

ANALYSIS OF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE WORK PRODUCTIVITY AT CV. MGS TANJUNG HAPPY

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Abstract

This research was conducted at CV. MGS Tanjung Selamat with the aim of analyzing the influence of work motivation and work environment partially and simultaneously on employee work productivity. The population is 37 employees who work in the company with a random sample, namely a saturated sample so that the total sample is 37 respondents. The type of data used is primary data and the data sources used are secondary data, data collection techniques use literature studies, surveys and observations. Data analysis techniques are multiple linear regression, classical assumption testing and hypothesis testing. The research results show that work motivation and work environment partially and simultaneously have a positive and significant effect on employee work productivity. There is a very strong correlation between work motivation and work environment and employee work productivity. Employee work productivity in the company can be explained by work motivation and work environment by 66.6% and the remaining 33.40% can be explained by other variables not studied, such as incentives, training, career development and so on.

Keywords: *Work Motivation, Work Environment, Work Productivity*

1. INTRODUCTION

Employees are part of the company's human resources and play an important role in supporting the company to achieve the company's main goal, namely earning business profits. With the support of all employees who are able to work optimally in carrying out their duties, the company has greater opportunities and capabilities to realize its main goals and excel in facing increasingly competitive business competition. Employees who are able to work productively in the company will get maximum results from the work provided to the company by optimizing every available work opportunity. However, in the field it still often happens and it is found that there are several employees who are not yet fully able to work productively. Changes in employee work productivity in the company environment are one of the problems that often occur and are faced by company owners, so that if there is a decrease in work productivity it can harm the company both materially and non-materially. Sedarmayanti (2020) stated that productivity is the ability to produce goods or services which is usually calculated per hour, per month, per machine and per other production factors. From the explanation above, it can be said that productivity is expected to change and improve for the better over time so that positive changes and progress can be seen for the company.

Apart from the motivation above, employee work productivity can be determined to what extent the working environment conditions exist in the company where the employee works. Wikaningtyas, et al (2023) stated that the work environment is a very important component when employees carry out work activities. Therefore, paying attention to a good work environment and creating conducive working conditions will be able to provide work motivation, so that conditions can have a positive impact on employee productivity at work. This research was conducted at CV. MGS Tanjung Selamat is engaged in the production of rice to be marketed to the community to meet their daily needs. In carrying out business activities in the field of rice production, leaders will need employees to be placed in several sections, each of which has different duties and responsibilities in order to achieve the company's main goals. Therefore, the leadership's hope is that all employees are expected to be able to work

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productively from the available working hours so that no time is idle or wasted on less productive things.

However, it can be said that employee work productivity from the rice production produced by all employees shows that there is instability in rice production from time to time, so that this condition can be conveyed that employee work productivity is still not optimal in carrying out their duties. The following data can be presented regarding the data The company's rice production for the period August 2023 - January 2024 per month is as follows:

Table 1.1
CV. MGS Tanjung Selamat
Rice Production Data

Periode Desember 2023 - Januari 2024

Periode	Production Quantity (ton)	%
August 2023	159	-
September 2023	148	- 6,92
October 2023	142	- 4,05
November 2023	155	9,15
December 2023	168	8,39
January 2024	167	- 0,60

Source: CV. MGS Tanjung Selamat, 2024

The table above shows that the amount of rice production during the six months from August 2023 - January 2024 experienced fluctuations in rice production. The decline in rice production occurred in September 2023, October 2023 and January 2024, while the increase in rice production only occurred in two months, namely November and December 2023. This condition shows that employee work productivity in carrying out their duties is still not optimal because during the last six months there has been a decline rice production for three months. Decrease in the amount of rice production in CV. MGS Tanjung Selamat is because not all employees who work have strong work motivation in completing their tasks so that the available work time is not used as well as possible. On the other hand, instability in rice production occurs in companies due to inadequate working conditions so that some employees feel uncomfortable with the working environment, especially in the rice production factory, so that employees cannot concentrate optimally. Based on the explanation from the table above regarding phenomena that occur in the company and the results of previous research presented, the author became interested in conducting research with the title: " **Analysis of Work Motivation and Work Environment on Employee Work Productivity at CV. MGS Tanjung Selamat**".

REVIEW REFERENCES

Work productivity

According to Hartatik (2019), it can be said that the concept of productivity can be seen from two dimensions, namely the individual and organizational dimensions. The study of productivity issues from the individual dimension looks at productivity in its relationship with individual personality characteristics. The essence of productivity is a mental attitude that always holds the view that the quality of life today must be better than yesterday, and tomorrow must be better than today. Meanwhile, according to Yusuf (2019), philosophically, productivity is a mental attitude that always tries and has the view that today's life is better than yesterday and tomorrow is better than today. Factors that influence an employee's work productivity (Hartatik, 2019), namely: 1) Education; 2) Skills; 3) Discipline, 4) Work fatigue, 5) Motivation; 6) Work safety; dan 7) Work environment. According to Hartatik (2019), there are 5 indicators used to measure employee work productivity in companies, namely:

- 1) High absenteeism rate; In this case, individuals who have high absenteeism can have a negative impact on work because a lot of work time is wasted and work becomes neglected and cannot be completed on time.
- 2) Yield acquisition rate; In this case, individuals who have worked optimally will have a greater opportunity to obtain greater results.
- 3) Quality produced; In this case, individuals who have clear priorities for working productively are more likely to be able to provide quality results compared to employees who do not have a priority scale at work.
- 4) Error rate; in this case, the number of errors identified by the individual is sufficient to be able to work productively in the company. The fewer mistakes employees make while working, the greater the work productivity that employees can provide to the company.
- 5) Time required; In this condition it can be said that if an individual is said to be productive at work then the time needed to complete his/her tasks will be more efficient so that the time used will be more optimal than the time limit given by the superior.

Work motivation

According to Sedarmayanti (2020), motivation is the force that drives someone to carry out an action or not, which essentially exists internally and externally, whether positive or negative, to direct it, which really depends on the toughness of the leader. Motivation is an important thing that everyone must have, because motivation will be able to encourage someone to be more active in doing something. Motivation is a psychological factor that shows a person's interest in work, a sense of satisfaction and responsibility for the activities or work carried out (Hansfian, et al. 2022).

There are two factors that influence the motivation of individuals who work in companies (Hansfian, et al. 2022), namely:

- 1) Internal factors, namely factors that originate from within the individual, consist of: The individual's perception of themselves, self-esteem and achievements, hopes, needs and job satisfaction.
- 2) External factors, factors that originate from outside the individual consist of: The type and nature of work, the work group in which the individual joins, the environmental situation in general, and the reward system received.

Indicators used to measure employee work motivation in companies (Hansfian, et al. 2022), include:

- a. Performance; Employees who have strong work motivation will prioritize the work performance expected by their superiors for the company's future progress.
- b. Accountability; If employees have motivation, they will be serious and responsible for the work they have started until they are finished for the best work results.
- c. The work itself; Employees who have strong motivation will love their work well so that each task can be completed well.
- d. Quality of supervision; In this case, superiors who carry out supervision well and systematically can motivate employees to work diligently and optimally.
- e. Working conditions; In this case, a company that has good and comfortable working conditions will make employees motivated to work well and vice versa.
- f. Wages; In this case, if the salary received by the employee is appropriate and appropriate according to the responsibilities and risks of the job, the employee will be more motivated to work as well as possible.

Work environment

The work environment is a very important component when employees carry out work activities. By paying attention to a good work environment or creating working conditions that are able to provide work motivation, it will have an impact on employee productivity at work (Wikaningtyas, et al. 2023). According to Rampisela and Lumintang (2020), the work

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environment is the condition surrounding the workplace, both physical and non-physical, which can give a pleasant, safe, reassuring impression, make you feel comfortable working and so on. The work environment is something around employees that influences the work process, both physically and non-physically, which gives a good impression.

Factors that can influence the work environment in a company (Rampisela and Lumintang, 2020), include:

- a. Adequate lighting and illumination really supports employee performance.
- b. Noise is something that cannot be avoided in everyday life, including at work. For employees who work in factories that use machines, this equipment will cause noise and can cause hearing problems for employees.
- c. Workplace conditioning; In this case, a hot work environment will cause discomfort at work, so that employees will quickly become tired.
- d. Insect free, in this case if the work area has a lot of insects then this condition indicates poor cleanliness of the work place.
- e. Smells; In this condition, if there is an unpleasant odor around the workplace, it can also disturb the employee's work comfort.
- f. Work equipment (*ergonomic*); In this case, work equipment, for example computer tables, chairs and work desks must be appropriate to the body size of the employee concerned.
- g. Personal protective equipment; In this condition, employees who work in places that use machine tools or which are at risk of generating dust, noise and high levels of lighting must use personal protective equipment (PPE).
- h. Socio-psychological factors are the consequences that arise from a disharmonious atmosphere within the company, for example there are conflicts, gossip groups, jealousy of each other and so on.

Indicators used to measure the work environment in companies (Rampisela and Lumintang, 2020), include:

- a. Workplace lighting; In this condition, if the work space has sufficient and sufficient lighting, employees can work well so they will not get tired quickly when carrying out their duties due to lack of light and will not get tired and tired easily.
- b. Air circulation; A healthy work environment means having good and clean air circulation so that employees can breathe well and enable employees to work more optimally.
- c. Noise pollution level; In this condition, if the work environment is noisy and noisy, the employee cannot work with full concentration because it disturbs the hearing which damages the concentration in the employee's mind.
- d. Unpleasant aroma; In conditions where the work environment has an unpleasant odor and damages the employee's sense of smell, this can disrupt the employee's work concentration when carrying out their duties.
- e. Safety at work; If the company can provide a sense of security for employees while working, their work abilities will be maximized when carrying out their duties.

Relationship between Independent and Dependent Variables The relationship between work motivation and work productivity

Work motivation in employees is an important thing that needs to be possessed so that this motivation exists because there is a certain reason why they want to work and do something that is ordered in the hope of achieving their goals. This motivation will make employees know what to do in completing their daily tasks so that no time is wasted during working hours within the company. Apart from that, employees who have strong motivation within themselves will try to prioritize optimal work results so that they will work productively and with optimal results for the company's progress.

The Relationship between Work Environment and Work Productivity

Employees who work in a company cannot be separated from the need for work space that the company has provided for them. Therefore, the size of each employee's work space is basically different depending on the number of employees and the position given to him by his superior. However, the expectations of every employee are the same, namely to have a work space that has clean, comfortable, orderly conditions and healthy air circulation. Unhealthy working conditions can cause employees to get stressed easily, not be enthusiastic about working, and come late, and vice versa, if the working environment is healthy, employees will certainly be enthusiastic about working, less likely to get sick, easier to concentrate, so work will be faster. completed according to target.

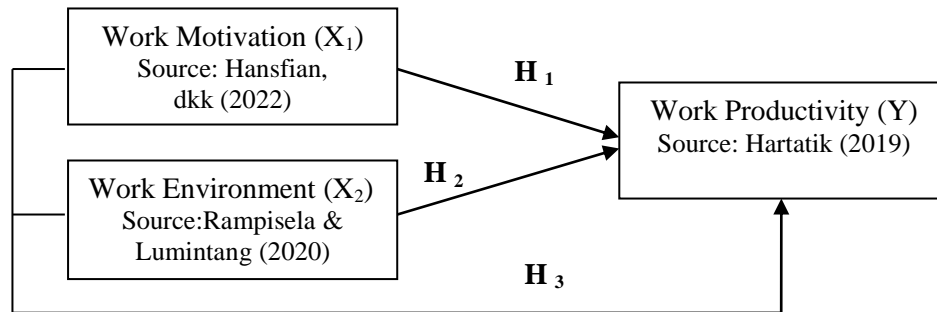


Figure 1.1 Conceptual Framework

Source: Author (2024)

H₁ : It is suspected that work motivation partially has a significant effect on employee work productivity at CV. MGS Tanjung Selamat.

H₂ : It is suspected that the work environment partially has a significant effect on employee work productivity at CV. MGS Tanjung Selamat.

H₃ : It is suspected that work motivation and work environment simultaneously have a significant influence on employee work productivity at CV. MGS Tanjung Selamat.

2. IMPLEMENTATION METHOD

The research used is associative with a quantitative approach. According to Sugiyono (2019) associative research is research that proves and finds the relationship between two or more variables. This is done at the CV company. MGS Tanjung Selamat Medan. Sudaryono (2019) believes that population is a generalization area consisting of objects or subjects that have certain qualities and characteristics which are applied by the author to be studied and then conclusions drawn. In this research, the population is 37 employees working at the company in 2023. Priyastama (2020) believes that a sample is a collection of data taken from the population. The research sampling method uses saturated samples, so the number of research samples used is the same as the population of 37 respondents. With an employee division there are 3 sections, namely: the milling section with 12 employees, the drying section with 12 employees, and the packing section with 13 employees. This research uses tests, namely: data quality test, classical assumption test, multiple linear regression test, and model feasibility test.

3. RESULTS AND DISCUSSION

3.1 Descriptive Characteristics of Respondents

a. Descriptive Characteristics of Respondents Based on Gender

The following can be presented regarding the characteristics of respondents based on gender as follows:

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Table 3.1
Gender Characteristics

Gender	Number of Respondents	%
Men	34	91,89
Women	3	8,11
Amount	37	100,00

Source: data processed, 2024

The table above shows that the majority of employees working in the company are men at 91.89% and the remaining 8.11% are women. From this table, the number of employees in the company prioritizes men to carry out work, especially those related to carrying out tasks in the field, so they require strong physical stamina to be able to carry out these tasks optimally.

b. Descriptive Characteristics of Respondents Based on Age

The following can be presented regarding the characteristics of respondents based on age as follows:

Table 3.2
Age Characteristics

Age (Years)	Number of Respondents	%
20-30	12	32,43
31-40	20	54,05
41-50	5	13,51
Amount	37	100,00

source : data processed, 2024

The table above shows that 54.05% of employees working in dominant companies are aged between 31-40 years when compared to other age groups. This table reflects that the majority of employees who work while carrying out their duties are of productive age and have maximum work ability so that they are in accordance with the company's needs to be able to achieve the company's main goals.

c. Descriptive Characteristics of Respondents Based on Education

The following can be presented regarding the characteristics of respondents based on education as follows:

Table 3.3
Characteristics of Education

Education	Number of Respondents	%
SD	8	21,62
SMP	13	35,14
SMA	16	43,24
Amount	37	100,00

Source : data processed, 2024

The table above shows that the majority of employees working in companies have high school education at 43.24%, middle school at 35.14% and elementary school at 21.62%, when compared with other education such as elementary and middle school. From the table above it is known that the company's need to employ employees to be able to carry out the tasks given by the business owner prioritizes high school education because with this education the employee can do the work given.

d. Descriptive Characteristics of Respondents Based on Length of Work

The following can be presented regarding the characteristics of respondents based on length of work as follows:

Table 3.4
Length of Service Characteristics

Length of Service	Number of Respondents	%
< 1 Year	6	16,22
> 1 - 5 Years	17	45,95
> 5 Years	14	37,84
Amount	37	100,00

Source : data processed, 2024

The table above shows that the majority of employees who have worked in companies have worked for 1-5 years as much as 45.95% compared to other working periods. This shows that employees have decided to work at the company because they are able to provide what the employee hopes can be fulfilled well by the company for their personal and family living needs.

3.2 Data Quality Test Results

a. Work Motivation Validity Test Results

The following can be presented the results of testing the validity of work motivation as follows:

Table 3.5
Work Motivation Validity Test Results

Variable	Questionnaire Items	<i>Corrected Item-Total Correlation</i>		Results
		r _{count}	R _{table}	
Work Motivation	Work Motivation_1	.942	.316	Valid
	Work Motivation_2	.839		Valid
	Work Motivation_3	.687		Valid
	Work Motivation_4	.772		Valid
	Work Motivation_5	.942		Valid
	Work Motivarion_6	.840		Valid

Source: data processed SPSS, 2024

The table above shows that all questionnaire items on the work motivation variable have 6 statements of coefficient values $r_{\text{count}} > r_{\text{table}}$ (0.316), so it is concluded that the questionnaire items on the work motivation variable can be declared valid so that they meet the validity assumptions. This means that work motivation is very important for every

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employee to have so that he or she has a strong drive when carrying out the tasks assigned or responsibilities.

b. Work Environment Validity Test Results

The following can be presented the results of testing the validity of the work environment as follows:

Table 3.6
Results of the Work Environment Validity Test

Variable	Questionnaire Items	<i>Corrected Item-Total Correlation</i>		Results
		r _{count}	r _{table}	
Work Environment	Work Environment_1	.730	.316	Valid
	Work Environment_2	.402		Valid
	Work Environment_3	.534		Valid
	Work Environment_4	.651		Valid
	Work Environment_5	.557		Valid

Source: data processed SPSS, 2024

The table above shows that all questionnaire items on the work environment variable have 5 statements of coefficient values $r_{\text{count}} > r_{\text{table}}$ (0.316), so it can be concluded that the questionnaire items on the work environment variable can be declared valid so that they meet the validity assumptions. This means that the work environment in the company plays an important role and becomes a means in the company for employees when carrying out their duties.

c. Work Productivity Validity Test Results

The following can be presented the results of testing the validity of work productivity as follows:

Table 3.7
Work Productivity Validity Test Results

Variable	Questionnaire Items	<i>Corrected Item-Total Correlation</i>		Results
		r _{count}	r _{table}	
Work Productivity	Work Productivity_1	.734	.316	Valid
	Work Productivity_2	.734		Valid
	Work Productivity_3	.422		Valid
	Work Productivity_4	.401		Valid
	Work Productivity_5	.638		Valid

Source: data processed SPSS, 2024

The table above shows that all questionnaire items on the work productivity variable have 5 statements of coefficient values $r_{\text{count}} > r_{\text{table}}$ (0.316), so it can be concluded that the questionnaire items on the work productivity variable can be declared valid so that they meet the validity assumptions. This means that employee work productivity is expected by the business owner at will of all his employees so that with the support of all employees

who are able to work productively, the company's main goals can be achieved and business continuity can run smoothly.

d. Reliability Test Results

The following can be presented the results of reliability testing for work motivation, work environment and work productivity variables as follows:

Table 3.8
Reability Test Results

<i>Reliability statistics</i>			
Variable	<i>Cronbach's Alpha</i>	<i>Standardized Coefficient Value</i>	Results
Work Motivation_X1	.946	0,6	Reliabel
Work Environment_X2	.790		Reliabel
Work Productivity_Y	.790		Reliabel

Source: data processed SPSS, 2024

The table above shows that the variables work motivation, work environment and work productivity have a *Cronbach's Alpha value* > 0.6 , so it can be concluded that the variables used are reliable. This means that the majority of respondents gave relatively stable and consistent average answers between one questionnaire and another on each research variable.

3.2 Classic Assumption Test Results

a. Normality Test Results

The following can be presented the results of normality testing using the *Kolmogorov Smirnov Test method* as follows:

Table 3.9

<i>Kolmogorov Smirnov Test Results</i>		
<i>One Sample Kolmogorov Smirnov Test</i>		<i>Unstandardized Residual</i>
N		37
<i>Normal Parameters</i>	<i>Mean</i>	.0000000
	<i>Std Deviation</i>	1.34165632
<i>Most Extreme Differences</i>	<i>Absolute</i>	.136
	<i>Positive</i>	.069
	<i>Negative</i>	-.136
<i>Kolmogorov Smirnov Z</i>		.830
<i>Asymp.Sig. (2-tailed)</i>		.496

a. Test distribution is normal

Source: data processed SPSS, 2024

The table above shows that the results of the *Kolmogorov Smirnov test* have a significance value (*Asymp. Sig. 2- tailed*) namely 0.496 so that the significance value is $0,496 > 0.05$, so it is concluded that the *residual value* is normally distributed and meets the normality assumption .

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b. Multicollinearity Test Results

In the following, the results of the multicollinearity test can be presented as follows:

Table 3.10
Multikolinearitas Test Results

Variable	Coefficients	
	Collinearity Statistics	
	Tolerance	VIF
Work Motivation_X1	.536	1.865
Work Environment_X2	.536	1.865

Source: data processed SPSS, 2024

The table above shows that the work motivation and work environment variables have a *tolerance value* > 0.1 and a VIF value < 10, so it can be concluded that the regression model above does not have symptoms of multicollinearity, which means there is no correlation between the independent variables.

c. Heteroscedasticity Test Results

The results of the heteroskedastitsa test can be presented as follows:

Table 3.11
Hedroscedasticity Test Results

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	.277	1.007		.275	.785
Work Motivation_X1	-.111	.042	.561	-2.630	.253
Work Environment_X2	-.096	.061	-.333	-1.560	.128

a. Dependent Variable: Abs_res

Source: data Processed SPSS, 2024

The table above shows that for the work motivation variable (sig. value 0.253) and work environment (sig. value 0.128) so that the independent variable has a significant value of >0.05, it can be concluded that the regression model does not have symptoms of heteroscedasticity, meaning that in this study there was no there are confounding variables.

3.4 Multiple Linear Regression

The following can be presented the results of multiple linear regression testing between the independent variables (work motivation and work environment) and the dependent (work productivity) as follows:

Table 3.12
Regresi Linear Berganda
Coefficients^a

Model	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.755	2.103		3.216	.000
Work Motivation_X1	.461	.088	.710	5.249	.000
Work Environment_X2	.137	.128	.145	3.512	.013

a. *Dependent Variable:* Produktivitas kerja_Y

Source: data processed SPSS, 2024

The table above shows the results of multiple linear regression testing with results namely: $Y = 6.755 + 0.461 X_1 + 0.137 X_2$. The following is an explanation as follows:

- The value of a (constant) is 6.755 and is positive, meaning that employee work productivity will increase by 6.755, assuming that the work motivation and work environment variables have a fixed coefficient value (zero).
- Work motivation is 0.461 and has a positive value, meaning that if there is a 1 point increase in work motivation, employee work productivity will increase by 0.461, assuming the work environment variable has a fixed coefficient value (zero).
- The work environment is 0.137 and has a positive value, meaning that if there is a 1 point increase in the work environment, employee work productivity will increase by 0.137, assuming the work motivation variable has a fixed coefficient value (zero).

3.5 Hypothesis Test Results

a. Partial Test Results (t-test)

Below we can present the partial test results between the independent variables (work motivation and work environment) and the dependent (work productivity) as follows:

Table 3.13
Partial Test Results
Coefficients^a

Model	<i>Standardized Coefficients</i>	t	Sig.
	Beta		
1 (Constant)		3.216	.000
Work Motivation_X1	.710	5.249	.000
Work Environment_X2	.145	3.512	.013

a. *Dependent Variable:* Produktivitas kerja_Y

Source: data processed SPSS, 2024

In this study, the number of research samples was $n = 37$ so that $t_{table} = 1.687$ at sig 0.05. From the table above, the partial test results can be described as follows:

- 1) Work motivation partially has a positive and significant effect on employee work productivity at CV. MGS Tanjung Selamat (value $t_{count} > t_{table}$, $5.249 > 1.687$ at sig. $0.000 < 0.05$), so the research hypothesis H_1 is accepted.

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- 2) The work environment partially has a positive and significant effect on employee work productivity at CV. MGS Tanjung Selamat (value $t_{\text{count}} > t_{\text{table}}$, $3.512 > 1.687$ at sig. $0.013 < 0.05$), so the research hypothesis H_2 is accepted.

b. Simultaneous Test Results (F-Test)

Below we can present the results of simultaneous testing between the independent variables (work motivation and work environment) on the dependent (work productivity) as follows:

Table 3.14
Simultaneous Test Results

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	129.198	2	64.599	33.894	.000 ^a
Residual	64.802	34	1.906		
Total	194.000	36			

a. Predictors: (Constant), Work Motivation_X1, Work Environment_X2

b. Dependent Variable: Work Productivity_Y

Source: data processed SPSS, 2024

In this study, the number of samples is $n = 37$, where the value of $df(1) = k - 1 = 3 - 1 = 2$ and the value of $df(2) = n - k = 37 - 3 = 34$, the F table = 3.28 is obtained. sig.0.05. Meanwhile, the calculated F value = 33.894 at sig.0.000. From the table above it can be concluded that work motivation and work environment together have a significant effect on employee work productivity at CV. MGS Tanjung Selamat (calculated F value $> F_{\text{table}}$, $33.894 > 3.28$ at sig. $0.000 < 0.05$), so the research hypothesis H_3 is accepted.

c. Coefficient of Determination Results (R^2)

The following can be presented the results of testing the coefficient of determination of the independent variable (work motivation and work environment) explaining the dependent (work productivity) as follows:

Tabel 3.15
Coefficient of Determination Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics
					R Square Change F Change
1	.816 ^a	.666	.646	1.38055	.666 33.894

a. Predictors: (Constant), Work Motivation_X1, Work Environment_X2

b. Dependent Variable: Work Productivity_Y

Source: data processed SPSS, 2023

Table 4.15 shows the coefficient of determination value of $R = 0.816$, meaning that there is a very strong correlation between work motivation and work environment and employee work productivity. The value of $R^2 = 0.666$ means that employee work productivity in the company can be explained by work motivation and work environment by 66.6% and the remaining 33.40% can be explained by other variables not studied, such as incentives, training, career development and so on.

3.6 Discussion

a. The Influence of Work Motivation on Employee Work Productivity at CV. MGS Tanjung Selamat

Based on the results of statistical tests carried out, it can be said that employee work motivation partially has a positive and significant effect on employee work productivity in the company (value $t_{\text{count}} > t_{\text{table}}$, $5.249 > 1.687$ at sig. $0.000 < 0.05$). This shows that work motivation is an important part of employees because employees who have strong and clear work motivation make employees focus on work and the goals they want to achieve can also be achieved optimally. According to research by Wikaningtyas, et al (2023), it can be concluded that the work motivation given to employees can have a significant influence on employee work productivity. Irfan, et al (2022) agreed with this opinion, concluding that by providing work motivation that is right on target and effective, this can have a significant influence on increasing employee work productivity in carrying out their duties.

b. The Influence of the Work Environment on Employee Work Productivity at CV. MGS Tanjung Selamat

Based on the results of the statistical tests carried out, it can be said that the employee work environment partially has a positive and significant effect on employee work productivity in the company (value $t_{\text{count}} > t_{\text{table}}$, $3.512 > 1.687$ at sig. $0.013 < 0.05$). This shows that the work environment is an important part of the company which plays a role for employees when carrying out their duties. Therefore, a good and comfortable working environment in the company can make employees more focused and make maximum contributions to work for the progress of the company. According to research by Hansfian, et al (2022), and Hamid (2022), it is concluded that companies that have a conducive and adequate work environment can have a significant influence on employee work productivity.

c. The Influence of Work Motivation and Work Environment on Employee Work Productivity at CV. MGS Tanjung Selamat

Based on the results of statistical tests carried out, it can be said that employee work motivation and work environment simultaneously have a positive and significant effect on employee work productivity in the company (value $F_{\text{Count}} > F_{\text{table}}$, $33.894 > 3.28$ at sig. $0.000 < 0.05$). This shows that the work motivation of the work environment is two interrelated parts to support the achievement of increasing employee work productivity so that employees will be able to work productively if they have strong work motivation because with this motivation employees will try to work seriously so that there is no work delays and the results of the work provided will be better. According to research by Farida and Sulistyowati (2022), and Prawoto and Hasyim (2022), it can be concluded that by providing good and targeted work motivation accompanied by an adequate work environment, this condition can have a significant influence on increasing employee work productivity.

ANALYSIS OF WORK MOTIVATION AND WORK ENVIRONMENT ON EMPLOYEE WORK PRODUCTIVITY AT CV. MGS TANJUNG HAPPY

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4. CONCLUSION

Based on the results of the tests that have been carried out and the discussion presented above, the following conclusions can be conveyed, namely:

- 1) Work motivation partially has a positive and significant effect on employee work productivity at CV. MGS Tanjung Selamat (value $t_{\text{count}} > t_{\text{table}}$, $5.249 > 1.687$ at sig. $0.000 < 0.05$);
- 2) The work environment partially has a positive and significant effect on employee work productivity at CV. MGS Tanjung Selamat (value $t_{\text{count}} > t_{\text{table}}$, $3.512 > 1.687$ at sig. $0.013 < 0.05$);
- 3) Work motivation and work environment simultaneously have a positive and significant effect on employee work productivity at CV. MGS Tanjung Selamat (calculated F value $> F_{\text{table}}$, $33.894 > 3.28$ at sig. $0.000 < 0.05$) ;
- 4) There is a very strong correlation between work motivation and work environment and employee work productivity at CV. MGS Tanjung Selamat. Employee work productivity in the company can be explained by work motivation and work environment by 66.6% and the remaining 33.40% can be explained by other variables not studied, such as incentives, training, career development and so on.

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