

# Work Motivation and The Work Environment's Effect on Millennial Employees' Performance

RINA RAHMAWATI<sup>1</sup>, WILFRIDUS ANTONIO<sup>2</sup>

<sup>1, 2</sup> STIE Malangkececwara Malang

**Abstract-** *The purpose of this study is to explain the influence of work motivation on employee performance, to explain the effect of work environment on employee performance, and to explain the effect of work motivation and work environment on employee performance at the same time. The descriptive analysis with a quantitative approach was employed as the research method in this study. The target audience for this study is millennial-aged employees at the Lela Village Office, with a total sample size of 40 people. Multiple linear regression was employed to analyze the data. According to the findings of the study, there is a considerable relationship between work motivation and employee performance, implying that as employee motivation rises, so will employee performance. The study reveal that the work environment has a substantial impact on employee performance. Millennial employee performance has been shown to be influenced by motivation and work environment.*

**Indexed Terms-** *Motivation; Work Environment; Millennial Employee Performance*

## I. INTRODUCTION

Human resources are the most important component of an organization, and they play an active role in every organizational action as a planner and performer. They bring diverse thoughts, feelings, desires, status and educational background, age, and gender into an organization so that, unlike machines, money, and materials, which are passive and can be fully controlled and regulated in order to support the achievement of stated goals, the organization wants to achieve. A leader is regarded as the most important aspect in deciding an organization's or company's success. The size of the attention given to meeting needs that provide enthusiasm and encouragement for subordinates to become more passionate in carrying

out their work in accordance with the company's desired goals determines whether a leader succeeds or fails in motivating human resources (HR) to improve the effectiveness of the company's performance (Kooij and Kanfer, 2019).

Human resources and how they are managed must be optimized in every government agency. Human resource management is inextricably linked to the employee factor, which is expected to perform at a high level in order for government organizations to meet their objectives. Employees are the organization's most valuable asset and have a strategic role in it as thinkers, planners, and controllers of organizational activities. Employees must be motivated to work more diligently in order to attain corporate goals. Given the importance of employees in the business, employees must pay greater attention to the activities they perform in order to achieve organizational goals. Employees that are highly motivated at work will work harder to complete their tasks. Employees with poor work motivation, on the other hand, lack excitement for their jobs, give up easily, and have difficulties finishing their tasks.

Employees lack clear knowledge on whether their job benefits the beneficiaries, i.e. the individuals or groups served by the organization. In addition to motivational elements, the employee's work environment plays an essential role in boosting their performance. The material and psychological circumstances that exist in the workplace are referred to as the work environment. As a result, the organization must provide an appropriate work environment, including both the physical and non-physical environments (pleasant office layout, clean environment, sufficient air exchange, colors, suitable lighting, and melodious music, employee work atmosphere, welfare of the employees, inter-employee relationships, employee-leader relationships, and places of worship). A positive work atmosphere can aid in the implementation of

tasks, ensuring that employees are motivated to work and that employee performance is improved.

The purpose of this study was to see how motivation and the work environment affected employee performance at the Lela District Office.

## II. LITERATURES REVIEW

### *Motivation*

The Latin term *movere* denotes encouragement, desire, cause, or motive for someone to accomplish something. Employee motivation is the process of instilling in them a desire to work. It is meant to provide incentives to the person concerned by giving motivation so that the employee works to the best of his ability. People usually act for a reason in order to reach a goal. Because of performance, understanding motivation is critical. Motivation is influenced and affected by reactions to remuneration and other human resource challenges. As different theories create their own viewpoints and models, multiple approaches to understanding motivation emerge. The evolved theory of human motivation divides human requirements into five escalating categories in a specific order.

A person will not attempt to meet higher wants until the more basic requirements are addressed. Physiological needs, needs for safety and security, needs for friendship and affection, and needs for self-actualization make up Maslow's famous hierarchy. *Self-respect* is one of the indicators employed in this variable; a person will feel honored if he is respected by others at work in the surroundings. Situations like this will encourage the individual to work more. *Power*, a person will be motivated if he is given complete control and responsibility over his work without any external pressure, as long as the work does not diverge from the company's objectives, and *job security needs*, apart from physical danger, he needs assurance and a sense of security. He also needs to be free of the dread of losing his work and facing a threat to his future.

### *Work Environment*

Employees can carry out duties optimally in a decent work environment if they are healthy, safe, and comfortable. The work environment encompasses everything that surrounds employees and can

influence their ability to complete tasks, such as cleaning, music, lighting, and other factors. As a result, someone's performance results will be determined by their work environment. The total tools and materials encountered, the surrounding environment in which a person works, his work practices, and work arrangements both individually and collectively are all part of the work environment. According to some of the experts' beliefs, the work environment is everything that is surrounding employees that can affect employees' ability to complete the tasks set by the firm. According to Dubrin (2014), the work environment is defined as follows: The overall tools and materials encountered, the surrounding environment in which a person works, his work practices, and work arrangements, both individually and collectively, make up the work environment. According to another definition, the work environment is everything that is surrounding the workers that can affect their ability to complete the duties allocated to them. This variable's indicators are as follows: *lighting*, in the employee's workspace plays a critical function in boosting employee morale and allowing them to display their work, implying that adequate workplace lighting is critical to the organization's operational success. *Sufficient air* is required in the employee's work area, where the existence of enough air exchange will result in the employee's physical freshness. When the air temperature is too hot, it affects staff morale and productivity. A healthy environment will be created by *cleanliness* and a clean work environment. Employees will be happier in a clean environment, and their performance will improve.

### *Employee Performance*

The level of performance obtained by an employee in doing a task can be evaluated. The use of a person's abilities to achieve desired goals is referred to as performance. According to Byars and Rue in Riniwati (2011), performance is defined as the level of task preparation that governs one's work. As a result, performance is defined as a person's or a group's willingness to carry out or perfect operations in accordance with their duties and the expected outcomes.

Employees produce work performance according to their job in the organization, and performance is a real

behavior that is expressed by everyone as work performance. Performance can also be defined as the outcome of one's efforts, as evidenced by the presence of talents and actions under specific circumstances.

Based on some of the criteria above, performance can be defined as the result of someone's work, as long as they work in line with their obligations and functions in order to fulfill organizational goals based on previously established work standards. This variable's indicators are as follows: (Malthis and Jackson, 2006): *Work quality*, this criteria is determined by comparing the expected work volume to the actual ability. *Quantity in use*, this guideline stresses the quality of work performed vs the quantity of work produced, and *reliability*, punctuality refers to sticking to a work schedule that is set according to company rules.

III. RESEARCH OBJECTIVES

- 1) To know the effect of motivation on Millennial employee performance at the Lela District Office.;
- 2) To know the effect of work environment on Millennial employee performance at the Lela District Office;
- 3) To know the effect motivation and work environment on Millennial employee performance at the Lela District Office.

IV. RESEARCH METHODOLOGY

This research will be descriptive and this research will be based on primary data and secondary data. Primary data will collect through questionnaires from the Lela District Office employees who were Millennials and secondary data will collect through research papers and journals.

1. Population –All the respondents from the Lela District Office employees.
2. Sampling size –Sample size is 40 respondents from the Lela District Office employees who were Millennials.
3. Sampling Technique –Saturated sampling technique.
4. Scale ranges -The scale ranges from (1= strongly disagree 2= disagree 3= neutral 4= agree 5= strongly agree).

V. DATA ANALYSIS

This study's data was derived from a research instrument (questionnaire) that was delivered to 40 respondents, all of whom completed and returned their questionnaires, resulting in a 100% response rate in data collection. Data is divided into two parts, one is demographic profile and second are their responses to motivation, work environment and performance by answering on both 5-point scales and categorical questions.

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Constant	.356	2.121		.168	.868
Motivation	.278	.110	.248	2.525	.016
Work environment	.665	.092	.709	7.209	.000
Dependent variable: Employee performance					

This shows that effect of motivation and the work environment on the millennial employees performance is significant.

VI. FINDINGS

The findings of the study show that work motivation has a considerable impact on employee performance, implying that raising work motivation will improve employee performance. Employee motivation is demonstrated when physiological demands, a sense of security, social needs, praise, and self-actualization are met at work. As a result, the employee's performance improves. Employee willingness or motivation to work, which increases the employee's effort, and the employee's capacity to carry it out, are two factors that influence performance.

Employees who are happy, eager, and excited at work, according to Ackah (2014), will be happy, excited, and excited at work if they are carrying out their duties and obligations with encouragement from within and outside themselves. Furthermore, employees who feel

valued or recognized by their work are more likely to work hard, resulting in improved performance. Organizations can supply what the employee wants to work if they make an effort to attain optimal employee motivation. The higher an employee's motivation to execute their job, the higher their level of performance. In contrast, the lower someone's drive to complete a job, the lower their level of performance. Millennial employees are capable of doing their jobs and strive to obtain the best results possible. The achievement of maximal performance necessitates encouragement in order to reawaken the desire and excitement to work, i.e. motivation. Employees' abilities are stimulated by motivation, resulting in maximum performance results. A person's skill, motivation, and individual support all influence their performance. Employees will be motivated by both employees and executives to perform more productively so that company goals can be fulfilled.

The results show that the work environment has a considerable impact on employee performance, implying that the better the working conditions are, the better the employee's performance will be. The findings of this study support the findings of Ajala (2012) and Bushiri (2014). Better lighting in the workplace that meets standards to assist the organization's operational activities, the room provided by the organization is spacious enough for employees to do their work, the air circulation in the workplace is good, and the work environment is clean and comfortable, all of which contribute to increased employee performance.

Employee performance is influenced by both motivation and work environment elements, according to the results of the simultaneous test. The findings of this investigation had a significance value of 0.000, which was less than 0.05. This indicates that  $H_a$  has been approved but  $H_o$  has been denied. That is, statistical evidence reveals that motivation and work environment have a major impact on employee performance in this study. The higher the motivation and the better the work.

At the same time, motivation and work environment variables have a significant impact on Lela Village Office employees' performance. The findings of this study support the findings of Pratama (2020), who

found that motivation and work environment variables have a significant impact on employee performance. Because each individual has their own goals when carrying out activities, motivating employees individually is a smart approach to improve business goals. The firm should pay attention to motivation when uniting these goals so that employee actions do not wander too far from the company's goals. Aside from that, creating a positive and pleasant environment helps motivate staff to perform better. If employees work in a pleasant environment, they may be more driven to improve their performance.

The quality, quantity, punctuality, effectiveness, independence, and commitment of work shaped employees' performance. The efficacy, was the most important factor that may help employees perform better. It was demonstrated by respondents' responses to using to complete their assignment. Furthermore, if the work was completed in accordance with the job's requirements, the effectiveness may be reached. The organization worked hard to ensure that every individual participating in the company was able to attain high levels of work effectiveness.

## REFERENCES

- [1] Ackah D. (2014). The impact of motivation on employee performance in the manufacturing industry in Ghana. *Global Journal of Management Studies and Researches* 1 (5).
- [2] Ajala E.M. (2012). The influence of workplace environment on workers' welfare, performance and productivity. *The African Symposium: An online journal of the African Educational Research Network*.
- [3] Bircan, İ., & Gençler, F. (2015). Analysis of Innovation-Based Human Resources for Sustainable Development. *Procedia - Social and Behavioral Sciences*, 195, 1348–1354. <https://doi.org/https://doi.org/10.1016/j.sbspro.2015.06.321>
- [4] Bushiri C.P. (2014). The Impact of Working Environment on Employees' Performance: The Case of Institute of Finance Management in Dar Es Salaam Region. Thesis. University of Tanzania.

- [5] Byars, Lloyd. L. and Ruu, Leslie. W. 2006. Human Resource Management. The Mc Graw – Hill, North America.
- [6] Dessler, Gary. 2013. Human Resource Management, 13th Edition. London: Pearson Prentice Hall Inc
- [7] Chukwuma.E.M. and Obiefuna, O. 2014 Effect of Motivation on Employee. Jakarta: Erlangga
- [8] Decenzo, David A. Robbins, Stephen P. Verhulst, Susan L. 2015. Human Resource Management, 11Ed. Wiley
- [9] Diefendorff, J. M., & Seaton, G. A. (2015). Work Motivation (J. D. B. T.-I. E. of the S. & B. S. (Second E. Wright, ed.). <https://doi.org/https://doi.org/10.1016/B978-0-08-097086-8.22036-9>.
- [10] DuBrin, A.J. (2014), "Proactive Personality and Behaviour for Individual and Organizational Productivity", Development and Learning in Organizations, Vol. 28 No. 4. <https://doi.org/10.1108/DLO.08128daa.002>
- [11] Kooij, D. T. A. M., & Kanfer, R. (2019). Chapter 20 - Lifespan Perspectives on Work Motivation (B. B. Baltes, C. W. Rudolph, & H. B. T.-W. A. the L. Zacher, eds.). <https://doi.org/https://doi.org/10.1016/B978-0-12-812756-8.00020-7>.
- [12] Mathis, R. L., & Jackson, J. H. (2010). Human Resource Management, (Alih Bahasa). Jakarta: Salemba Empat.
- [13] Pratama, G.D. (2020) Effect of Motivation and Work Environment on Employee Performance in Work Unit Implementation on the Jakarta Metropolitan National Road [doi.org/10.26858/jiap.v10i1.13566](https://doi.org/10.26858/jiap.v10i1.13566)
- [14] Riniwati, Harsuko. 2011. "Mendongkrak Motivasi dan Kinerja: Pendekatan Pemberdayaan SDM". UB Press: Malang.