

The Effect of Work Motivation, Teamwork and Physical Work Environment on the Performance of PT Faradi Pesona Indonesia Employees

Dheazalfa Sukmarini¹, Ahmad Cik², Kumba Digdowiseiso^{3*}

^{1,2,3*} Faculty Economy And Business, Jakarta National University, Indonesia

Email: ¹ dheazalfa@gmail.com, ² ahmadck@civitas.unas.ac.id,

^{3*} kumba.digdo@civitas.unas.ac.id

Abstract

This research is the results of research on the Effect of Work motivation, Teamwork, and Physical Work Environment on Employee Performance at PT Faradi Pesona Indonesia. The research method used is quantitative method. The results of this study used primary data in the form of a questionnaire to 60 respondents, the The results of the study stated that there was a positive and significant influence between the variables Work Motivation, Teamwork and Physical Work Environment on Employee Performance at PT Faradi Pesona Indonesia. Therefore the results of the study have been capable to influence work motivation, teamwork and physical work environment on the performance of employees of PT Faradi Pesona Indonesia.

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

INTRODUCTION

Source Power man own position And position Which important In an organization, resources are related to employees (Davidescu et al., 2020). Employees are the most important and valuable resource owned by a company or government agency (Akhmetshin et al., 2019). Employees or employees have a role important in progress or setback something organization, in an organization, employees are always required to have high performance and mobility, because the achievement and success of an organization is determined and depends on the ability and performance of the human resources within it. That is para employee or employee That Alone. By Because That It can be concluded that employees and the company have a very close influence, because these two aspects both need each other (Kanter, 2017).

The success of a company or organization is largely determined by the activities of utilizing human resources that have quality and quantity, as well as hold role important in function operational company (Ahmad, 2015). Companies need to understand and know the needs of their employees, because employees' living needs are one of the reasons why they work and stay in a job (Akkas et al., 2015). And if employees' needs are met, they will be motivated to become better employees (Sabir, 2017). This motivation causes work performance, especially improving overall company performance (Gılmeanu, 2015).

Motivation is action Which done somebody For make ends meet Which Not yet

How to cite: Dheazalfa Sukmarini, Herry Krisnandi, Kumba Digdowiseiso (2024) The Effect of Work Motivation, Teamwork and Physical Work Environment on the Performance of PT Faradi Pesona Indonesia Employees, (5) 1. Doi:

E-ISSN: [2721-5202](https://doi.org/10.24127/jsss.v5i1.12345)

Published by: [CV. Syntax Corporation Indonesia](http://www.syntaxcorp.com)

fulfilled in himself. Marquis And Huston, 2013 in (Kaawoan et al., 2017). These needs range from the most basic needs to the highest needs such as necessities physiological, safe And comfortable, social/ Love, award And self-actualization (Kaawoan et al., 2017). Even though motivating employees is difficult, a leader must always try to motivate employees so that the company they lead can progress and develop (Fowler, 2023).

Teamwork according to Bene And Seats in (Daniels et al., 2021) emphasizes that the major premise in a team is that everyone in the work team must function as a cooperative and productive player to achieve the desired results.

Teamwork has a significant and positive effect on performance variables Employee according to Marpung (2014), regarding This based because Teamwork cannot be separated from the cooperation of employees who are there to work and employee teamwork is a philosophy based on the idea of life as values that constitute human character.

The work environment in a company is very important for management to pay attention to. The work environment is an important factor and has a big influence on the company and its employees, where the work environment can improve employee performance. With a good work environment, employees will feel at home working in the company (Shammout, 2021).

The physical work environment in the sense of all conditions that exist around the work place, and influence employees both directly and indirectly (Cintia & Gilang, 2016). Panjaitan (2017) defines *stakeholders* as groups or individuals who are not expressly part of the organizational environment because *internal stakeholders* are actually members of the organization, where managers have responsibility for their interests.

Employee performance is a description of the level of achievement in implementing an activity program or policy in realizing the goals, objectives, vision and mission outlined through an organization's strategic planning. According to Moehariono(2014), *performance* as results performance that can be achieved by a person or group of people in an organization both qualitatively and quantitatively in accordance with their respective authority, duties and responsibilities in an effort to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics. Good performance will be achieved if the factors that cause this performance are well met. There are factors that can influence performance employees viz among them work motivation, *teamwork*, and physical work environment. Employee performance appraisal is the process of evaluating how well employees do their work when compared to standard operational procedures that employees must comply with.

PT. Faradi Pesona Indonesia is a private company engaged in the wholesale clothing (Fashion) trade. The company has a target of selling 10,000 pcs of its products within one month, where each activity that workers carry out of course has different responsibilities and workloads. PT. Faradi Pesona Indonesia, most of whose employees are engaged in clothing production, graphic design, fashion designers, and digital teams marketing. And also workers has operating hours for work, namely 08.30 to 17.30 WIB.

In increase Performance Employee on PT Faradi Charm Indonesia still seems to face obstacles making it difficult to achieve organizational goals. Conditions that are not yet ideal still exist, such as employees who do not communicate well between individuals and groups, employees who are uncomfortable with their environment, and employees who do not complete their work responsibilities. The following is the *output* data on employee performance achievements for 2019-2021 PT. Faradi Pesona Indonesia.

In research Hidayat (2018), it is explained that *teamwork* indirectly influences

employee performance. This research was conducted on all employees at PT. Dunia Barusa Banda Aceh Branch as many as 170 people. In research Jufrizen (2018), it is explained that work motivation cannot strengthen or weaken the relationship between work discipline and employee performance.

In research Adha et al., (2019), it is explained that work motivation does not influence positive as well as significant to performance employee. Research This It was tried on all 32 employees of the Jember Regency Social Service.

To improve employee performance, work motivation, *teamwork* and a physical work environment are needed which can encourage employees to improve employee performance (Astuti, 2021). Thus, based on the background, the author raised research, with the title "The Influence of Work Motivation, *Teamwork* , and Physical Work Environment on the Performance of PT Employees. Faradi Pesona Indonesia".

This research aims to analyze the influence of work motivation, teamwork and physical work environment on employee performance at PT Faradi Pesona Indonesia. By achieving this aim, the research is expected to contribute to the understanding of these factors in the context of the company. For companies, this research is useful as a guide to evaluate the extent to which work motivation, teamwork and the physical work environment influence employee performance. For academics, this research can be a reference for further studies regarding work motivation, teamwork, and the physical work environment in the context of PT Faradi Pesona Indonesia, as well as providing a general overview for determining research topics. For the author, this research is an opportunity to compare and apply the knowledge gained during college in the field of Human Resources Management, especially regarding work motivation, teamwork, and the physical work environment on employee performance.

RESEARCH METHOD

This research focuses on examining the impact of work motivation, teamwork, and the physical work environment on employee performance. The data for the study were collected from employees at PT Faradi Pesona Indonesia through questionnaires, with primary data gathered from respondents and secondary data obtained from relevant articles, journals, and books. The research population consists of 60 employees, and the sampling method employed is saturated sampling, where the entire population is included based on certain characteristics or traits. Data were collected using the Likert scale, and the operational definitions of the variables are provided. The research involves both descriptive and inferential analyses, with the latter employing multiple linear regression to assess the relationship between independent variables (work motivation, teamwork, and physical work environment) and the dependent variable (employee performance). The study includes validity and reliability tests, as well as classical assumption tests, such as normality, multicollinearity, heteroscedasticity, and autocorrelation. The appropriateness of the model is evaluated using the F-test and coefficient of determination (R^2), and hypothesis testing involves the t-test to determine the significance of the influence between independent and dependent variables.

RESULTS AND DISCUSSION

A. Research result

1. Results Complete Research Estimates

a. Descriptive Analysis

Table 1. Total Mean Motivation Work (X1)

No.	Statement	Mean
-----	-----------	------

Motive	
1	I feel there is satisfaction in being able to do it completing difficult work and achieving work targets 4.32
Hope	
2	I capable use potency self And work independently 4.43
3	I feel motivated to do my work correctly and quickly according to the target 4.40
Incentive	
4	I feel satisfied accept bonus in accordance with assessment of personal performance results 4.33
5	I get overtime money when I do work after the company's operating hours 4.43
Total Mean	
Average Total Mean Motivation Work	
21.90	
4.38	

Source : Processed by researcher, 2023

On table the amount respondents Which fill in questionnaire as much 60 people. It can be seen that the average respondent assessment of the work motivation variable, overall, is in the high category, namely 4.38. Statement Which contribute most big to variable motivation work, namely respondents feel there is satisfaction if they are able to work independently and get overtime pay with a mean of 4.43. This shows that work motivation influences performance in the company.

Table 2. Total Mean Teamwork (X2)

No.	Statement	Mean
Objective Which The same		
1	Every member team considered own high contribution in achieving company goals	4.52
Enthusiasm		
2	Every member team own Spirit Which equal to the success of the company	4.47
Communication effective		
3	Every member team communicate with good carrying out company duties	4.47
Role And not quite enough answer Which clear		
4	Each team member is aware of their respective roles to achieve the targeted goals	4.58
Skill Which owned by members of the group		
5	Every team member has high awareness direct potency self in achieving goals	4.60
Total Mean		22.53
Average Total Mean Teamwork		4,506

Source : Processed by researcher, 2023

On table the amount respondents Which fill in questionnaire as much 60 people. It can be seen that the average respondent assessment of the teamwork

variable, as a whole, is in the high category, namely 4.506. The statement that contributed the most to the teamwork variable was that respondents felt that each team member had a high level of awareness of direction potency self in reach objective with mean as big as 4.60. This shows that teamwork influences the achievement of goals in the company.

Table 3. Total Mean Descriptive Environment Work Physique (X3)

No.	Statement	Mean
Lighting light at workplace		
1	The lighting in the work space is quite good and not dazzling so it supports my work activities	4.50
2	Atmosphere environment Work I very support so that I can work better	4.37
Temperature in place Work		
3	In the room Work company place I workers are provided with air conditioning facilities	4.37
Security in place Work		
4	I own flavor safe leave bag in the work room	4.40
5	I leave vehicle I in parking area the office is quiet	4.40
Cleanliness		
6	The company where I work always applies environmental cleanliness to its employees.	4.22
Total Mean		26.25
Average Total Mean Environment Work Physique		4,375

Source : Processed by researcher, 2023

On table the amount respondents Which fill in questionnaire as much 60 people. It can be seen that the average respondent assessment of the physical work environment variable, as a whole, is in the high category, namely 4.375. The statement that contributed the most to the physical work environment variable was that respondents felt that the lighting in the work space was good enough and not dazzling so that it supported work activities with a mean of 4.50. This shows that the physical work environment influences employee comfort in the company.

Table 4. Total Mean Performance Employee (Y)

No.	Statement	Mean
Quantity results Work		
1	I work for 8 hours and rest 1 hour in 1 day	4.37
2	I have the creativity to adapt tasks/work For reach results Which better _	4.38
Quality results Work		
3	I am able to be responsible for my duties/work to my boss and co-workers	4.32
Efficiency		
4	I can complete tasks/work carefully and precisely as expected	4.40
Discipline Work		
5	Every always come appropriate time And seldom once arrived late	4.27
Incentive Ability		

6	I own initiative in carrying out relatively new tasks/work	4.33
Total Mean		26.07
Average Total Mean Performance Employee		4,345

Source : Processed by researcher, 2023

On table the amount respondents Which fill in questionnaire as much 60 people. Can seen that average evaluation respondents to variable Overall employee performance is included in the high category, namely 4,345. The statement that contributed the most to the employee performance variable was that respondents felt they could complete tasks/work carefully and precisely as expected with a mean of 4.40. This shows that there is good employee performance.

In conclusion, the independent variable that contributes the most to the dependent variable is the Teamwork variable with an average total mean of 4.506.

b. Test Validity

Test Validity used For know validity questionnaire in collecting data. The validity test was carried out using the bivariate person correlation formula with SPSS program tools. Questionnaire items in validity testing said valid If R count > R table on mark significance 5%. On the other hand, an item is said to be invalid if the calculated R value < R table at a significance value of 5%. DF value = N-2, then the DF value is 60. The summary of the validity test results is as per the data in the following table.

Table 5. Results Test Validity Questionnaire

Variable	Indicator	R Count	R Table 5% (df=60)	Information
ation Work (X1)	X1.1	0.439	0.2542	VALID
	X1.2	0.315	0.2542	VALID
	X1.3	0.530	0.2542	VALID
	X1.4	0.454	0.2542	VALID
	X1.5	0.278	0.2542	VALID
Teamwork (X2)	X2.1	0.390	0.2542	VALID
	X2.2	0.510	0.2542	VALID
	X2.3	0.694	0.2542	VALID
	X2.4	0.316	0.2542	VALID
	X2.5	0.408	0.2542	VALID
Work environment Physical(X3)	X3.1	0.646	0.2542	VALID
	X3.2	0.780	0.2542	VALID
	X3.3	0.780	0.2542	VALID
	X3.4	0.643	0.2542	VALID
	X3.5	0.758	0.2542	VALID
	X3.6	0.567	0.2542	VALID
Employee	Y.1	0.814	0.2542	VALID
	Y.2	0.820	0.2542	VALID
	Y.3	0.789	0.2542	VALID

performance (Y)	Y.4	0.797	0.2542	VALID
	Y.5	0.654	0.2542	VALID
	Y.6	0.682	0.2542	VALID

Source : Processed by researcher, 2023

From this data, all calculated R values > R table at a significance value of 5%. By Because That, can concluded that all variable in this research questionnaire is valid, so it can be used as a research instrument.

c. Test Reliability

Reliability testing is carried out using the *alpha formula*. The significant test was carried out at the level $\alpha = 0.05$ or 5%. Instruments can be said reliable If mark *alpha* more big from mark Cronbach the alpha is 0.6.

Table 6. Results Reliability Test

Variable	Mark <i>alpha</i>	Mark Cronbach <i>alpha</i>	Information
X1	0.640	0.6	Reliable
X2	0.701	0.6	Reliable
X3	0.880	0.6	Reliable
Y	0.914	0.6	Reliable

Source : Processed by researcher, 2023

The reliability test results showed that the reliability coefficient values for variables X1, X2, X3, and Y had Cronbach alpha values greater than 0.6. Based on the reliability coefficient value, it can be concluded that all questionnaires in this study are reliable or consistent, so they can be used as research instruments.

d. Test Classical Assumptions

1) Test Normality

Base taking decision in Test Normality KS/Kolmogorov Smirnov namely:

- a) If mark significance > 0.05 so distribution from model regression is normal.
- b) If the significance value is <0.05 then the distribution of the regression model is not normal.

Table 7. Normality test

One-Sample Kolmogorov-Smirnov Test		
		standardized Residuals
N		60
Normal Parameters ^{a, b}	Mean	,0000000
	Std. Deviation	1.24678485
Most Extreme Differences	Absolute	,089
	Positive	,089
	Negative	- ,073
Test Statistics		,089
Asymp. Sig. (2- tailed)		,200 ^{c, d}
a. Test distribution is Normal.		

- b. Calculated from data.
 - c. Lilliefors Significance Correction.
 - d. This is a lower bound of the true significance.
- Source : Processed by researcher, 2023

Based on the results of the normality test, the significance value is 0.200, which means that the regression model in this study, both the dependent and independent variables have a normal sample distribution based on the significance value $> \alpha = 0.05$. So it can be said that the distribution of Employee Performance results originating from Work Motivation, Teamwork and Physical Work Environment is normally distributed at a significant level of $\alpha = 0.05$.

2) Test Multicollinearity

Guidelines something model regression Which free multicollinearity is to have a tolerance number close to 1. The VIF limit is 10, if the VIF value is below 10, then there are no symptoms of multicollinearity (Gujarati, 2012).

Table 8. Results Multicollinearity Test

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	-,326	2,738		-,119	,906		
Motivation Work	,177	,083	,143	2,133	,037	,953	1,049
Teamwork	,185	,092	,135	2,009	,049	,961	1,041
Environment Work Physique	,699	,060	,792	11,576	,000	,922	1,084

a. Dependent Variables: Performance Employee

Source : Processed by researcher, 2023

In the table above, it is known that the VIF value for each variable is less than 10 and the tolerance value is more than 0.01. This means that there are no symptoms of multicollinearity.

3) Test Heteroscedasticity

Heteroscedasticity is tested using the Glejser test if one independent variable with another in the regression model does not lead to heteroscedasticity. (Situmorang & Lutfi, 2012:101).

Table 9. Results Heteroscedasticity Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1 (Constant)		- 1,201	1,772		- \$1,678	,501
Motivation Work		-,011	,054	-\$1.026	- \$1,200	,842
Teamwork		,118	,060	,261	1,984	,052
Environment	Physical-	,012	,039	-,041	-,302	,764

Work
 a. Dependent Variables: ABS
 Source : Processed by researcher, 2023

Table 9 explains that the results of each independent variable are Work Motivation (X1), Teamwork (X2), and Work Environment Physique (X3), with use model glesjser obtained significance of more than 0.05, which means the data in this research can be continued.

4) Test Autocorrelation

Base taking decision There is or not autocorrelation is as follows:

- a) If $D_u < d < 4-D_u$, means No autocorrelation occurs
- b) If $d < d_L$ or $d > 4D_I$ means ad autocorrelation
- c) If etc $< d < d_L$ or $4-d_U < d < 4-d_L$ means doubtful happen autocorrelation or no conclusion.

Table 10. Results Autocorrelation Test

Model Summary ^b					
Model	R	R Square	Adjusted Square	R Std. Error of the Estimate	Durbin-Watson
1	,871 ^a	,759	,746	1,278	1,691

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

b. Dependent Variables: Performance Employee

Source : Processed by researcher, 2023

It is known that DU at N = 60 and K = 3 is 1.6889. Then the value of 4-DU = 1.6889. And mark D.L as big as 1.4797 so mark 4-DL as big as 1.4797 In this table, the DW value is 1,691. If included in the criteria so that obtained results $d_U < DW < 4 - d_U$ ($1.6889 < 1.691 < 1.4797$) which means that the regression model obtained does not have autocorrelation.

2. Test Regression Linear Multiple

This method is aimed at determining the linear relationship between several independent variables (Work Motivation, Teamwork, and Physical Work Environment) and the dependent variable (Employee Performance). Researchers used the SPSS software program to obtain more focused results.

Table 11. Results Test Regression Multiple Linear

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-,326	2,738		-,119	,906
	Motivation Work	,177	,083	,143	2,133	,037
	Teamwork	,185	,092	,135	2,009	,049
	Environment Physical,699 Work	,699	,060	,792	11,576	,000

a. Dependent Variables: Performance Employee

Source : Processed by researcher, 2023

Based on Table 11, it can be seen that the multiple linear regression equation the is known on column Standardized Coefficient are as follows :

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

Information :

- Y = Employee Performance (KK) $b_{1,2,3}$ = Coefficient
- Regression X1 = Work Motivation (MK)
- X2 = Teamwork (TW)
- X3 = Environment Work Physique (LKF)

So that the equation will become like following :

$$K.K = 0.154MK1 + 0.134TW2 + 0.806LKF3$$

Based on formula the on so can explained as following:

Mark coefficient regression Partial variable motivation Work (X1) as big as 0.143 with a positive sign , which means that the higher the employee's work motivation, the employee's performance will increase. The partial regression coefficient value of the teamwork variable (X2) is 0.135 with *sign* (sign) positive Which means the more Good teamwork in work, employee performance will get better and increase.

Mark coefficient Partial variable environment Work physique (X3) as big as 0.792 with *sign* (sign) positive Which means that the more Good physical work environment that employees get, employee performance will increase.

3. Test Appropriateness Model

a. Test F

Criteria taking decision as follows:

Ho : $b_1, b_2 = 0$ (No there is influence Which positive And significant jointly from all independent variables to the dependent variable)

H1 : $b_1, b_2 \neq 0$ (there is a positive and significant influence together from all independent variables on the dependent variable).

Table 12. Results F test

ANOVA ^a						
Model		Sum Squares	ofdf	Mean Square	F	Sig.
1	Regression	288,019	3	96,006	58,621	,000 ^b
	Residual	91,714	56	1,638		
	Total	379,733	59			

a. Dependent Variables: Performance Employee

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

Source : Processed by researcher, 2023

These results can be explained that the calculated F value is 58.621 with a sig value of 0.000. Based on the results of calculations assisted by the SPSS 23 program, the value sig = (0.000) is obtained which is smaller than the alpha or error limit level

obtained, namely 5% ($\alpha = 0.05$). Model said significant Because under limit mark alpha which is determined $0,000 < 0.05$. Can withdrawn conclusion that in In this research, the model is said to be significant and suitable for use in this research based on the sig value obtained. That all independent variables can explain any changes in the value of the dependent variable because they have a significant influence.

b. Coefficient Determination (R^2)

The coefficient of determination (R^2) is used to measure the proportion or percentage of the model's ability to explain the dependent variable. The coefficient of determination ranges from zero to 1 ($0 \leq R^2 \leq 1$)

Table 13. Results Coefficient determination (R^2)

Model Summary					
Model	R	R Square	Adjusted Square	Std. Error of the R	Estimate
1	,871 ^a	,758	,746	1,280	

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

Source : Processed by researcher, 2023

Based on the table above, it is known that the coefficient of determination or R square is 0.758 or equal to 75.8%. This shows that the percentage influence of the independent variables (work motivation, teamwork variables, physical work environment) on the dependent variable (performance employee) as big as 75.8%. Whereas the rest ($100\% - 75.8\% = 24.2\%$) influenced by variables outside this regression equation or variables not studied.

4. Testing Hypothesis Test t

Test criteria are set based on probability. If the significance level used is 5 percent, in other words if it is a probability $H_a > 0.05$ stated No significant, And If Probability $H_a < 0.05$ so stated significant (Ghozali, 2018). Decision making criteria: H_0 is accepted If $t \text{ count} < t \text{ table}$ at $\alpha = 5\%$ H_a accepted If $t \text{ count} > t \text{ table}$ at $\alpha = 5\%$

Table 14. Results t test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-,326	2,738		-,119	,906
	Motivation Work	,177	,083	,143	2,133	,037
	Teamwork	,185	,092	,135	2,009	,049
	Environment Physical Work	,699	,060	,792	11,576	,000

a. Dependent Variables: Performance Employee

Source: Processed by researcher, 2023

Based on table 14 can is known explanation hypothesis on This research is as follows:

- a. In these results, the Work Motivation variable (X1) t value is 2.133, so the T value is (2.133) and is significant $0.037 < \alpha = 0.05$. So H_0 is rejected and H_1 is accepted so that it can be concluded that work motivation has a positive and significant effect on employee performance.
- b. In these results, the Teamwork variable (X2) t value is 2.009, so the T value is (2.009) and significant $0.049 < \alpha = 0.05$. So H_0 is rejected and H_1 is accepted so that it can be concluded that Teamwork has a positive and significant effect on Employee Performance.
- c. In these results, the Physical Work Environment variable (X3) t value is 11.576, so the T value is (11.576) and is significant $0.000 < \alpha = 0.05$. So H_0 rejected And H_1 accepted so that can conclusion that

Discussion

A. Influence Motivation Work To Performance Employee PT Faradi Pesona Indonesia

Based on the results of hypothesis testing, the results obtained show that work motivation has a positive and significant effect on performance Employee PT Faradi Charm Indonesia. Based on from the results of hypothesis testing, it was found that Work Motivation has a value of 2.133 with a significant value of 0.037 where this value is below 0.05.

This positive and significant influence indicates that increasing work motivation can influence the increase in employee performance at PT Faradi Pesona Indonesia. This is also proven by the coefficient value of 0.143, which means that if it increases Good Motivation Work Which applied so the more Good also employee performance.

Based on the results of distributing the Work Motivation questionnaire (X 1) as a whole, it was identified that Work Motivation received a good score. The largest mean obtained from the second and fifth statements was 4.43 namely "feeling satisfaction if you are able to work independently and get overtime pay"

B. Influence Teamwork To Performance Employee PT Faradi Pesona Indonesia

Based on the results of hypothesis testing, the results obtained are that *Teamwork* influential positive And significant to PT Faradi Pesona Indonesia Employee Performance. Based on the results of hypothesis testing, it was found that Teamwork has a value of 2.009 with a significant value of 0.049, where this value is below 0.05.

This positive and significant influence indicates that increasing teamwork can influence the increase in employee performance at PT Faradi Pesona Indonesia. This is also proven by the coefficient value of 0.135, which means that the better the teamwork that is implemented, the better the employee performance will be.

Based on the results of distributing the Teamwork questionnaire (X 2) as a whole identify that Teamwork get value _ Good. From mean biggest obtained from statement fifth of 4.60 namely "Every member has a high awareness of directing their own potential in achieving goals"

C. Influence Environment Work Physique To PT Faradi Pesona Indonesia Employee Performance

Based on the results of hypothesis testing, the results obtained show that the physical work environment has a positive and significant effect on performance Employee PT Faradi Charm Indonesia. Based on from the results of hypothesis testing, it was found that the Physical Work Environment had a value of 11.962 with a significant value of 0.000, where this value was below 0.05.

This positive and significant influence indicates that improving the Physical Work Environment can influence improvement PT Faradi Pesona Employee Performance Indonesia. This is also proven by the coefficient value of 0.806, which means that the

better the physical work environment implemented, the better the employee performance will be.

Based on results spread questionnaire Environment Work Physical (X 3) overall identifies that the Physical Work Environment gets a good score. The largest mean obtained from the first statement is 4.50 namely "The lighting in the work space is good enough and not dazzling so it supports my work activities".

CONCLUSION

The analysis of work motivation, teamwork, and the physical work environment on the performance of PT Faradi Pesona Indonesia employees reveals significant positive influences. Work motivation positively impacts employee performance, indicating that higher motivation leads to improved performance. Similarly, teamwork has a positive and significant effect on performance, reflecting effective implementation of company policies. The physical work environment also significantly influences employee performance, with a greater contribution than work motivation and teamwork. Recommendations for PT Faradi Pesona Indonesia include fostering employee work spirit for motivation, enhancing teamwork to further improve performance, and maintaining environmental cleanliness. Future research should explore variables beyond those studied here to continue enhancing employee performance at PT Faradi Pesona Indonesia.

REFERENCES

- Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh Motivasi Kerja, Lingkungan Kerja, Budaya Kerja Terhadap Kinerja Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh Motivasi Kerja, Lingkungan Kerja, Budaya Kerja Terhadap Kinerja Karyawan Dinas Sosial Kabupaten Jember. *Jurnal Penelitian IPT. Jurnal Penelitian IPTEKS*, 4(1), 47–62. <https://doi.org/10.32528/ipteks.v4i1.2109>
- Ahmad, S. (2015). Green human resource management: Policies and practices. *Cogent Business & Management*, 2(1), 1030817.
- Akhmetshin, E. M., Ilyina, I. A., Kulibanova, V. V., & Teor, T. R. (2019). "Employee Engagement" Management Facilitates the Recovery from Crisis Situations. *2019 Communication Strategies in Digital Society Workshop (ComSDS)*, 50–55.
- Akkas, M. A., Hossain, M. I., & Rhaman, S. (2015). Causes and consequences of work-family conflict (WFC) among the female employees in Bangladesh: an empirical study. *Journal of Business and Economics*, 6(12), 2063–2071.
- Astuti, A. S. (2021). The Role of Teamwork, Work Environment, Compensation System in an Effort to Increase Employee Extrinsic Motivation at the Dompot Dhuafa Integrated Health Hospital. *European Journal of Business and Management Research*, 6(1), 182–188.
- Cintia, E., & Gilang, A. (2016). Pengaruh Lingkungan Kerja Fisik dan Non Fisik Terhadap Kinerja Karyawan Pada KPPN Bandung I. *EProceedings of Management*, 3(1).
- Daniels, C. J., Rajpal, S., Greenshields, J. T., Rosenthal, G. L., Chung, E. H., Terrin, M., Jeudy, J., Mattson, S. E., Law, I. H., & Borchers, J. (2021). Prevalence of clinical and subclinical myocarditis in competitive athletes with recent SARS-CoV-2 infection: results from the big ten COVID-19 cardiac registry. *JAMA Cardiology*, 6(9), 1078–1087.
- Davidescu, A. A., Apostu, S.-A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among Romanian employees—Implications for sustainable human resource management. *Sustainability*, 12(15), 6086.
- Fowler, S. (2023). *Why Motivating People Doesn't Work... and what Does: More*

- Breakthroughs for Leading, Energizing, and Engaging*. Berrett-Koehler Publishers.
- Gilmeanu, R. (2015). Theoretical considerations on motivation at the work place, job satisfaction and individual performance. *Valahian Journal of Economic Studies*, 6(3), 69.
- Hidayat, W. W. (2018). Pengaruh profitabilitas, leverage dan pertumbuhan penjualan terhadap penghindaran pajak. *Jurnal Riset Manajemen Dan Bisnis (JRMB) Fakultas Ekonomi UNIAT*, 3(1), 19–26.
- Jufrizen, J. (2018). Peran Motivasi Kerja Dalam Memoderasi Pengaruh Kompensasi dan Disiplin Kerja Terhadap Kinerja Karyawan. *The National Conferences Management and Business (NCMAB)*, 405–424.
- Kaawoan, A., Kolibu, F. K., & Kawatu, P. A. T. (2017). Hubungan Antara Motivasi Kerja Dengan Produktivitas Kerja Pada Karyawan PT. Samudera Mulia Abadi di Kabupaten Minahasa Utara. *KESMAS: Jurnal Kesehatan Masyarakat Universitas Sam Ratulangi*, 6(3).
- Kanter, R. M. (2017). Power failure in management circuits. In *Leadership perspectives* (pp. 281–290). Routledge.
- Marpaung, M. (2014). Pengaruh kepemimpinan dan Team work Terhadap kinerja karyawan di koperasi sekjen kemdikbud senayan jakarta. *Jurnal Ilmiah WIDYA*, 2(1), 33–40.
- Moehersono, M. (2014). Pengukuran Kinerja Berbasis Kompetensi (Revisi). *Jakarta: PT Raja Grafindo Persada*.
- Panjaitan, M. (2017). Pengaruh Pengembangan Sumber Daya Manusia terhadap Kinerja Pegawai PT. Indojoya Agrinusa. *Jurnal Ilmiah Methonomi*, 3(2), 7–15.
- Sabir, A. (2017). Motivation: Outstanding way to promote productivity in employees. *American Journal of Management Science and Engineering*, 2(3), 35–40.
- Shammout, M. (2021). The Impact of Work Enviroment on Employees Performance. *International Research Journal of Modernization in Engineering Technology and Science*, 3(11).

Copyright holder:

Felita Charity Wulandari, Achmad Cik, Kumba Digdowniseiso (2024)

First publication rights:

Journal of Social Science

This article is licensed under:

