The Effect of Motivation, Work Environment and Workload on Employee Performance of PT Bumimas Multikarya Perkasa

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ABSTRAK

Latar belakang pada penelitian ini kinerja karyawan pada PT Bumimas Multikarya Perkasa mengalami penurunan. Penelitian ini bertujuan untuk melakukan pengujian Pengaruh Motivasi, Lingkungan Kerja, Dan Beban Kerja Terhadap Kinerja Karyawan Produksi PT Bumimas Multikarya Perkasa. Penelitian ini menggunakan metode kuantitatif. Populasi pada penelitian ini karyawan produksi PT Bumimas Multikarya Perkasa yang berjumlah 85 orang, sedangkan pengambilan sampel menggunakan teknik Non Probability Sampling dengan menggunakan sampel jenuh. Alasannya adalah karena pengambilan sampel dari populasi kurang dari 100 Sampel yang diteliti peneliti adalah 85 karyawan PT Bumimas Multikarya Perkasa. Teknik analisis menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Untuk alat bantu uji menggunakan Statistical Package for the Social Sciences (SPSS). Hasil dari penelitian ini menunjukkan bahwa motivasi, lingkungan kerja berpengaruh positif, dan beban kerja berpengaruh negatif dan signifikan Terhadap kinerja Karyawan.

Kata Kunci: *Motivasi, Lingkungan Kerja, Beban Kerja Dan Kinerja*

ABSTRACT

The background of this research is that the performance of employees at PT Bumimas Multikarya Perkasa has decreased. This study aims to test the influence of motivation, work environment, and workload on the performance of employees of PT Bumimas Multikarya Perkasa Production. This research uses quantitative methods. The population in this study was the production employees of PT Bumimas Multikarya Perkasa, which amounted to 85 people, while the sample was taken using the Non Probability Sampling technique using a saturated sample. The reason is because the sampling from a population of less than 100. The sample studied by the researcher is 85 employees of PT Bumimas Multikarya Perkasa. The analysis technique uses instrument testing, classical assumption test, and hypothesis testing. For the test tool, the Statistical Package for the Social Sciences (SPSS) is used. The results of this study indicate that motivation, work Environment have a positive, and workload has a negative and significant effect on employee performance.

Key words: *Motivation, Work Environment, Workload and Performance*

INTRODUCTION

Mangkunegara (2015: 67), that the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person), namely the quality and quantity of work (output) achieved by an employee in carrying out his duties in accordance with his responsibilities. the answer given to him. Poor company output can be caused by a decrease in employee performance, and this can be seen when employees cannot complete work with the quality and quantity targets set by the company.

Researchers chose the object of research at PT Bumimas Multikarya Perkasa because researchers conducted research on the company and found phenomena about employee performance. PT. BMP always strives to be a pioneer in producing and developing products and always has the characteristics of each product. PT. BMP is always characterized by creating a market

perception of new products that are different and unique in the hope that potential consumers will buy products at a higher price because consumers hope that they can get really high-quality and durable products. PT Bumimas Multikarya Perkasa is a manufacturer of quality building materials made from PVC, especially Doors and Windows. Serving Sales and Distribution to various parts of Indonesia. The following is the performance data of PT Bumimas Multikarya Perkasa in the last three years

Table 1: Performance Data PT Bumimas Multikarya Perkasa in 2018-2020

Hasil Kerja	Target (%)	Tahun					
		2018		2019		2020	
		Nilai Capai	Skor (%)	Nilai Capai	Skor (%)	Nilai Capai	Skor (%)
1. Kuantitas Kerja	20%	85	17	77	15,4	65	13
2. Kualitas Kerja	20%	82	16,4	68	13,6	60	12
3. Keterampilan Kerja	20%	77	15,4	69	13,8	62	12,4
4. Ketepatan Waktu	20%	78	15,6	70	14	63	12,6
5. *Teamwork*	20%	75	15	67	13,4	65	13
Jumlah	**100%**		**79,4**		**70,2**		**63**

Based on table 1 Performance recapitulation of employees of PT Bumimas Multikarya Perkasa that the performance appraisal indicators are work quantity, work quality, work skills, timeliness, and teamwork with a standard target weight determined by the company of 20% of each performance appraisal indicator. In 2018 the total score of performance appraisal indicators, namely work quantity, work quality, work skills, punctuality, and teamwork reached 79.4%, in 2019 the total score of performance appraisal indicators namely work quantity, work quality, work skills, punctuality, and teamwork reached 70.2%, and in 2020 the performance assessment indicators, namely work quantity, work quality, work skills, punctuality, and teamwork reached 63%. The conclusion from the data is that in the last three years the performance of PT Bumimas Multikarya Perkasa employees has decreased

The description of the background, the researchers found problems that occur in the field, namely the performance of employees in the last three years has decreased, while the company has provided motivation in the form of rewards, but the work environment is incomplete and the workload given by the company to employees is quite high, for that researchers interested in conducting research with the title "The Influence of Motivation, Work Environment, and Workload on Employee Performance of PT Bumimas Multikarya Perkasa".

LITERATURE REVIEW
Motivation
The relationship between work motivation and employee performance according to Mangkunegara (2015:122) states the relationship between motivation and performance, namely, that an employee will be willing to make greater efforts if it is believed that the effort will result in a good performance appraisal and that a good performance appraisal will result in greater rewards from the organization. From the explanation above, the motivation variable is indeed one of the factors supporting employee performance. and in line with research conducted by Rizqi (2018) that work motivation has a significant effect on performance

H1: The motivation variable has a positive effect on performance.

Work Environment
According to Afandi (2016; 53) it shows that everything that is around the right employee at the workplace will relate to employee performance. The physical work environment must be supported by the addition of lights so that the light can look brighter, workspaces that are not close together, air circulation and air temperature according to the room. complete, the employee feels uncomfortable which will have an impact on decreasing employee performance. In line with Ayunia's research (2018), it is found that the work environment has a significant relationship to employee performance.

H2: The work environment variable has a positive effect on performance.

Workload

According to Hariyono (2015: 39) states that excessive work conditions both quantitatively and qualitatively will cause employees to be stressed, uncomfortable, and bored in carrying out their work, so that it can result in decreased performance and vice versa if too little workload is given either in Quantitative and qualitative information to employees will make employees comfortable, and accept happily when carrying out their work responsibilities so that they can improve performance. This is in line with Haris' research (2019) which states that workload has a significant effect on employee performance.

H3 : The workload has a positive effect on performance.

METHOD

In this study, the researchers used quantitative research. This research was conducted on employees of PT Bumimas Multikarya Perkasa having its address at Pearl Warehouse, Tambak Langon, B20, SBY City, East Java 60184. The population in this study were all permanent employees at PT Bumimas Multikarya Perkasa. which amounted to 85 people,). In this research, the sampling used is by using non-probability sampling technique, namely by using Saturated Sample. The reason is taking the entire population, the sample used besides that the sample is homogeneous is 85 all respondents are permanent employees of PT Bumimas Multikarya Perkasa, Primary data obtained through several statements through questionnaires given to respondents, namely employees of PT Bumimas Multikarya, Data collection techniques in research this is distributing questionnaires, the questionnaire data is divided by researchers to employees of PT Bumimas Multikarya Perkasa which aims to get answers from respondents, this questionnaire is distributed directly by researchers. This method uses multiple linear regression analysis which will later be processed using the SPSS program.

RESULTS

The Effect Motivation On Performance

The results of this study indicate that motivation has a positive and significant influence on performance, positive direction means that the higher the motivation, the higher the performance, this proves that motivation is one of the factors that influence performance.

The Effect Work Environment On Performance

The results of this study indicate that work environment has a positive and significant influence on performance, a positive direction means that the better work environment, the higher the performance, this proves that work environment is one of the factors that influence performance.

The Effet Workload On Performance

The results of this study indicate that workload has a negative and significant influence on performance, a negative direction means that the higher workload the lower the performance, this proves that workload is one of the factors that influence performance.

CONCLUSSION

Based on the results of the discussion and interpretation of the results, it can be concluded as follows: Motivation has a positive and significant effect on the performance of PT Bumimas Multikarya Perkasa employees, The work environment has a positive and significant effect on the performance of contract employees of PT Bumimas Multikarya Perkasa, Workload has a negative and significant effect on the performance of PT Bumimas Multikarya Perkasa employees.

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