The salary I receive can motivate me to work better." Therefore, it can be interpreted that the company still has not yet adapted Salary standards according to the workload of each employee because, in general, the higher the wages and salaries, the higher the morale and motivation of employees (Sunarto, 2020).

While in the environment work to performance employee results obtained by 49%, where environment the intended outcome in study this cover connection work, level noise, regulations work, lighting, circulation air, security, and on-site decoration work (Sunyoto, 2015). The value appears from a statement about "Music at my workplace doesn't interfere with work" with the score obtained is 3.36, which means the music/ song being played is not enough following time work, where adequate time for increasing concentration in work with listening to music better started after break work and music without lyrics is the ideal type (Sunarto, 2020).

Another result obtained on performance employee value of 65.9 %, that intended performance covers quality work, quantity work, responsibility answer and attitude employees (Mangkunegara & Prabu, 2017). Although have mark highest in the score, there is a statement with score Lowest namely 3.27, regarding "Employees' work can meet the quality standards set by the company" this occurs because existence several employees who often make mistakes and have not been able to meet the standards set by the company. So what leaders should do is regularly hold a meeting with one of the representatives from the department, discussing the company culture: what needs to be improved and how to improve it. Before starting the meeting, make sure the company management informs that this meeting is open for every employee to express their opinion without feeling guilty. This can make employees feel valued and increase company morale (Sunarto, 2020).

4. CONCLUSION

Study this has attempted for researching related problems with performance employee where performance employee is reflection performance companies that can see from how much large output can be generated and give profit for the company. This study the possible occur from various indicators that have been set, fine that covers need physiological employees, relations workfellow employees, up to the quantity of the work.

All this is related to how leaders could apply System comfortable and mutual work profitable good for party employee or company. Studies have contributed small in giving input to the company because the variable used not yet fully could apply in the company still many other variables that can be added for research. However, based on the research results, the study recommends that leaders give praise to make employees feel valued work hard. Apart from that, Leaders can also provide bonuses for capable employees to complete their job at a good and right time. Besides that, good companies organize training programs special for professional development and raise the salary to encourage employees to improve the resulting performance.

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