The Influence of Work Motivation, Work Environment, and Communication on Employee Performance at Bonavita Tangerang Junior High School

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ABSTRACT

This study was conducted to analyze and determine the influence of work motivation, work environment, and communication on employee performance at Bonavita Tangerang Junior High School. This study aims to understand how work motivation, work environment, and communication, both individually and collectively, affect employee performance. This study uses a quantitative approach, data collection through questionnaires and then analyzed using the SPSS version 25 program. The results of regression analysis show that work motivation, work environment, and communication have a positive and significant influence on employee performance. Work motivation affects performance by 58.7%, work environment by 80.9%, and communication by 67.8%. Overall, the influence of these three variables on employee performance is stronger than other factors. Based on the results of statistical analysis, the calculated f-value for the independent variables that were analyzed simultaneously was 51.100, which exceeded the table f-value of 8.594. These findings indicate that the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. Thus, it can be concluded that work motivation, work environment, and communication have a positive and significant effect on employee performance at Bonavita Tangerang Junior High School.

INTRODUCTION

Based on the initial survey, employee performance has not reached an optimal level, as seen from some staff who are still struggling to anticipate risks in the areas of safety, risk management, and quality control. There are several factors that can improve performance, such as work motivation, a good work environment, and effective communication. If these factors are applied well, employee performance can improve as expected. However, if not noticed, performance can decline and can even cause other problems related to human resources in the company. Based on the identification of problems that have been carried out, this study formulates several relevant key questions, namely how work motivation, work environment, and communication individually can affect employee performance at Bonavita Junior High School. In addition, this study will also examine how these three factors can interact and influence each other simultaneously to improve employee performance at the

school. This study aims to measure the influence of work motivation, work environment, and communication on employee performance at Bonavita Junior High School, both individually and simultaneously.

Work motivation is an impulse that influences individuals to achieve certain goals in their work. Research shows that high motivation can increase employee productivity and performance.

In addition, a conducive work environment also plays an important role in supporting performance. A good environment can create a comfortable and supportive work atmosphere, so that employees feel more excited to work.

Effective communication between team members and management is also a key factor in improving performance. Good communication can reduce misunderstandings and improve collaboration between employees. In the context of Bonavita Tangerang Junior High School, it is important to explore how these three factors interact with each other and affect employee performance, it was concluded that there is a significant relationship between motivation, communication, and work environment with regard to employee work performance. The purpose of this study is to provide more clarity on the impact of these four variables in the context of education and to offer recommendations to school administrators for improving student performance.

RESEARCH METHOD

The method used in this study is a quantitative approach, which aims to analyze and measure the relationship between the variables studied systematically and objectively. This approach allows researchers to collect numerical data that can be processed and analyzed using a variety of statistical techniques.

The study not only focuses on analyzing the relationships between variables individually, but also simultaneously, making it possible to identify more complex influences between work motivation, work environment, and communication on employee performance. In order to obtain valid and reliable results, this study was conducted on the relevant population, where the samples taken represent the demographic and professional characteristics that exist in Bonavita Tangerang Junior High School

(Sugiyono 2019, 126) states that "Population is a generalization area consisting of: objects / subjects that have certain quantities and characteristics that are determined by the researcher to be studied and then conclusions are drawn." The sample in this study was taken by the saturated sampling method, namely the entire population was made a sample of 40 people.

In this study, the researcher used primary data collection techniques, namely: a) questionnaires, b) interviews, and c) observations. As a complement to the data, the researcher also uses secondary data, namely: a) literature studies, and b) documentation studies.

Tabel. 1 Operational Research Variables

Variable	Dimension	Indicator
Work Motivation (X1) (Irhan Fahmi 2016, 89)	1. Intrinsic Motivation 2. Extrinsic Motivation	1. Morale 2. Appreciation 3. Opportunities to advance and grow 4. Working environment conditions 5. Desire to gain recognition 6. Status and responsibilities 7. Compensation 8. Supervise well 9. Job performance 10. Employee needs and wants

Work Environment (X2) (Ghozali 2019, 99)	1. Physical work environment 2. Non-physical work environment	1. Clean and tidy workplace 2. Workplace lighting 3. Ventilation in the workplace 4. Equipment availability 5. Reduction of noise elements 6. Support and guidance from your boss 7. Employee difficulties 8. Task emphasis 9. Belief 10. Responsibility
Work Communication (X3) (Veliana 2021, 46)	1. Communication climate 2. Media quality 3. Accessibility of information 4. Dissemination of information 5. Information load	1. Openness 2. Empathy 3. Backing 4. Positivity 5. Similarities 6. Communication with superiors 7. Communication with subordinates 8. Communication with fellow colleagues 9. Thoughtfulness and courtesy 10. Various information
Employee Performance (Y)	1. Target achievement 2. Challenging and realistic targets 3. Quality according to standards 4. Quality achievement procedures 5. Work completed on time	1. Target targeting rate 2. The level of challenge of the target applied 3. The degree of quality conformity with the procedure 4. The level of employee commitment to quality 5. The level of clarity of procedures against quality 6. The level of timeliness of work completion 7. Satisfaction with the completion time 8. The level of employee commitment to punctuality 9. Employee cooperation level 10. Skills carry out the work

The data collected in this study needs to be analyzed to draw accurate and accountable conclusions, so that it can make a significant contribution to the understanding of the phenomenon being studied. The data analysis was carried out using SPSS version 25 software, which is popular in research to assess the validity and reliability of the instrument. SPSS 25 allows researchers to apply statistical techniques such as descriptive analysis, correlation analysis, and regression analysis, in order to explore the relationships between variables and ensure high data quality to achieve research objectives.

RESULTS AND DISCUSSION

Validity Test and Reliability Test

Table 1 Case Processing Summary X1

Cases	Valid	40	100,0
	Excluded a	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure
Source : SPSS version 25

The Case Processing Summary table shows that the authors used 40 respondents for the Work Motivation variable (X1) and no respondent data was removed from the analysis.

Table 2 Case Processing Summary X2

		N	%
Cases	Valid	40	100,0
	Excludeda	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure
Source : SPSS version 25

From the Case Processing Summary table, it shows that the author used 40 respondents for the Work Environment variable (X2) and no respondent data was removed from the analysis.

Table 3 Case Processing Summary X3

		N	%
Cases	Valid	40	100,0
	Excludeda	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure
Source : SPSS version 25

From the Case Processing Summary table, it shows that the author used 40 respondents for the Communication variable (X3) and no respondent data was removed from the analysis.

Table 4 Case Processing Summary Y

			%
Cases	Valid	40	100,0
	Excludeda	0	,0
	Total	40	100,0

a. Listwise deletion based on all variables in the procedure
Source : SPSS version 25

From the Case Processing Summary table, it shows that the author used 40 respondents for the Employee Performance (Y) variable and no respondent data was removed from the analysis.

Multiple Linear Regression Test

Table 5 Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	2,016	4,377		,461	,648
Motivasi Kerja	,025	,261	,016	2,094	,000
Lingkungan Kerja	,936	,190	,842	4,936	,000
Komunikasi	,065	,286	,049	2,229	,000

Variable Dependent: Employee Performance

In the regression analysis, the constant (α) has a value of 2.016, which indicates that if the variables of Work Motivation (X1), Work Environment (X2), and Communication (X3) do not change, then Employee Performance (Y) will remain at a value of 2.016. The

regression coefficient for Work Motivation (X1) of 0.025 indicates that every 1 point change in Job Motivation will result in a change in Employee Performance of 0.025. The regression coefficient of the Work Environment (X2) of 0.936 indicates that a 1 point change in the Work Environment will affect Employee Performance by 0.936. Meanwhile, the regression coefficient for Communication (X3) of 0.065 indicates that every 1 point change in Communication will change Employee Performance by 0.065.

Determination Coefficient Test (R *Square*)

Table 6 Model Summary

Model	R	RSquare	Adjusted RSquare	Std. Errorof the Estimate	Change Statistics				
					RSquare Change	F Change	df1	df2	Sig. F Change
1	,900ᵃ	,810	,794	2,39199	,810	51,100	3	36	,000

a. Predictors: (Constant), Communication, Work Motivation, Work Environment.

The results of the determination coefficient analysis obtained from this study showed an Adjusted R Square value of 0.794, which clearly indicated that the independent variables, namely Work Motivation (X1), Work Environment (X2), and Communication (X3), collectively had a significant influence on Employee Performance (Y) with a contribution of 79.4%. This means that most of the variation in employee performance can be explained by all three variables, demonstrating the importance of these factors in the context of the organization. However, the remaining 20.6% of the variation in employee performance was still influenced by other factors that had not been identified in this study, which suggests the need for further research to explore and understand additional aspects that can affect overall employee performance.

Test t (Partial Test)

Table 7 Test Results of t X1 to Y

Coefficientsᵃ						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-11.040	5.929		-1.862	.070
	Motivasi Kerja	1.186	.161	.766	7.350	.000

a. Dependent Variable: Employee Performance

Based on the results of the t-test table X1 against Y shows that Work Motivation (X1) has a significant value of 0.000 < 0.05 and has a tcount greater than the ttable, which is 7.350 > 1.684. So Ho was rejected and Ha was accepted.

Table 8 Test Results of t X2 to Y

Coefficientsᵃ						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.932	2.648		-.352	.727
	Lingkungan Kerja	1.000	.079	.899	12.690	.000

a. Dependent Variable: Employee Performance

Based on the results of the t-test table X2 against Y shows that the Work Environment (X2) has a significant value of 0.000 < 0.05 and has a tcount greater than the ttable, which is 12.690 > 1.684. So Ho was rejected and Ha was accepted.

Table 9 Test Results t-X3 to Y

Coefficientsᵃ

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-6.592	4.382		-1.504	.141
Komunikasi	1.105	.124	.823	8.940	.000

a. Dependent Variable: Employee Performance

Based on the results of the t-test table X3 against Y shows that Communication (X3) has a significant value of 0.000 < 0.05 and has a tcount greater than the ttable, which is 8.940 > 1.684. So Ho was rejected and Ha was accepted.

Test F (Simultaneous Test)

Table 10 Test Results F (Simultaneous Test)

Anovaᵃ

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	877,123	3	292,374	51,100	,000ᵇ
Residual	205,977	36	5,722		
Total	1083,100	39			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Communication, Work Motivation, Work Environment

Based on the table of the results of the F test (simultaneous test) above, it shows that obtaining a value of Fcal is greater than that of Ftable, which is 51.100 > 8.594. So it can be said that the regression model can be used to predict Employee Performance (Y) or it can also be said that the variables of Work Motivation (X1), Work Environment (X2), and Communication (X3) simultaneously have a significant effect on Employee Performance (Y).

CONCLUSION

Based on the results of research and discussion that has been carried out regarding "The Influence of Work Motivation, Work Environment, and Communication on Employee Performance at Bonavita Tangerang Junior High School", the author can draw conclusions, as follows:

First, Work Motivation has a significant and positive influence on Employee Performance. The results of the hypothesis test show that the value of the Work Motivation calculation of 7.350 is greater than the table of 1.684, with a significance level of 0.000 which is smaller than 0.05. Therefore, the H1 hypothesis is accepted, which suggests that the higher the work motivation, the better the employee's performance.

Second, the Work Environment also has a significant and positive effect on Employee Performance. The calculated value of the Work Environment of 12.690 is greater than the ttable of 1.684, with a significant value of 0.000 < 0.05. This shows that a conducive work environment will significantly improve employee performance.

Third, Communication also has a significant and positive effect on Employee Performance. The hypothesis test shows that the Communication tcount value of 8.940 is greater than the ttable of 1.684, with a significance level of 0.000 < 0.05. This means that effective communication between employees and management will contribute positively to improving employee performance.

Fourth, the results of simultaneous testing (F test) show that Work Motivation, Work Environment, and Communication together have a significant effect on Employee Performance. The Fcal value of 51.100 is greater than the Ftabel of 8.594, with a significant value of 0.000 < 0.05. Thus, it can be concluded that these three variables simultaneously have a positive and significant influence on employee performance at Bonavita Tangerang Junior High School.

RECOMMENDATIONS

Based on the results of the research analysis and existing conclusions, the author has several suggestions given to the organization and the next author, as follows:

First, suggestions for organizations, Bonavita Junior High School leaders can consider giving bonuses or awards as a form of appreciation for outstanding employees. With these incentives, employees will be more motivated and enthusiastic in carrying out their duties. In addition, communication at Bonavita Junior High School needs to be improved, both horizontally (between superiors and subordinates) and vertically (between equal colleagues), because effective communication will make it easier for the organization to achieve its goals.

Second, suggestions for future researchers, based on the results of the research that has been conducted, it is hoped that this research can provide benefits and enrich insights into the influence of Work Motivation (X1), Work Environment (X2), and Communication (X3) on Employee Performance (Y). In addition, this research can also be a reference in applying the theories that have been studied at Buddhi Dharma University, by testing and practicing them directly in the field.

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