

The Impact of Motivation and Work Environment on Employee Work Enthusiasm at Seongho Shipping

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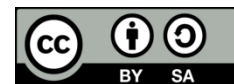
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ABSTRACT

The purpose of this research is to determine how much influence work motivation and work environment have on employee work enthusiasm, both partially and simultaneously at Seongho Shipping. The method used in this research is a quantitative research method with descriptive approach. The sampling technique used in this research is saturated sampling where the author takes all population as samples totaling 35 people, and the data analysis technique used is an analysis technique using data quality testing, simple linear regression analysis using SPSS version 25.0 application. Based on the analysis carried out, it can be concluded that the quality of the data on the variables of work motivation, work environment and work enthusiasm are valid and reliable significantly both partially and simultaneously, each or together can influence the work enthusiasm of Seongho Shipping employees.

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1. Introduction

In order to achieve company objectives, it is necessary to increase employee work enthusiasm. One thing that can affect employee work enthusiasm is the work environment. The work environment in question is all the tools and materials faced in the environment where a person works, work methods, and work arrangements both as individuals and as groups, (Sedarmayanti, 2011:2).

In addition, work motivation becomes an important thing for employees, motivated employees will feel happier, healthier and want to come to work. Lack of employee motivation can have a serious impact on employee attendance levels and engagement. Low employee work enthusiasm can harm business goal achievement and company profitability. Therefore, companies must pay attention to employee motivation so that the relationship between the company and employees can run smoothly without harming each other.

The work environment is divided into two, namely physical work environment and non-physical work environment. The physical work environment is all conditions that exist around the workplace that will affect employees both directly and indirectly. Several factors that can affect the physical work environment include lighting, temperature, humidity, air circulation, noise, mechanical vibration, odors, color arrangement, decoration, music, and security. In this increasingly modern environment, all facilities are increasingly easily available. This makes employees also expect that in doing their work, they will face a work environment that makes it easy for them to carry out their activities, namely a pleasant physical work environment, which will make them comfortable working. Without concrete action, the work environment becomes more of a hidden work enthusiasm provider that is expected to make employees provide maximum contribution to the institution. That is why organizations should pay more serious attention to their employees' work environment in line with changing times.

This work environment problem is important to pay attention to because every employee faces their work environment conditions every day which will affect their work results every day. A comfortable work environment can create maximum employee work enthusiasm so that the level of success in achieving an organization's goals can be achieved as expected. Sometimes an institution pays less attention to the importance of the physical work environment in achieving organizational goals. So problems related to the physical work environment are often ignored and considered as problems that are not too influential. Even though this is clearly not justified, no matter how small a problem in an organization must be immediately addressed, including in this case problems regarding the physical work environment that can affect employee work enthusiasm.

Employee work enthusiasm becomes a very important thing for companies because it is directly related to the entire management and operational series of the company. In this case, the company's attention to the physical work environment is expected to increase employee work enthusiasm so that company productivity will also increase. The problem of physical work environment that affects employee work enthusiasm is also felt at Seongho Shipping, which is caused by inadequate work environment, so the level of achievement success in achieving organizational goals is not yet maximal. Seongho Shipping, as one of the companies engaged in shipping, faces challenges that are not much different. The shipping industry is known to have high dynamics, requires physical and mental resilience, and strong discipline from its employees. Working conditions that are often far from family, extreme weather changes, and tight time demands can become factors that trigger a decrease in work enthusiasm if not balanced with effective human resource management. Motivation is an intrinsic or extrinsic drive that moves a person to act to achieve certain goals. In the context of work, employee motivation becomes the key in improving performance and work enthusiasm. Motivated employees will feel valued, have clear goals, and are willing to exert all their abilities to achieve the best results. Conversely, lack of motivation can cause employees to feel indifferent, unenthusiastic, and only do their duties as needed.

In addition to motivation, the work environment also plays a vital role in shaping employee work enthusiasm. A conducive, safe, comfortable, and supportive work environment will

create a positive atmosphere that encourages employees to stay working and feel part of the company. Adequate work facilities, effective communication between colleagues and superiors, and a positive work culture will contribute to increasing work enthusiasm. Conversely, an uncomfortable work environment, conflicts between employees, or minimal support from management can trigger stress, dissatisfaction, and ultimately reduce work enthusiasm. Some initial assumptions by the author that often appear in companies, including Seongho Shipping, which may indicate problems related to motivation and work environment that affect employee work enthusiasm include decreased employee productivity, This can be seen from unmet targets, work delays, or suboptimal work quality. Lack of Career Development Opportunities, Employees feel there is no clear career path or opportunities to attend training and skill development. It is suspected that the salary and benefits provided are not proportional to the workload or responsibilities. This can reduce long-term motivation and make employees feel stuck, which ultimately fades work enthusiasm. It is suspected that some employees experience very high and disproportionate workloads, especially during busy hours or during certain projects. It is suspected that there are several work facilities that are inadequate or less comfortable, such as unrepresentative rest areas, poorly maintained work equipment, or non-optimal room temperature. This can affect employee comfort and concentration. The working conditions that will be examined by the author are motivation and work environment at Seongho Shipping because the author sees various obstacles in working conditions and their influence on the work enthusiasm of employees.

2. Theoretical Review

According to Abraham Maslow quoted from Hasibuan (2019:143) Motivation comes from the Latin word "movere" which means drive or driving force. Motivation is the provision of a driving force that creates a person's work drive so that they are willing to cooperate, work effectively, and integrate with all their efforts to achieve satisfaction.

The work environment is defined by Robbins & According to Robbins & Judge (2014: 136), as an environment that refers to institutions or forces that are outside the organization, and potentially affect organizational performance.

According to Stephen P. Robbins (2015) Work enthusiasm refers to a person's enthusiasm and persistence in carrying out tasks assigned in a group.

Research Hypotheses

Based on the main problems that have been presented in chapter I, and the theoretical foundation that supports this research (presented in chapter II), then the working hypotheses can be proposed as follows:

- a. There is an Impact of Motivation on employee work enthusiasm
- b. There is an Impact of work environment on employee work enthusiasm
- c. There is an Impact of Motivation and work environment simultaneously on employee work enthusiasm

Research Methodology

The research method used in this research is a descriptive method, which is a form of research that aims to describe, depict, and analyze the actual conditions in an organization/institution, especially those related to the problems being studied.

3. Research Results And

Validity And Reliability Test Discussion

a. Validity Test

Table 1. Validity Test Results

Correlations

| | | Motivation | Work environment | Work enthusiasm |
|------------------|---------------------|------------|------------------|-----------------|
| Motivation | Pearson Correlation | 1 | .579** | .870** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 35 | 35 | 35 |
| Work environment | Pearson Correlation | .579** | 1 | .620** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 35 | 35 | 35 |
| Work enthusiasm | Pearson Correlation | .870** | .620** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 35 | 35 | 35 |

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the Table above, the validity test results of questionnaire items for the variables Work Motivation, Work Environment, and Work Enthusiasm with critical $r_{\alpha} < 0,025$ show that all items have smaller significance values, and are declared Valid.

b. Reliability Test

Table 2 Reliability Test Results

| | Cronbach's Alpha | N of Items | Keterangan |
|------------------|-------------------------|-------------------|-------------------|
| Motivation | 0.963 | 10 | Realibel |
| Work environment | 0.938 | 10 | Realibel |
| Work enthusiasm | 0.936 | 10 | Realibel |

From the table above, the items for the Work Motivation variable have a Cronbach's Alpha value of 0.963 which is greater than 0.6, so the questionnaire items for the Work Motivation variable are reliable and can be used in research. the items for the Work Environment variable have a Cronbach's Alpha value of 0.938 which is greater than 0.6, so the questionnaire items for the Work Environment variable are reliable and can be used in research. the items for the Work Enthusiasm variable have a Cronbach's Alpha value of 0.936 which is greater than 0.6, so the questionnaire items for the Work Enthusiasm variable are reliable and can be used in research.

c. Discussion

Table 3. Recapitulation of Work Motivation Variable

Descriptive Statistics

| | N | Min | Max | Mean |
|--|----------|------------|------------|-------------|
| The salary I receive is sufficient to meet my daily living needs. | 35 | 1 | 5 | 3.57 |
| The benefits and facilities provided by the company are adequate. | 35 | 2 | 5 | 3.54 |
| The company provides adequate and well-functioning safety and protection equipment.. | 35 | 1 | 5 | 3.20 |
| I have good and positive relationships with colleagues at Seongho Shipping. | 35 | 1 | 5 | 3.09 |
| I feel comfortable and at ease working here because the company prioritizes safety and security. | 35 | 1 | 5 | 3.37 |
| It is important for me to have good relationships with my colleagues. | 35 | 1 | 5 | 3.31 |

| | | | | |
|--|----|----|----|-------|
| I am motivated to work hard because I want to receive recognition for my achievements. | 35 | 1 | 5 | 3.51 |
| I am given responsibilities that match my abilities and experience. | 35 | 1 | 5 | 3.17 |
| I feel challenged by the tasks assigned and can learn new things in my job. | 35 | 1 | 5 | 3.49 |
| I have the freedom to take initiative and make decisions in my work. | 35 | 1 | 5 | 3.40 |
| Work Motivation | 35 | 16 | 50 | 33.66 |

Average rating = $33.66/10 = 3.37$

Based on the Table above, the recapitulation description of the Work Motivation variable obtained an average result of 3.37 included in the Fair category.

Table 4. Recapitulation of Work Environment Variable

Descriptive Statistics

| | N | Min | Max | Mean |
|---|----|-----|-----|------|
| The air temperature at my workplace often fluctuates and disrupts my concentration. | 35 | 1 | 5 | 3.83 |
| In general, the temperature at my workplace feels comfortable and conducive to working. | 35 | 1 | 5 | 3.91 |
| The noise level at my workplace allows me to concentrate fully. | 35 | 1 | 5 | 3.74 |
| I feel the need to use ear protection or look for a quieter place to work. | 35 | 1 | 5 | 3.69 |
| The lighting at my workplace is bright enough and does not strain my eyes quickly. | 35 | 1 | 5 | 3.31 |
| I often feel that the lighting in my work area is too dim or too glaring. | 35 | 1 | 5 | 3.43 |
| The ventilation system at my workplace works well to maintain air quality. | 35 | 1 | 5 | 3.71 |

| | | | | |
|---|----|----|----|-------|
| I feel that the air quality at my workplace affects my health or breathing comfort. | 35 | 1 | 5 | 3.86 |
| I know the evacuation routes and emergency procedures at my workplace. | 35 | 1 | 5 | 3.91 |
| I feel safe working in this environment with minimal risk of accidents. | 35 | 1 | 5 | 3.77 |
| Work Environment | 35 | 20 | 50 | 37.17 |

Average rating = $37.17/10 = 3.72$

Based on the Table above, the recapitulation description of the Work Environment variable obtained an average result of 3.72 included in the Good category.

Table 5. Recapitulation of Work Enthusiasm Variable

| Descriptive Statistics | | | | |
|---|----|-----|-----|------|
| | N | Min | Max | Mean |
| I am satisfied with my current job. | 35 | 1 | 5 | 3.46 |
| Career development opportunities in this company fit my expectations. | 35 | 1 | 5 | 3.31 |
| I feel personally responsible for the success of the organization. | 35 | 1 | 5 | 3.31 |
| I feel motivated to give my best every day at work. | 35 | 1 | 5 | 3.26 |
| I am always present on time and follow the set work schedule. | 35 | 1 | 5 | 3.40 |
| I always complete my tasks according to the deadlines given. | 35 | 1 | 5 | 3.29 |
| I feel productive and able to complete many tasks in a day. | 35 | 1 | 5 | 3.43 |
| I always strive to improve my performance over time. | 35 | 1 | 5 | 3.49 |
| We support and help one another to achieve team goals. | 35 | 1 | 5 | 3.31 |
| I do not hesitate to take initiative in solving problems or tasks. | 35 | 1 | 5 | 3.54 |

| | | | | |
|-----------------|----|----|----|-------|
| Work Enthusiasm | 35 | 20 | 50 | 33.80 |
|-----------------|----|----|----|-------|

Average rating = $33.80/10 = 3.38$

Based on the Table above, the recapitulation description of the Work Enthusiasm variable obtained an average result of 3.38 included in the Fair category.

t-test (Partial)

Table 6. t-test

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.496 | 2.833 | | 2.293 | .028 |
| | Work Motivation | .811 | .080 | .870 | 10.144 | .000 |

a. Dependent Variable: Work Enthusiasm

Based on the table above, it shows that the Work Motivation variable on Work Enthusiasm using a significance limit (α)=0.05 obtained a calculated t value = 10.144 with a significance level of 0.000 which is <0.05 (significance limit). This means that the Work Motivation variable has a significant influence on Work Enthusiasm.

Coefficient of Determination Test for the Effect of Motivation on Work Enthusiasm

Table 7. Coefficient of Determination Test

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .870 ^a | .757 | .750 | 5.233 |

a. Predictors: (Constant), Work Motivation

From the table above, it can be seen that the magnitude of influence = Coefficient of Determination, $KD = R^2 \times 100\% = 0.757 \times 100\% = 75.7\%$.

Table 8. t-test

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7.804 | 5.900 | | 1.323 | .195 |
| | Work Environment | .699 | .154 | .620 | 4.537 | .000 |

a. Dependent Variable: Work Enthusiasm

Based on the table above, it shows that the Work Environment variable on Work Enthusiasm using a significance limit (α)=0.05 obtained a calculated t value = 4.537 with a significance level of 0.000 which is <0.05 (significance limit). This means that the Work Environment variable has a significant influence on Work Enthusiasm.

Coefficient of Determination Test for the Effect of Work Environment on Work Enthusiasm

Table 9. Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .620 ^a | .484 | .465 | 8.334 |

a. Predictors: (Constant), Work Environment

From the table above, it can be seen that the magnitude of influence = Coefficient of Determination, $KD = R^2 \times 100\% = 0.484 \times 100\% = 48.4\%$.

F-test Results (Simultaneous)

Table 10. Simultaneous F-test Results

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 2892.995 | 2 | 1446.497 | 55.862 | .000 ^b |
| | Residual | 828.605 | 32 | 25.894 | | |
| | Total | 3721.600 | 34 | | | |

a. Dependent Variable: Work Enthusiasm

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

Based on the ANOVA table, the F test results obtained a calculated F value = 44.465 > F table = 8.912 with a significance value of 0.000 which is less than 0.05. This shows that the regression model is significant and can be used to predict the dependent variable.

Coefficient of Determination Test for the Combined Effect of Work Environment and Work Motivation on Work Enthusiasm

Table 11. Coefficient of Determination Test

| Model Summary | | | | |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .882 ^a | .777 | .763 | 5.089 |

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

From the table above, it can be seen that the magnitude of influence = Coefficient of Determination, $KD = R^2 \times 100\% = .777 \times 100\% = 77.7\%$.

4. Conclusions and Recommendations

Conclusions

Based on the research results and discussion of research results, the conclusions that will be made in this research are as follows:

Based on the t-test table results, a calculated sig value of 0.000 was obtained which is smaller than the alpha significance of 0.05 (5%), meaning statistically it can be shown that work motivation in this research has a positive and significant influence on employee work enthusiasm at Seongho Shipping of 75.7%. The higher the influence of employee work motivation will have an impact on higher work enthusiasm.

Based on the t-test table results, a calculated sig value of 0.000 was obtained which is smaller than the alpha significance of 0.05 (5%), meaning statistically it can be shown that the work environment in this research has a positive and significant influence on employee work enthusiasm at Seongho Shipping of 48.4%. The higher the employee work environment will have an impact on higher work enthusiasm.

Based on the F table results, a calculated sig value of 0.000 was obtained which is smaller than the alpha significance of 0.05 (5%), meaning statistically the hypothesis that there is an impact of work motivation and work environment simultaneously on work enthusiasm is accepted, meaning there is a significant impact of work motivation and work environment on employee work enthusiasm at Seongho Shipping of 77.7%. The increasing work motivation and work environment will make employee work enthusiasm increase.

Recommendations

Based on the conclusions in this research, the recommendations that will be made by the researcher are as follows:

There are still low values on the statement I have a good and positive relationship with colleagues at Seongho Shipping. Review the work structure and processes. Sometimes, problems with relationships between colleagues can come from inefficient work processes or team structures that hinder collaboration. Provide recognition or rewards to teams or individuals who show cooperation and positive relationships. This will encourage desired behavior.

There are still low values on the statement The lighting at my workplace is bright enough and does not make my eyes tired quickly. It is expected that the Management of Seongho Shipping needs to immediately evaluate and optimize the lighting system in the workplace. Ensure light intensity is adequate, evenly distributed, and glare-free to prevent eye fatigue and increase employee comfort and productivity. Perform regular maintenance on lights and lighting equipment.

There are still low values on the statement I feel motivated to give my best in my work every day. It is expected that the Management Employees tend to be more motivated when they feel valued and recognized for their contributions. Provide soft skills training. Conduct short training on effective communication, empathy, or collaboration. This can help employees develop the skills needed to interact better.

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