

## Efforts to Improve Work Performance Through Work Placement, Motivation And Non-Physical Work Environment (Case Study at Budisatrya Foundation)

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### **Abstract.**

*The success of an organization is inseparable from the quality of human resources that the organization has. Work achievement deserves a look in support of the achievement of organization goals. The main focus in this study is to analyze the effect of work placement, motivation and non-physical work environment on teacher work performance at Budisatrya Foundation. Data collection using questionnaires. The results of the study showed that all variables of work placement, motivation and non-physical work environment significantly affected the teacher's work performance. The variable that has the greatest influence in improving work performance is the non-physical work environment. The implications of the findings suggest that the variables of work placement, motivation and non-physical work environment that exist at Foundation Budisatrya have been excellent. Especially the emotional connection between the teacher and the foundation.*

**Keywords:** Placement, Motivation, Environment, Achievement

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## 1. INTRODUCTION

Educational institutions have a responsibility to graduates that they will produce. To be able to produce good graduates will be supported by qualified educators. The achievements of the educators are expected by the leadership. This is because educational institutions experience intense competition between state educational institutions, private educational institutions and non-formal institutions [1].

Work achievement can be interpreted as a work achieved by a person in performing the tasks imposed on him based on proficiency and sincerity and time [2]. Furthermore factors who influence work performances are ability factors, motivational factors and situation factors [3]. Therefore, it is expected that stakeholders, especially educational institutions, should pay attention to the achievements of the educators.

Work placements that are often complained about by the education personnel in maximizing their work performance. Placement is a follow-up to the selection, which is to place the prospective employee received (pass the selection) in the position/job that needs it and delegate authority to that person [2]. Puts employees as implementing elements in positions that fit the criteria, namely ability, proficiency and expertise. The goal is to make the work to the maximum and produce the work that management expects [4]. The results showed that work placements had a significant influence on employee employment performance [5][6][7]. This shows that when a job placement is done well and it will improve work performance.

Work motivation is also considered important in improving work performance. A working employee generally has diverse motivations. As a leader in the company should be able to understand in providing motivation to its subordinates. The goal is nothing but for employees to work with good motivation[8]. Motivation can be interpreted as a person's personal circumstances that encourage an individual's desire to perform certain activities in order to achieve the goal. As a pinning as well as giving positive motivation to his subordinates[9]. These motivations can be distinguished into motivations that are both positive and negative[2]. Previous research has suggested that motivation significantly improves employees' work performance [10][1][11].

Furthermore, a good non-physical work environment tends to make an educator work to the maximum. A non-physical work environment can be defined by all circumstances relating to a working relationship, whether it is a relationship with a boss or a co-worker relationship, or a relationship with a subordinate[12]. The non-physical work environment in the form of psychological conditions felt by educators is not boring and does not make fatigue in carrying out tasks and responsibilities will make an educator more focused in working. Previous research has stated that a non-physical work environment can improve an employee's work performance [13][14][15][16].

## II. METHODS

This research was conducted at Budisatrya Foundation which is addressed at Letda Sujono No.166, Bandar Selamat, Kec. Medan Tembung, Medan City, North Sumatra. The population and samples in this study were 97 teachers remained on the foundation. Data collection uses questionnaires that are disseminated directly when respondent assigns tasks while teaching. Multiple regression analysis was selected in explaining the work performance model influenced by work placement, motivation and non-physical work environment.

## III. RESULT AND DISCUSSION

### Multiple Linear Regression Analysis

The results of the table above can be concluded that the results of the double liner regression analysis are as follows:

1. In this regression model, the listed constant value of 3,147 can be interpreted if the free variable in the model is assumed to be equal to zero, on average variables outside the fixed model will increase fixed work performance by 3,147 units or in other words if the work placement variable, motivation and non-physical work environment are not improved, then the work performance is still 3,147 units.
2. The value of the regression coefficient  $b_1$  of 0.628 in this study can be interpreted that when the work placement increases by one unit, it will increase the performance of the work by 0.628 units.
3. The value of the  $b_2$  regression coefficient of 0.375 in this study can be interpreted as a motivation variable of 0.375 which indicates that when motivation increases by one unit, it will increase the performance of the work by 0.375 units.
4. The value of the regression coefficient  $b_3$  of 0.486 in this study can be interpreted that the non-physical work environment variable of 0.486 indicates that when the non-physical work environment increases by one unit, it will increase the performance of the work force by 0.486 units.

### Test t (Partial)

1. Its significance value for work placement variables (0.003) is smaller than  $\alpha$  5% (0.05) or  $t_{\text{count}} = 3,271 > t_{\text{table}} 1,985$  ( $n-k=97-4=93$ ). Based on the results obtained then reject  $H_0$  and

accept.  $H_a$  for work placement variables. Thus, partially that the variables work placement has a positive and significant effect on the performance of work at Foundation Budisatrya.

2. Its significance value for motivation variables (0.000) is smaller compared to  $\alpha$  5% (0.05) or t count 2,514 > t table 1,985 (n-k=97-4=93). Based on the results obtained then reject  $H_0$  and accept.  $H_a$  for motivation variables. Thus, in part, motivational variables have a positive and significant effect on the performance of work at Foundation Budisatrya.
3. Its significance value for non-physical work environment variables (0.000) is smaller compared to  $\alpha$  5% (0.05) or t count 4,157 > t table 1,985 (n-k=97-4=93). Based on the results obtained then reject  $H_0$  and accept.  $H_a$  for non-physical work environment variables. Thus, partially those non-physical work environment variables have a positive and significant effect on work performance at Foundation Budisatrya.

### Test F (Simultaneous)

In the regression test results in this study, it is known the value of significance is 0.000. Where required the value of significance F is smaller than 5% or 0.05 or the value  $F_{\text{count}} = 27,522 > F_{\text{table}} 2.70$  (df1 = k-1=4-1=3) while (df2 = n - k (97-4=93)). Thus it can be concluded that all independent variables namely work placement, motivation and non-physical work environment have a positive and significant effect on work performance at Foundation Budisatrya.

### Coefficient Determination

The correlation regression value is 0.726, meaning that together the supervision, motivation and culture of the organization towards teacher satisfaction at Foundation Budisatrya. Contribute to a strong level. Next the *adjusted value of R Square*. Where the value ( $R^2$ ) is 0.752 (75.2%). So it can be said that 75.2% variation of bound variables namely work placement, motivation and non-physical work environment on the model can explain the variable work performance at Foundation Budisatrya while the remaining 24.2% is influenced by other variables outside the model.

### The Effect of Job Placement on Work Performance

The results of this study support the results of this study in line with research conducted by [6][5][7] which states work placements have a positive influence on work performance. The implication in this study is that teachers have been positioned in their fields. So that the teacher is comfortable and happy in carrying out his duties and responsibilities. So this has an impact on work performance.

### The Effect of Motivation on Work Performance

The results of this study state that work motivation has a positive influence on work performance. This is in line with previous research conducted by [1][11][17][10] which stated motivation affects work performance. The application of the findings in this study states that budisatrya foundation provides more incentive to teachers who have work achievement.

### The Effect of Non-Physical Work Context on Work Performance

The results of this study are in line with previous research conducted by [18][17][19][16][14][20][15] which states that a non-physical work environment affects work performance. The implication of the findings in this study is that budisatrya foundation has been able to establish a good kinship relationship to teachers. This enhanced the uterus tent so that teachers have an emotional bond to the work performance of teachers.

## IV. CONCLUSION

The conclusion that the authors can get that both partially and simultaneously variable work placement, motivation and non-physical work environment towards the work performance of teachers

at budisatrya foundation. It should certainly get serious attention especially for management and foundations to continue to improve the work performance of teachers.

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