

The Influence of Motivation and Work Environment on Employee Performance in Food and Beverage Service Hotel Granmelia Jakarta

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Abstract: The purpose of this study was to analyze the effect of motivation and work environment on employee performance in food and beverage service at Hotel Granmelia Jakarta. By using quantitative methods. In this study, the data collection method used questionnaires as many as 25 samples to 25 food and beverage service employees at Hotel Granmelia Jakarta. Research data analysis using SPSS 23 with research testing methods including Validity Test, Reliability Test, Classical Assumption Test and Multiple Linear Regression Test. The results showed that motivation had a positive and significant effect on employee performance, and the work environment had a positive and significant effect on employee performance.

Abstrak: Tujuan dari penelitian ini adalah untuk menganalisis pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan dalam pelayanan makanan dan minuman di Hotel Granmelia Jakarta. Dengan menggunakan metode kuantitatif. Dalam penelitian ini, metode pengumpulan data menggunakan kuesioner sebanyak 25 sampel kepada 25 karyawan food and beverage service di Hotel Granmelia Jakarta. Analisis data penelitian menggunakan SPSS 23 dengan metode pengujian penelitian meliputi Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasikal dan Uji Regresi Linier Berganda. Hasil penelitian menunjukkan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.



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INTRODUCTION

Hotels epitomize industry services that have increase rapidly di era moment this. Tourist symbolize something working area in increase something income. Currently Indonesia has a number area object tour start from tour natural until tour culture as well as artificial being superior area tour. One area that is trying advance Power pull tour namely the Special Region Capital Jakarta.

Jakarta is objective tour main, and because potency tour this, amount visitors really increase from year to year. attraction

city This cause fast growth cities and settlements, so needed diverse facilities and amenities including hotels for support smoothness operational city of Jakarta.

The hotel and accommodation industry symbolizes one holding role for development in an area. hotels are industry operating in the sector accommodation (room), operated in a manner commercial and offers service food and drink as well as facilities facility supporters other.

Currently, the hotel was established for interesting visitors' hearts with facility and Adequate infrastructure and good service related source Power human.

One department in the hotel that holds position means for advance business hospitality is food and beverage department, cause department This on duty serve food and drink to guests, and the results can give perfect income for hotel income. The food and beverage department is one that is more operational than the front office and housekeeping. because that's important exists good management in order to creativity performance employee food and beverage department increasingly rapidly, with method give motivation to employee.

Granmelia Hotel Jakarta is one of the magnificent hotels five star rating international with touch architecture inheritance great spanish amazing presenting charm luxury, splendor and comfort for every looking eyes. Granmelia Hotel Jakarta joined as well as advance source Power man for spur quality competitive the hotel. one of the efforts used by Granmelia Hotel Jakarta is utilising definite human resources.

Source Power man is one needs in the era of globalization. Every organization always want source power that can function in a manner effective as well as efficient For achieve business targets. Source Power man become primary aspects in something organization. Organization made on base vision as well as application mission managed by humans. because that, man form element strategic in whole activity organization. Not only it, source Power humans are too strength most important for success something organization.

Source Power man is a whole capabilities man who can give to something public to

produce goods or services. Can said that something company develop No only seen from magnitude gains, however own a number factor supporters other, one of them is quality source Power owned human from industry That alone. According to Sedarmayanti (2017) source Power man That Alone namely employees who are trying hard as well as reach target industry.

Motivation role important in performance employee. Motivation is exists individual someone who moves will a For carry out something activity certain For reach something purpose. And each industry

always expect performance each employee increase. For reach regarding this, industry need share good motivation to whole employee For reach performance Work as well as increase performance. Without motivation, employees No will Can operate his job in accordance with criteria and even No can exceed it Because motivation No reached.

Motivation truly is determinant performance (Griffin 2003: 38). Motivation is encouragement, will, as well driving force energy for people to do what should or should done (Wursanto, 2005: 301). So, if industry Wants to reach maximum performance in accordance with given purpose so industry need motivating his employees. And they willing devote energy and heart they For work them. Problems No easy motivating employee because they have wants, needs, and different expectations For every employee other. So if management Can control problem motivation industry want obtain performance employee best in accordance with the criteria.

employee performance individually, so performance of each employee different between one employee with employee other. Performance refers on ability employee For do work they be measured with standards set by the organization. Achievements are also achievements and efforts accomplished human through skills and actions in situation certain.

work area is all something nearby somebody able workers influence satisfaction employee the For reach results optimal work. Environment Work the have means helpful work worker do assigned task to they environment Work industry for upgrade performance employee in something organization able separated into 2 physical areas as well as non-physical. Physical area ie lighting and color wall whereas non-physical environment is structure and leadership.

motivation level Work employee can influence performance employee as well as impact to capacity a hotel. Hotels don't Can operate with Good if management employee in motivating to employee No held with ok. With consideration such, author pushed For do study with title "Influence Motivation and Environment Work On the Performance of

Food and Beverage Service Employees at Hotel Granmelia Jakarta ”.

METHODS

The type of research used that is study quantitative Where data acquisition is obtained with analyzed questionnaires statistically. According to Sugiyono (2015:12) research quantitative is type study based on philosophy positivism, used For research on populations and samples certain, data collection using instrument research, data analysis is objective statistics For test hypothesis that has set. It means data collection on research This that is researcher will share the questionnaire and the data will processed through the SPSS program.

Researcher This aim For know situation at the time This with actually. Study This use approach quantitative For know influence motivation and environment Work to performance employees of Hotel Granmelia Jakarta Approach quantitative Lots demanded use number, start from data collection, data interpretation, as well appearance from results his (Arikunto, 2013:27).

Time and Location of Research

Implementation study This conducted in the even semester year teachings of 2022 ie between April to month of September. Study This located at Hotel Granmelia Jakarta which is located Jl. HR Rasuna Said No.5 4, RT.5/RW.4, Kuningan Tim., District Setiabudi, City of South Jakarta, Special Region Capital Jakarta 12950.

Instrument Study

collection on research This use interview, observation as well as documentation.

Data Analysis

Data analysis technique used in study This is method analysis quantitative. Quantitative method aim For test hypothesis that has determined by the researcher.

Quantitative method form derived numbers from measurement with use scale to existing variables in the research. Analysis used with using statistical test data collected with using the SPSS program to test validity and reliability in accordance with instrument research.

RESULTS AND DISCUSSION

Descriptive statistics

Descriptive statistics relate to the collection and summary and presentation of that data. The statistical data obtained is usually in the form of raw and unorganized data. The data must be summarized either in the form of presentations or tables for the basis of decision making (statistical inference). Descriptive statistics are used to describe quantitatively how certain characteristics are distributed among a group of people.

The following is table 8 which contains the basic categories of average values (mean) to describe respondents' responses to each question item which are categorized into five categories, namely strongly disagree, disagree, neutral, agree, and strongly agree with the calculations as follows :

$$\begin{aligned} \text{Maximum Scale Value} &= 5 \\ \text{Minimum Scale Value} &= 1 \\ \text{Interval Range} &= (\text{maximum value} - \\ &\text{minimum value}):5 \\ &= (5-1):5 \\ &= 0.80 \end{aligned}$$

Table 1 Categories Based on the Average Value

Mark	Category
Strongly Disagree	1 tbsp. 1.80
Don't agree	1.80 sd. 2.60
Neutral	2.60 sd. 3,40
Agree	3.40 sd. 4,20
Strongly agree	4.20 sd. 5

Descriptive Analysis

Following are the descriptive results of the three variables in this study, namely motivation, work environment and employee performance of the 25 respondents as follows:

Table 2 Descriptive Data

No	Statement	Code	Total Means
Motivation Variable (X₁)			
1	My salary is enough to meet the needs of my place to live	X1.1	3,36
2	I get a salary according to my competence	X1.2	3.60
3	I work to get safety insurance coverage	X1.3	3.72
4	I don't feel discriminated against co-workers at work	X1.4	4.00
5	I have a compact work group	X1.5	4,12
6	The company gives bonuses to me for satisfactory work results	X1.6	3.64
7	Superiors give praise when there are subordinates who are able to do a good job	X1.7	3.80
8	I get opportunities to develop skills	X1.8	4,16
9	I get the opportunity to provide input or criticism for the progress of the company	X1.9	3.80
Average Total Mean Variable Motivation (X₁)			3.80
Work Environment Variables (X₂)			
1	I feel the working atmosphere in the company is pleasant with adequate/good work facilities	X2.1	3.84

2	I feel that cleanliness in the company makes the work atmosphere pleasant	X2.2	3.84
3	My relationship with other employees is very harmonious	X2.3	3.88
4	I and other employees respect each other	X2.4	3.96
5	Musholla facilities provided by the company really helped me to pray	X2.5	3.84
6	Canteen facilities provided by the company	X2.6	3.68
7	Existing lighting (sunlight and electricity) in the workspace is in accordance with the requirements	X2.7	3.80
8	Existing light (electricity) shines properly/doesn't dazzle the eyes	X2.8	3.84
9	The air condition in the work space makes me comfortable while working	X2.9	3.96
10	Ventilation in the employee workspace is functioning properly	X2.10	4,24
Average Total Mean Work Environment Variables (X₂)			3.88
Employee Performance Variable (Y)			

1	I am able to complete more work than standard	Y.1	3.88
2	The work I produce is in accordance with the targets set by the company	Y.2	3.92
3	I can finish every job carefully and neatly	Y.3	3.96
4	I immediately did that job has been given	Y.4	4.00
5	My work is never blamed by superiors	Y.5	3,28
6	I am able to complete the work that is my responsibility in accordance with the specified	Y.6	4.08
7	I've never been late for work	Y.7	4.00
8	I enter and leave work according to the time set by the company	Y.8	3.72
9	I prioritize cooperation with colleagues in completing work	Y.9	4.04
10	I often coordinate with colleagues in completing joint tasks	Y.10	3.96
Average Mean Employee Performance Variable (Y)		Total	3.88

Source: Data processed by researchers in 2022

From the calculation of table 2 explaining the average total mean it is known that the variable independent (free) motivation has the highest mean total value of 3.80 with the highest mean of 4.16, namely I get opportunities to develop skills.

Independent (free) work environment variable has the lowest total

mean of 3.88 with the lowest mean of 3.68, namely canteen facilities provided by the company.

While the dependent variable (tied) employee performance has an average value of the total mean namely 3.88 with the lowest mean of 3.28, namely my work has never been blamed by my superiors.

Motivation Descriptive Analysis

Table 3 Descriptive Statistics-Motivation
Descriptive Statistics

	N	Minim um	Maxim um	Mea ns	std. Deviat ion
X1.1	25	1	5	3.36	1036
X1.2	25	2	4	3.60	.577
X1.3	25	1	5	3.72	.980
X1.4	25	2	5	4.00	.764
X1.5	25	3	5	4.12	.600
X1.6	25	2	5	3.64	.810
X1.7	25	2	5	3.80	.764
X1.8	25	3	5	4.16	.688
X1.9	25	2	5	3.80	.816
Total_	25	26	44	34.20	4,822
Valid N (listwise)	25				

Source: SPSS 23, processed in 2022

The motivation variable consists of 9 indicators and it can be seen that the majority of respondents agree with the statement that the largest is X1.8 (4.16) and the smallest is X1.1 (3.36). With a standard deviation value for all indicators smaller than 1 (one) and showing an assessment value that does not differ much from one respondent to another.

Work Environment Descriptive Analysis

Table 4 Descriptive Statistics-Work Environment
Descriptive Statistics

	N	Minimum	Maximum	Mean	Standard Deviation
X2.1	25	2	5	3.84	.800
X2.2	25	2	5	3.84	.688
X2.3	25	3	5	3.88	.600
X2.4	25	3	5	3.96	.676
X2.5	25	3	5	3.84	.746
X2.6	25	1	5	3.68	.900
X2.7	25	3	5	3.80	.764
X2.8	25	3	5	3.84	.800
X2.9	25	3	5	3.96	.735
X2.10	25	3	5	4.24	.779
Total_X	25	30	50	38.88	5,294
Valid N (listwise)	25				

Source: SPSS 23, processed in 2022

The work environment variable consists of 10 indicators and it can be seen that the majority of respondents agree with the statement that the largest is X2.10 (4.24) and the smallest is X2.6 (3.68). With a standard deviation value for all indicators smaller than 1 (one) and showing an assessment value that does not differ much from one respondent to another.

Employee Performance Descriptive Analysis

Table 5 Descriptive Statistics-Employee Performance
Descriptive Statistics

	N	Minimum	Maximum	Mean	Standard Deviation
Y. 1	25	3	5	3.88	.726
Y.2	25	3	5	3.92	.493

Y.3	25	3	5	3.96	.676
Y.4	25	3	5	4.00	.764
Y.5	25	2	5	3.28	.843
Y.6	25	3	5	4.08	.702
Y.7	25	3	5	4.00	.764
Y. 8	25	2	5	3.72	.843
Y.9	25	3	5	4.04	.611
Y.10	25	3	5	3.96	.611
Total_Y	25	30	50	38.84	5.014
Valid N (listwise)	25				

Source: SPSS 23, processed in 2022

Employee performance variables consist of 10 indicators and it can be seen that the majority of respondents agree with the statement that the largest is Y.6 (4.08). And the smallest is Y.5 (3.28). With a standard deviation value for all indicators smaller than 1 (one) and showing an assessment value that does not differ much from one respondent to another.

Complete Research Estimation Results Instrument Test Validity test

The results of the validity test were carried out on the results of the questionnaire which were distributed to 25 food employee respondents and beverage hotel granmelia Jakarta.

Table 6 Validity Test Results

No	Variable	r Count	r Table	Code	Information
1	Motivation (X ₁)	0.636	0.3961	X1.1	Valid
2		0.584	0.3961	X1.2	Valid
3		0.736	0.3961	X1.3	Valid
4		0.656	0.3961	X1.4	Valid
5		0.639	0.3961	X1.5	Valid
6		0.851	0.3961	X1.6	Valid

7		0.70	0.39	X1.	Valid
		1	61	7	
8		0.53	0.39	X1.	Valid
		0	61	8	
9		0.77	0.39	X1.	Valid
		3	61	9	
1	Work	0.60	0.39	X2.	Valid
0	Environ	5	61	1	
1	ment (X	0.75	0.39	X2.	Valid
1	2)	0	61	2	
1		0.69	0.39	X2.	Valid
2		1	61	3	
1		0.75	0.39	X2.	Valid
3		6	61	4	
1		0.77	0.39	X2.	Valid
4		6	61	5	
1		0.63	0.39	X2.	Valid
5		9	61	6	
1		0.71	0.39	X2.	Valid
6		5	61	7	
1		0.69	0.39	X2.	Valid
7		4	61	8	
1		0.71	0.39	X2.	Valid
8		6	61	9	
1		0.75	0.39	X2.	Valid
9		5	61	10	
2	Employee	0.60	0.39	Y. 1	Valid
0	e	1	61		
2	Performa	0.70	0.39	Y.2	Valid
1	nce (Y)	2	61		
2		0.68	0.39	Y.3	Valid
2		7	61		
2		0.77	0.39	Y.4	Valid
3		3	61		
2		0.58	0.39	Y.5	Valid
4		3	61		
2		0.87	0.39	Y.6	Valid
5		9	61		
2		0.76	0.39	Y.7	Valid
6		2	61		
2		0.65	0.39	Y. 8	Valid
7		0	61		
2		0.77	0.39	Y.9	Valid
8		7	61		
2		0.75	0.39	Y.1	Valid
9		9	61	0	

Source: SPSS 23, processed in 2022

Based on the results of the research validity test in table 6, it can be seen that all items are declared valid. The criterion is the Corrected item-total correlation (r count) value which is greater than the r table value, with the following criteria:

If the value of $r \text{ count} > r \text{ table}$ then the instrument is declared valid

If the value of $r \text{ count} < r \text{ table}$ then the instrument is declared invalid.

The value of r table is obtained by calculating the degrees of freedom of the data, which is 25 (n). Furthermore, based on the results of data processing using SPSS software version 23, it is known that all calculated values are at a significance level of 0.05. The r table value for $n = 25$ with a significance level of 0.05 is 0.3961.

Reliability Test

Reliability is an important contributor to see the validity of an instrument. But more than just being reliable is needed for an instrument to be used in research. To find out the consistency of measuring instruments that usually use questionnaires, reliability tests are used (Priyanto, 2014: 64). This is done so that the measuring instrument gets measurements that remain consistent if the measurements are repeated. In this study, to measure reliability, Cronbach's statistical test was carried out Alpha (a). a questionnaire item is declared reliable if it gives a value Cronbach's Alpha ≥ 0.60 .

SPSS program on motivational instruments, work environment and employee performance as follows:

Table 7 Reliability Test Results

Cronbach's Alpha	N of Items
.943	29

Source: Primary Data Processed, 2022

Based on the results of the reliability test that has been done, Cronbach's score is obtained Alpha (a) is 0.943. Then declared reliable because of the value Cronbach's Alpha (a) exceeds 0.60. The results of data processing in table 7 can be seen that 29 variable items are reliable.

Classic assumption test

Normality Test

Normality test, where this test is used to determine whether the data population is normally distributed or not. According to Ghazali (2011: 160), the normality test aims to test whether the dependent and independent variables have a normal distribution in the regression model. Regression is good if it has normal or close to normal distribution data. The data is said to be normally distributed if the significance value is > 0.05 . In this study, researchers used the Kolmogorov-Smirnov test as a

Model	Coefficients ^a		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	Unstandardized Coefficients	Standardized Coefficients				Tolerance	VIF
	B	Std. Error					
1 (Constant)	11,854	5,876		20,17	0,56		
Motivation	.281	.251	.270	1,120	.275	.395	2,533
Environment Work	.447	.229	.472	19,55	0,63	.395	2,533

a. Dependent Variable: Employee Performance

normality test. Following are the results of

Model	R	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.703 ^a	.494	3.72498	1913

a. Predictors: (Constant), Environment Work, Motivation

b. Dependent Variable: Employee Performance

the Kolmogorov-Smirnov test in table 8 :

Table 8 Normality Test Results

One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residuals
N	25
Normal Parameters ^{a,b}	Means .000000
	std. Deviation 3.56639329
Most Extreme Differences	absolute .183
	Positive .183
	Negative -.120
Test Statistics	.183
Asymp. Sig. (2-tailed)	.030 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS 23, processed in 2022

Based on table 8 the results of the normality test using the Kolmogorov-Smirnov test method are significant at $0.030 > 0.05$, it can be concluded that the

regression method in this study fulfilled the assumptions of normality.

Multicollinearity Test

Multicollinearity test is seen from the Variance value Inflation Factor (VIF). Multicollinearity problem indicated if the VIF number is less than 10 (ten). In this study, researchers have conducted multiple tests collinearity to the two independent variables (motivation and work environment) simultaneously. The following are the results of the multicollinearity test :

Table 9 Multicollinearity Test Results

Source: SPSS 23, processed in 2022

In table 9 it can be seen that the value Variances Inflation The factor (VIF) of the motivation variable is 2.533 and the work environment variable is 2.533. Of the two variables, the VIF value is less than 10, so it can be said that between variables independent, there is no multicollinearity problem.

Autocorrelation Test

Autocorrelation test is used to see whether or not there is a correlation in a regression model with the Durbin-Watson test as following :

Table 10 Autocorrelation Test Results

Summary Model b

Source : SPSS 23, processed in 2022

Autocorrelation is there is correlation between the residuals in the period t with the residuals in the period before (t-1). Test method autocorrelation the done with the Durbin Watson test (DW). Based on table 17 can is known that the DW value is of 1.913 Basis of taking decision :

$DU < DW < 4-DU$ then accepted meaning No happen autocorrelation.

$DW < DL$ or $DW > 4-DL$ then rejected meaning happen autocorrelation.

$DL < DW < DU$ or $4-DU < DW < 4-DL$ means No There is definite conclusion. _

DU and DL values can be obtained with table statistics Durbin Watson. With $n=25$, and $k=2$ then obtained DL value = 1.2063, and $DU = 1.5495$ so values $4-DU=2.4505$ and $4-DL=2.7937$.

DU	DW	4-DU
----	----	------

1.5495	1,913	2.4505
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Can is known that mark Durbin-Watson is 1,913 located between $DU < DW < 4-DU$ so result No happen autocorrelation. With thereby in the linear regression model it doesn't There is correlation between variable independent and not happen disturbance autocorrelation Good positive or negative in the regression model.

Heteroscedasticity Test

Table 11 Heteroscedasticity Test Results

Source: SPSS 23, edited in 2022

Basis for taking the heteroscedasticity test glejser, namely if the significant value (Sig) between the independent variables (motivation, work environment) and the absolute residual is greater than 0.05 then there is no heteroscedasticity problem.

Seen in table 11 the results of the heteroscedasticity test show that the motivation variable has a significance of 0.707, the work environment variable has a significance of 0.893. That is, the significance value of the independent variable is greater than 0.05. So it can be concluded that for the regression model, namely the Effect of Motivation and Work Environment on Employee Performance, there is no heteroscedasticity problem, as evidenced by a significance value greater than 0.05.

Model Feasibility Test

ANOVA Test (Test F) is to estimate whether or not the regression model is feasible to explain the effect of the independent variable on the dependent variable. This study conducted a model reliability test or a test like the more popular model known as the F Test. This test is referred to as the F Test because it follows the F distribution whose test criteria are like One Way Anova. Testing the hypothesis between Motivation and Work Environment on Employee Performance can be used by looking for F test statistics by comparing F count with F table.

H0: It is suspected that Motivation (X1) and Work Environment (X2) together have no positive and significant effect on employee performance.

Ha: It is suspected that Motivation (X1) and Work Environment (X2) together have a positive and significant effect on employee performance.

With test criteria by comparing F count with F table.

H0 : Rejected, if F count > F table (a 0.05)

Ha : Accepted if F count < F table (a 0.05)

The significance of this test is used to determine whether the independent variables developed in this study are able to explain variations in changes in the dependent variable. The test results are

Model	Coefficients ^a		Standardized		Sig.
	B	std. Error	Betas	t	
1 (Constant)	3,989	3,805		104,8	.306
Motivation	-.062	.163	-.129	.381	.707
Environment Work	.020	.148	.046	.136	.893

a. Dependent Variable: Abs_Res

obtained as follows:

Table 12 Results of the F Test of Motivation and Work Environment Against Employee performance

Model	Sum of Square		Mean Square	F	Sig.
	df	df			
1 Regression	298,100	2	149,050	10,742	.001 ^b
residual	305,260	22	13,875		
Total	603,360	24			

a. Dependent Variable: Employee Performance (Y)

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

Source: SPSS 23, processed in 2022

From table 12 above it can be explained that the calculated F value of 10.742 with a significant level of 0.001, after the value of f is calculated, the value of F table (a 0.05) and $df_1 = 2; df_2 = 25-2-1 = 22$ must

be found, which is 3.04. Because the calculated F value is greater than the F table ($10.742 > 3.04$) it can be concluded that H_0 is rejected, meaning that motivation and work environment together have a positive and significant effect on Food and Agriculture employee performance. Beverage Service at Hotel Granmelia Jakarta.

Determination Coefficient Test (R 2)

Table 13 Test Results for the Coefficient of Determination (R 2) Motivation and Work Environment on Employee Performance

Source: SPSS 23, processed in 2022

The F test in the previous calculations has proven that there is influence between the independent (free) variables on the dependent (tied) variable. The next step, the researcher wants to know how big the proportion of influence of all independent variables is on the dependent variable, this method is called the Coefficient of Determination which can be measured by the value of R square (R 2).

Based on Table 20 is obtained R2 value of 0.494 or 49.4%. It means variable independent in study this (Motivation and Environment Work) have proportion influence to variable dependent (Employee Performance) of 49.4%. Whereas the remaining 50.6% is influenced by other variables that are not There is in a linear regression model.

Hypothesis Test Research (T test)

Deep T test multiple linear regression intended For test whether the parameter (coefficient regression and constants) are suspected For estimate equality or multiple linear regression models Already is the right parameter or not yet. this are those parameters capable explain behavior variable free in influence variable bound.

Estimated parameters in linear regression includes constants and coefficients in linear equation. In part this t test focused on the coefficients regression just. So test the coefficients the regression in question is the t test.

Hypothesis test between Motivation and Environment Work on Employee Performance can used with look for t test

statistics with criteria compare t value arithmetic and t table as following :

H_0 : Rejected, if t count $>$ t table with $\alpha 0.05/3$ (dk = nk-1)

H_a : Accepted, if t count $<$ t table with $\alpha 0.05/3$ (dk = nk-1)

t test using analysis coefficients with SPSS 23 processing obtained data as following :

Table 14 Results of Research Test (T Test) Motivation and Environment Work Against Employee Performance

Model	Coefficients ^a				Sig.
	B	Standardized Coefficients	t	Sig.	
1 (Constant)	11,854		201,7	0,056	
Motivation (X1)	.281	.251	.270	1,120	.275
Environment Work (X2)	.447	.229	.472	1,955	0,063

a. Dependent Variable: Employee Performance (Y)

Source : SPSS 23, processed in 2022

Testing coefficient variable Motivation

From table 21 above can explained that motivation t value count of 1.120 and 0.275 significant Meanwhile motivation from t table value on dk = nk-1 (25-2-1) ($\alpha 0.05$) so obtained t table of 2.074. Because t count $<$ t table ie ($1.120 < 2.074$) then can concluded that H_1 is accepted, which means motivation (X1) effect positive and significant to performance employee (Y) at the Granmelia hotel Jakarta.

Testing coefficient variable Environment Work

From table 21 above can explained that environment Work t value count of 1.955 and 0.063 significant. Whereas environment Work from t table value on dk = nk-1 (25-2-1) ($\alpha 0.05$) so obtained t table of 2.074. Because t count $<$ t table namely ($1.955 < 2.074$) then can concluded that H_2 is accepted, which means environment work (X2) effect positive and significant to

performance employee (Y) at Hotel Granmelia Jakarta.

Discussion

Based on results study after data processing with use tool analysis, can concluded as following :

The results of the questionnaires distributed to 25 respondents food and beverage service employee at Hotel Granmelia Jakarta, from the results of the validity and reliability tests in tables 13 and 14 show that whole statements used in the questionnaire used in study This is valid and reliable.

From the results equality multiple linear regression, is obtained results as following :

Table 15 Analysis Results Multiple Linear Regression

Model	Coefficients ^a		Standardized Coefficients	t	Sig.	Collinearity Statistics	VIF
	B	Std. Error					
1 (Constant)	11,854	5,876		20,17	.056		
Motivation	.281	.251	.270	1,120	.275	.395	2,533
Work Environment	.447	.229	.472	1,955	.063	.395	2,533

a. Dependent Variable: Employee Performance

Source: SPSS 23, processed in 2022

Based on table 15 it can be explained that the multiple linear regression equation obtained from this study is as follows:

$$Y = 11.854 + 0.281 X_1 + 0.447 X_2$$

Information :

Y = Employee Performance

a = Constant (constant)

b1 = first Regression Coefficient

b2 = Second Regression Coefficient

X1 = Motivation

X2 = Work Environment

From the above equation can be described as follows:

Constant: 11.854

The coefficient value of the Motivation variable (X1) produces a positive value of 0.281. This shows that if the Motivation Variable at Hotel Granmelia Jakarta the better the motivation applied, the Employee Performance will increase automatically.

The coefficient value of the Work Environment variable (X2) produces a positive value of 0.447. This shows that if the Work Environment Variables at Hotel Granmelia Jakarta the better the work environment that is enforced, the Employee Performance will increase by itself.

From this equation it can be concluded that there is a positive relationship between Motivation and Work Environment on Employee Performance at Hotel Granmelia Jakarta.

In this discussion sub-chapter, the researcher discusses the results of the research above :

The Effect of Motivation on Employee Performance at Hotel Granmelia Jakarta

The results of the analysis in this study found that motivation has a positive and significant effect on employee performance. This analysis is reinforced by the results obtained through several tests and the results of testing the hypothesis using the t test, a significant value (a 0.025 two-tailed) is obtained (1.120 < 2.074). From these criteria, the researcher concluded that the motivational variable had a positive and significant effect on the performance of Hotel Granmelia Jakarta employees.

The Influence of the Work Environment on Employee Performance at Hotel Granmelia Jakarta

The results of the analysis in this study found that the work environment has a positive and significant effect on employee performance. This analysis is reinforced by the results obtained through several tests and the results of testing the hypothesis using the t test, a significant value (a 0.025 two-tailed) is obtained (1.955 < 2.074). From these criteria, the researcher concluded that the work environment variable had a positive and significant effect on the performance of the employees of Hotel Granmelia Jakarta.

The Influence of Motivation and Work Environment Together on Employee Performance at Hotel Granmelia Jakarta

Based on the management of research results through several tests that the variables of Motivation and Work Environment together can have a positive effect and significant results.

CONCLUSION

Based on research results and the results obtained regarding the Effect of Motivation and Work Environment on Employee Performance Food and Beverage Service Hotel Granmelia Jakarta can be concluded that motivation has a positive and significant effect on employee performance. This can be interpreted if the motivation on the performance of Hotel Granmelia Jakarta employees is further enhanced, the performance of Hotel Granmelia Jakarta employees will increase. Work environment has a positive and significant effect on employee performance. This can be interpreted if the work environment on the performance of Hotel Granmelia Jakarta employees is further improved, the performance of Hotel Granmelia Jakarta employees will increase. And based on the results it is known that the variables of Motivation and Work Environment have a positive and significant effect on Employee Performance.

SUGGESTION

Based on the conclusions above, suggestions that researchers can give from the results of this study. Hopefully useful for the company in particular and for all interested parties in general. Motivation has a positive and significant effect on employee performance. So that Hotel Gramelia Jakarta continuously applies good motivation to food employees and beverage service, this makes the value of Hotel Granmelia Jakarta in improving employee performance. Therefore, Hotel Granmelia Jakarta must further increase motivation for employees always to work enthusiastically to get good and maximum employee performance. And the work environment has a positive and

significant effect on employee performance. So that Hotel Granmelia Jakarta also needs to create a good and positive work environment so that employee performance will increase.

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