

The Influence of Physical Work Environment, Communication, Motivation and Career Development on Employee Performance at PT. Erlangga Karya Gemilang Jakarta

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ABSTRACT

This study aims to analyze the relationship between the influence of physical work environment, communication, motivation and career development on the performance of employees of PT. Erlangga Karya Gemilang Jakarta. The sample in this study were 146 employees of PT. Erlangga Karya Gemilang Jakarta, the sampling method used is Simple Random Sampling. The sampling technique in this study is to take samples from one population and use a questionnaire. The analytical method used in this research is descriptive analysis method through the analysis of perception levels and using the help of the IBM SPSS 23 program. The linear regression equation answers the influence of physical work environment, communication, motivation and career development on employee performance is $Y = 0.407X_1 + 0.614X_2 + 0.463X_3 + 0.569X_4$ and the Physical Work Environment, Communication, Motivation and Career Development for Employee Performance is $Y_1 = 0.479X_1 + 0.484X_2 + 0.559X_3 + 0.565X_4 + 0.210Y$. The results showed that the influence of physical work environment, communication, motivation and career development directly had a positive and real effect on employee performance.

Keywords: Influence of physical work environment, Communication, Motivation, Career Development, Performance of the Employees.

INTRODUCTION

Along with the times and the era of globalization, competition in the world of work is getting tighter in improving human resources. Likewise, what is happening in Indonesia is that the number of human resources is increasingly low. This is due to the low level of educated workforce. Therefore, training and education are needed to create skilled human resources who have special abilities in their respective fields.

As happened with PT Erlangga Karya Gemilang Jakarta, which is engaged in General Trading, Contractor & Supplier, founded in 2009, carrying out renovations and procurement of building supplies. Based on the results of interviews with the company's HRD manager, employee performance assessments can be seen from the level of achievement of work completion targets each year. This company has experienced a decline in performance over the last 3 years, namely from 2017, 2018 and 2019 which

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was caused by a decline in employee performance, this has become a major problem for the company.

Based on the Employee Performance Assessment of PT Erlangga Karya Gemilang Jakarta, it can be concluded that the performance assessment has decreased every year, therefore PT Erlangga Karya Gemilang Jakarta must further improve its performance so that it is much better so that it can get maximum results.

By having skilled and superior human resources, it will have a positive impact on the agency or organization itself. So that the achievement of performance within the agency or organization is in accordance with the expected targets.

Below is the distribution data for office employees issued by PT Erlangga Karya Gemilang:

Based on the distribution of PT Erlangga Karya Gemilang Office Employees in 2019, it is clear that employees who have high levels of Outsourcing Staff positions and Staff positions are in high numbers and conditions like this have existed for several years where there has been no training that can motivate employees to increase their skills and improve communication for development. employee careers have improved.

Performance is a science that combines art in it to apply a management concept that has a representative and aspirational level of flexibility in order to realize the company's vision and mission in the best way possible in the organization.

Based on the background of the problem above, the author is interested in conducting research with the title "The influence of the physical work environment, communication, motivation and career development on the performance of PT employees. Erlangga Karya Gemilang Jakarta."

Based on the background of the problem above, the problem formulation can be expressed as follows:

Is there an influence of the physical work environment on the performance of PT Erlangga Karya Gemilang Jakarta employees? Is there an influence of communication on the performance of PT Erlangga Karya Gemilang Jakarta employees? Is there an influence of motivation on the performance of PT Erlangga Karya Gemilang Jakarta employees? Is there an influence of career development on the performance of PT Erlangga Karya Gemilang Jakarta employees?

Research Objective: To analyze the influence of the physical work environment on the performance of PT Erlangga Karya Jakarta employees. To analyze the effect of communication on employee performance at PT Erlangga Karya Gemilang Jakarta. To analyze the influence of motivation on employee performance at PT Erlangga Karya Gemilang Jakarta. To analyze the influence of career development on employee performance at PT Erlangga Karya Gemilang Jakarta.

RESEARCH METHOD

The object of research in writing a thesis is employee performance which is influenced by the Physical Work Environment, Communication, Motivation and Career Development on Employee Performance and the place/subject of research is PT. Erlangga Karya Gemilang Jakarta. A research variable "is an attribute or trait or value of a person, object or activity that has certain variations that is applied by researchers to study and draw conclusions" (Sugiyono, 2012: 59). So in this research, the author determines two variables that will be studied, namely the independent variable and the dependent variable.

The data source in preparing this thesis used primary data sources which were obtained by randomly distributing questionnaires to PT employees. Erlangga Karya Gemilang Jakarta.

The type of data that will be used in this research is primary data. Primary source data is data obtained, observed and recorded directly by researchers directly from the company that is the object of research. Primary data in this research is questionnaire data from employees of PT. Erlangga Karya Gemilang Jakarta.

According to Sugiyono (2012) the operational definition is determining the construct or trait to be studied so that it becomes a variable that can be measured. In the research there are 4 independent variables, namely Physical Work Environment (X1), Communication (X2), Motivation (X3) and Career Development (X4) as well as one dependent variable, namely Employee Performance (Y).

Descriptive analysis aims to analyze data by describing or illustrating the collected data as it is without intending to make general conclusions or generalizations. Presentation of data in descriptive statistics is through tables, graphs, diagrams, circles, pictograms, mode calculations, medians, means, decile calculations, percentiles, data distribution calculations through average and standard deviation calculations, percentage calculations.

In the Inferential Analysis method, the author tested and estimated the variables that were the focus of the research, namely, the influence of the physical work environment, communication, motivation, career development (as the independent variable) and employee performance (as the dependent variable). According to Sugiyono (2015:148) inferential statistics is a statistical technique used to analyze sample data and the results are applied to the population. This statistic is suitable for use if the sample is taken from a clear population, and the sampling technique from that population is carried out randomly.

Multiple Linear Regression Analysis is used to determine the influence of the independent variable on the dependent variable. In this case, the model is to find out how much influence the physical work environment, communication, motivation and career development have on employee performance. The regression equation model is as follows:

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Information:

Y = Employee Performance

b₀ = Constant

b₁, b₂, b₃ and b₄ = Regression Coefficient

X₁ = Influence of the Physical Work Environment

X₂ = Communication

X₃ = Motivation

X₄ = Career Development

e = Error/mistake

RESULTS AND DISCUSSION

The research object studied is employee performance which is influenced by the physical work environment, communication, motivation and career development at PT. Erlangga Karya Gemilang Jakarta.

For the purposes of descriptive analysis, respondent characteristics are included. Respondent characteristics are data regarding the respondent's personal circumstances. These characteristics are needed to make it easier for researchers to analyze respondents, so that the characteristics of the majority and minority respondents can be identified. Such as gender, age, education level and length of service.

The Influence of the Physical Work Environment on Employee Performance at PT. Erlangga Karya Gemilang Jakarta. The results of the analysis in this research showed that the physical work environment had a positive and significant effect on employee performance at PT. Erlangga Karya Gemilang Jakarta. This analysis was strengthened by the results obtained through several tests and the results of hypothesis testing using the t test, which obtained a significant value smaller than α , namely ($0.000 < 0.05$). From these criteria, researchers show that the Physical Work Environment variable has a positive and significant effect on employee performance at PT. Erlangga Karya Gemilang Jakarta.

Employee Performance Communication at PT. Erlangga Karya Gemilang Jakarta. Based on the results of hypothesis testing in this research analysis, the results showed that the significant value was smaller than the probability limit for the error rate used, namely $5\% = (0.002 < 0.05)$, which means that the communication variable is significant on employee performance.

Motivation for Employee Performance at PT. Erlangga Karya Gemilang Jakarta. The results of the analysis in this research show that motivation has a positive and significant influence on employee performance at PT. Erlangga Karya Gemilang Jakarta. This analysis was strengthened by the results obtained through several tests and the results of hypothesis testing using the t test, which obtained a significant value smaller than α , namely ($0.000 < 0.05$). From these criteria, the motivation variable. Has a positive and significant influence on employee performance at PT. Erlangga Karya Gemilang Jakarta.

Career Development on Employee Performance at PT. Erlangga Karya Gemilang Jakarta. The results of the analysis in this research show that Career Development has a positive and significant influence on employee performance at PT. Erlangga Karya Gemilang Jakarta. This analysis was strengthened by the results obtained through several tests and the results of hypothesis testing using the t test, which obtained a significant value smaller than α , namely ($0.000 < 0.05$). From these criteria, the Career Development variable. Has a positive and significant influence on employee performance at PT. Erlangga Karya Gemilang Jakarta.

CONCLUSION

Conclusion on the Career Development Variable positively and significantly on the performance of PT employees. Erlangga Karya Gemilang Jakarta. This positive influence if employees are educated can influence the career development of PT employees. Erlangga Karya Gemilang Jakarta in improving performance and extensive work experience

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