TABLE OF CONTENT

ABSTRACT ..... **i**

ABSTRAK ..... **ii**

PREFACE ..... **iii**

TABLE OF CONTENT ..... **v**

LIST OF FIGURES ..... **ix**

LIST OF TABLES ..... **x**

LIST OF APPENDICES ..... **xii**

CHAPTER I INTRODUCTION **1**

1.1. Background of The Study **1**

1.2. Problem Limitation **4**

1.3. Problem Formulation **5**

1.4. Objective of the Research **6**

1.5. Benefit of the Research **6**

1.5.1 Theoritical Benefit **6**

1.5.2 Practical Benefit **7**

CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT **8**

2.1. Theoretical Background **8**

2.1.1. Human Resources Theory 8

2.1.2. Theory of Motivation 9

2.1.3. Theory of Work Environment..... 14

2.1.4. Theory of Employee Performance 18

2.2. Previous Research 23

2.3. Hypothesis Development..... 24

2.3.1. Relationship Between Motivation and Employee Performance 24

2.3.2. Relationship Between Work Environment and Employee Performance 24

2.4. Research Model 25

2.5. Framework of Thinking..... 26

CHAPTER III RESEARCH METHODOLOGY 27

3.1. Research Design..... 27

3.2. Population and Sample 28

3.3. Data Collection Method 29

3.3.1. Primary Data 30

3.3.2. Secondary Data..... 30

3.4. Operational Definition and Variable Measurement 30

3.4.1. Operational Variable 30

3.4.2. Variable Measurement 31

3.5. Data Analysis Method 32

3.5.1. Descriptive Statistics 32

3.5.2. Test of Research Instruments 33

3.5.3. Classical Assumption Tests 34

3.5.4. Multiple Linear Regression Analysis 36

3.5.5. Determination Test 37

3.5.6. Hypothesis Test 37

CHAPTER IV RESEARCH RESULT AND DISCUSSION 40

4.1. General View of "CV Sinar Indah" 40

4.1.1. Brief History of the Company 40

4.1.2. Organizational Structure 40

4.2. Research Result 42

4.2.1. Descriptive Statistics 43

4.2.2. Test of Research Instrument 53

4.2.3. Result of Data Quality Testing 54

4.3. Discussion 63

a. The Influence of Motivation and Work Environment towards Employee Performance 63

b. The Influence of Motivation towards Employee Performance. 64

c. The Influence of Work Environment towards Employee Performance. 65

CHAPTER V CONCLUSION 67

5.1. Conclusion 67

5.2. Recommendation 68

1. Motivation 68

2. Work Environment 69

REFERENCES 71

APPENDIX 80

LIST OF FIGURES

Figure 2.1 Research Model 25

Figure 2.2 Framework of Thinking 26

Figure 4.1 Organizational Structure 40

Figure 4.2 Histogram of Normality Test 55

Figure 4.3 Normal P-P Plot of Normality Test 55

Figure 4.4 Scatterplot of Heteroscedascity Test 56

LIST OF TABLES

Table 1.1 List of lateness in 2020 3

Table 2.1 Previous Researc

Table 1.1 List of lateness in 2020 3

Table 2.1 Previous Research 23

Table 4.0.1 Likert Scale Table 43

Table 3.1 Operationalization of Research Variable.....31

Table 3.2 Likert Scale Table 31

Table 3.3 Mean Category 32

Table 4.1 Likert Scale Table 43

Table 4.2 Descriptive Statistics of Motivation 43

Table 4.3 Descriptive Statistics of Work Environment 46

Table 4.4 Descriptive Statistics of Employee Performance.....50

Table 4.5 Validity Test of Employee Performance 53

Table 4.6 Validity Test of Work Environment.....53

Table 4.7 Validity Test of Motivation.....54

Table 4.8 Reliability Test.....54

Table 4.9 Kolmogorov-Smirnov Test 56

Table 4.10 Glejser Test of Heteroscedasticity Test 57

Table 4.11 Linearity Test of Employee Performance and Motivation.....57

Table 4.12 Linearity Test of Employee Performance and Work Environment

.....58

Table 4.13 Multicollinearity Test.....58

Table 4.14 Multiple Linear Regression Test.....59

Table 4.15 Determination Test.....61

Table 4.16 F-Test.....61

Table 4.17 Partial t-Test.....62

LIST OF APPENDICES

Appendix A : Questionnaire.....80

Appendix B : Pre-Test Questionnaire Tabulation 85

Appendix C : Validity Test.....88

Appendix D : Reliability Test.....89

Appendix E : Main Test Questionnaire Tabulation 91

Appendix F : Descriptive Statistics.....94

Appendix G : Classical Assumption Analysis.....100

Appendix H : Multiple Regression Linear.....104

Appendix I : Determination Test.....104

Appendix J : Hypothesis Test 104

Appendix K : Company Letter 106

Appendix L : r Table 107