



The Influence of Motivation and Work Environment on Employee Performance at The Yogyakarta Technical Education Training Center (BLPT)

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Abstract

Background. Employee performance can be utilized to assess an organization's success rate.

Aims. This study aims to examine the impact of the work environment and motivation on employee performance at the Yogyakarta Technical Education Training Center (BLPT), both individually and collectively.

Methods. This study used a quantitative methodology using a sample of 60 workers to analyze the population of all service personnel at the Technical Education Training Center (BLPT) in Yogyakarta. Google Forms is utilized for data collection, and URLs are disseminated via email: <https://forms.gle/XHnMsDQXx9z9NSys8>. The data analysis method employs t-tests, F-tests, correlation coefficients (R), determination coefficients (adjusted R-squared), instrument tests, multiple linear regression analysis, and classical assumptions. SPSS software version 25.0 for Windows is utilized for data processing.

Result. A significance value of 0.001, which is less than 0.05, suggests that the motivation component has a significant impact on employee performance, according to the study's findings. A significance value of $0.000 < 0.05$ indicates that workplace characteristics have a significant influence on employee performance. At the Yogyakarta Technical Education Training Center (BLPT), employee performance is profoundly influenced by motivation and the work environment, evidenced by a significance value of $0.000 < 0.05$. A robust correlation was identified between employee performance, work environment, and motivation, as demonstrated by a correlation coefficient (R) of 0.821. The adjusted R-squared value, as ascertained by the coefficient of determination test, is 0.663, or 66.3%.

Conclusion. This statistic demonstrates that motivation and work environment account for 66.3% of employee performance, while the remaining 33.7% is ascribed to factors beyond the purview of this study.

Keywords: Employee Performance, Motivation, Work Environment



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INTRODUCTION

Employees are essential to an organization's ability to survive. Because the company's operations cannot function properly without it. Employees are a crucial component of the company or agency, as they uphold the company's qualification standards, ensuring that the company's productivity is maintained and continues to grow. Productivity is affected by the employee's work spirit (Abadi & Latifah, 2016).

The success rate of an organization can be observed from the performance of employees. Employee performance, according to Mangkunegara (2018), is the caliber and volume of work outputs attained by individuals in carrying out their tasks that are in line with their obligations.

The performance condition at the Technical Education Training Center (BLPT) remains relatively low, as evidenced by the fact that several employees have submitted resignations, and many have not had their contracts extended. This happens due to the lack of motivation given by the Engineering Education Training Center to its employees.

Numerous prior studies indicate that employee performance is substantially affected by the work environment and motivation, including research conducted by M. Iqbal, M. I. Harahap (2022), M. Nelsi, A. Z. Abidin, and D. Rostikawati (2021), as well as N. A. Zakiah and J. Dwiridotjahjono (2021).

Motivation comprises elements that affect human behavior, such as stimuli, willingness, support, and requirements, which can motivate individuals to cultivate excitement and drive to attain personal objectives, ultimately resulting in optimal behavior (Andika, 2019). A contributing factor to the subpar performance at the Technical Education Training Center (BLPT) is its lack of awareness regarding the factors that can enhance employee engagement and retention.

One component that might enhance employee performance is sufficient motivation, such as satisfying fundamental needs, as a key reason employees work is to fulfill their daily necessities. Furthermore, the pursuit of achievement entails obtaining acknowledgment from others. Assured of salary receipt, employees will experience enhanced security and prospects for professional advancement, allowing them to utilize their skills and potential. The office environment significantly influences performance.

Multiple prior studies, including those by Tri Syandi Syah Endra (2022), M Iqbal, MI Harahap (2022), K Kasmaludin, Basir Askal Muh, Gazalin Junaid (2023), M Nelsi, AZ Abidin, D Rostikawati (2021), and NA Zakiah, J Dwiridotjahjono (2021), have indicated that motivation significantly influences employee performance.

The work environment denotes the settings under which employees function, influencing their capacity to execute their responsibilities efficiently. The conditions encompass aspects including temperature, humidity, air movement, illumination, noise, workplace cleanliness, and the accessibility of essential equipment (Afandi, 2018). The work environment at the Engineering Education Training Center (BLPT), namely within the occupied workshop building, necessitates reconstruction or rehabilitation due to its direct impact on the people engaged in the work process. Poor working circumstances may render employees more susceptible to disease and hinder their concentration, so affecting their performance.

Numerous prior research, including those by M. Iqbal and M. I. Harahap (2022), M. Nelsi, A. Z. Abidin, and D. Rostikawati (2021), as well as N. A. Zakiah and J. Dwiridotjahjono (2021), assert that the work environment significantly influences employee performance.

A Regional Apparatus Unit (UK SKPD) of the Special Region of Yogyakarta's Education, Youth, and Sports Office is the Technical Education Training Center (BLPT). The effectiveness of its personnel and entities in fulfilling the core duties designated by the organization—specifically, instructional planning, training, and engineering development—serves as a reliable measure of the Technical Education Training Center's (BLPT) overall performance. The Yogyakarta Technical Education Training Center (BLPT) fulfills several functions to support its primary tasks, including the development of the Engineering Education Training Center program, administrative execution, the provision of engineering education and training for Vocational High School (SMK) students in technology and industry sectors within the vocational school curriculum, and the provision of practical facilities for students from both Public and Private Higher Education Institutions.

LITERATURE REVIEW

Employee Performance

Definition of Employee Performance

Employee performance has a significant impact on an organization's ability to survive. The work atmosphere and motivation of employees have an impact on their performance. Employees with high levels of excitement and passion for their work will result from a positive work environment and motivation. Sutrisno (2016) asserts that performance is the outcome of employee labor, as measured by quality, quantity, working time, and collaboration, in order to meet organizational objectives.

Rivai & Basri (2017) define performance as the outcome or degree of success of persons

collectively in performing their responsibilities in comparison to several alternatives, such as set and agreed-upon criteria, targets, or objectives, or job output standards. Performance describes what employees do or do not do (Mathis & Jackson, 2017). Performance is the result of a process that is associated with and assessed over a defined timeframe according to mutual consent, asserts Fahmi (2017).

According to Putri (2017), performance is the outcome of an individual's or group's work function inside an organization over a given time period, indicating how well they fulfill job criteria to achieve organizational goals.

From the above opinion, it can be concluded that performance is the achievement of employees in their duties under the responsibilities given. With the increase in employee performance, the company will achieve its goals more effectively.

Employee Performance Indicators

Performance indicators are instruments for gauging the degree of employee performance attainment, claims Robbins (2016). The following metrics can be used to gauge staff performance:

- 1 Employee perceptions about the caliber of their work can be used to gauge the caliber of their output, as can their skills and talents.
- 2 Quantity is the total number of work results, denoted by the number of units and activity cycles that the task has finished.
- 3 The degree of activity or task that is finished on time or early, as determined by the output's coordination angle and the optimization of time for other activities, is referred to as punctuality.
- 4 Effectiveness is the degree to which organizational resources—such as money, energy, technology, and raw materials—are used as efficiently as possible in order to maximize the output of each resource unit.
- 5 Independence is the degree to which a person can carry out their job duties without assistance and direction from a manager.

Motivation

Definition of Motivation

Motivation is an intrinsic impetus that drives individuals to engage in work or activities. Motivation is a crucial element of unwavering dedication, significantly impacting employee performance in alignment with organizational objectives (Adha et al., 2019).

According to Kompri (2015), motivation can be described as an individual's strength that drives a level of persistence and enthusiasm to carry out activities, either from within oneself (intrinsic) or from external sources (extrinsic).

Robbins (2018) defines motivation as the mechanism that propels, guides, and sustains people's efforts to reach their objectives. Stefan Invanko (Hamli Arif Yusuf, 2018) asserts that motivation is the will and effort put forth to accomplish a goal. Since every motive has a specific objective to be accomplished, motivation is a stimulant of desire and a driving force of one's readiness to work, claims Hasibuan (2017).

From the above opinion, it can be concluded that motivation is a state that exists within a person, encouraging the desire to engage in activities that affect behavior in achieving set goals.

Wardani (2019) identifies the following as motivation indicators: safety and security needs; social needs (affiliation needs); and physiological and physical needs. Prestige/prestige requirements (respect or status needs); The Need to Become Your Best Self

Work Environment

Definition of Work Environment

The facilities and resources that encompass employees and can influence their productivity are termed the work environment. The work environment encompasses both physical and non-physical situations. The non-physical environment encompasses the regulations employees are required to adhere to, whereas the physical environment comprises the workspaces and tools employed by the workforce (Joni & Hikmah, 2022).

The phrase "work environment" denotes direct interactions with individuals of superior, equal, or subordinate status, as articulated by Effendy & Fitria (2019). The word "work environment" denotes the elements of the workplace that can influence employees' ability to perform their duties, including temperature, humidity, ventilation, lighting, noise levels, cleanliness, and the adequacy of available equipment, as stated by Afandi (2018).

According to Sedarmayanti (2017), the work environment encompasses the equipment and materials employed, the setting in which one operates, and the procedures and guidelines that benefit both people and groups. The work environment, as per certain previously discussed perspectives, is a setting where individuals or groups engage in both direct and indirect labor.

Work Environment Indicators

Lighting is one indicator of a healthy work environment, as it can boost employee morale. According to Afandi (2018), the color arrangement in the office should be designed as much as possible. Because a pleasing color scheme can make workers feel happy, one of the factors that must be taken into account is noise, as it can impair workers' ability to concentrate at work. A pleasant atmosphere can help workers feel comfortable in their workspace, thereby improving their productivity.

The researcher reviewed several previous studies as study material, as follows:

Table 1. Previous Research

Yes	Researcher/Year/ Research Title	Variable Research	Methods, Analysis Techniques, Samples	Research Results
1.	K Kasmaludin, Basir Askal Muh, Gazalin Junaid (2023). The Influence of Motivation and Work Environment on Employee Performance at the Regional Finance Agency of South Buton Regency.	Independent Variables: Motivation; Work Environment; Dependent Variable: Employee Performance.	Quantitative; <i>probability sampling</i> ; Saturated samples; Sample = 38	1. Motivation has a positive and significant effect on employee performance. 2. The Work Environment has a significant effect on employee performance. 3. Motivation and work environment simultaneously have a significant effect on employee performance.
2.	Tri Syandi Syah Endra (2022). The Influence of Motivation and Job Satisfaction to Employee Performance at Dazzel Yogyakarta Company.	Independent Variables: Motivation; job satisfaction; Variable Dependent: Employee Performance.	Quantitative; multiple linear regression analysis; Saturated Samples; Sample = 34	1. Motivation has a significant effect on employee performance. 2. Job satisfaction has a significant effect on employee performance.
3.	M Iqbal, MI Harahap (2022). Analysis of Motivation and Work Environment on Employee Performance at PT. Nubika Jaya Permata Hijau Group Labuhanbatu Selatan.	Independent Variables: Motivation; Work Environment; Dependent variable: Employee Performance.	Quantitative; Census; Saturated Samples; Sample = 106	1. Motivation has a significant effect on employee performance. 2. The work environment has a significant effect on employee performance. 3. Motivation and work environment simultaneously have a significant effect on employee performance.
4.	M Nelsi, AZ Abidin, D Rostikawati (2021). The Influence of Motivation and Work Environment on Employee Performance at the Jakarta's VI National Road Implementation Center.	Independent Variables: Motivation; Work Environment; Dependent variable: Employee Performance	<i>Explanatory research</i> ; statistical analysis; Saturated Samples; Sample = 60	1. Motivation has a significant effect on employee performance. 2. The work environment has a significant effect on employee performance. 3. Motivation and work environment simultaneously have a significant effect on employee performance.
5.	NA Zakiah, J Dwiridotjahjono (2021). The Influence of Motivation, Discipline, and Work Environment on Employee Performance of PT. Romi Violeta Sidoarjo.	Independent Variables: Motivation; Discipline; Work Environment; Dependent variable: Employee Performance.	Quantitative; multiple linear regression analysis; <i>Nonprobability Sampling</i> ; Sample = 135	1. Motivation has a significant effect on employee performance. 2. Discipline has a significant effect on employee performance. 3. The Work Environment simultaneously has a significant effect on employee performance. 4. Motivation, work discipline and work environment have a significant effect on employee performance.

Source: Processed Researcher

Research Mindset

The following figure shows how independent and dependent variables relate to one another:

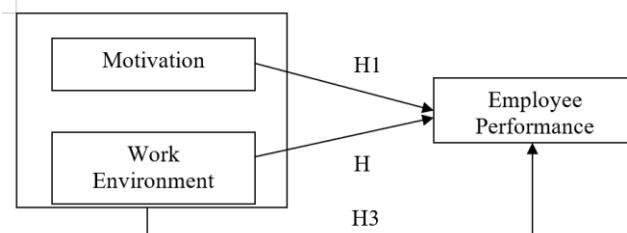


Figure 1. Research Mindset

METHODS

This study employs a quantitative research methodology. Sinambela (2021) characterizes quantitative research as a study that produces organized information through the utilization of numerical data. To ascertain the impact of a treatment that would then be evaluated to confirm the hypothesis, the researcher decided to employ a quantitative study of this type.

Population and Sample

A population, as defined by Sugiyono (2020), is an extensive category encompassing items or individuals possessing particular characteristics selected by the researcher for analysis, from which inferences will be derived. The population comprises all 60 employees of the service department at the Technical Education Training Center (BLPT).

Sugiyono (2020) contends that, since samples represent a facet of the population's attributes, a sufficient quantity of samples must be gathered to represent the population in the research accurately. The researcher may utilize samples from the community when it is extensive and impractical to examine every individual due to constraints on time, money, or energy.

The population corresponds to the number of samples; thus, the sampling method utilized in this study is a total sample, commonly referred to as a census. The sample is representative of the overall population, as it comprises 60 individuals from the Technical Education Training Center (BLPT).

Data Collection Techniques

Since gathering data for additional analysis is the main goal of research, Sugiyono (2020) asserts that data collection procedures are the most important stage of the process. The

following are the methods the researcher used to gather data for this study:

Observation is a research methodology in which researchers conduct direct or indirect observations (Sugiyono, 2019). The researcher conducted observations to understand the operational system at the Technical Education Training Center (BLPT), including the implementation of working hours, the attire worn during the workday, and the activities related to the introduction of work units at the center.

The questionnaire is a method of gathering data in which participants are given a list of questions or written statements to complete (Sugiyono, 2019). When researchers are aware of the precise factors to be measured and what to anticipate from respondents, questionnaires are an effective tool for gathering data. Furthermore, surveys work well when there are a sufficient number of respondents dispersed over a big geographic area. Questionnaires for this study were sent to participants over WhatsApp using the following link: <https://forms.gle/XHnMsDQXx9z9NSys8> and distributed online using Google Forms.

The Likert scale is the measurement tool utilized in this study. The variables to be measured are defined as indicators inside the variables using this Likert scale. The instruments, which will be statements with tiers of choices, will then be prepared using these variables as a standard. To indicate agreement or severe disagreement with the claims provided by the respondents, the study will employ the highest to lowest score (1-4) (Sugiyono, 2019).

A literature study is a technique for gathering data that involves searching for information in written, visual, or electronic documents to support the writing process.

Data Analysis Methods

Data analysis techniques utilized with IBM SPSS version 25 include validity tests, reliability tests, multiple linear regression analysis, classical assumption tests, hypothesis T and F tests, correlation coefficients (R), and adjusted determination coefficients (Adjusted R Square).

Table 2. Variable Operational Definition

Yes	Variables and Variable Definitions	Indicators
1	Employee Performance (Y) Performance is the result of the work function of a person or group in an organization in a specific period that reflects how well that person or group meets the requirements of a job to achieve organizational goals (Putri, 2017)	a. Quality of work b. Quantity c. Timeliness d. Effectiveness e. Independence (Robbins: 2016)
2	Motivation (X1) Motivation is the provision of driving force that creates a person's work enthusiasm so that they can work together, work effectively, and be honest with all their efforts to achieve satisfaction (Adha et al, 2019)	a. Physical and biological needs (<i>physiological needs</i>) b. Safety and security needs c. Social needs (<i>affiliation needs</i>) d. Need for prestige/prestige (<i>esteem or status needs</i>) e. <i>The Need for Self-Actualization</i> (Wardani: 2019)
3	Work Environment (X2) The work environment is a crucial component when employees carry out work activities (Joni & Hikmah, 2022)	a. Lighting b. Color c. Voice d. Air (Afandi: 2016)

RESULTS OF DATA ANALYSIS

Validity Test Results

A validity test evaluates the validity of a questionnaire. Ghozali (2018) asserts that a questionnaire is considered valid if the questions effectively evaluate the desired outcome. The validity criterion of this test asserts that a questionnaire item is considered valid if the significance (2-tailed) value is below 0.05, and conversely. The subsequent table presents the results of the validity test:

Table 3. Results of Validity Test of Variables X1, X2, and Y

Statement Items	Nilai Sig.	Kriteria Sig.	Ket.
Item X1.1	0.000	< 0.05	Valid
Item X1.2	0.000	< 0.05	Valid
Item X1.3	0.000	< 0.05	Valid
Item X1.4	0.000	< 0.05	Valid
Item X1.5	0.000	< 0.05	Valid
Item X1.6	0.000	< 0.05	Valid
Item X1.7	0.000	< 0.05	Valid
Item X1.8	0.000	< 0.05	Valid
Item X1.9	0.000	< 0.05	Valid
Item X1.10	0.000	< 0.05	Valid
Item X2.1	0.000	< 0.05	Valid
Item X2.2	0.000	< 0.05	Valid
Item X2.3	0.000	< 0.05	Valid
Item X2.4	0.000	< 0.05	Valid
Item X2.5	0.000	< 0.05	Valid
Item X2.6	0.000	< 0.05	Valid
Item X2.7	0.000	< 0.05	Valid
Item X2.8	0.000	< 0.05	Valid
Item Y1	0.000	< 0.05	Valid
Item Y2	0.000	< 0.05	Valid
Item Y3	0.000	< 0.05	Valid
Item Y4	0.000	< 0.05	Valid
Item Y5	0.000	< 0.05	Valid
Item Y6	0.000	< 0.05	Valid
Item Y7	0.000	< 0.05	Valid
Item Y8	0.000	< 0.05	Valid
Item Y9	0.000	< 0.05	Valid
Item Y10	0.000	< 0.05	Valid

Source: SPSS Data Processing

Table 3 indicates that the validity test results for all 28 statement items pertaining to Employee Performance (Y), Work Environment (X2), and Motivation (X1) were confirmed as valid and appropriate for research purposes, as the test results revealed a significance value of 0.000, which is less than 0.05.

Reliability Test Results

A questionnaire's reliability can be used to gauge its components or variables (Ghozali, 2018). If a person's response to a question is determined by calculating the magnitude of Cronbach's Alpha value for each variable being examined, then the questionnaire is considered reliable. An object is considered dependable if its Cronbach's Alpha value above 0.60; if it falls below 0.60, it is regarded as unreliable. The subsequent table presents the outcomes:

Table 4. Reliability Test Results of Variables X1, X2, and Y

Variable	Cronbach's Alpha	Alpha Crobach's	Information
Motivation (X1)	0,855	> 0.60	Reliable
Work Environment (X2)	0,934	> 0.60	Reliable
Performance (Y)	0,900	> 0.60	Reliable

Source: SPSS Data Processing

The Cronbach's Alpha coefficients for Motivation (X1), Work Environment (X2), and Performance (Y) exceed 0.60, registering at 0.855, 0.934, and 0.900, respectively, as indicated in Table 4 above. This study's findings can be deemed reliable, classified within the high reliability category, and appropriate for use as a measurement instrument.

Classic Assumption Test

This study utilizes the Kolmogorov-Smirnov test for normality, indicating an aberrant data distribution if the significance value is below 0.05 and normal if it above 0.05 (Ghozali, 2018).

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.52672460
Most Extreme Differences	Absolute	.095
	Positive	.062
	Negative	-.095
Test Statistic		.095
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Source: SPSS Data Processing

Table 5 above shows that the normality test's significance value is 0.200, which is higher than the significance level of 0.05. This indicates that the study's variables for motivation (X1), work environment (X2), and performance (Y) are normally distributed.

The objective of the multicollinearity test is to determine the association of a regression model with independent variables (Ghozali, 2018). In a robust regression model, there must be no link or correlation among the independent variables. The Variance Inflation Factor (VIF) and tolerance values can be utilized to assess the test. Assume that the VIF value ranges from one to less than ten, and the tolerance value is about one or exceeds 0.10. The regression model's independent variables do not display multicollinearity (Ghozali, 2018).

Table 6. Multicollinearity Test Results

Type		Colinearity Statistics	
		Tolerance	VIVID
1	(constant)		
	X1 Motivation	.834	1.198
	Work Environment X2	.834	1.198

Source: SPSS Data Processing

Table 6.

The calculation results presented in Table 6 indicate that the independent variable possesses a tolerance value close to 1 or exceeding 0.10. The tolerance value for each independent variable, Work Environment (X2) and Motivation (X1), is 0.834. The calculation of the Variance Inflation Factor (VIF) reveals values ranging from one to ten, with both independent variables, Work Environment (X2) and Motivation (X1), exhibiting a VIF value of 1.198. The regression model shows no signs of multicollinearity among the independent variables, as evidenced by the calculated tolerance and VIF values.

The Glejser Test evaluates heteroscedasticity by determining if there is a variance difference between residual observations in the regression model (Ghozali, 2018). Symptoms of heteroscedasticity are absent if the Glycecerat test results yield a significance value exceeding 0.05. The subsequent are the test outcomes:

Table 7. Heteroscedasticity Test Results

Type		Coefficient			
		Unstandardized Coefficients B	Standard ized Coefficients Beta	t	Sig.
1	(Constant)	8.029		.831	.410
	Motivation	-.055		-.094	.517
	Work Environment	-.134	.337	-.397	.693

Source: SPSS Data Processing

It can be inferred from table 7 above that the regression model of the Motivation (X1) and Work Environment (X2) variables does not occur in heteroscedasticity because the significance value for the Motivation variable (X1) is $0.517 > 0.05$ and for the Work Environment variable (X2) is $0.693 > 0.05$.

Multiple Linear Regression Analysis

Ghozali (2018) contends that the relationship between the independent and dependent variables is elucidated using linear regression analysis. This study's multiple linear regression analysis aims to determine if the independent variables of work environment (X2) and motivation (X1) exert a simultaneous or partial influence on the performance-dependent

variable (Y). The subsequent representation pertains to multiple linear regression analysis:

Table 8. Multiple Linear Regression Test (t-test) results

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.224	3.531		.347	.730
	Motivation	.327	.093	.281	3.498	.001
	Milieu Work	.776	.091	.682	8.491	.000

Source: SPSS Data Processing

The multiple linear regression equations in this study are:

$$Y = a + b_1X_1 + b_2X_2 + e$$

The values of multiple linear regression coefficients are as follows:

$$Y = 1.224 + 0.327X_1 + 0.776X_2 + e$$

From the regression equation in Table 8 above, it can be described as follows:

The constant value of 1.224 indicates that the Performance variable (Y) is established at 1.224 when both Motivation (X1) and Work Environment (X2) are set to 0 (constant). The positive regression coefficient for the Motivation variable (X1) of 0.327 indicates that the Performance variable (Y) will increase in correlation with the Motivation variable (X1). The regression coefficient for the Work Environment variable (X2) is positive (0.776), indicating that the Performance variable (Y) will increase concurrently with the Work Environment variable (X2).

Hypothesis Test

To determine the contribution of each independent variable to the variation in the dependent variable, the t-test is employed. The hypotheses (H1 and H2) are accepted if the p-value is less than 0.05. This test is conducted at a 95% confidence level. However, the hypothesis (H1 and H2) is rejected if the p-value is higher than 0.05 (Ghozali, 2018). It is evident from Table 8 above that the variables of work environment and motivation have a partial impact on employee performance.

The significance value for the Motivation variable is 0.001, which is less than 0.05, hence H1 is acceptable. Consequently, it can be inferred that the Motivation variable exerts a strong partial influence on Employee Performance at the Yogyakarta Technical Education Training Center (BLPT). Consequently, the Work Environment variable exhibits a significance value of 0.000, which is less than 0.05, thereby validating H2. Consequently, it can be inferred that the Work Environment variable exerts a partial significant influence on Employee Performance at the Technical Education Training Center (BLPT) Yogyakarta.

The F-test is utilized to evaluate the significance of the simultaneous impact of independent factors on dependent variables (Ghozali, 2018). This test is performed at a 95% confidence level, accepting hypothesis (H3) if the significance value is below 0.05.

Table 9. Test F Results (simultaneous)

NEW ERA						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	507.846	2	253.923	59.135	.000b
	Residual	244.754	57	4.294		
	Total	752.600	59			

Source: SPSS Data Processing

The F test results, with a significance value of $0.000 < 0.05$, validate the acceptance of H3, as illustrated in Table 9 above. Consequently, it can be asserted that at the Yogyakarta Technical Education Training Center (BLPT), both motivation and the work environment significantly influence employee performance concurrently.

Correlation Coefficient (R) and Determination Coefficient (*Adjusted R Square*) Test

The correlation coefficient is a statistical test used to ascertain the direction and strength of the association between two or more quantitative variables, as stated by Sugiyono (2019). The subsequent table presents the results of the correlation coefficient test:

Table 10. Results of Correlation Coefficient (R) and Coefficient of Determination (*Adjusted R Square*)

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821a	.675	.663	2.07218

Predictors: (Constant), Work Environment, Motivation

Source: SPSS Data Processing

Table 10 above shows that there is a strong association between employee performance, work environment, and motivation. The correlation coefficient (R) is 0.821. The corrected R-squared value, on the other hand, is 0.663, or 66.3%, according to the findings of the determination coefficient test. This figure indicates that the variables of work environment and motivation account for 66.3% of employee performance, with the remaining 33.7% being influenced by variables outside the scope of this study.

DISCUSSION

The Influence of Motivation on Employee Performance

Robbins (2018) posits that motivation is the willingness to exert effort towards

organizational goals, dependent on the effort's ability to fulfill specific personal needs. Motivation is considered a significant factor affecting employee performance inside a business. The statistical analyses clearly indicate that employee performance is greatly influenced by motivation. The results stemmed from a statistical test yielding a significance value of 0.001, which is less than 0.05; thus, H1 was validated for this study, indicating that the motivation variable significantly influenced employee performance.

This pertains to the conclusions of a previous study conducted by Tri Syandi Syah Endra (2022), which indicated that motivational research outcomes significantly influenced employee performance at Dazzel Yogyakarta Company. A study conducted by M. Iqbal and M. I. Harahap (2022) indicates that motivation has a significant influence on employee performance at PT. Nubika Jaya Permata Hijau Group Labuhanbatu Selatan. Consequently, it can be stated that Motivation (X1) has a significant influence on Employee Performance (Y) in this study. This indicates that the suitability of the motivation employed correlates positively with employee performance at the Yogyakarta Technical Education Training Center (BLPT).

The Influence of Work Environment on Employee Performance

According to Sedarmayanti (2017), the work environment encompasses the tools and materials employed, the setting in which an individual operates, the methods of labor, and the organization of work, both individually and collectively. The statistical test results indicate that the workplace has a significant impact on employee performance. Hypothesis 2 was validated in this study, as it was demonstrated that work environment characteristics have a significant influence on employee performance. This was obtained from the results of a statistical test with a significance value of $0.000 < 0.05$.

This pertains to the conclusions of prior research conducted by AS Anggraini (2022), which indicate that work environment elements substantially influence employee performance at PT. Sumber Hidup Satria Distribusindo Batulicin Branch. A study conducted by M. Nelsi, AZ Abidin, and D. Rostikawati (2021) reveals that the workplace environment has a substantial impact on employee performance at the Jakarta VI National Road Implementation Center. The employee performance (Y) at the Technical Education Training Center (BLPT) in Yogyakarta is considerably influenced by the work environment (X2), indicating that an improved work environment is correlated with enhanced employee performance.

The Influence of Motivation and Work Environment on Employee Performance

Employee performance, as stated by Mangkunegara (2018), is the result of the quantity

and quality of work that employees execute in fulfilling their assigned duties. Hypothesis 3 was accepted based on the F test results for the Motivation and Work Environment variable, which indicated a significant value of 0.000, less than 0.05. The results indicated that at the Yogyakarta Technical Education and Training Center (BLPT), employee performance was concurrently influenced by motivation and the work environment. A significant correlation exists between employee performance, work environment, and motivation, evidenced by a correlation coefficient of 0.821.

These findings align with prior research conducted by NA Zakiah and J Dwiridotjahjono (2021), which shows that the performance of PT. Romi Violeta Sidoarjo personnel is affected by their work environment, motivation, and discipline. The study by AS Angraini (2022) indicates that employee performance at PT. The work environment and motivation concurrently influence Sumber Hidup Satria Distribusindo Batulicin Branch. This study indicates that Employee Performance (Y) is affected by Motivation (X1) and Work Environment (X2). This indicates that increased levels of Motivation (X1) and Work Environment (X2) correspond to elevated levels of Employee Performance (Y) at the Technical Education Training Center (BLPT) Yogyakarta.

The Adjusted R-squared score is 0.663, equivalent to 66.3%, as per the results of the determination coefficient test. This chart demonstrates that the work environment and motivation variables contribute to 66.3% of employee performance, while the remaining 33.7% is affected by factors beyond the purview of this study.

CONCLUSION

The subsequent findings can be drawn from the conducted data analysis, specifically: The Motivation variable significantly influences Employee Performance at the Technical Education Training Center (BLPT) Yogyakarta, as evidenced by the t-test results for the Motivation variable (X1), which reveal a significance value of 0.001, less than 0.05. Consequently, H1 is approved. The Work Environment variable significantly influenced Employee Performance at the Technical Education Training Center (BLPT) in Yogyakarta, as indicated by the t-test results for the Work Environment variable (X2), which revealed a significance value of 0.000, less than 0.05. Consequently, H2 received approval. The F test results indicate that the variables of motivation (X1), work environment (X2), and employee performance (Y) all possess significance values of 0.000, which is less than 0.05. This suggests that both the work environment and motivation significantly influence employee performance

at the Yogyakarta Technical Education Training Center (BLPT), hence corroborating the acceptance of H3. The correlation coefficient (r) value of 0.821 indicates a good association between employee performance, work environment, and motivation. The adjusted R-squared value is 0.663, or 66.3%, as per the results of the coefficient of determination test. This statistic indicates that the work environment and motivation variables account for 66.3% of employee performance, while the remaining 33.7% is influenced by factors beyond the scope of this study.

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