

The Influence of Motivation, Ethics, and Work Environment on Employee Performance at CV. Surya Food Indonesia Blitar

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Abstract: Human resources play a crucial role in determining the success of an organization and must be managed effectively to ensure optimal outcomes. One way to achieve this is by implementing strategies that motivate employees to willingly contribute their skills and competencies toward achieving the company's objectives. This study aims to examine the influence of motivation, ethics, and the work environment on employee performance at CV. Surya Food Indonesia Blitar. The research adopts a quantitative approach using a saturated sampling technique, wherein the entire population of 93 employees was included as respondents. Data were gathered through questionnaires and documentation methods. The collected data were then analyzed using statistical techniques to determine the individual and collective impact of the studied variables on employee performance. The results reveal that motivation has a significant and positive influence on employee performance. Employees who feel motivated tend to be more productive, committed, and willing to contribute beyond expectations. Ethics also shows a significant impact, as ethical behavior supports a culture of responsibility, trust, and professionalism within the workplace. Moreover, the work environment was found to play a vital role in shaping employee attitudes and behavior, directly affecting their performance. A positive, supportive, and well-structured work environment enhances employee satisfaction and efficiency. Furthermore, the study confirms that motivation, ethics, and the work environment collectively exert a significant influence on employee performance. These findings emphasize the importance of creating an organizational culture that supports employee motivation, upholds strong ethical standards, and fosters a conducive work environment. Companies seeking to improve productivity and achieve sustainable growth must prioritize these human resource factors in their strategic planning.

Keywords: Motivation, Ethics, Work, Environment, Employee Performance

1. INTRODUCTION

Human Resources (HR) are a crucial element that must be present in any effort to achieve the goals of an organization or company. Human resources are the primary component of an organization, surpassing other resources such as capital and technology, because it is the human element that controls and manages these other factors. The presence of human resources within a company plays a vital role, as employees serve as planners, implementers, and key decision-makers in the realization of the company's objectives. In order to direct employees in alignment with the company's expectations, it is essential to recognize that both motivation and the work environment are critical aspects that must be given serious attention. These factors serve as the main drivers and significantly influence employee behavior and performance in the workplace.

The importance of human resources in a company lies in their effective utilization, which requires strategies to encourage individuals or employees to work willingly and apply their skills and abilities to perform at their highest potential. Performance has a

broader meaning not only referring to the outcomes of work but also encompassing the manner in which the work process is carried out.

Performance refers to what employees do and how they do it. That performance is the result of work that is strongly related to an organization's strategic objectives, customer satisfaction, and economic contribution (Parwoto et al., 2017: 354). Employee performance can be improved in various ways, such as through compensation, leadership factors, and work-related stress. Through these factors, employees are expected to take greater responsibility for their work, as they are equipped with the necessary education and training related to the implementation of their tasks. Furthermore, a supportive work environment and the provision of motivation are, in essence, the rights of employees and the obligation of the company to facilitate employee contributions in achieving predetermined goals.

The work environment refers to the setting in which employees carry out their daily tasks. A conducive work environment fosters a sense of security and enables employees to perform optimally. It can significantly influence employees' emotional states. When employees feel comfortable and enjoy their work environment, they are more likely to remain engaged in their workplace activities, utilize their working hours effectively, and demonstrate higher levels of job performance. The work environment includes both the interpersonal relationships formed among employees and between subordinates and supervisors, as well as the physical surroundings in which the employees work (Mardiana, 2014).

Ethics is essential in the workplace or in business when individuals begin to realize that progress in the business sector has increasingly marginalized humanistic values (Panuju, 2015). In an era of intense business competition, a superior company is not only one that possesses strong managerial business criteria, but also one that upholds sound work ethics.

Ethics is a set of values concerning what is good, right, bad, and wrong, based on principles of morality, particularly in behavior and actions. One of the factors that create better human living conditions is ethics (Arifin, 2007). Employee performance is influenced not only by the ethics of the employees themselves but also by motivation.

Employee motivation is a crucial determinant of the success of an institution or organization. The level of motivation provided to employees significantly influences organizational outcomes. If motivation is unsatisfactory and work training is not provided by the institution despite training being a key support for employee performance this will adversely affect the company's success. Rewards are recognitions given by the company to

high-performing employees to encourage further improvement in their performance. However, the company does not provide such programs to its high-achieving employees due to the substantial financial costs associated with work training.

2. THEORETICAL STUDY

Motivation

The term motivation originates from the Latin word **movere**, which means a drive, force, or power that causes an action or behavior. The word **movere** is often equated in English with **motivation**, which refers to the provision of motives, the emergence of motives, or the state that generates a drive. According to McDonald, as cited by Hamalik (2015: 158), “motivation is an energy change within the person characterized by affective arousal and anticipatory goal reaction.” In other words, “motivation is a change of energy within an individual marked by the emergence of feelings and reactions aimed at achieving goals.” Meanwhile, Robbins and Coulter, as cited by Suwatno and Priansa (2015: 171), define work motivation as the willingness to exert high effort to achieve organizational goals conditioned by the ability to satisfy needs. Thus, work motivation is a driving force that causes someone to engage in activities or work in order to achieve objectives.

According to Malayu S.P. Hasibuan (2013: 95), “Motivation is the provision of driving power that creates a person’s work enthusiasm, so that they are willing to cooperate, work effectively, and integrate all their efforts to achieve satisfaction.” Thus, motivation is the driving force and encouragement for someone to do something to achieve a goal. This aligns with Abraham Maslow’s hierarchy of needs theory, as cited by Suwatno and Priansa (2015), which argues that the hierarchy of human needs can be used to describe and predict motivation. The human needs are as follows: physiological needs, safety needs, belonging and love needs, self-esteem needs, and self-actualization needs.

Ethics

Ethics originates from the Greek word *ethos* (singular form), which means: dwelling place, pasture, enclosure, custom, character, feeling, attitude, and way of thinking. Its plural form is *taetha*, meaning customs or traditions. In this context, the term ethics has the same meaning as morality. Morality derives from the Latin word *mos* (singular) or *mores* (plural), which means customs, habits, character, nature, morals, and way of life (Agoes and Ardana, 2009). Ethics is a science that discusses morality. Work ethics can be defined as the concept of work or work paradigm believed by an individual or group as

good and correct, which is manifested through their distinctive work behavior (Sinamo, 2003).

The indicators created according to Abbas Ali's instrument (1998) are: job dedication; working well to benefit oneself and others; an individual must work according to their abilities; and fostering and developing good relationships within the organization.

Work Environment

The work environment in a company is very important for management to consider. A conducive work environment provides a sense of security and enables employees to work optimally. If employees enjoy the work environment where they work, they will feel comfortable at their workplace and carry out their activities effectively, thus utilizing their work time efficiently. According to Nuraini (2013:97), the work environment encompasses everything around employees that can influence their performance in carrying out assigned tasks. The work environment refers to the conditions surrounding workers that can affect them in performing their duties, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and the adequacy of work equipment (Isyandi, 2014:134).

According to Suwatno and Priansa (2015:163), the work environment generally consists of the physical work environment and the psychological work environment. Physical environment factors include: a. workspace planning, b. job design, c. working condition, and d. levels of visual privacy and acoustical privacy. Psychological environment factors include: a. excessive workload, b. poor supervision system, c. frustration, d. various forms of changes, and e. conflicts between individuals and groups.

Employee Performance

Performance originates from the terms job performance or actual performance, which mean the work achievement or the actual achievement attained by an individual. Performance is the result, in terms of both quality and quantity, achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them.

Anwar Prabu Mangkunegara (2014:9) states that employee performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them. Arif Ramdhani (2015:27) explains that there are eight dimensions of performance measurement according to Dessler's theory, namely: job understanding/competence, quality/quantity of work, planning/organization, initiative/commitment, problem-solving/creativity, teamwork and cooperation, interpersonal skills, and communication (both oral and written).

3. RESEARCH METHODS

Quantitative research is defined as “research that examines the extent of the influence of independent variables on dependent variables” (Sugiyono, 2011: 11). The type of research in this study is descriptive quantitative, which is a statistical method used to describe or provide an overview of the object being studied (Sugiyono, 2016: 29). Thus, the research conducted is a quantitative study using descriptive analysis aimed at portraying the objective conditions of motivation, ethics, and work environment on employee performance.

The population in this study includes all employees at CV Bakery Durenan Trenggalek, totaling 93 employees. Since the population consists of fewer than 100 individuals, the sampling technique employed in this research is the saturated sampling method. Saturated sampling is a technique in which all members of the population are used as the sample, which in this case comprises 93 employees.

The data collection technique used in this study is a questionnaire. A questionnaire is defined as "a set of written questions submitted to individuals, in this case referred to as respondents. The responses are also provided in written form" (Arikunto, 2016: 135).

The data analysis technique used in this study is multiple linear regression analysis. Multiple regression analysis is an extension of simple linear regression analysis. Its purpose is to predict the value of the dependent variable (Y) when there are two or more independent variables (X) (Riduwan, 2006). Multiple linear regression analysis is a tool used to predict the effect of two or more independent variables on a single dependent variable, in order to determine whether a functional or causal relationship exists between the independent variables X_1, X_2, \dots, X_i and the dependent variable Y.

4. RESULT AND DISCUSSION

Research Result

- **Classical Assumption Test**

The results of the normality test in the data analysis can be observed in Table 4.16 as follows:

Table 1. Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		93
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.56866954
Most Extreme Differences	Absolute	.237
	Positive	.215
	Negative	-.237
Test Statistic		.237
Asymp. Sig. (2-tailed)		.200 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the output above, it is shown that the Asymp. Sig (2-tailed) value from the Kolmogorov-Smirnov test of the standardized residuals from the regression equation is 0.200, which is greater than the significance level α of 0.05. Therefore, it can be concluded that the standardized residuals are normally distributed, indicating that the data follow a normal distribution.

The multicollinearity test is a method used to identify and detect whether there is a strong linear relationship among the independent variables in a calculation. If high multicollinearity is present, it becomes difficult to distinguish and separate the influence of each independent variable on the dependent variable. One way to examine this relationship is by observing the covariance coefficient matrix from the data analysis results. The larger the covariance coefficient, the higher the multicollinearity, indicating a stronger relationship between the independent variables.

Table 2. Multicollinearity Test Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Motivasi	.703	1.422
	Etika	.858	1.166
	Lingkungan Kerja	.662	1.510

a. Dependent Variable: Kinerja Karyawan

Source: Processed Data Using SPSS 22.0 for Windows Software

Based on the table above, it can be observed that two parameters are used to detect multicollinearity, namely the tolerance value and the Variance Inflation Factor (VIF). The tolerance value should be greater than 0.10, and the VIF value should be less than 10.00. From the calculation results above, the obtained tolerance values are greater than 0.10 and the VIF values are less than 10.00, which indicates that multicollinearity is not detected.

The heteroscedasticity test is used to determine whether there is an indication of non-homogeneous variance among the residuals, which can result in inefficient estimation values. Heteroscedasticity occurs when there is a significant correlation coefficient for each independent variable at a 5% significance level. A good regression model is one in which heteroscedasticity does not occur. There are several methods to detect the presence or absence of heteroscedasticity, one of which is by examining the scatter plot. A good regression model is indicated when the residual scatter plot does not form any specific pattern and the data are spread around zero (on the Y-axis). Furthermore, there should be no specific patterns in the graph, such as clustering in the center, narrowing, and then spreading out again, or vice versa.

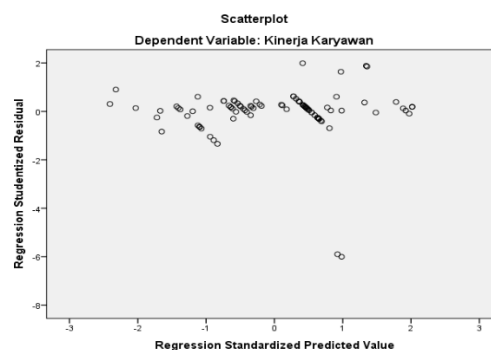


Figure 1. Heteroscedasticity Test

Source: Processed Data Using SPSS 22.0 for Windows Software

Figure 1 illustrates that the data points are randomly scattered without forming any specific pattern and are distributed around the zero point on the Y-axis. This

indicates that the data meet the assumption of homoscedasticity, suggesting the absence of heteroscedasticity in the model.

- **Multiple Linear Regression Analysis**

The coefficients of the Multiple Linear Regression Analysis can be observed from the results of the multiple linear test, as presented in the coefficients table below:

Table 3. Multiple Linear Regression Analysis Result

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	6.867	3.569		1.924
	Motivasi	.186	.047	.186	3.950
	Etika	.082	.035	.100	2.336
	Lingkungan Kerja	.827	.050	.796	16.402

a. Dependent Variable: Kinerja Karyawan

Based on the results of the regression analysis presented in Table 3, the regression equation can be written as follows:

$$Y = 6.867 + 0.186 X_1 + 0.082X_2 + 0.827 X_3$$

The regression equation above can be interpreted as follows:

- The constant value of 6.867 indicates that the intercept of the regression line on the Y-axis is at 6.867. This value is constant, meaning it is not influenced by either the independent or the dependent variables.
- The regression coefficient for motivation (X1) is 0.186 and is positive. This means that if the motivation variable (X1) increases by one unit, the employee performance variable (Y) will increase by 0.186, assuming other variables remain constant.
- The regression coefficient for ethics (X2) is 0.082 and is positive. This indicates that if the ethics variable (X2) increases by one unit, the employee performance variable (Y) will increase by 0.082, assuming other variables remain constant.
- The regression coefficient for work environment (X3) is 0.827 and is positive. This suggests that if the work environment variable (X3) increases by one unit, the employee performance variable (Y) will increase by 0.827, assuming other variables remain constant.

- **T Test**

To test whether motivation, ethics, and work environment have a significant partial effect on employee performance at CV. Surya Food Indonesia Blitar, this study uses a comparison between the calculated t_{count} and the critical t_{table} at a 5% significance level with a sample size (N) of 93. The t_{table} is referred to at $\alpha = 5\%: 2 = 2.5\%$ (two-tailed test) with degrees of freedom (df) = $n - k - 1 = 93 - 3 - 1 = 89$ (where n is the number of respondents and k is the number of independent variables). The t_{table} value obtained is 1.987. In this test, the SPSS 22.0 for Windows software was used, and the results are as follows.:

Table 4. T Test Result
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.867	3.569		1.924	.058
Motivasi	.186	.047	.186	3.950	.000
Etika	.082	.035	.100	2.336	.022
Lingkungan Kerja	.827	.050	.796	16.402	.000

a. Dependent Variable: Kinerja Karyawan

Based on the results shown in Table 4 above, it can be concluded that: First, the alternative hypothesis (H_a) is accepted. The first hypothesis testing was conducted by comparing the calculated t_{count} with the critical t_{table} . From the Coefficients table, the t_{count} value is 3.950. Meanwhile, the t_{table} at a 0.05 significance level is 1.987. A comparison of the two values shows that $t_{\text{count}} > t_{\text{table}}$ ($3.950 > 1.987$). The significance value (Sig.) for the motivation variable is 0.000, which is smaller than the probability value of 0.05 ($0.000 < 0.05$). Therefore, in this test, H_a is accepted and H_o is rejected. This indicates that there is a positive and significant influence of motivation on employee performance at CV. Surya Food Indonesia Blitar.

Second, the alternative hypothesis (H_a) is accepted. The hypothesis testing was carried out by comparing the calculated t_{count} with the critical t_{table} . From the Coefficients table above, the t_{count} value is 2.336. Meanwhile, the t_{table} at a 0.05 significance level is 1.987. The comparison between the two values shows that $t_{\text{count}} > t_{\text{table}}$ ($2.336 > 1.987$). The significance value (Sig.) for the ethics variable is 0.000, which is smaller than the probability value of 0.05 ($0.000 < 0.05$). Therefore, in this test, H_a is accepted and H_o is rejected. This indicates that there is a positive and significant influence of ethics on employee performance at CV. Surya Food Indonesia Blitar.

Third, the alternative hypothesis (H_a) is accepted. The hypothesis testing was conducted by comparing the calculated t_{count} with the critical t_{table} . From the Coefficients table above, the t_{count} is 16.402. Meanwhile, the t_{table} at a significance level of 0.05 is 1.987. The comparison between these values shows that $t_{\text{count}} > t_{\text{table}}$ ($16.402 > 1.987$). The significance value (Sig.) for the work environment variable is 0.000, which is less than the probability value of 0.05 ($0.000 < 0.05$). Thus, this test indicates that H_a is accepted and H_0 is rejected. This means that there is a positive and significant influence of the work environment on employee performance at CV. Surya Food Indonesia Blitar.

- **F Test**

The F-test is intended to determine the simultaneous influence of all independent variables X_1 , X_2 , and X_3 on the dependent variable Y by comparing the calculated F_{count} with the critical F_{table} at a 5% significance level and a sample size (N) of 93. The F_{table} value is 2.712, based on a 95% confidence level, $\alpha = 5\%$, with degrees of freedom $df_1 = (\text{number of independent variables} - 1)$ or $3 - 1 = 2$, and $df_2 = (n - k - 1)$ or $93 - 3 - 1 = 89$ (where n is the total number of respondents and k is the number of independent variables). The F_{table} value obtained is 2.712. Based on calculations using SPSS for Windows version 22.00, the results are as follows:

Table 5. F Test
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3760.806	3	1253.602	183.800	.000 ^b
	Residual	607.022	89	6.820		
	Total	4367.828	92			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Lingkungan Kerja, Etika, Motivasi

Based on Table 5 above and the data analysis results using SPSS, the calculated F_{count} is 183.800. This indicates that F_{count} (183.800) $> F_{\text{table}}$ (2.712), with a significance level of $0.000 < 0.05$. The test results show that the significance value of the simultaneous test (F-test) is 0.000, which is smaller than the predetermined alpha level ($0.000 < 0.05$). Therefore, H_0 is rejected and H_a is accepted. It can be concluded that there is a significant influence of motivation, ethics, and work environment on employee performance at CV. Surya Food Indonesia Blitar.

- **Determination Analysis (R^2)**

Multiple regression analysis is used to determine the influence of independent variables, which consist of work environment, work discipline, and compensation, on

the dependent variable, employee performance (Y), as well as to examine the results of the proposed hypothesis testing. Based on the calculations using SPSS version 22.0 for Windows, the results of the regression analysis yielded the following multiple regression coefficient values as shown in the table below:

Table 6. Determination Analysis Result SPSS 22.0 for Windows
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.928 ^a	.861	.856	2.61160

a. Predictors: (Constant), Lingkungan Kerja, Etika, Motivasi

Based on Table 6, the R value is 0.928, indicating a strong correlation or relationship between the independent variables work environment, work discipline, and compensation and the dependent variable, employee performance. The R Square value is 0.861, which means that 86.1% of the variation in employee performance (Y) can be explained by the independent variables, while the remaining percentage is influenced by other factors not included in the model.

Discussion

- The Influence of Motivation on Employee Performance at CV. Surya Food Indonesia Blitar.

The results of this study indicate that there is a positive and significant influence of motivation on the performance of employees at CV. Surya Food Indonesia Blitar. This is evidenced by the comparison between the calculated t-value and the critical t-value: $t_{\text{count}} > t_{\text{table}}$ ($3.950 > 1.987$). The significance value for the motivation variable is ****0.000****, which is smaller than the significance level of 0.05 ($0.000 < 0.05$). Therefore, in this test, the alternative hypothesis (H_a) is accepted and the null hypothesis (H_o) is rejected. This means that motivation has a positive and significant effect on employee performance at CV. Surya Food Indonesia Blitar.

Robbins and Counter, as cited by Suwatno and Priansa (2015:171), define work motivation as the willingness to exert high levels of effort to achieve organizational goals, conditioned by the ability of the effort to fulfill individual needs. Thus, work motivation is a driving force that encourages an individual to engage in an activity or perform a task to achieve specific goals.

According to Malayu S.P. Hasibuan (2013:95), "Motivation is the provision of a driving force that creates enthusiasm for someone to be willing to cooperate, work effectively, and integrate all their efforts to achieve satisfaction." Therefore, motivation

serves as an internal and external force that drives individuals to take action toward achieving objectives.

Motivation is a vital component of any activity; without motivation, no effective action can be realized. Employees will work earnestly when they possess strong motivation. Employees with positive motivation tend to show interest, attention, and a sense of responsibility toward their tasks, which in turn enhances their performance. This aligns with E. Mulyasa's (2013:120) assertion that motivation is essential in activities directly related to performance improvement.

Similarly, Zainal Hidayat, M.M., et al. (2012) stated in their research that the results of their analytical tests revealed that motivation significantly affects employee performance.

- The Influence of Ethics on Employee Performance at CV. Surya Food Indonesia Blitar.

The results of this study indicate that there is a positive and significant influence of ethics on employee performance at CV. Surya Food Indonesia Blitar. This is evidenced by the comparison between the t_{count} and t_{table} values, showing that $t_{\text{count}} > t_{\text{table}}$ ($2.336 > 1.987$). The significance value (p-value) for the ethics variable is 0.000, which is smaller than the standard probability value of 0.05 ($0.000 < 0.05$). Thus, the hypothesis test confirms that the alternative hypothesis (H_a) is accepted and the null hypothesis (H_o) is rejected. This means that ethics has a positive and significant impact on employee performance at CV. Surya Food Indonesia Blitar.

According to Panuju (2015), ethics is essential in the workplace or business when people begin to realize that progress in the business sector has increasingly marginalized humanistic values. In a highly competitive business environment, leading companies are not only those that exhibit sound managerial business criteria but also those that uphold strong ethical standards in the workplace.

Ethics is defined as a set of values regarding what is right, wrong, good, and bad, based on principles of morality particularly in behavior and actions. Ethics is one of the fundamental factors that fosters improved human conditions (Arifin, 2007).

This finding is supported by previous research conducted by Desry Gerungan, Silvy Mandey, and Mac Donald Walangitan (2017), whose study revealed that ethics significantly influences employee performance.

- The Influence of Work Environment on Employee Performance at CV. Surya Food Indonesia Blitar.

The results of this study indicate that there is a positive and significant influence of the work environment on employee performance at CV. Surya Food Indonesia Blitar, as evidenced by the comparison showing that the t_{count} is greater than the t_{table} value ($16.402 > 1.987$). The significance value (p-value) for the work environment variable is 0.000, which is smaller than the significance level of 0.05 ($0.000 < 0.05$). Therefore, in this test, the alternative hypothesis (H_a) is accepted while the null hypothesis (H_0) is rejected. This implies that there is a positive and significant effect of the work environment on employee performance at CV. Surya Food Indonesia Blitar.

Employee performance is also influenced by the quality of the work environment. A poor work environment can negatively affect the quality of employee performance in achieving organizational goals. A good work environment is essential to support employees in effectively carrying out their tasks. A conducive work environment encourages the organization to operate more effectively. According to Nitisemito, as cited in Nuraini (2013:97), the work environment encompasses everything surrounding employees that may influence them in performing their duties, such as the presence of air conditioning (AC), adequate lighting, and other similar factors.

This finding is reinforced by previous research conducted by Bachtiar (2013), who stated that the work environment influences employee performance. Similarly, Iskandar (2012) also found in his study that the work environment has a significant effect on employee performance.

- The Influence of Motivation, Ethics, and Work Environment on Employee Performance at CV. Surya Food Indonesia Blitar.

The results of this study indicate that motivation, ethics, and work environment have a significant influence on the performance of employees at CV. Surya Food Indonesia Blitar. This is evidenced by the value of F_{count} (183.800) being greater than F_{table} (2.712), with a significance level of $0.000 < 0.05$. The significance value of the simultaneous test (F-test) was found to be 0.000, which is smaller than the predetermined probability α ($0.000 < 0.05$). Therefore, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_a) is accepted. It can thus be concluded that motivation, ethics, and the work environment significantly influence employee performance at CV. Surya Food Indonesia Blitar.

Suwatno and Priansa (2015:171) define work motivation as the willingness to exert high effort to achieve organizational goals, conditioned by the ability of the effort

to satisfy individual needs. Thus, work motivation is a driving force that encourages individuals to engage in activities or work to reach a goal.

Employee motivation is a critical factor in determining the success of an organization or institution. When employee motivation is unsatisfactory, and the organization fails to provide job training despite training being an important support for employee performance. This can negatively affect the company's overall success. Rewards are acknowledgments given by companies to high-performing employees in order to encourage further performance improvement. However, some companies do not provide such programs due to the substantial cost of employee training.

Ethics are defined as a set of values concerning what is good, right, bad, and wrong based on moral principles, especially in behavior and action. One of the factors that creates better living conditions for individuals is ethics (Arifin, 2007). Employee performance is influenced not only by motivation but also by the ethical standards held by the employees themselves.

This finding is supported by previous research conducted by Choirotun Nisak (2019), which showed that work ethics, work motivation, and the work environment all have significant effects on employee performance.

5. CONCLUSION AND SUGGESTION

The conclusions of this study are as follows: There is an influence of motivation on employee performance, indicating a positive and significant relationship between motivation and employee performance at CV. Surya Food Indonesia Blitar. There is also an influence of ethics on employee performance, indicating a positive and significant relationship between ethics and employee performance at CV. Surya Food Indonesia Blitar. Furthermore, there is an influence of the work environment on employee performance, suggesting a positive and significant relationship between the work environment and employee performance at CV. Surya Food Indonesia Blitar. Lastly, there is a simultaneous influence of motivation, ethics, and work environment on employee performance, confirming that these factors collectively have a significant impact on the performance of employees at CV. Surya Food Indonesia Blitar.

The suggestions in this study are as follows: For CV. Surya Food Indonesia Blitar, the results of this research can serve as input and broaden insights in formulating policies related to motivation, ethics, and work environment, which influence employee performance. For academic purposes, the findings of this study may be used as additional

reference material, particularly regarding the impact of motivation, ethics, and work environment on employee performance. For future researchers, this study is expected to contribute and serve as a reference concerning the influence of motivation, ethics, and work environment on employee performance, and it is recommended that future studies explore other factors beyond the variables examined in this research.

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