



The effect of work motivation and work environment on the performance of Mitra10 Karawang employees

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ABSTRACT

This study aims to determine the effect of work motivation and work environment on the performance of Mitra10 Karawang employees. So the objectives to be achieved in this research are, to find out how much work motivation and work environment affect the performance of Mitra10 Karawang employees, to find out how much motivation work affects the performance of Mitra10 Karawang employees, to find out how much the work environment affects the performance of Mitra10 Karawang employees, which independent variable has the most dominant effect on employee performance. The research method used is a quantitative method through an associative approach. The research location is Mitra10 Karawang, Teluk Jambe, West Karawang. The sample selection method in this study is a saturated sample (census). The data analysis technique used classical assumption test, multiple linear regression test, f test and t test. The results of this study indicate that work motivation and work environment have a simultaneous effect on employee performance, partially work motivation has a positive and significant effect on employee performance, work environment has a positive and significant effect on employee performance, dominantly work motivation variable affects employee performance. The implication of this research is that there are cleanliness observers and workspace observers so that the tasks given by employees are done well and it is hoped that work motivation will increase the passion and enthusiasm of employees in a company.

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INTRODUCTION

In the Era of Globalization is an era that has very rapid progress because there are no restrictions on accessing information so that companies and institutions must be able to evaluate and study what can be done to advance the company and the institution is supported by increasingly sophisticated and developing technology, which is able to support the individual himself.

HR performance is a term derived from the word Job Performance or Actual Performance of job performance or actual achievement achieved by a person (Kuswati, 2020). Performance is a

result of work achieved by a person in carrying out the duties charged to him which are based on skills, experience and sincerity and time. Improving the performance of employees in the organization is very necessary so that the goals desired by the organization can be realized properly. The performance of an organization will increase if there is motivation and a good work environment from the organization itself (Prabowo et al., 2018).

In this study, researchers examined motivation and the work environment. If the motivation is good and the work environment is good, the resulting performance will also be good. Motivation is a factor that largely determines performance. Motivation is the impulse, desire, desire and driving force that comes from man to do or to do something (Natalia Susanto, 2019).

Increasing employee motivation such as responsibility in terms of work, being active in carrying out their work will certainly improve employee performance in the company. Likewise, the existence of a good work environment will cause the level of employee performance in the company to increase (Pratiwi & Sari, 2018). Vice versa, if the decline in employee work motivation and the poor work environment will certainly have an impact on reducing employee performance itself, and the company will be in a critical period and will be difficult in global competition.

Work motivation is one of the important factors, because with high work motivation it will be supported by an increase in employee performance. Therefore, work motivation is very necessary to increase employee work. Motivation is an impulse that grows in a person. Both from within and outside himself to do a job with high enthusiasm using all the abilities and skills he has to achieve organizational goals (Randy et al., 2019).

Motivation can also encourage employees to work harder and be serious in achieving the desired goals. Motivation also affects the effectiveness of a manager. Because the manager's ability to motivate, influence, direct and communicate well with employees will determine the effectiveness of such managers (Khairuddin & Mofika, 2019). Motivation is also an activity that results in, channeling, and nurturing human behavior.

In addition to the work motivation factor, the work environment in which the employee works is also no less important in improving employee performance. Where the Work Environment is the material and psychological conditions that exist in the organization (Sudarso, 2020). Therefore, the organization must provide an adequate work environment such as a physical environment (comfortable office layout, clean environment, good air exchange, colors, sufficient lighting and melodious music), as well as a non-physical environment (employee work atmosphere, employee welfare, relationships between fellow employees, relationships between employees and leaders, and places of worship).

A good work environment can support work implementation so that employees have the spirit to work and improve employee performance (Setiawati, 2021). To create high performance, it is necessary to increase optimal work and be able to utilize the potential of Human Resources owned by employees to create organizational goals, so that it will make a positive contribution to the development of the organization. In addition, organizations need to pay attention to various factors that can affect employee motivation, in this case it is necessary to have an organizational role in increasing motivation and creating a conducive work environment to encourage the creation of professional attitudes and actions in completing work in accordance with their respective fields and responsibilities (Syalimono Siahaan & Syaiful Bahri, 2019).

Working conditions are conditions where a good workplace includes a physical environment and a non-physical environment that can give a pleasant, safe, peaceful impression, and so on (Jahari, 2019). Good working environment conditions will increase morale at work which allows it to affect employee performance.

Comfortable working environment conditions will affect employees to work harder and concentrate on completing their tasks on schedule (Yanuari, 2019). Successful performance improvement requires agencies to know performance goals. If performance goals are grown from within the employee, it will form a strength and if the work environment situation supports it,

achieving performance will be easier (Ronal et al., 2019). Agencies that have a good and comfortable work environment will make it easier for their employees to improve their performance. In addition, good working conditions will help reduce saturation and fatigue. So that it is expected to improve employee performance.

Employees should also be paid attention to by the company. Employees can become stressed, get sick or have a work accident if the working environment conditions are not paid enough attention. Therefore, visual, auditory, fatigue and work environment disorders in the form of temperature and humidity, really need to be controlled or reduced as much as possible (Yantika et al., 2018).

MITRA10 Karawang Located at jl location. Interchange, Teluk Jambe. West Falkirk. It can be seen that not all employees here have good work motivation. But the average cultural environment here really maintains the work motivation of employees. It can be seen from the internal employee attendance data that the monthly absenteeism standard is not good enough.

In employee performance indicators according to Desler attendance is one of the points that reflect employee performance. Even though employees have been motivated by various things such as: providing salaries and benefits that are adjusted to work, health care, tourism and outing activities to better familiarize interpersonal and cooperative relationships, birthday celebrations that foster feelings of recognition and appreciation, and training to add and improve the hr skills of employees and others.

Human resources are one of the most important factors in a company in addition to other factors such as capital. Defines performance as the result of work in quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities assigned to them. Performance appraisal is a process through which organizations evaluate or assess employee performance achievements.

The uses of performance performance performance appraisal are as follows: Performance Performance Improvements, Compensation Adjustments, Placement Decisions, Training and Development Needs, Career Planning and Development, Staffing Process Deviations, Informational Inaccuracies, Job Design Errors, Fair Performance Opportunities, External Challenges. The characteristics of people who have high performance are as follows: Have high personal responsibility, Dare to take and bear the risks faced, Have realistic goals, Have a comprehensive work plan and strive to realize their goals. Factors that affect performance are: Individual Factors, Psychological Factors, Organizational Factors. Performance indicators, namely: Quality, Quantity, Punctuality, Cooperation (Leonardo Hendy Lukito & Ida Martini Alfriani, 2018).

Motivation is a will or desire that arises in employees that generates enthusiasm or encouragement to work optimally to achieve organizational goals. There are various theories about motivation according to experts that explain motivation. This theory is grouped into several categories, namely: Hierarchy of Needs Theory (Basic Needs, Security Needs, Social Needs), Theory X and Y, Theory of Two Factors (Motivation Factors, Hygiene Factors), McClelland's Theory of Needs (Need for achievement (nAch), Need for power (nPow), Need for affiliation (nAff) (Sembiring, 2020).

The objectives of providing motivation are as follows: Encouraging employee passion and morale, Increasing employee morale and job satisfaction, Increasing employee work productivity, Maintaining loyalty and stability of company employees, Increasing discipline and lowering employee absenteeism, Streamlining employee procurement, Creating a good atmosphere and working relationship, Increasing employee creativity and participation, Increasing the level of employee welfare, Heightening the sense of responsibility of employees to their duties, Improving the efficiency of using tools and raw materials.

Motivational indicators of Maslow's theory. The hierarchy of needs theory of Abraham Maslow consists of: physiological-need, safe-need, social-need, Esteem-need, Self-actualization need. Motivational dimensions: The need to excel (Personally responsible in making decisions,

Enthusiastic high achievement, Consistent in carrying out tasks in accordance with agreed decisions), The need to be affiliated (Desire to work with others, Desire to take risks, Desire to work better than others), The need for power (Communication to fellow employees, Leader to his subordinates, Cooperation between employees).

The work environment is the entire tool and material faced, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group. The work environment is the entire tool and material faced, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group (Feel et al., 2018). Broadly speaking, the work environment is divided into two, namely: Physical work environment and Non-physical work environment.

The factors that can influence the formation of a work environment condition are associated with the ability of employees, including: Supporting Factors of the Work Environment (Good lighting at work, cool temperature at work, good humidity at work, good circulation at work, no noise at work, mechanical vibrations in the workplace). Factors Inhibiting the Work Environment (Unpleasant smells at Work, Poor Coloring at Work, Poor Decoration at Work, Poor Safety at Work). Leader's Strategy in Improving the Work Environment (Building open communication, Uniting organizational goals, Providing good facilities).

RESEARCH METHOD

The type of research used in this study is quantitative method. This study applies a quantitative method that uses the multiple linear regression method to estimate whether there is an influence between dependent and independent variables. The survey data collection method is in the form of distributing questionnaires to Mitra10 Karawang employees with a total of 120 people. The purpose of using the questionnaire is to dig deeper into respondents' answers about variables. The analysis methods to be used are validity test, reliability test, classical assumption test, multiple linear analysis and hypothesis test.

The sampling technique uses the Random Sampling technique. According to Sugiyono (2018: 120) Random sampling is said to be simple (simple because the sampling of members of the population is carried out randomly without paying attention to the strata in that population. This method is done when members of the population are considered homogeneous. From the population in Mitra10 Karawang, researchers decided to use the Slovin formula to determine the sample size in this study: $n = \frac{N}{1+N(e)^2}$ $n = \frac{120}{1+120(0,1)^2}$ $n = 54,54$. Then the sample taken was 60 employees.

RESULTS AND DISCUSSIONS

Characteristics of Respondents

Table 1. Characteristics of respondents by gender

No	Gender	Frequency	Percentage
1	Man	32	53,3%
2	Woman	28	46,7%

Based on the data in table 1. above, it shows that of the 60 respondents who work at Mitra10 Karawang based on gender, namely men as many as 32 people or 53.3% and women as many as 28 people or 47.6%. This shows that the employees who work at Mitra10 Karawang are the most male than female.

Table 2. Characteristics of respondents by age

No	Age	Frequency	Percentage
1	17-25 Years	35	58,3%
2	26-35 Years	11	18,3%
3	> 35 Years	14	23,4%

Based on the data in table 2. the above shows that of the 60 respondents who work at Mitra10 Karawang based on age, namely the age of 17-25 years as many as 35 people or 58.3%, the age of 26-35 years as many as 11 people or 18.3% and the age of >35 years as many as 14 people or 23.4%. This shows that the employees who work at Mitra10 Karawang are at most 17-25 years old.

Table 3. Characteristics of respondents by education

No	Education	Frequency	Percentage
1	High School/Equivalent	46	76,7%
2	Diploma	3	5,0%
3	Undergraduate	10	16,7%
4	Postgraduate	1	1,6%

Based on table 3. The last education above can be seen from the 60 employees who worked at Mitra10 karawang the average last education was high school-equivalent as much as 76.7% or a total of 46 people. Furthermore, the 2nd highest percentage is in S1 education as much as 16.7% or 10 people, the last D2 education was 3 people or at 5% and S2 1 person or at 1.6%. It can be concluded that employees who work at Mitra10 Karawang are dominated by people whose educational backgrounds are high school-equivalent..

Table 4. Characteristics of respondents based on length of service

No	Length of Service	Frequency	Percentage
1	< 1 Years	15	25,0%
2	2 Years	17	28,3%
3	3 Years	8	13,3%
4	> 4 Years	20	33,4%

Based on the data in table 4. above shows that of the 60 respondents who work at Mitra10 Karawang based on length of work, namely working < 1 year as many as 15 people or 25.0%, working 2 years as many as 17 people or 28.3%, working 3 years as many as 8 people or 13.3% and working > 4 years as many as 20 people or 33.4%. This shows that employees who work at Mitra10 Karawang are the most employed for more than > 4 years.

Validity Test

Table 5. Work motivation variable validity testing (X1)

Variabel	r count	r table	Status
X1.1	0,787	0,254	Valid
X1.2	0,692	0,254	Valid
X1.3	0,858	0,254	Valid
X1.4	0,812	0,254	Valid
X1.5	0,875	0,254	Valid
X1.6	0,772	0,254	Valid
X1.7	0,808	0,254	Valid
X1.8	0,805	0,254	Valid
X1.9	0,903	0,254	Valid
X1.10	0,864	0,254	Valid

Based on the data in table 5. above it can be seen that all statements for the work motivation variable tested have a calculated r value (Corrected ItemTotal Correlation) > r table of 0.254. So it can be concluded that all the statements in the study are valid..

Table 6. Work environment variable validity testing (X2)

Variabel	r count	r table	Status
X2.1	0,883	0,254	Valid
X2.2	0,907	0,254	Valid
X2.3	0,817	0,254	Valid
X2.4	0,880	0,254	Valid
X2.5	0,742	0,254	Valid
X2.6	0,799	0,254	Valid
X2.7	0,839	0,254	Valid
X2.8	0,902	0,254	Valid
X2.9	0,843	0,254	Valid
X2.10	0,849	0,254	Valid
X2.11	0,815	0,254	Valid
X2.12	0,824	0,254	Valid
X2.13	0,800	0,254	Valid
X2.14	0,877	0,254	Valid
X2.15	0,854	0,254	Valid

Based on the data in table 6. above it can be seen that all statements for the working environment variables tested have a calculated r value (Corrected Item-Total Correlation) > r table of 0.254. So it can be concluded that all statements in the study are valid.

Table 7. Employee performance variable validity testing (Y)

No	r count	r table	Status
1	0,779	0,254	Valid
2	0,868	0,254	Valid
3	0,901	0,254	Valid
4	0,879	0,254	Valid
5	0,728	0,254	Valid
6	0,844	0,254	Valid
7	0,907	0,254	Valid
8	0,899	0,254	Valid
9	0,736	0,254	Valid
10	0,792	0,254	Valid
11	0,870	0,254	Valid
12	0,915	0,254	Valid
13	0,855	0,254	Valid

Based on the data in table 7. above it can be seen that all statements for the performance variables tested have a calculated r value (Corrected Item-Total Correlation) > r table of 0.254. So it can be concluded that all statements in the study are valid.

Reliability Test

Table 8. Reliability test result

Variabel	Cronbach's Alpha	N of Items	Status
Work Motivation	0,944	10	Reliabel
Work Environment	0,970	15	Reliabel
Employee Performance	0,966	13	Reliabel

Based on table 8. above, it can be known that the reliability test results that the Cronbach Alpha value of all variables tested is above 0.60, so it can be concluded that all instruments in this study are reliable and suitable for use in taking research data.

Test Classical Assumptions

Table 9. Multicholnearity test results

Model	Unstandardized		Standardized	t	Sig.	Collinearity	
	Coefficients		Coefficients			Tolerance	VIF
	B	Std. Error	Beta				
(Constant)	7,929	4,027		1,969	,054		
Work Motivation	1,293	,240	,818	5,379	,000	0,122	8,191
Work Environment	,503	,150	,104	3,687	,001	0,122	8,191

a. Dependent Variable: Employee Performance

Based on table 9. above shows that the results of the Variance Inflation Factor (VIF) show that the VIF value of work motivation is 8.191, the VIF value of the work environment is 8.191. This shows that none of the independent variables have a VIF value of more than 10. So, it can be concluded that there is no multicholnearity between independent variables in the regression model. The calculation results also show the tolerance value of each variable, namely work motivation of 0.122 work environment of 0.122. This shows that no independent variable has a tolerance of less than 0.1. So according to the tolerance value, there is no multicholnearity in the regression model.

Coefficient of Determiation (R square)

Table 10. Coefficient of determination test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,916 ^a	.839	.834	2.36153

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

b. Dependent Variable: Employee Performance

Based on table 10. above, then the results of the coefficient of determination test can be seen that the magnitude of the R square value is 0.839 or equal to 84%. So the magnitude of the coefficient of determination of 84% of the results explains that the variable work motivation, work environment affects employee performance by 84%. While the rest (100%-84%=16%) of 16% is explained by other unknown factors or variables and is not included in this regression analysis.

Multiple Regression Analysis

Multiple Regression Analysis is used to prove the correctness of research hopotesis. In this study, multiple linear regression analysis was used to determine whether or not there was an influence of work motivation (X1), work environment (X2), on employee performance (Y). The test results of multiple linear regression analysis can be seen in the following.

Table 11. Multiple regression analysis result

Model	Unstandardized		Standardized	t	Sig.
	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	7,929	4,027		1,969	,054
Work Motivation	1,293	,240	,818	5,379	,000
Work Environment	,503	,150	,104	3,687	,001

a. Dependent Variable: Employee Performance

Based on table 11. it can be seen in Unstandardized Coefficients part B that the multiple linear regression equation is obtained as follows: $Y = -7,929 + 1,293 X_1 + 0,503X_2 + e$

The regression equation above shows the relationship between the free variable and the partially bound variable of the equation, it can be concluded that: a. Constant = 7.929. The constant of 7.929 means that if the variables of work motivation (X1), work environment (X2) are constant or $X = 0$, then the employee's performance value is 7.929 assuming other variables that affect business development are considered fixed; b. Coefficient of work motivation (X1) = 1.293. The result of the regression of the work motivation variable (X1) 1.293, the result states that if there is an increase in the work motivation variable by 1% employee performance will also increase by 1.293; c. Working Environment Coefficient (X2) = 0.503. The result of the regression of the work environment variable (X2) 0.503, the result states that if there is an increase in the innovation variable by 1% then employee performance will also increase by 0.503.

Partial Test (T test)

Based on table 11. Above we can see that the significance value < 0.05 and the calculated value of t calculated $> t$ of the table 2,002. Then there is the influence of the variable X on the variable Y:

Work Motivation Variables. The calculated value of the creativity variable (X1) is greater than the t table (5.379 > 2.002) with a significance value below 0.05 which is 0.001. So it can be concluded that H_a is accepted, meaning that the variable Work Motivation (X1) partially has a significant effect on the employee performance variable (Y).

Work Environment Variables. The calculated value of the work environment (X2) is, 3.687 greater than the t table (3.687 > 2.002) with a significance value below 0.05 which is 0.001. So it can be concluded that H_a is accepted, meaning that the work environment variable (X2) has a significant effect on the employee performance variable (Y)

Simultaneous Test (F Test)

Table 12. F Test ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1659,370	2	829,685	148,773	,001 ^b
Residual	317,880	57	5,577		
Total	1977,250	59			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Motivation, Work Environment

Based on table 12. above that the value of the test result f (simultaneously) obtained F count 148.773 while the value of F table is 2.76 then the value of F calculate $> F$ table with a significance level smaller than 0.05 i.e. 0.001. So it can be concluded that H_a is accepted, the variables of work motivation and work environment together have an influence on employee performance.

The Effect of Work Motivation (X1) on the Performance of Mitra10 Karawang (Y) Employees. The Work Motivation variable has a significant effect on the performance of Mitra10 Karawang employees, the results based on partial testing, the calculated value of the creativity variable (X1) is greater than the t table (5,379 $> 2,002$) with a significance value below 0.05, namely 0.001. So it can be concluded that H_a is accepted, meaning that the Work Motivation variable (X1) partially has a significant effect on the employee performance variable (Y).

Effect of Work Environment (X2) on Employee Performance of Mitra10 Karawang (Y). Work environment variables have a significant effect on the performance of Mitra10 Karawang employees. The results are based on partial testing that the result of the calculated value of the work environment (X2) is, 3,687 is greater than the t table (3,687 $> 2,002$) with a significance value below 0.05, which is

0.001. So it can be concluded that H_a is accepted, meaning that the work environment variable (X_2) has a significant effect on the employee performance variable (Y).

The Effect of Work Motivation (X_1) and Work Environment (X_2) on the Performance of Mitra10 Karawang (Y) Employees. Based on the results of joint testing (f test) variables of work motivation and work environment on employee performance showed a joint (simultaneous) influence. The variables of Work Motivation (X_1) and Work Environment (X_2) to Employee Performance (Y) shown by, F_{hitung} 148.773 while the F_{tabel} value is 2.76, then the $F_{hitung} >$ value with a significance level smaller than 0.05 is 0.001. Then it can be concluded that H_a is accepted, the variables of work motivation, work environment, together (simultaneously) have an influence on employee performance.

CONCLUSION

The Work Motivation Variable (X_1) partially has a significant effect on the Employee Performance variable (Y). The Work Environment variable (X_2) has a significant effect on the Employee Performance variable (Y). The variables of Work Motivation, Work Environment, together (simultaneously) have an influence on Employee Performance.

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