412 Bistek Turnitin - -

24S-B2-Informatik 2 -- No Repository 007

26S-B1-Informatik 2 (Moodle PP)

FH Kärnten Gemeinnützige Gesellschaft mbH

Document Details

Submission ID

trn:oid:::1:3430584240

Submission Date

Dec 2, 2025, 10:11 AM GMT+1

Download Date

Dec 2, 2025, 10:18 AM GMT+1

File Name

412_BistekTurnitin_-_Copy.docx

File Size

56.5 KB

7 Pages

2,206 Words

12,837 Characters

5% Overall Similarity

The combined total of all matches, including overlapping sources, for each database.

Match Groups

13 Not Cited or Quoted 4%
Matches with neither in-text citation nor quotation marks

2 Missing Quotations 1%
Matches that are still very similar to source material

0 Missing Citation 0%
Matches that have quotation marks, but no in-text citation

0 Cited and Quoted 0%
Matches with in-text citation present, but no quotation marks

Top Sources

1% Internet sources
4% Publications
1% Submitted works (Student Papers)

Match Groups

- **13** Not Cited or Quoted 4%
  Matches with neither in-text citation nor quotation marks
- **2** Missing Quotations 1%
  Matches that are still very similar to source material
- **0** Missing Citation 0%
  Matches that have quotation marks, but no in-text citation
- **0** Cited and Quoted 0%
  Matches with in-text citation present, but no quotation marks

Top Sources

1% Internet sources
4% Publications
1% Submitted works (Student Papers)

Top Sources

The sources with the highest number of matches within the submission. Overlapping sources will not be displayed.

1	Publication	Ford Lumban Gaol, Fonny Hutagalung, Nailya Bagautdinova, Lenar Safiullin. "Soci... 1%
2	Publication	Andri Priadi, Aden Prawiro Sudarso. "THE INFLUENCE OF COMPENSATION AND W... <1%
3	Publication	Chu Chu Myat Thwe Win, Tharindu C. Dodanwala, Djoen San Santoso. "Synthesizi... <1%
4	Student papers	TAFE Queensland Brisbane <1%
5	Internet	etd.aau.edu.et <1%
6	Internet	journal.jptranstech.or.id <1%
7	Internet	repository.unsoed.ac.id <1%
8	Publication	Rahmi Amtha, Ferry Sandra, Rosalina Tjandrawinata, Indrayadi Gunardi, Anggrae... <1%
9	Publication	Herryadi Herryadi, Pujiarti Pujiarti. "The Effect of Work Motivation, Work Environ... <1%

Enhancing Employee Performance: The Impact of Motivation and Work Environment: A Case Study at A Convection Company in Bandung

ABSTRACT

This study aims to investigate how employee performance is impacted by work environment and motivation. In this study, a descriptive and verifiable strategy was employed. Statements (questionnaires) sent to employees of one of the Bandung convective enterprises served as the study's data source. There are thirty-five participants in the study. The research utilizes both descriptive and verificative statistical methodologies. Researchers use calculations by applying Correlation Data Analysis, Path Analysis, and Determination Coefficient Analysis. Motivation, Work Environment, and Employee Performance in one of the Bandung convection enterprises was determined to be related based on the entire data analysis. Thus, the work environment and motivation have an impact on employee performance. Other elements that may impact employee performance should be covered in this study. Furthermore, in comparison to the work environment, motivation has less of an effect. Therefore, the business ought to prioritize the work environment while simultaneously maximizing employee motivation at one of Bandung's convective businesses.

Keywords: Motivation, Work Environment, Employee Performance

INTRODUCTION

The potential of human resources is fundamentally one of the assets in an organization's operational system and is necessary for accomplishing its goals. As a result, the business must manage its human resources as efficiently as possible. Guest, (2017) and Otoo (2019) define employee performance as the outcome that workers can accomplish by their skills. Performance is the actual output that workers produce when completing duties delegated to them according to the standards and goals established by the business. (Santoso & Riyanto, 2020) Human resources are one of the strategic resources that a business possesses and need to be continuously enhanced, according to Arif (2021) Information about employee performance measurement from one of Bandung's leading enterprises reveals that teamwork, leadership, discipline, integrity, commitment, and service orientation are the main factors used to evaluate employee performance. The researcher's findings identified two problems: the work environment and motivation. This data shows that worker performance at one of Bandung's convection enterprises has yet to reach the ideal level. Yusuf Iis et al., (2022)

asserts that motivation results from an employee's attitude toward their work environment and that ability and motivation elements influence performance attainment.

Leaders must take note of some aspects in order to maximize staff performance. Low employee motivation is said to be the root cause of subpar employee performance. (Elqadri et al., 2015; Sugiarti, 2022) It is well known that low motivation at work will cause employees' enthusiasm to give their all to their work, lowering work enthusiasm and employee performance quality. Motivation, on the other hand, is the internal drive that propels employees to reach a goal. Upon analyzing one of the biggest companies in Bandung, it can be said that there is a lack of incentive for staff members to be more driven to work, which eventually results in a decline in their motivation to increase performance, affecting the business's performance. According to Aiyub et al., (2021), an organization's performance and success are influenced by the caliber of its leaders, employees, and subordinates; for this reason, proficiency in performance management is crucial. This suggests that one of the Bandung convection enterprises has undermotivated staff resources. There were variations in the absenteeism rate of employees at one of the major enterprises in Bandung between April and July of 2022. The events that field researchers discovered point to a need for more initiative, teamwork, compliance with regulations, and employee motivation to reach high-performance standards. Several indicators point to a decline in employee work motivation, including the workplace culture, connections with leaders, coworkers, and partners, and a lack of recognition for individuals who meet goals and break corporate policies.

The work environment is one of the variables that influences employee performance. Employees are significantly impacted by their work environment, which motivates them to complete tasks more quickly and successfully. (Machmud & Sidharta, 2021) Thus, a business or organization must maintain a favorable working environment for its workers. According to Azmy et al., (2022) , the workplace is everything that surrounds employees and impacts how they do the duties that have been allocated to them. Therefore, a business or organization must maintain the working environment for its staff members, as this directly affects how well workers perform in carrying out their duties. On the other hand, poor maintenance might result in decreased worker performance. This essay aims to ascertain the degree to which employee performance at one of the Bandung convective enterprises is impacted by motivation and the work environment, based on the issue above.

RESEARCH METHODS

In order to look at a specific population or sample, the researcher in this study used quantitative research, which is founded on positivist philosophy. Research instruments are usually

used for data gathering, sampling strategies are usually random, and data processing is quantitative and statistical to test preconceived assumptions.

Construct validity, a particular abstraction or generalization made expressly for research purposes and having a narrow definition is the validity employed in this study. When a measurement tool can be relied upon to gather data, it is deemed reliable. Dependable data will come from a dependable instrument.

The regression model's path analysis feature can be used to examine the cause-and-effect relationship between two variables. Using correlations, regressions, and pathways, the path analysis technique determines the direct and indirect impacts of one set of variables acting as a cause on another set of variables acting as an effect. The path coefficient, as pyx, indicates the contribution size tested in the influence of X1 and X2 on Y.

RESULT AND DISCUSSION

In this study, the characteristics of the respondents provide essential context for understanding the research findings. The respondents comprise individuals from varied backgrounds, which contributes to a rich dataset for analysis. The following are the characteristics of respondents from this study:

Table 1. Respondent Characteristics

No.	Characteristics	Frequency	Presentation
1.	Gender		
	- Woman	12	34%
	- Man	23	66%
2.	Age		
	- < 25 year	10	29%
	- 26-35 year	15	43%
	- 36-45 year	5	14%
	- > 45 year	5	14%
3.	Education		
	- Senior High School	20	57%
	- Diploma	10	29%
	- Bachelor	3	8%
	- Magister	2	6%

According to the statistics, women comprise only 34% of survey respondents, with men making up the bulk of respondents (66%). Regarding age, the largest group is those under 25 (29%), followed by those between the ages of 26 and 35 (43%). Just 14% of respondents fall into the 36–45 year old age group and the 45+ age group. Regarding education, most respondents (57%) have a high school diploma, while another 29% have only completed their high school education. Just 8% of respondents said they have a bachelor's degree, while 6% said they have a master. Overall, the poll results show that young males with formal education up to a high school diploma or above make up many respondents.

Table 2. Validity and Reliability Test

Motivation		Work Environment	
Item	Correl	Item	Correl
1	0,345	1	0,390
2	0,325	2	0,361
3	0,381	3	0,334
4	0,359	4	0,472
5	0,317	5	0,355
6	0,375	6	0,369
7	0,303	7	0,392
8	0,547	8	0,411
9	0,499	9	0,423
10	0,311	10	0,400
11	0,448	11	0,428
12	0,333	12	0,365
13	0,365	13	0,408
14	0,397	14	0,578
15	0,308	15	0,474
Cronbach Alhpa			
X1	0,770		
X2	0,801		
Y	0,751		

It is, therefore, possible to infer that items 1 through 15 of the statements in the Motivation and Work Environment variable instrument above are legitimate and appropriate for processing as research data because there are 15 items above the 0.300 threshold. All variables fall into the reliable group, as indicated by the Reliability test results in Table 4.7, where the scores are more than 0.700. As a result, the research tools utilized in this study for each variable can be regarded as trustworthy and as very stable measuring devices. This implies that the instrument testing results will remain the same when the measuring tool is used again.

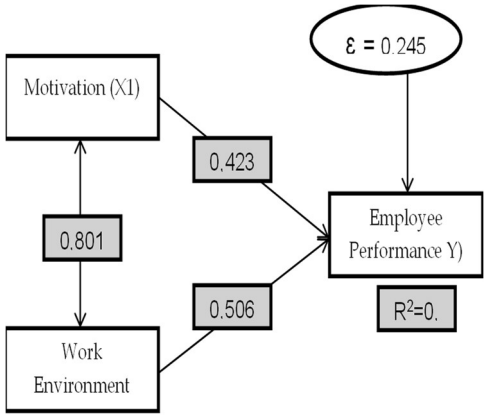


Figure 1. Path Analysis

The motivation (X1) and work environment (X2) variables in the study findings in the above picture have a correlation coefficient of 0.801. This finding suggests that the variables of work environment (X2) and motivation (X1) have a substantial link. Additionally, 0.423 is the regression coefficient (path coefficient) that the Motivation (X1) variable has toward the Employee Performance (Y) variable, and 0.506 is the regression coefficient (path coefficient) that the Work Environment (X2) variable has toward the Employee Performance (Y) variable.

The Influence of Motivation on Performance.

The findings of the study show that employee performance is supported by motivation. The

statement that got the highest score, "With praise from superiors, I am more motivated to work even better," is related to this. It indicates that leaders significantly impact their team members, making them feel inspired and driven to work hard and enthusiastically finish tasks fast. Uka and Prendi (2021) highlight motivation as a critical indicator of employee performance and productivity. Their research emphasizes that motivated employees tend to display higher levels of output and engagement, thereby boosting overall organizational performance. This aligns with the current study, which underscores that motivation significantly impacts performance outcomes across various contexts.

Moreover, the work of Kyambade et al. (2024) delves into the role of authentic leadership and its effect on public servants' performance, mediating through motivation. Their findings suggest that effective leadership can enhance employee motivation, which in turn drives performance improvements. This reinforces the notion presented in the current research that motivation not only serves as a direct influence on performance but can also be enhanced through leadership practices and organizational culture.

The Influence of Work Environment on Performance

The study's findings demonstrate that employee performance is supported in the workplace. The statement, "The currently available work facilities are adequate to support work activities," received a high score. This suggests that while well-equipped workspaces facilitate employees' ability to do their jobs, the work environment is critical in improving employee performance. López-Cabarcos, Vázquez-Rodríguez, and Quiñoá-Piñeiro (2022) investigate how various work environment variables and leadership behaviors contribute to employees' job performance. Their findings suggest that a positive work environment, fostered by effective leadership, enhances employee performance by promoting greater job satisfaction and engagement.

Additionally, the research by Abun et al. (2021) highlights the role of self-efficacy in mediating the relationship between work environment and employee performance. Their study indicates that a supportive work environment boosts employees' confidence in their abilities, which leads to improved performance outcomes. This reinforces the current study's assertion that a well-structured work environment not only directly impacts performance but also enhances employees' self-efficacy levels.

The Influence of Motivation and Work Environment on Employee Performance

The survey results clearly show that, compared to the work environment, the motivation variable significantly impacts performance. The work environment variable in this study is not dominant, meaning that it cannot stand alone or does not significantly affect employee performance. In contrast, motivation is the dominating variable in this study and can stand alone without effect from other variables. Zacharias, Rahawarin, and

Yusriadi (2021) emphasize the role of cultural reconstruction and organizational environment in enhancing employee performance. They argue that a supportive work environment, enriched by cultural inclusivity, significantly boosts employee motivation and productivity. In a complementary study, Qalati et al. (2022) explore how transformational leadership influences employee performance, suggesting that such leadership acts as a catalyst for motivation and fosters organizational citizenship behavior. This shows that both motivation and the work environment can interact synergistically, enhancing overall performance outcomes.

Popoola and Fagbola (2023) investigate the complexities of work motivation in relation to job satisfaction, work-family balance, and job commitment. Their findings indicate that a motivating work environment contributes to higher job satisfaction, which in turn positively affects performance. This reiterates the notion that motivation is a critical mediating factor between the work environment and employee performance. Additionally, Aung et al. (2023) address the adverse effects of demotivational managerial practices on job satisfaction and performance in Myanmar's construction industry. Their research underscores how a negative work environment can stifle motivation, leading to decreased employee performance.

CONCLUSION

The research findings clearly show that motivation has a favorable impact on worker performance. This is because workers believe the organization has significantly benefited them, which inspires them to aim for advancement and boost productivity. The study also shows that the workplace impacts employee performance. It demonstrates how lower employee performance might result from an uncomfortable work environment. After calculating the coefficient of determination (R-squared), which shows the percentage indicating the contribution of all independent variables, namely Competence (X1) and Motivation (X2), in determining variations in Employee Performance (Y), the influence of Motivation and Work Environment is further highlighted.

The organization must enhance employee performance through improved work environment and motivation. This research shows that motivation and the workplace significantly impact employee performance. Improving these two factors is essential if the organization wants to develop workers' potential, motivate them to work hard and efficiently, comply with policies and procedures, and produce the best possible job output. The author also recommends that others conduct further research or that additional factors influencing performance not covered in this study be looked into.

REFERENCES

turnitin Page 10 of 10 - Integrity Submission Submission ID trn:oid:::1:3430584240