How a Motivated and Supportive Workplace Affects Productivity

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Abstract

Workplace factors and employee motivation at Khabiya Wedding Organiser are the focus of this research. Employee performance was the dependent variable, whereas intrinsic factors like work atmosphere and motivation were the chosen independent variables. This study utilizes quantitative approaches, namely multiple regression models. The study sample consisted of 33 employees, who were representative of the research population. According to the results, both individual and group performance are positively and significantly affected by factors including work environment and motivation. The inference is that individuals who possess high levels of motivation and operate within a favorable work environment will deliver exemplary service and fulfill the needs of clients. Consequently, researchers advise Khabiya Wedding Organiser to enhance elements that impact employee motivation and work environment, including awards, incentives, training, facilities, and communication.

Introduction

The human resources aspect is a crucial component of every organisation. The presence of competent human resources is crucial for attaining organisational objectives. Human resources play a crucial role in an organisation's competitive advantage, necessitating their excellence and professionalism in order to drive growth and fulfil organisational objectives (Harnani, Widarni, & Bawono, 2022). In the context of competitiveness, there exists a significant degree of rivalry, necessitating each organisation to maximise the utilisation of its human resources. Optimisation is a consequence of the significant impact that human resources have on the effectiveness and efficiency of an organisation. Effective human resource management may facilitate the organisation in attaining the established goals (Stahl, Brewster, Collings, & Hajro, 2020).

As an organization's most important asset, its employees are vital to its long-term success. In diverse organizational functions, they act as planners, controllers, and critical thinkers. Improving a company's bottom line necessitates a heavy investment in human resources. Human resource management's efficacy may be shown in its results. The labor and behavior displayed by an employee in successfully completing their given tasks and responsibilities constitute their performance. Organizational culture, pay, benefits, working conditions, discipline, inspiration, and management style are only a few of the factors that influence employee output (Pudiastuti & Nugroho, 2021). The factor of motivation can have an impact on employee performance. The degree of motivation of employees has a significant impact on their capacity to carry out their

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duties as outlined in their job description. A person's motivation is often considered the engine that propels their actions, as it is the force that causes them to do something. The level of employee motivation has a direct bearing on how well they work. The results of a highly motivated workforce are easy to see. On the other side, a decline in performance is evident when staff morale is poor (Kasmir, 2016). Another factor that could influence employee output is the quality of the workplace. When employees are content and healthy, they are more inclined to give their all on the jobThe "work environment" refers to the physical space where employees perform their job responsibilities (Afandi, 2018). A good work environment promotes favorable relationships among workers, which is crucial for the success of the organization and enables top-notch performance from employees (Taheri, Miah, and Kamaruzzaman, 2020).

Wedding organisers are part of a select group of businesses that rely on their employees to give exceptional service in close proximity to customers. Business acumen is essential in the wedding organiser (WO) industry, particularly when it comes to managing employees. The ability to organise all parts of the wedding, excellent communication skills, a large network of contacts, and a creative mind are essential necessities in this field. So are sensitivity and response. meet all of your wedding requirements. In order for businesses to accomplish their objectives, it is crucial to have competent human resources who can manage these tasks. Furthermore, in order to stay in business, If businesses want to maintain their position in the same market, they need to discover strategies to become more competitive. The organization's rules and procedures must be understood and thoroughly executed by all employees (Handoko, 2017). Bangun (2012) pointed out that "One of the organization's assets that has a significant function in reaching its goals is human resources.". The best way for wedding planners to get the most out of their employees is to create a more positive work atmosphere and provide better incentives. Ariani, Ratnasari, and Tanjung (2020), Nurdin and Djuhartono (2021), Nurjaya (2021), and Daspar (2020) all came to the same conclusion: a highly motivated workforce produces far better results. Contrarily, Nurjaya discovered that intrinsic motivation did not impact the workplace. Factors in the workplace do not affect productivity, as shown in Tamim's (2020) research. Additionally, the goal of this study is to ascertain, to some extent, how elements like staff motivation and the work environment affect the Khabiya Weeding Organiser's performance.

Theoretical study
Work motivation

One definition of motivation is "anything that causes one to want to do something more than what they would otherwise do" (whether that item is internal or external). We may also say that motivation is a trait of character that makes people want to do things in a specific way so that they can reach their objectives. These are the signs that could motivate you: 1) Progress in better duties, which is referred to as a promotion, Performance is the end outcome of demonstrable employee skill on the job. 3) The job itself is the set of obligations that a person has as outlined in their employment contract. In the realm of human factors, an award is a requirement that addresses the wants and requirements of a problem-solving endeavour. 5. Acknowledging and valuing employees' skills and knowledge is a source of personal fulfilment. Employees might feel pleasure in their ability to assume responsibility for their job when they achieve success (Mustapha, 2020).

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Work environment

A person's or a group's work environment is a potent resource for managing the immediate surroundings of work, work processes, and work arrangements. The term "work environment" refers to the physical setting in which workers are able to do their jobs effectively and efficiently. Thus, the conditions or atmosphere, along with the work facilities and infrastructure, that surround an employee while they are working are collectively referred to as the work environment. These factors impact the employee's ability to carry out their job duties and, hence, the company's operations. Following are some signs that may be present in the workplace: 1) Interpersonal and group dynamics inside the workplace; generally speaking, employee relations. 2) Level of background noise in the workplace: discomfort in the workplace is one potential result of an uneasy or chaotic work environment. thirdly, rules governing employment. An organisation's ability to retain and grow its employees is directly correlated to the quality and clarity of its organisational rules. Fourthly, illumination encompasses both artificial sources like lamps and the sun's rays. Adequate ventilation, often called air exchange 6). Safety: When employees are not afraid for their safety on the job, they are more likely to be relaxed and content (Iis, Wahyuddin, Thoyib, Ilham, & Sinta, 2022).

Employee performance

Performance in the workplace is the sum of an employee's efforts to complete his job duties, measured in terms of both output quality and output quantity. One way to tell if someone is good at what they do is to look at their performance, which encompasses every step of the job process. Employees' performance may be defined as the end result of their job in terms of the quantity and quality they achieve while doing their tasks. This can be used to determine the quality of an individual's work. Indicators of employee performance include the following: 1) Task count; 2) Punctuality 3. Participation; 4. The formation of a partnership (Wuryani, Rodlib, Sutarsib, Dewib, & Arifb, 2021).

Research methods

Both the quantitative and ex post facto aspects of this study are prominent. Collecting historical data and assessing current symptoms in participants are essential steps in gathering accurate information. When studying particular populations or groups, quantitative researchers use a methodology based on positivism. Finding out how intrinsic factors like motivation and environmental factors affect employee performance is the driving force behind this study. Additionally, this study's sample includes all 33 employees of Khabiya Wedding Organiser. One possible method to characterise this activity is as research on populations. This study used a multiple regression model to examine the relationship between intrinsic motivation and environmental variables as they pertain to work performance.

Research Results and Discussion

Accurateity and Reliability Test Results appear in table 1

Table 1. Accurateity and Reliability Test Results

Variable	Item	Pearson Correlation	r tabel	Information
Motivation (x1)	x1.1	0,722**	0,3440	Accurate
	x1.2	0,747**	0,3440	Accurate
	x1.3	0,688**	0,3440	Accurate
	x1.4	0,686**	0,3440	Accurate
	x1.5	0,773**	0,3440	Accurate
	x1.6	0,674**	0,3440	Accurate
	x1.7	0,682**	0,3440	Accurate
	x1.8	0,696**	0,3440	Accurate
	x1.9	0,679**	0,3440	Accurate
	x1.10	0,705**	0,3440	Accurate
Work environment (x2)	x2.1	0,771**	0,3440	Accurate
	x2.2	0,752**	0,3440	Accurate
	x2.3	0,755**	0,3440	Accurate
	x2.4	0,745**	0,3440	Accurate
	x2.5	0,742**	0,3440	Accurate
	x2.6	0,733**	0,3440	Accurate
	x2.7	0,759**	0,3440	Accurate
	x2.8	0,770**	0,3440	Accurate
	x2.9	0,811**	0,3440	Accurate
	x2.10	0,803**	0,3440	Accurate
Employee performance (y)	y1	0,658**	0,3440	Accurate
	y2	0,598**	0,3440	Accurate
	y3	0,716**	0,3440	Accurate
	y4	0,613**	0,3440	Accurate
	y5	0,632**	0,3440	Accurate
	y6	0,559**	0,3440	Accurate
	y7	0,620**	0,3440	Accurate
	y8	0,646**	0,3440	Accurate
	y9	0,640**	0,3440	Accurate
	y10	0,720**	0,3440	Accurate
	y11	0,779**	0,3440	Accurate

Data processing findings showed that all Accurateity coefficient indicators were higher than the r table value of 0.3440, indicating that the computed Accurateity coefficient r was more than 0.3440. As a result, the research's data-gathering devices can be considered legitimate. The reliability test results are displayed in Table 2.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Information

Motivation (x1)	0,888	Dependable
Work environment (x2)	0,920	Dependable
Employee performance (y)	0,863	Dependable

X1 = 0.888, X2 = 0.920, and Y = 0.863 are the three variables for which Cronbach's alpha is more than 0.60, as shown in the table. Within the high-nir interpretation, the dependent and independent variables both lie inside the range of 0.800 to 1.00. As a result, we may assume that the variables measuring work motivation, work environment, and employee performance are accurate and trustworthy, and that the questionnaire was a valid and acceptable tool for collecting this data. Before using the data, make sure it is useful and of good quality by doing tests and analysis. This study's normalcy test involves comparing the cumulative distribution to a normal distribution using a normal probability plot. If the residual data is normal, the line representing the actual data will stay on the diagonal, as seen in figure 1. The normal distribution causes this to happen.
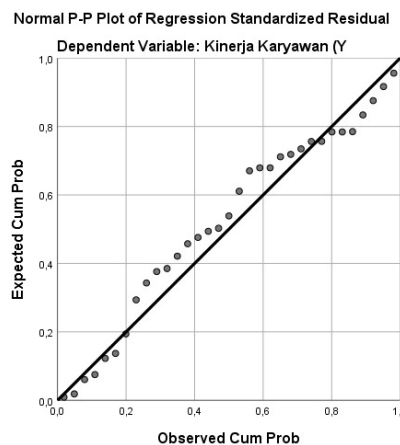

Figure 1. Normal P-Plot

Inferring that the data originated from a normal probability plot is possible if the graph points appear on both the right and left sides and follow the diagonal line. One possible explanation is that the data shows that external influences and inner motivation both have a normal distribution of productivity at Khabiya Wedding Organizer. The purpose of the multicollinearity examination is to identify any significant relationships or links between the independent variables utilised in the regression model (Gozhali, 2018). Following are some results showing that comparing the value of the VIF with the tolerance values is a straightforward way to check for multicollinearity:

Table 3. Multicollinearity Test Results

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF

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1	(Constant)	16,743	6,795		2,464	,020		
	Motivation (X1)	,416	,141	,419	2,952	,006	,976	1,024
	Work environment (X2)	,334	,111	,425	2,993	,005	,976	1,024

a. Dependent Variable: Employee performance (Y

Source: Processed by Researchers, 2022

The table shows that both the motivation tolerance and the work environment VIF values are greater than 0.1 and less than 10, respectively. This study's regression model does not display multicollinearity, as a result. To check for heteroscedasticity, we examined the scatter plot graph.
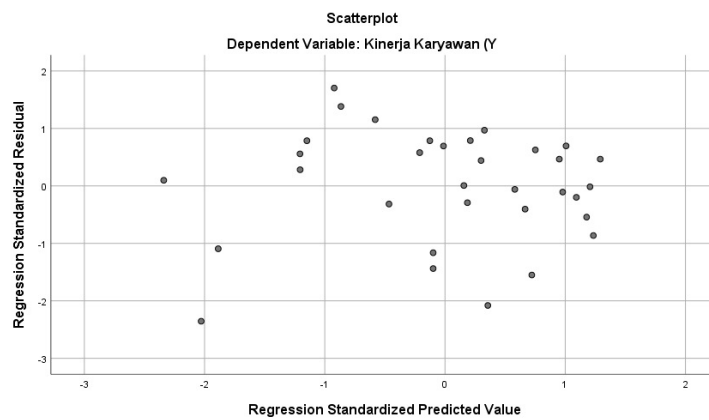

Figure 2. Scatter Plot Graphics

The data points in the scatterplot graph are distributed haphazardly along the x-axis, with values ranging from 0 to 1. The data points are not concentrated in one area, and the distribution is not skewed in an asymmetrical fashion with periodic widening and narrowing. does not show any discernible patterning. Given that the regression model does not exhibit heteroscedasticity, it may be inferred that it is appropriate for making predictions about employee performance using the independent variables, specifically work environment and motivation. Multiple linear regression analysis can show the extent to which intrinsic factors and contextual factors affect worker output. Please refer to the table below for the outcomes of the tests:

Table 4. Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,743	6,795		2,464	,020
	Motivation (X1)	,416	,141	,419	2,952	,006

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Work environment (X2)	,334	,111	,425	2,993	,005

a. Dependent Variable: Employee performance (Y

Source: Processed by Researchers, 2022

It is possible to deduce the following regression equation for this study from the data in the table:

Y=16,743 + 416X1 + 334X2 + e

This is the result of plugging the numbers into the regression equation:

That number is 16,743. Assuming no or zero internal motivation and no external influences, the output of the staff is 16,743. This is because the constant is positive. With no modifications made to other factors like employees' abilities and degrees of freedom, the performance will increase by 0.416 units for every one unit rise in motivation, according to the amount of motivation's regression coefficient, which is 0.416. The amount of the work atmosphere regression coefficient is 0.334, which indicates that, all else being equal, an improved work environment will result in a 0.334 unit boost in employee performance. One way to find out if the independent factors affect the dependent variable differently is to utilise the t test. Table 5 displays the outcome of the t-test used to evaluate the hypothesis.

Table 5. t Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16,743	6,795		2,464	,020		
	Motivation (X1)	,416	,141	,419	2,952	,006	,976	1,024
	Work environment (X2)	,334	,111	,425	2,993	,005	,976	1,024

a. Dependent Variable: Employee performance (Y

Source: Processed by Researchers, 2022

This table's findings demonstrate that the estimated t-value of 2,952 is more than the t-table value of 2,042, and that the resulting significant value is 0.006, which is less than 0.05 (0.006 < 0.05). Therefore, we may reject Ho1 and accept Ha1. That workers' intrinsic motivation has a substantial effect on their productivity is supported by this evidence. Given that the calculated t-value of 2,993 is more than 2,042 and the significant value of 0.005 is less than 0.05 (0.005 < 0.05), we may reject Ho2 and accept Ha2 according to the prior statement. Accordingly, the idea that elements in the workplace impact workers' productivity is not totally implausible. When used alone or in conjunction with other independent variables, the F test can reveal interesting patterns in the connection between the dependent and independent variables. Below are the F test results:

Table 6. F Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	275,930	2	137,965	10,444	,000[b]
	Residual	396,312	30	13,210		
	Total	672,242	32			

a. Dependent Variable: Employee performance (Y

b. Predictors: (Constant), Work environment (X2), Motivation (X1)

Source: Processed by Researchers, 2022

The projected F-value of 10,444 is more than the F-table value of 3.32, and the significance score of 0.000 is less than 0.05 (0.000 < 0.05), thus we may reject Ho3 and accept Ha3 after looking at the table data. The statistical significance of the regression model is so strong. Therefore, the work environment and employee motivation are two distinct factors that greatly impact productivity. To find out how effectively a model describes a connection between two independent variables, one can use the coefficient of determination test. A value between 0 and 1 represents the coefficient of determination. The table below displays the R squared coefficient of determination:

Table 7. Coefficient of Determination Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,641[a]	,410	,371	3,635

a. Predictors: (Constant), Work environment (X2), Motivation (X1)

b. Dependent Variable: Employee performance (Y

Test results show a R squared value of 0.410. While the independent variable may explain 41% of the variance, or 0.410, in the dependent variable, other factors outside the model account for 59% of the variation. That leaves 41% of the workforce's performance attributable to factors like the workplace and employees' own levels of motivation.

Discussion

Partial Influence of Motivation on Employee Performance
External influences or encouragements are used to motivate an individual or a group to desire to carry out a predetermined task. Employees need both internal (intrinsic) and external (extrinsic) motivation to work more and perform better in pursuit of organizational or business goals. Employees are more likely to go above and beyond in their work when they are highly motivated to do so. An analysis of the data from Khabiya Wedding Organizer revealed that motivation

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significantly improved productivity in the workplace. Employee performance improves in direct correlation to the level of motivation they feel. Consequently, Khabiya Wedding Organizer, a company whose success depends on happy customers, must encourage its staff to give excellent service that is tailored to each individual's preferences. Motivating employees leads to better results, according to this study's findings, which corroborate those of Ariani, Ratnasari, and Tanjung (2020) and Nurdin also Djuhartono (2021).

Partial influence of work environment on employee performance

Workplace circumstances that enable or facilitate employees' performance of their job are defined by Faida in Laksono and Wilasittha (2021). A favorable and statistically significant influence of the workplace on worker productivity was found in this study. The implication is that a high-quality work environment enhances employee performance by allowing workers to achieve their highest potential. Given that employees at Khabiya Wedding Organizer aren't stuck in one area all day and instead get to roam about when the need arises, it stands to reason that environmental factors like air quality, temperature, and lighting affect productivity. Ensuring a comfortable work environment is crucial since it has a significant impact on employees' effectiveness in completing given tasks. According to Nurjaya (2021), who found that workplace factors significantly affect productivity, our findings corroborate that finding.

The Simultaneous Influence of Motivation and Work Environment on Employee Performance

The F test findings show that both the work environment and employee motivation have a significant impact on performance. So, if we can improve the work environment and give more incentives, we may expect higher performance from our employees. When Khabiya Wedding Organizer has motivated and encouraged its staff to work hard and enhance their performance, the company is better able to satisfy the demands of its consumers. People are more inclined to want to work together, give their all, and feel like they are part of something greater when they enjoy what they do for a profession. This is called motivation. In addition, workers carry out their duties in the workplace. Consequently, it is seen as crucial to provide a favorable work atmosphere to ensure that workers can perform at their best. Fostering work excitement and passion may also be achieved by creating a suitable workplace. Collaborating with highly motivated employees may greatly enhance job performance. An inviting workplace is one that encourages employees to relax and focus on their job, which in turn boosts productivity and helps the business reach its objectives. This study's results corroborate those of Tamim (2020), who determined that workplace productivity was slightly but positively affected by a mix of intrinsic motivation and environmental factors.

Conclusion

Employee performance is positively and significantly impacted by both the work environment and motivation, but not always in the same way. This means that customers will get service that meets their needs if workers are highly motivated and operate in an ideal setting. Rewards, incentives, training, facilities, and communication are all aspects that Khabiya Wedding

Organizer should focus on to boost employee enthusiasm and the work environment. In this way, the organization's objectives will be met, and employee performance will improve.

Suggestion

According to this research, by paying close attention to employee incentives and consistently providing a suitable work atmosphere, Khabiya Wedding Organizers may boost employee performance. In addition to the factors already established in this study, more variables, such as job remuneration, work discipline, leadership, etc., can be developed by future studies to impact performance. In order to improve the quality of future research, independent variables are being developed.

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