

**THESIS**

**THE INFLUENCE OF WORK ENVIRONMENT AND WORK  
MOTIVATION ON EMPLOYEE PERFORMANCE AT CV. TM  
TRANSPORT**



Submitted to Complete the Requirements for the Bachelor's Degree in  
Management: Sarjana Manajemen

**By:**

**AKHMAD RULI ABDILLAH**

**NIM: 1910312310062**

**STUDY PROGRAM: MANAGEMENT**

**FACULTY OF ECONOMICS AND BUSINESS**

**LAMBUNG MANGKURAT UNIVERSITY**

**BANJARMASIN**

**2024**

**LEGALITY STATEMENT**


**THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON  
EMPLOYEE PERFORMANCE AT CV. TM TRANSPORT**

Which was prepared and organized by:

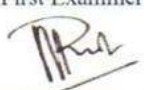
**AKHMAD RULI ABDILLAH**  
**NIM: 1910312310062**

It was defended in the examination on January 15, 2024  
and the thesis examiner team declared that it had met the requirements for acceptance

Undergraduate Thesis Advisor,

  
**Wimby Wandary SE, MM**  
**NIP. 19780813 20604 2 001**

First Examiner

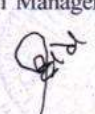
  
**DR. Rini Rahmawati, SE, MM**  
**NIP. 19760212 200212 2 001**

Second Examiner

  
**GT. Rina Fariany, SE, MM**  
**NIP. 19720201 200604 2 001**

Know by,

Coordinator of S1 Management Study Program


  
**Abdul Hadi, SE, M.Si**  
**NIP. 19700707 200501 1 001**

**UNDERGRADUATE THESIS EXAMINATION APPROVAL SHEET**

**LAMBUNG MANGKURAT UNIVERSITY, FACULTY OF ECONOMICS AND  
BUSINESS**

Name : Akhmad Ruli Abdillah  
NIM : 1910312310062  
Major : Management  
Thesis Title : The Influence of Work Environment and Work Motivation on  
Employee Performance at CV. TM TRANSPORT  
Main Subject : Human Resource Management  
Examination schedule : January 15, 2024

**Examiner Team**

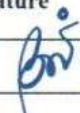


Mentor : Wimby Wandary SE, MM (  )  
First Examiner : DR. Rini Rahmawati, SE, MM (  )  
Second Examiner : GT. Rina Fariany, SE, MM (  )

## THESIS REVISION OFFICIAL REPORT

Based on the results of exams carried out by students at the Faculty of Economics and Business, Lambung Mangkurat University:

Name : Akhmad Ruli Abdillah  
NIM : 1910312310062  
Study Program : S1 Management  
Thesis Title : The Influence of Work Environment and Work Motivation on Employee Performance at CV. TM TRANSPORT  
Main Subject : Human Resources Management  
Exam held : Monday, January 15, 2024  
Exam Time : 09.00 to 11.30 WITA

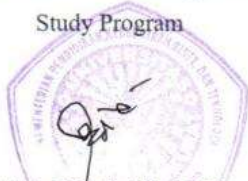
This undergraduate thesis has been revised based on the suggestion of the examining team:

No	Name	Information	Signature
1	Wimby Wandary SE, MM	Mentor	
2	DR. Rini Rahmawati, SE, MM	First Examiner	
3	GT. Rina Fariany, SE, MM	Second Examiner	

This is the report on the revision of the thesis which has received approval from the Examining Team.

Know by,  
Coordinator of S1 Management

Study Program



Abdul Hadi, SE, M.Si

NIP. 19700707 200501 1 001

Student

Prospective Scholar



Akhmad Ruli Abdillah

NIM. 1910312310062

## STATEMENT OF ORIGINALITY

Here, I signed the Statement of Originality letter, declaring in truth that this thesis is the result of my research. As appropriate, I have disclosed all quotations and assistance from various sources. No one else has ever published this scripture for any purpose. If later on it turns out that my statement is not true, then I am prepared to accept the legal consequences of the falsehood of the statement.

October 15th, 2024

Regards,



**Akhmad Ruli Abdillah**

**NIM. 1910312310062**

## FOREWORD

All praise and gratitude to Allah SWT so that the author can complete the thesis with the title “THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT CV. TM TRANSPORT”. This thesis was prepared in order to complete the requirements for obtaining a Bachelor of Management degree at the Faculty of Economics and Business, Lambung Mangkurat University. On this occasion the author would like to thank especially to:

1. Prof. Dr. Ahmad Yunani, SE, M.Si as the Dean of the Faculty of Economics and Business, Lambung Mangkurat University Banjarmasin.
2. Abdul Hadi, SE, M.Si as the coordinator of the S1 Management Study Program, Faculty of Economics and Business, Lambung Mangkurat University Banjarmasin.
3. Wimby Wandary, SE, MM as the Supervisor who has helped guide, provide ideas, suggestions, motivation, and is willing to take the time to provide guidance so that this thesis can be completed properly.
4. Dr. Rini Rahmawati, SE, MM as Lecturer Examiner I for the advice and input in the process of completing this thesis.
5. GT. Rina Fariany, SE, MM as Lecturer Examiner II for advice and input in the process of completing this thesis.

6. All Lecturers at the Faculty of Economics and Business, Lambung Mangkurat University for their knowledge and experiences that are beneficial to the author.
7. All staff at the Faculty of Economics and Business, Lambung Mangkurat University who have helped the process of smooth lectures while the author is studying.
8. The author's parents provided prayers, encouragement, support, motivation, advice and input, and facilities during the lecture period.

Hopefully, the various parties who have provided prayers, enthusiasm, support, and assistance to the author will be rewarded by Allah SWT. Finally, I hope this thesis can be useful for all of us.

October 15, 2024

Prospective scholar



**Akhmad Ruli Abdillah**

**NIM. 1910312310062**

## **ABSTRACTION**

Akhmad Ruli Abdillah (2024). The Influence of Work Environment and Work Motivation on Employee Performance CV. TM TRANSPORT. Supervisor: Wimby Wandary SE, MM

This study was conducted to test the impact of work motivation and work environment on the employee's performance at CV. TM TRANSPORT.

This study applied quantitative methods and used the square linear regression method for hypothesis testing. Census or saturated sampling was employed for data collection, applying the Likert scale to generate the primary data by the questionnaires.

The finding shows a significant positive impact of work motivation and work environment on employee performance. But the work environment has a greater influence on employee performance than work motivation. A good work environment and a high level of work motivation strongly impact employee performance in this industry, so the management should have it well managed. This study shows good practices in business management for distribution companies.

**Keywords:** work environment, work motivation, employee performance, distribution services, Banjarmasin

## LIST OF CONTENTS

<b>COVER PAGE</b> .....	i
<b>LEGALITY SHEET</b> .....	ii
<b>THESIS EXAMINATION RATIFICATION SHEET</b> .....	iii
<b>MINUTES OF THESIS IMPROVEMENT</b> .....	iv
<b>STATEMENT LETTER OF ORIGINALITY</b> .....	v
<b>FOREWORD</b> .....	vi
<b>ABSTRACT</b> .....	vii
<b>TABLE OF CONTENTS</b> .....	viii
<b>LIST OF TABLES</b> .....	ix
<b>LIST OF IMAGES</b> .....	x
<b>LIST OF ATTACHMENTS</b> .....	xi
<b>CHAPTER I INTRODUCTION</b> .....	12
1.1. Background .....	12
1.2. Problem Formulation .....	18
1.3. Research Objectives .....	18
1.4. Benefits of Research .....	18
1.4.1 Academic Benefits .....	18
1.4.2Practitioner Benefits .....	19
1.5. Systematic Discussion .....	19
<b>CHAPTER II LITERATURE REVIEW</b> .....	21
2.1. Theoretical Foundations .....	21
2.1.1. Work Environment .....	21
2.1.1.1 Definition of Work Environment .....	21
2.1.1.2 Types of Work Environment .....	22
2.1.1.3 Work Environmental Factors .....	23
2.1.1.4 Work Environment Indicators .....	24
2.1.2. Work Motivation.....	25
2.1.2.1 Definition of Motivation .....	25

2.1.2.2	Types of Motivation .....	26
2.1.2.3	Functions and Goals of Motivation .....	27
2.1.2.4	Motivational Factors .....	28
2.1.2.5	Motivation Indicators .....	29
2.1.3.	Employee Performance .....	29
2.1.3.1	Definition of Performance .....	29
2.1.3.2	Objectives of Performance Appraisal .....	30
2.1.3.3	Dimensions of Employee Performance .....	32
2.1.3.4	Employee Performance Factors .....	34
2.1.3.5	Employee Performance Indicators .....	36
2.1.4.	ERG Theory .....	36
2.2.	Previous Research .....	38
<b>CHAPTER III CONCEPTUAL FRAMEWORK AND HYPOTHESIS</b>		44
3.1.	Conceptual Framework .....	44
3.2.	Hypothesis .....	45
<b>CHAPTER IV RESEARCH METHODS</b>		48
4.1.	The scope of research.....	48
4.2.	Type of Research .....	48
4.3.	Place/Research Location .....	48
4.4.	Unit of Analysis.....	49
4.5.	Population and Sample .....	49
4.6.	Variables and Operational Definitions of Variables.....	49
4.7.	Data collection techniques.....	52
4.8.	Data Analysis Techniques .....	53
4.8.1.	Descriptive Statistical Analysis .....	53
4.8.2.	Validity and Reliability Test .....	55
4.8.3.	Classic assumption test .....	55
4.8.4.	Multiple Linear Regression Analysis .....	57
4.8.5.	Hypothesis testing .....	57
4.8.6.	Coefficient of Determination .....	58

<b>CHAPTER V RESEARCH RESULTS AND DISCUSSION .....</b>	<b>59</b>
5.1 General Description of Research Objects .....	59
5.1.1 Research Object Identity .....	59
5.1.2 Brief History of Research Objects .....	59
5.1.3 Organizational Structure .....	60
5.2 Research Results and Analysis .....	61
5.2.1 Respondent Characteristics .....	61
5.2.2 Analysis and Description of Respondents' Answers	61
5.2.2.1 Work environment.....	61
5.2.2.2 Work Motivation .....	62
5.2.2.3 Employee Performance.....	63
5.2.3 Research Instrument Test .....	64
5.2.4 Classic Assumption Test Results .....	67
5.2.5 Multiple Linear Regression Analysis .....	72
5.2.6 Hypothesis Testing Results .....	74
5.2.7 Discussion of Research Results .....	76
5.2.8 Implications of Research Results .....	79
5.2.8.1 Theoretical Implications .....	79
5.2.8.2 Practical Implications .....	80
5.2.9 Research Limitations .....	83
<b>CHAPTER VI CLOSING .....</b>	<b>84</b>
6.1 Conclusion .....	84
6.2 Suggestion .....	84
<b>BIBLIOGRAPHY .....</b>	<b>86</b>
<b>APPENDIX .....</b>	<b>89</b>

## LIST OF TABLES

Table 2.1 Previous Research .....	40
Table 4.1 Operational Definition of Variables .....	50
Table 4.2 Likert scale .....	52
Table 4.3 Interpretation of Mean Value .....	54
Table 5.1 Table of Respondent Characteristics.....	61
Table 5.2 Descriptive Statistical Analysis of Work Environment Variables.....	62
Table 5.3 Descriptive Statistical Analysis of Work Motivation Variables.....	63
Table 5.4 Descriptive Statistical Analysis of Employee Performance Variables .....	64
Table 5.5 Work Environment Validity Test Results.....	64
Table 5.6 Work Motivation Validity Test Results .....	65
Table 5.7 Employee Performance Validity Test Results .....	66
Table 5.8 Reliability Test Results .....	66
Table 5.9 Kolmogrov Smirnov Normality Test Results .....	69
Table 5.10 Multicollinearity Test Results .....	69
Table 5.11 Heteroscedasticity Test Results.....	71
Table 5.12 Linearity Test Results. ....	71
Table 5.13 Multiple Linear Analysis Test Results.....	72
Table 5.14 Interpretation of R Values (Correlation Coefficient).....	73

## LIST OF FIGURES

Figure 1.1 Total Use of Goods Distribution Services CV. Tm Transport 2019 – 2022 ....	16
Figure 3.1 Conceptual Framework .....	44
Figure 5.1 Normality Test Histogram Graph .....	67
Figure 5.2 Normality Test Plot Graph.....	68
Figure 5.3 Heteroscedasticity Test Diagram .....	70