



INFLUENCE ENVIRONMENT WORK, TRAINING AND MOTIVATION ON EMPLOYEE PERFORMANCE OF PT. ERA MEDIKA ALKESINDO

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ABSTRACT

This study aims to test and analyze the Influence of Work Environment, Training, and Motivation on Employee Performance at PT. Era Medika Alkesindo. The research method used in this study uses a quantitative research method with a quantitative descriptive research type that is *explanatory research*. The population of this study were employees at PT. Era Medika Alkesindo totaling 62 people, the sample of this study was 62 respondents. The data analysis method used was regression linear multiple. Results study test $f_{count} > f_{table}$ with level significant < 0.05 shows that simultaneously the Work Environment, Training and Motivation simultaneously have a significant influence on the Employee Performance of PT. Era Medika Alkesindo. The results of the t-test study where the work environment that have influence positive and significant on Employee Performance at PT. Era Medika Alkesindo, Training that has a positive and significant influence on Employee Performance at PT. Era Medika Alkesindo and Motivation that has a positive and significant influence on Employee Performance at PT. Era Medika Alkesindo. The results of the determination coefficient analysis obtained an Adjusted R2 value of 0.508 , meaning that the variation of the Work Environment, Training, and Motivation variables is 50.8%, while the remaining 49.2% is explained by other variables.

Key Word: *Environment Work, Training, Motivation, Performance Employee*

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INTRODUCTION

HR (Human Resources) is one of the important factors in every company in the world. With good HR in a company, of course, it will bring the company to become more developed and able to compete and follow the changes of the times. Therefore, the performance of each individual in the company is expected to meet the goals and targets set by the company. In improving employee performance, companies can take several ways, for example, through training, creating a comfortable work environment for employees, providing compensation to employees that are appropriate, providing motivation and through education.

To achieve an organization that functions effectively and in accordance with organizational goals, the company must have good employee performance. Based on the results of an interview with one of the employees of PT. Era Medika Alkesindo, it was found that there are still many employees who are less disciplined in terms of attendance, such as some who come late because the distance from their home to the company is quite far, not only that, there are still many employees who are often late to enter the company after the lunch break is over, and there are also employees who are caught smoking while operating hours are still ongoing.

The second problem that occurs in PT. Era Medika Alkesindo is from the work environment, there are still many employees who are still irresponsible in maintaining the cleanliness of the work environment, there are still many employees who still throw garbage in the wrong place, not only that, there are also many employees who still like to put PPE carelessly even though there is a place for it.

In terms of the training provided, currently there have been no significant deficiencies found, but evaluations must still be carried out every month in order to find the deficiencies of each employee, in order to avoid small mistakes made by each employee that are considered to be detrimental to the company.

For the next problem, namely in terms of motivation given by the company to PT. Era employees. Medical Alkesindo to support employee performance to improve is still considered lacking, such as the lack of compensation received by each employee or what is usually called an annual bonus,

Formulation of the problem

1. How influence Environment Work to performance employee PT. Era Medika



Alkesindo?

2. How influence Training to performance employee PT. Era Medical Alkesindo?
3. How influence Motivation towards performance employee PT. Era Medika Alkesindo?
4. How influence Environment Work, Training, Motivation to employee performance of PT. Era Medika Alkesindo?

LITERATURE REVIEW

Theory Environment Work

According to Ahyari (2015: 124), the work environment is an environment in which employees work. in it there are elements of the conditions in which the employee works. According to Pandi Afandi (2018:51) the work environment is something that exists in the environment of workers that can affect them in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness place work and adequate whether or not tools equipment Work. Nitisemito (2015: 109) said that what is meant by the work environment is everything that is around the worker and that can influence him in carrying out the tasks assigned. The indicators of the work environment by Nitisemito (2019: 159) are as follows:

- a. Atmosphere Work
- b. Connection with work colleague
- c. Availability facility Work

Training Theory

According to Sri Larasati (2018:110) "Training is short-term education that uses systematic and organized procedures so that non-managerial workers learn technical knowledge and skills for specific purposes". According to Simamora in Sri Larasati (2018:111), states that "training is directed at helping employees carry out their current jobs better." According to Mondy in Sri Larasati (2018:111), states that "training aims to improve short-term performance in certain jobs (positions) currently occupied by improving employee competencies (knowledge and skills). According to Mangkunegara in Muhammad (2018:216) training indicators include:

- a. Type Training
- b. Objective Training

c. Material Training

Motivation Theory

Hafidzidkk (2019:52) states that motivation is the provision of driving force that creates a person's passion for work so that they are able to work together, work effectively, and be integrated with all their efforts to achieve satisfaction. Motivation is something basic that drives someone to work. According to Sedarmayanti (2017, p.154) motivation is a force that drives someone to do an action or not which in essence exists internally and externally positive or negative, work motivation is something that creates a drive/work spirit/driver of work spirit. Wilson Bangun (2012, p.312) Motivation is a desire in a person that causes the person to take action. Someone takes action for something in achieving a goal. Hafidzi et al (2019: 53) There are several indicators of work motivation, namely:

- a. Need Physique,
- b. Need flavor safe
- c. Need social
- d. Need will award
- e. Need encouragement reach objective,

Performance Theory

According to Mangkunegara (2017:67) "Performance is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with his responsibilities. the responsibility given to him." According to Fahmi (2017:188) "Performance is the result of a process that refers to and is measured over a certain period of time based on previously established provisions or agreements." According to Sutrisno (2016:172) "Performance is the result of employee work seen from the aspects of quality, quantity, working hours, and cooperation to achieve the goals set by the organization." According to Afandi (2018:89) employee performance indicators are as follows:

- a. Quantity work result
- b. Quality results Work
- c. Work discipline
- d. Initiative
- e. Creativity

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Influence Theory

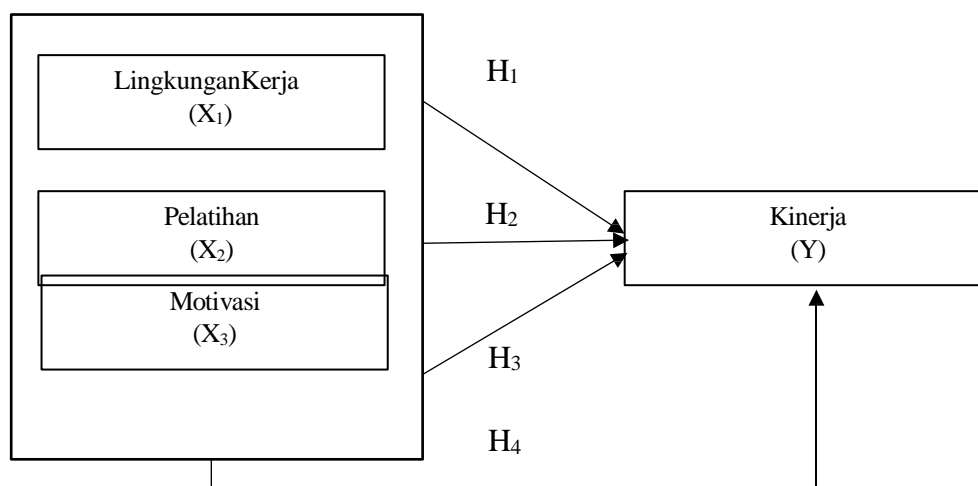
Based on research conducted by Siallagan entitled the influence of training and work environment on employee performance at Lariz Depari Hotel, the results of the study were obtained. training (X1) in a way partial influential significant to performance employee

(Y). Environment Work (X2) in a way partial influential significant to performance employee

(Y). and training (X1) and work environment (X2) simultaneously have a significant effect on performance (Y) with an *R Square value* of 0.694 indicating that the level of correlation or relationship between training, work environment and performance has a strong relationship and the Adjusted value (R2) obtained is 0.679 or 67.9% While the remaining 0.321 or 32.1% is influenced by other variables not examined in this study.

Based on research conducted by Rahmawati, et al entitled the influence of training, motivation and work environment on employee performance The results of the study showed that simultaneously all variables affect employee performance. Partially, training and environmental variables affect employee performance, while motivation variables do not affect employee performance. Motivational training and work environment each have an important role in improving employee performance.

Conceptual Framework



Hypothesis Study

H₁ : Environment Work influential to Performance Employee PT. Era Medical Alkesindo
H₂ : Training has an effect on Employee Performance of PT. Era Medika

Alkesindo

H₃ : Motivation influential to Performance PT employees. Era Medical Alkesindo

H₄ : Environment Work, Training, Motivation influential to Performance Employee PT.

Era Medika Alkesindo CHAPTER II

RESEARCH METHODS

The approach in this research is a quantitative approach, namely research that emphasizes its analysis on numerical data (numbers) processed using methods. statistics. In this study, researchers use quantitative research methods that use populations or samples to research. Data are collected using instruments or measuring tools, then analyzed statistically or quantitatively. The results of quantitative research methodology are in the form of hypotheses.

The nature of the research used is descriptive *explanatory*. According to Singarimbun in Singarimbun and Effendi (Ed 1995) it states that explanatory research is research that explains the causal relationship between research variables through hypothesis testing. In explanatory research, the approach used is The method used in this research is the survey method, namely research conducted to obtain facts regarding the phenomena that exist in the research object and to seek information in an actual and systematic manner. The research time was conducted from January 2024 to May 2025. This research was conducted at the location of Jl. Sisingamangaraja km 10.8 Amplas Trade Center Complex Block D8.

According to Sugiyono (2018:130), population is defined as a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researcher For studied And Then withdrawn conclusion. Population in study this amounts to 62 employees

A sample is a portion of the same characteristics as the population. According to Sujarweni (2015:81), a sample is a portion of a number of characteristics possessed by the population used for research. Samples are also taken from a truly representative and valid population, namely being able to measure something that must be measured. Sampling techniques The sample in this method uses a saturated sampling technique, namely where the population is relatively small or research that wants to make generalizations with very small errors. So the sample used in this study was all

employees in the company, namely 62 people, while to conduct a validity test using employees from similar companies, namely 30 employees at PT. Mestika Sakti.

According to Ghozali (2018:51), the validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions or statements in the questionnaire are able to reveal something that will be measured by the questionnaire. The significance test is carried out with compare mark r_{count} with r_{table} For *degree of freedom* (df) = $n - 2$, in this case is the number of samples with an alpha of 5% with the following provisions:

1. Results $r_{count} < r_{table}$ = invalid
2. Results $r_{count} \geq r_{table}$ = valid

Based on Ghozali's opinion (2018:45), reliability testing is a tool for measuring something. the questionnaire that is an indicator from variable or construct. A questionnaire It is said to be reliable if a person's answer to a statement is consistent or stable over time. To measure the reliability of internal consistency, researchers can use the technique *cronbach alpha* , Where the magnitude mark alpha Which produced compared to with index is greater than 0.6.

According to Santoso (2018:369) states that, "In multiple regression, there is one dependent variable and two or more independent variables." Multiple linear regression analysis is a common statistical method used to examine the relationship between a dependent variable and several independent variables.

RESULTS STUDY AND DISCUSSION

Test Validity and Reliability

Validity Test

Table 2 Results Test Validity

Statement	Environment Work (X1)		Training (X2)		Motivation (X3)		Performance (Y)	
	Pearson Correlation	Significant	Pearson Correlation	Significant	Pearson Correlation	Significant	Pearson Correlation	Significant
1	0.900	0.000	0.580	0.001	0.394	0.031	0.803	0.000
2	0.644	0.000	0.764	0.000	0.617	0.000	0.540	0.002
3	0.379	0.039	0.715	0.000	0.446	0.013	0.632	0.000
4	0.721	0.000	0.473	0.008	0.490	0.006	0.657	0.000
5	0.750	0.000	0.829	0.000	0.580	0.001	0.499	0.005
6	0.716	0.000	0.618	0.000	0.570	0.001	0.696	0.000
7					0.528	0.003	0.716	0.000
8					0.719	0.000	0.506	0.004
9					0.829	0.000	0.818	0.000
10					0.664	0.000	0.877	0.000

Source: Results Processing data use SPSS, 2025

Based on table 2, the results show that all variables have met the criteria where the calculated r value is above the r table. From these results, it can be stated that all statements are valid.

Table 2. Results Test Reliability

Variable Name	Cronbach's Alpha	N Of Items
Environment Work (X1)	0.778	6
Training (X2)	0.739	6
Motivation (X3)	0.777	10
Performance (Y)	0.867	10

Source: Results Processing data use SPSS, 2025

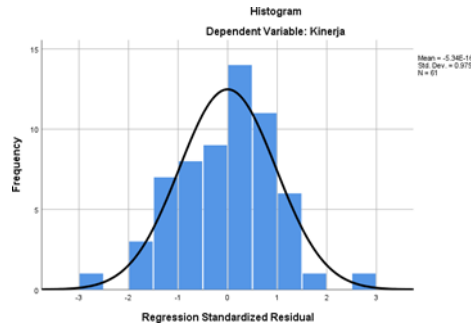
Based on table 3, the results of the variable values of Work Environment, Training, Motivation, Employee Performance have results greater than 0.60 so it can be concluded that the statements used are reliable.

Table 3. Results Test Description Statistics

	Description Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
Work environment	61	7.00	22.00	15.8033	3.23429
Training	61	12.00	25.00	19.9508	3.19597
Motivation	61	18.00	44.00	33.7213	6.10773
Performance	61	21.00	37.00	30.2623	4.00376
Valid N (listwise)	61				

Source: Results processing data use SPSS, 2025

From Table III.3 above, data from 61 people was used. is an employee of PT. Era Medika Alkesindo, the Work Environment variable has a minimum value of 7 and a maximum value of 22 with an average of 15.8033 and a standard deviation of 3.23429. The Training variable has a minimum value of 12 and a maximum value of 25 with an average of 19.9508 and a standard deviation of 3.19597. The Motivation variable has a minimum value of 18 and a maximum value of 44 with an average value of 33.7213 and a standard deviation of 6.10778. The Employee Performance variable has a minimum value of 21 and a maximum value of 37 with an average value of 30.2623 and a standard deviation of 4.00376.

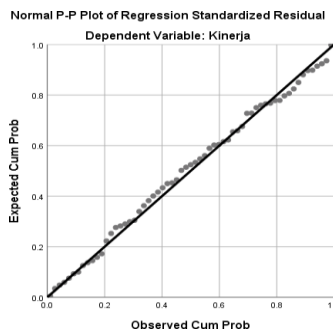


Source: Results processing data use SPSS, 2025

Picture 2. Results Test Normality with Histogram Graph

Source: Results Processing data use SPSS, 2025

Figure 2 above, it can be concluded that the Histogram graph has bell-shaped results and does not run to the left or right so it can be concluded that the data is normally distributed.



Source: Processing Results data use SPSS, 2025

Picture 3. Results Test Normality with Method Probability Plot

Source: Results Processing data use SPSS, 2025

Figure 3. above shows that the results of the *probability plot graph* have positive results. The points follow the diagonal line so it can be stated that the data used is normally distributed.

Table 4. Results Testing Normality One Sample Kolmogorov-Smirnov Test

Unstandardized Residual		
N		61
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.73816858
Most Extreme Differences	Absolute	.044
	Positive	.043
	Negative	-.044
Test Statistic		.044
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

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- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: Results Processing data use SPSS, 2025

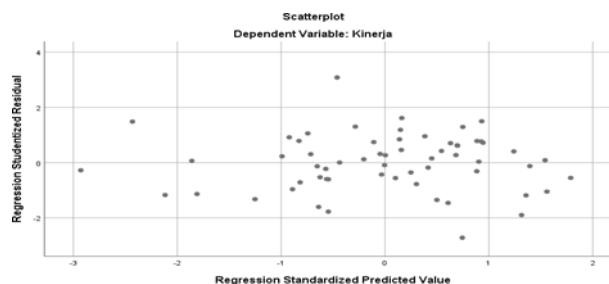
Table 5. above shows that the *significant results* have a data result of 0.05 which is 0.2. Therefore, the results can have results greater than 0.05 so that it can be stated that the data is normally distributed.

**Table 5. Multicollinearity Test Results
Coefficients ^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	7.010	3.344		2,096	.041		
Work environment	.435	.133	.351	3.273	.002	.712	1.405
Training	.585	.134	.467	4.352	.000	.713	1,402
Motivation	.140	.063	.213	2.210	.031	.882	1.133

a. Dependent Variables: Performance
Source: Results Processing data use SPSS, 2025

Based on the calculation results above, where the *Tolerance results* are above 0.01 and VIF below 10, it can be concluded that there is no multicollinearity between the independent variables.



Picture 4 Heteroscedasticity Test Results

In Figure 4, it can be seen that the points are spread between the 0 axis and also do not have or form a particular pattern, so it can be concluded that homoscedasticity occurs.

**Table 6 Results Test Glacier
Coefficients ^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3,651	1,998		1,827	.073		
Work environment	.001	.079	.002	.015	.988	.712	1.405
Training	.030	.080	.057	.374	.710	.713	1,402
Motivation	-.063	.038	-.229	-1.672	.100	.882	1.133

a. Dependent Variables: abs

Source: Results Processing data use SPSS, 2025

The results of the SPSS output display in Table 6 show that the significance obtained is above 0.05 for each variable, so it can be concluded that homoscedasticity occurs.

Table 7 Results Test Regression Linear Multiple Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	7.010	3.344			2,096	.041		
Work environment	.435	.133	.351		3.273	.002	.712	1.405
Training	.585	.134	.467		4.352	.000	.713	1,402
Motivation	.140	.063	.213		2.210	.031	.882	1.133

a. Dependent Variables: Performance

Source: Results Processing data use SPSS, 2025

$$\text{Performance Employee} = 7,010 - 0.435 \text{ Work environment} + 0.585 \text{ Training} + 0.40 \text{ Motivation}$$

Equality the regression have meaning as following.

1. The constant value a of 7.010 means that if there is no environmental variable Work (X_1), Training (X_2) and Motivation (X_3) = 0 then Employee Performance will be worth 7,010 units.
2. The Work Environment variable (X_1) is 0.435, which means that for every 1 unit increase in the variable, the Employee Performance value will decrease by 0.435 units, assuming that the other variables remain constant.
3. The Training variable (X_2) is 0.585, which means that for every 1 unit increase in the Training variable, the Employee Performance value will increase by 0.585 units, assuming that the other variables remain constant.
4. Variables Motivation (X_3) as big as 0.140 which It means that every increase variable Motivation of 1 unit, then the value of Employee Performance will increase by 0.140 units assuming that the other variables remain constant.

Table. 8. Results Test Analysis Coefficient Hypothesis Determination Model Summary^b

Model	R	R Square	Adjusted R Square	Error of the Estimate
1	.730 ^a	.532		.5082.80930

e. Predictors: (Constant), Motivation, Training, Work environment

f. Dependent Variables: Performance

Source: Results Processing data use SPSS, 2025

On Table 8 explains the relationship (R) between Work Environment (X1), Training (X2), and Motivation (X3) with Employee Performance (Y) namely the *Adjusted R Square* of 0.508 which means the influence of the independent variable on the dependent variable is 50.8% while the remaining 49.2% is explained by other variables (consumer perception, compensation, etc.)

Table 9 Results Testing Hypothesis Simultaneously

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	511,949	3	170,650	21,623	.000 ^b
	Residual	449,854	57	7,892		
	Total	961,803	60			

g. Dependent Variables: Performance

h. Predictors: (Constant), Motivation, Training, Work environment

Source: Results Processing data use SPSS, 2025

On Table 9 that results output seen that F count > F the table is 21,623 > 2.77, then H₁ is accepted, meaning that because the calculated F is greater than the F table and *the significance* does not exceed 0.05, it can be concluded that there is a significant simultaneous positive influence between the Work Environment, Training and Motivation on Employee Performance at PT. Era Medika Alkesindo.

Table 10 Results Testing Hypothesis Partially

		Coefficients ^a					
Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
Model	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.010	3.344		2,096		.041
	Work environment	.435	.133	.351	3.273	.712	.002
	Training	.585	.134	.467	4.352	.713	.000
	Motivation	.140	.063	.213	2.210	.882	.031

a. Dependent Variables: Performance

Source: Results Processing data use SPSS, 2025

In table 10 the results of statistical testing with SPSS on variable X₁ (Work Environment) obtained the results of 3.273 > 2.00247 and significant 0.002 < 0.05 meaning that the Work Environment partially has a positive and significant effect on Employee Performance at PT. Era Medika Alkesindo.

Variable X₂ (Training) 4.352 > 2.00247, and significant 0.000 < 0.05, meaning that Training has a partial positive and significant effect on Employee Performance at



PT. Era Medika Alkesindo

Variable X_3 (Motivation) 2.210 > 2.00247, and significant 0.031 < 0.05. This means that Motivation has a partial positive and significant effect on Employee Performance at PT. Era Medika Alkesindo.

CONCLUSION

Variables Environment Work influential Positive And significant to Performance Employees at PT. Era Medika Alkesindo. Variables Training has a positive effect and significant on Employee Performance at PT. Era Medika Alkesindo. Variables Motivation influential positive And significant to Performance Employee at PT. Era Medika Alkesindo. Variables Environment Work (X_1) Training (X_2) And Motivation (X_3) in a way simultaneously affect Employee Performance at PT. Era Medika Alkesindo.

Suggestion

Suggestion from research result this is : For researchers, it is better to provide or publish the knowledge gained so that other researchers can use it as a reference. For further researchers, it is better to continue to try to be better than previous researchers, because it is possible that further research with a similar title will get different results. However, this research can still be a reference for conducting further research, because the results depend on the personality of each respondent who is the research sample. For Universitas Prima Indonesia, it is recommended to use this research as publication material so that other researchers can use it as a reference. For researcher next, recommended so that use variable This For researching more about the variables used.

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