EFFECT OF WORK ENVIRONMENT AND WORK MOTIVATION AND COMPETENCY ON EMPLOYEE PERFORMANCE

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Abstract: This study aims to analyze and explain the effect of work environment and work motivation and competence on employee performance; The population in this study were employees of PT Gema Soerya Samodra, totaling 40 people. The sample selection technique used the Total Sampling Approach with a sample size of 40 people. Data collection techniques using questionnaires. The analysis was carried out using Partial Least Square (PLS) with the SmartPLS application version 3.8.9 and using SPSS Version 25 to test the validity and reliability of the respondents.

Keywords :   *Work Environment, Work Motivation, Competence and Employee Performance*

1. Introduction

Human resources are an important element owned by a company. This is because the human resources owned by a company play a role in all managerial activities that move and determine the fate of the company for some time to come. If a company has high quality human resources, it will provide an advantage for the company. On the other hand, if a company has incompetent human resources, it will cause losses and problems for the company, especially for the company and is in a period of competition with competitors. The better the performance of employees within the company will be able to increase the productivity of the company's performance. Therefore,

PT Gema Soerya Samodra is a limited liability company established in 2018 based on the Law of the Republic of Indonesia with the aim of meeting the demand to provide services to transport coal, rock to various ports in Indonesia. PT Gema Soerya Samodra applies several principles such as dedication and high commitment in carrying out tasks to achieve company goals. These principles will direct us to the company's vision and mission to make PT Gema Soerya Samodra a more integrated shipping company in various types of sea transportation. As part of the company's efforts to support customers in their efforts to achieve a smooth supply chain, the company also provides agency services for ships in port, with excellent and efficient services.

In running the company, employees are required to be able to have a performance that is in accordance with what the company expects. (Priansa, 2014)argues that performance is not an individual characteristic, such as talent, or ability, but is a manifestation of talent or ability itself. Performance is the embodiment of ability in the form of tangible results, performance is the result of work achieved by employees in carrying out tasks and work that comes from

the organization. Performance is basically what employees do or don't do. Employee performance is what influences how much they contribute to the organization.

2. Literature review
Work environment
According to(Widyawati, 2021)The work environment is a key factor influencing employee commitment and performance. Work environment refers to the atmosphere of an organization in which employees perform their work. The work environment in the organization is very important for management to pay attention to. From some of the opinions above, it can be concluded that the work environment is all conditions around the workplace, both concerning physical and non-physical aspects and can make employees feel comfortable and do their jobs well.According to Sedarmayanti (2009) that can affect the formation of a working environment condition is associated with the ability of employees, including:
1. Color is an important factor to increase the work efficiency of employees.
2. Cleanliness of the work environment can indirectly affect someone at work, because if the work environment is clean, employees will feel comfortable in doing their jobs.
3. Lighting in this case is not limited to electric lighting only, but also sunlight lighting.
4. Sufficient air exchange will increase the physical fitness of the employees, because if the ventilation is sufficient then the health of the employees will be guaranteed. In addition to ventilation, building construction can also affect air exchange.
5. Guarantee of security creates peace. Security for personal safety is often interpreted as limited to work safety, even though it is broader than that including the security of employees' personal property and also the construction of the building where they work.
6. Noise is a disturbance to someone because of noise, so concentration at work will be disturbed. With the disruption of this concentration, the work done will cause a lot of errors or damage.
7. Spatial planning is an arrangement in the workspace that usually affects the comfort of employees at work.

Work motivation
Work motivation according to Anwar Prabu Mangkunegara (2009:93)Motivation is an encouragement of needs in employees that need to be met so that employees can adapt to their environment and be able to achieve the goals that have been set. In other words, motivation is an energy to generate an impulse in oneself to achieve certain goals. According to Anwar Prabu Mangkunegara(2009:93) indicators of work motivation as follows:
1) Responsible.
2) Work performance.
3) Opportunity to advance.
4) Recognition of performance.
5) Challenging work.

Competence
According to (Edison Emron, 2017)Competence is an individual's ability to carry out a job correctly and has advantages based on matters relating to skills and attitudes. According to(Fahmi, 2014)Competence is defined as the personal aspects of an employee that enable him to achieve superior performance. According to Sedarmayanti quoted by(Tampubolon et

al., 2019)Competence is a fundamental characteristic possessed by a person that directly influences, or can predict excellent performance. According to(Wibowo, 2017) Competence is a fundamental characteristic of every individual that is associated with superior or effective criteria in a job or situation. (Soetrisno & Gilang, 2018) explains that in order to fulfill the competency element, an employee or employee must meet the following elements:
1 Knowledge
2 Skills
3 Attitude

Employee performance
According to (Afandi, 2018)Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics. According to(Hamali, 2016) argues that performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and contribution.

According to (Mangkunegara, 2017)employee performance as a result of work in quality and quantity that can be achieved by an employee in the ability to carry out tasks in accordance with the responsibilities that have been given to him by his superiors. Meanwhile, according to(Cashmere, 2016) Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period. Employee performance indicators according to Mangkunegara (2009:67) is as follows :
1) The quality of work shows neatness, accuracy, and the relevance of work results without ignoring the volume of work.
2) The quantity of work shows the large number of types of work carried out at a time so that efficiency and effectiveness can be carried out in accordance with company goals.
3) Responsibility shows how much employees accept and carry out their work, take responsibility for work results and the facilities and infrastructure used and work behavior every day.
4) Cooperation employee willingness to participate with other employees vertically and horizontally both inside and outside the work so that the work will be better.
5) There is an initiative from within the organization's members to do work and solve problems at work without waiting for orders.

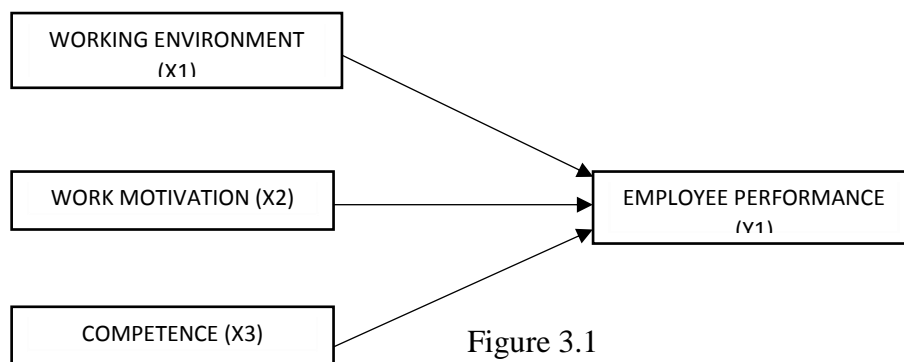## 3. Research Hypothesis And Theoretical Framework

Figure 3.1
conceptual framework

Based on the formulation of the problem and the results of previous research, the following research hypotheses were formulated:

H1: Work environment has a positive and significant effect on employee performance
H2: Work motivation has a positive and significant effect on employee performance
H3: Competence has a positive and significant effect on employee performance.

4. Research methods

Validity test
According to (Sugiyono, 2015) Validity test is a level of accuracy between the data that actually happened with the data collected by the researcher.

Reliability Test
According to (Sugiyono, 2015) Reliability test is a measure of the extent to which measurement results using the same object will produce consistent values over time.

Correlation Coefficient (R)
The correlation coefficient (R) is used to determine the strength of the influence between the independent variable and the dependent variable. The greater the value of R, the more precise the regression model used, because the total variation can explain the dependent variable.

Coefficient Determination (R2)
Multicollinearity occurs when the R^2 value generated by an empirical regression model is very high, but individually many independent variables do not significantly affect the dependent variable.

Model Accuracy Test (Test – F)
The F test shows whether all the independent or independent variables included in the model have a joint influence on the dependent variable as seen from the significance level < 0.05.

Partial Significance Test (Test - t)
The t-test is used to determine the overall effect of each independent variable on the dependent variable (Sugiyono, 2015).

5. Results and Discussion

Results
The test criteria in the validity test are by looking at each value in the column compared to 0.05 in table r with degrees of freedom N-2. Where N is the number of respondents. From this study, the number of respondents was 40, so 40–2 = 38. Obtained r table of 0.3120. The questionnaire is said to be valid if r count > r table, the following is the description.

Table 5.1 Validity Test Results

Indicator	Pearson Correlation	r table	Status
Y1.1	0.758	0.3120	Valid
Y1.2	0.313	0.3120	Valid

Y1.3	0.765	0.3120	Valid
Y1.4	0.779	0.3120	Valid
Y1.5	0.607	0.3120	Valid
X1.1	0.687	0.3120	Valid
X1.2	0.754	0.3120	Valid
X1.3	0.655	0.3120	Valid
X1.4	0.458	0.3120	Valid
X1.5	0.601	0.3120	Valid
X1.6	0.817	0.3120	Valid
X1.7	0.795	0.3120	Valid
X2.1	0.754	0.3120	Valid
X2.2	0.729	0.3120	Valid
X2.3	0.837	0.3120	Valid
X2.4	0.769	0.3120	Valid
X2.5	0.775	0.3120	Valid
X3.1	0.823	0.3120	Valid
X3.2	0.789	0.3120	Valid
X3.3	0.912	0.3120	Valid

(Source: Primary data processed using SPSS 25, 2021)

Reliability test is used to determine the consistency of a measuring instrument in its use, or it can be said that the measuring instrument has consistent results when used many times at different times. Cronbach alpha is used to measure reliability, where an instrument is said to be reliable if it has a Cronbach alpha value equal to or more than 0.60(Sugiyono, 2015). The following are the results of the reliability test in this study:

Table 5.2 Reliability Test Results

No.	Variable Indicator	Cronbach Alpha	Limit Value	Status
1.	Work Environment (X1)	0.801	0.60	Reliable
2.	Work Motivation (X2)	0.833	0.60	Reliable
3.	Competence (X3)	0.791	0.60	Reliable
4.	Employee Performance (Y)	0.660	0.60	Reliable

(Source: Primary data processed using SPSS 25, 2021)

The correlation coefficient test aims to measure the strength of the linear relationship between two variables. The correlation coefficient is a number that states the strength of the relationship between two or more variables or can also determine the direction of the two variables. The following table contains the results of the correlation coefficient test in this study:

Table 5.3 Correlation and Determination Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.807a	.652	.623	1.178
a. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2				

(Source: Primary data processed using SPSS 25, 2021)

The F hypothesis test was conducted to determine whether all the independent variables (Work Environment, Motivation and Competence) included in the model had a joint effect on the dependent variable (Employee Performance). This test is carried out with the F test at the 95% confidence level with the following conditions:
1. Fcount > Ftable = HO is rejected, Ha is accepted, it means that the hypothesis is accepted or variable X has a significant effect on variable Y.
2. Fcount < Ftable = HO is accepted, Ha is rejected, meaning that the hypothesis is rejected or variable X is not significant to variable Y.

By looking at the value of F table = f(k ; n – k), F = (3 ; 40 – 3), F table = (3 ; 37) = 2.84 with an error rate of 5%. The F test performed can be seen in the table below:

Table 5.4 F Test Results (Simultaneous)

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	93.634	3	31.211	22,487	.000b
	Residual	49,966	36	1.388		
	Total	143,600	39			
a. Dependent Variable: TOTAL_Y1						
b. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2						

(Source: Primary data processed using SPSS 25, 2021)

The t-test basically shows how much influence one independent variable has individually in explaining the variation of the dependent variable. This test is assessed based on the comparison of the significance value of the calculated t value of each regression coefficient with a predetermined significance level of 5% ($\alpha = 0.05$). The provisions that become the reference for testing the t test hypothesis are if t count > t table then Ho is rejected and Ha is accepted. And if T count < T table then Ho is accepted and Ha is rejected. The results of the T test carried out can be seen in the table below:

Table 5.5 T . Test

Coefficientsa					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.

1	(Constant)	6.870	2.525		2,721	.010
	TOTAL_X1	.456	.060	.774	7.635	.000
	TOTAL_X2	-.065	.101	-.082	-.643	.525
	TOTAL_X3	.189	.137	.173	1.376	.177
a. Dependent Variable: TOTAL_Y1						

(Source: Primary data processed using SPSS 25, 2021)

Based on Table 5.5 by observing the row, column t and sig. value of t table = t(a/2 ; nk-1 = t(0.05/2 ; 40-3-1) = (0.025 ; 36) = 2.02809.

Hypothesis Test Results

H1: From table 5.5, it can be seen that the results of the t-test for the Work Environment variable on employee performance show the value of sig. 0.000 and t-count shows a value of 7.635 which is greater than t-table, which is 2.02809, meaning that the value of t-count > t-table value so that Ho is rejected and Ha is accepted. In addition, the value of sig. smaller than the probability value of 0.05 (0.000 < 0.05) then the conclusion that can be drawn is that it can be said that the Work Environment variable has a significant positive effect on the performance of PT Gema Soerya Samodra employees.

H2 : From table 5.5, it can be seen that the results of the t-test for the variable work motivation on employee performance show the value of sig. 0.525 and t count shows a value of -0.643 which is smaller than t table, which is 2.02809, meaning that the t count > t table value so that Ho is accepted and Ha is rejected. In addition, the value of sig. greater than the probability value of 0.05 (0.525 > 0.05), then the conclusion that can be drawn is that it can be said that the work motivation variable has no positive and insignificant effect on the performance of PT Gema Soerya Samodra employees.

H3 : From table 5.5, it can be seen that the results of the t-test for the Competency variable on employee performance show the value of sig. 0.177 and t-count shows a value of 1.376 which is smaller than t-table, which is 2.02809, meaning that the value of t-count > t-table value so that Ho is accepted and Ha is rejected. In addition, the value of sig. greater than the probability value of 0.05 (0.525 > 0.05) then the conclusion that can be drawn is that it can be said that the competency variable has no positive and insignificant effect on the performance of PT Gema Soerya Samodra employees.

Conclusion
The results of this study indicate that Work environment (X1) has a positive and significant effect on employee performance (Y) PT Gema Soerya Samodra.This gives the conclusion that withWork environmentIf a good environment is around employees, the employee's

performance will increase. Thus, the hypothesis that the work environment has a significant positive effect on driver performance in this study can be accepted.

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