

The Influence of Work Environment, Work Motivation and Work Experience on Employee Performance at PT. Pranaja Trimitra Indonesia

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Abstrak

This study aims to determine the effect of the Work Environment, Work Motivation, and Work Experience on employee performance. This research technique utilizes a quantitative approach, the selected survey method being the primary data source. The primary data used for this study was in the form of a questionnaire given to 67 employees of PT. Pranaja Trimitra Indonesia. The data analysis technique in this study included multiple linear regression and hypothesis testing (t-test) which were processed using the SPSS 23 application. From the results of the study, it can be seen that work experience has a positive effect on employee performance, while the work environment and work motivation do not have a positive effect on employee performance.

Keywords: Work Environment, Work Motivation, and Work Experience

INTRODUCTION

Every human being certainly has certain reasons for working. According to Jimmy Oentoro (2013), some people work because they want to sit on a soft chair called the "seat of power" at the top of the rungs of "office". What they say becomes law for companies and the lives of hundreds or even thousands of employees. They are invited to special occasions, walk on the red carpet, sit in the front row, and even give a word or two at every opportunity.

There is another reason why people work, which is to provide for the needs of others who have not or cannot work, namely young children or elderly parents. Work is a means to meet our needs. A wise saying goes, "If you don't want to work, don't eat". E. F. Schumacher formulated three purposes of human work as first, providing useful goods and services.

Second, it enables everyone to use and thereby perfect our talents like good servants. Third, doing so to serve and cooperate with others to free ourselves from our innate selfishness. This triple function makes work so central to human life that it is impossible to imagine life at the human level without work.

Employees represent wealth within the company. Company activities cannot run without the participation of employees. One of the things that employees must do in carrying out their work is communication. Employees of the company have a great responsibility.

Previous research has shown that the work environment has a positive and significant effect on employee performance. Improving employee performance can be

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done by creating a good and comfortable work environment. A pleasant work environment is very important in improving employee performance, so the work environment is said to be good when employees can make a great contribution to the company, both directly and indirectly to the progress of the company.

The work environment is anything or element that can affect an organization or business, directly or indirectly, having a positive or negative effect on employee performance and job satisfaction. (Soetjipto, 2008). The work environment includes clear job descriptions, adequate authority, challenging work targets, communication patterns, harmonious working relationships, dynamic work climate, career opportunities, and adequate work facilities. (Mangkunegara, 2006). Sedarmayanti in Nuryasin (2016: 18) states that the non-physical work environment includes all conditions related to work relationships with colleagues, subordinates, and superiors.

In addition to the work environment, previous research concluded that work motivation is very influential on employee performance, Hanafi & Yohana (2017) said that motivation is used as a fundamental development of requirements that foster aspirations or efforts in carrying out achievements of certain things to be aimed at which will then create tension due to unfulfilled ambitions and will provide encouragement to activities that lead to a goal and will eventually fulfill the desire. Motivation within employees can come from the need for money, rewards, power, and recognition. Outside motivation can come from family, co-workers, or superiors (Heidjrachman & Husnan, 2002).

Three main aspects drive an employee's work motivation. First, desire, when someone has a desire, his motivation is motivated to do a job to achieve what he wants. Second, needs, one has high motivation when one needs it. When someone needs something such as salary, or compensation, the job will be encouraged to do their job well. Third, a sense of security, someone will try to do something also due to fear when the person does not do something so motivational reasons arise because when someone does something he feels safe. (Winardi, 2001).

Effective and targeted use of labor is the key to improving employee performance. Efforts to create good employee performance are not easy, because in reality there are still many workers who have not mastered management skills and expertise in their work. One of the factors that can affect employee performance is work experience. Work experience is gained from employees who have worked longer and are expected to have versatile experience in solving various problems.

Armed with this experience, it is expected that every employee has quality human resources to improve work performance. (Rahmawati, 2016). Gibson (2014) argues that experienced people are always smarter at answering anything than inexperienced people. Because if a person has enough work experience, the experience becomes capital for the future of the employee.

Employee performance is the result of a person's work in quality and quantity that has been achieved by employees in carrying out duties according to the responsibilities given. (Mangkunegara, 2016). Sedarmayanti (2007) stated the importance of performance for the sustainability of an organization is to perform, run, carry out, and perfect responsibilities. Employee performance is influenced by several factors including ability, motivation, knowledge factors, work environment, strategic position, humanitarian processes, structure, personality factors, satisfaction factors, leadership styles, work team factors, and technology and facility factors.

To improve employee performance, companies can ensure various efforts aimed at motivating an individual to carry out employee work. These efforts can be implemented by providing various work supports needed by employees and can expand work benefits for all employees.

Working as an event organizer promises quite tempting benefits for the owner. An event organizer is an organization that serves its clients by providing services in the form of event planning, event organizers, event organizers, and other services related to events. Most event organizer services are used to organize weddings or birthday events of clients. The services offered are not only to individual clients but to companies as well.

One company that provides event organizer services is PT. Pranaja Trimitra Indonesia. PT. Pranaja Trimitra Indonesia is included in a company established based on the laws of the Republic of Indonesia. PT. Pranaja Trimitra Indonesia with trade mark Pranaja is a company engaged in services, which provides professional event organizing services in organizing various formal and non-formal events. Pranaja is a transformation of CV which was established in 2015, during the 7 years of business development needs have become a driver to increase business legality from CV to PT, officially the legality of PT has been legalized under the name PT. Pranaja Trimitra Indonesia.

Based on the limitations of the problem described above, the author formulates the problem as follows: 1) Does the work environment affect the performance of employees at PT? Pranaja Trimitra Indonesia? 2) Does work motivation affect employee performance at PT. Pranaja Trimitra Indonesia? 3) Does work experience affect employee performance at PT. Pranaja Trimitra Indonesia?

Based on the formulation of the problem above, the research objectives to be achieved are: 1) To determine and analyze the influence of the work environment on employee performance at PT. Pranaja Trimitra Indonesia. 2) To know and analyze the effect of work motivation on employee performance at PT. Pranaja Trimitra Indonesia. 3) To know and analyze the effect of work experience on employee performance at PT. Pranaja Trimitra Indonesia. The hope is that with this research, companies can receive input or suggestions in considering policy making and also input for management in evaluating employee performance for the present and the future.

RESEARCH METHOD

The object of research in this study is employee performance which is influenced by the work environment, work motivation, and work experience at PT. Pranaja Trimitra Indonesia. The source of empirical data is the community chosen as the object of study called respondents (Guidebook for Final Project Writing FEB Unas, 2022). In this study, the source of the data is employees of PT. Pranaja Trimitra Indonesia.

The type of data in this study is primary data obtained through questionnaires. Population is a generalized area consisting of subjects or objects with certain qualities and characteristics inaugurated by researchers. Population can be objects or subjects, population can be people, plants, products, and documents. Population is not only people but also objects and objects of nature. (Sugiyono, 2012).

The sample is part of the number and characteristics possessed by the population. The sample taken from the population must be completely representative. (Sugiyono, 2012). In this study, the sample is included in the illustration of the population whose results will later discuss all the indications concerned. Samples are also important for population-driven quality and numbers. The sample used is Probability Sampling.

Probability Sampling is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a member of the sample (Sugiyono, 2018).

In this study, the population is employees of PT. Pranaja Trimitra Indonesia numbering 80 people. Data collection techniques are included in the way chosen by researchers to collect data with data collection tools that are suitable for use in research. This research technique utilizes a quantitative approach, the survey method chosen to be the primary data source. Survey techniques center around gathering information from respondents who have a variety of data that will allow analysts to deal with problems.

Information collection tools are carried out by utilizing surveys. Questionnaires (questionnaires) are included in the information collection strategy which ends by giving a set of structured questions to respondents to answer. The method used in this study is included in the questionnaire method.

RESULTS AND DISCUSSION

SPSS Estimation Results

Descriptive Analysis

Work Environment (X1)

An optimal work environment plays an important role in supporting employee productivity and well-being. One of the factors that contribute to the quality of the work environment is the space provided. The evaluation results show that a spacious and comfortable workspace has a positive impact on work activities, with an average score of 4.40. This finding indicates that the availability of adequate space can facilitate the course of work.

Furthermore, the ability to work is also a crucial aspect that is assessed. Good coordination between colleagues is considered a critical success factor in carrying out tasks, with an average score of 4.27. Meanwhile, the contribution of colleagues who have good workability is considered able to support the overall improvement of workability, with an average score of 4.36. Thus, positive relationships between team members become an important factor in achieving optimal work performance.

In addition, collaboration between employees is also considered essential. Cooperation between employees is needed to carry out the job well, with an average score of 4.28. The existence of a work team is also recognized as a very helpful element in the implementation of tasks, although with a slightly lower average score, which is 4.15. Overall, the work environment was assessed to have a total mean average of 4.29, while the total mean of the work environment reached 25.79. The results of this evaluation illustrate the importance of creating a supportive work environment, both in terms of space, workability, and relationships between employees, to improve overall performance and quality of work.

Based on the data, the results of the respondents' assessment were obtained with a total mean of work environment variables (X1) of 4.29. The highest total average is found in the first indicator, namely the Space Needed with a value of 4.40, and the lowest average is found in the third indicator, namely employee relations with other employees with a value of 4.15.

Work Motivation (X2)

Work motivation plays a central role in improving employee performance and productivity. Evaluation of the drive to achieve success shows that effective encouragement is needed to achieve fast and precise work on production targets, with

an average score of 4.39. These findings emphasize the importance of adequate motivation to achieve success in the work environment.

The drive to achieve power is also an important factor evaluated. Fast and precise execution of work is considered to open opportunities for promotion, with an average score of 4.10. In addition, the existence of career improvement programs for employees is considered able to encourage employees to work better, with an average score of 4.28. This illustrates that motivation to achieve power can be a significant driver in improving employee performance.

Furthermore, the drive to affiliate was also assessed as a factor influencing work motivation. Good cooperation between employees is considered capable of achieving optimal work results, with an average score of 4.24. Despite this, teamwork, although still considered positive, had a slightly lower average score, at 4.13. Overall, the evaluation of work motivation showed a total mean of 4.23, while the total mean of work motivation reached 25.28. These findings reflect the importance of providing effective encouragement, whether to achieve success, power, or affiliation, to motivate employees and achieve optimal performance.

Based on the data, the results of the respondents' assessment were obtained with a total mean of work motivation variable (X2) of 4.23. The highest total average is found in the first indicator, namely, the drive to achieve success with a value of 4.39, and the lowest average is found in the second indicator, namely, the encouragement to achieve success with a value of 4.10.

Work Experience (X3)

Work experience, knowledge, and abilities of individuals play a crucial role in determining the quality of task execution. Evaluation of working time shows that the longer a person works, the more experience they have, with an average score of 4.25. It was also found that the length of time worked was considered a factor that eased the course of work, with an average score of 4.09. This confirms that long work experience can contribute positively to an individual's readiness to handle complex tasks.

Furthermore, the level of knowledge and ability is assessed as an important element in carrying out work. The knowledge and abilities possessed by individuals are considered to facilitate the completion of tasks, with an average score of 4.21. This finding was reinforced by the results of an evaluation of the fourth statement, which showed that a person's knowledge and abilities can significantly facilitate the completion of work, with an average score of 4.40.

Mastery of work is also the focus of assessment in this evaluation. Understanding a job is considered key in facilitating task completion, with an average score of 4.37. Meanwhile, employees who can master their work are considered good performance indicators, albeit with a slightly lower average score of 4.13.

Overall, the evaluation of work experience showed a total mean average of 4.24, while the total mean of work experience reached 25.45. These findings illustrate that long work experience, coupled with solid knowledge and abilities, can make a significant contribution to improving the effectiveness and quality of individual task execution.

Based on the data, the results of the respondents' assessment were obtained with a total mean of Work Experience (X3) variable of 4.24. The highest total average is found in the second indicator, namely the Level of Knowledge and Ability with a value of 4.40, and the lowest average is found in the first indicator, the Working Period with a value of 4.09.

Employee Performance (Y)

Employee performance becomes the focus of evaluation in determining the quality and effectiveness of work. In terms of work quantity, it was found that the amount of work that matches the workload of employees can make it easier to complete tasks, with an average score of 4.31. In addition, there needs to be a balance between the amount of work and one's workload so that the task execution runs optimally, with an average score of 4.22. These findings confirm that wise management of the quantity of work can improve the efficiency and effectiveness of work.

From the aspect of work quality, the evaluation results show that good work results have a positive impact on the awards received by employees, with an average score of 4.21. The relationship between good work and the stipulated provisions is also recognized, with an average score of 4.27. This suggests that quality work that reflects compliance with company standards can be a determining factor in gaining recognition and appreciation.

Responsibility for a job is the last aspect to be evaluated. It found that responsibility towards work was considered an obligation for an employee, with an average score of 4.27. Employees who comply with company provisions are considered liable, albeit with a slightly lower average score of 4.19. Overall, the employee performance evaluation showed a total mean average of 4.24, while the total mean of employee performance reached 25.47. These results reflect the importance of managing the quantity and quality of work, and encouraging individual responsibility, to achieve optimal levels of performance in the work environment.

Based on the data, the results of the respondents' assessment were obtained with a total mean variable of Employee Performance (Y) of 4.24. The highest total average is found in the first indicator, namely Quantity of Work with a value of 4.31, and the lowest average is found in the third indicator, namely Responsibility with a value of 4.19.

Uji Hypoplant

This t-test is used to gain an understanding related to the significance of the influence of independent variables partially or individually on the dependent variable. The influence that has been mentioned can be stamped with real value and Tcalculate obtained. That is by comparing the real Tcalculate obtained with the real level of $\alpha = 0.05$. The following are the test results of the t-test by utilizing the SPSS 23 program:

Table 1 Test T

Model	T	Sig.
1 (Constant)	1,692	0,096

X1	0,748	0,457
X2	0,600	0,551
X3	4,860	0,000

a. Dependent Variable: KinerjaKaryawan

Source: Data processed, 2023

Based on the results of the T-Test in Table 1, the following conclusions can be obtained:

Testing the hypothesis of the work environment variable obtained a calculated value of 0.748 with a significance level of $0.457 > 0.05$, then the hypothesis was rejected which means that the work environment variable has no effect on employee performance at PT. Pranaja Trimitra Indonesia. Testing the hypothesis of the work motivation variable obtained a calculated value of 0.600 with a significance level of $0.551 > 0.05$, then the hypothesis was rejected which means that the work motivation variable has no effect on employee performance at PT. Pranaja Trimitra Indonesia.

Testing the hypothesis of the work experience variable obtained a calculated value of 4.860 with a significance level of $0.000 < 0.05$, then the hypothesis is accepted which means that the work experience variable has a positive and significant effect on employee performance at PT. Pranaja Trimitra Indonesia.

The Effect of Work Environment on Employee Performance at PT. Pranaja Trimitra Indonesia

Based on the results of the study, Work Environment variables do not affect Employee Performance. The current state of affairs provides clues related to that the work environment does not have a major impact on employee performance. The results of this study also support the results of previous research conducted by Mahmudin A. Sabilalo et al. (2020) resulting in the conclusion that the work environment has a negative and insignificant effect on employee performance.

The Effect of Work Motivation on Employee Performance at PT. Pranaja Trimitra Indonesia

Based on the results of the study, the variable of work motivation does not affect employee performance. The current situation provides clues related to that work motivation does not have a major impact on employee performance. The results of this study also support the results of previous research conducted by Ivan Timothy (2017) resulting in the conclusion that work motivation does not have a significant effect on employee performance.

The Effect of Work Experience on Employee Performance at PT. Pranaja Trimitra Indonesia

Based on the results of the study, work experience variables produce a positive and significant influence on employee performance. This situation indicates that the work experience possessed by employees has a significant influence on employee performance. The results of this study also support the results of previous research conducted by Bachtiar Arifudin Husain (2018)

resulting in the conclusion that work experience has a positive effect on employee performance.

CONCLUSION

Based on the results of research and discussion in the previous chapter accompanied by theories and concepts that support this study entitled The Influence of the Work Environment, work motivation, and work experience on Employee Performance at PT. Pranaja Trimitra Indonesia. So in this study, it was concluded that: 1) Work Environment does not affect the Performance of PT. Pranaja Trimitra Indonesia. 2) Work Motivation does not affect the Performance of PT. Pranaja Trimitra Indonesia. 3) Work Experience has a positive and significant effect on the Performance of PT. Pranaja Trimitra Indonesia.

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