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### Influence of Work Environment, Motivation and Career Development on the Work Achievement on a Timeless Gift Pt. Aligned Sidoarjo

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#### ABSTRACT

The purpose of this research is to know and test whether there is influence of work environment, career development, and motivation toward accomplishment of work on PT Abadi Sidoarjo Aligned Gifts.

The research correlation coefficient Pearson product moment. Sample collection techniques using random sampling techniques of data collection. Used a questionnaire. Data were analyzed using validity test, reliability test, outlier test variation outlier test, test multivariate, normality, data analysis is the path diagram that will make it easier to see the causality to be tested by using SEM (Structural Equation Modeling)

Based on the analysis of the data of the research is, it is known that the work environment a positive effect on the work achievement at PT. Gifts Aligned man of Sidoarjo, positive effect on motivation work achievement on a Timeless PT. Gift Aligned Sidoarjo, positive effect on career development achievements work on Eternal PT. Gift Aligned Sidoarjo.

**Keywords:** Work environment, motivation, career development, work achievement.

#### 1. INTRODUCTION

Basically, career development can be explained from two perspectives, namely internal and external. Externally, career development can be seen as a formal approach taken Organization to ensure that people with the right qualifications experience available when needed (Simamora, 2004). According Rival and Sagala (2009) career development is the process of improving the ability of individual work achieved in order to achieve the desired career. It can be concluded the understanding that career development is a continuous

process in which the individual through personal effort in order to realize the goal of customized career planning and organizational conditions.

The success of the organization in achieving its objectives can not be separated from environmental factors work. Although these factors are very important but there are still many organizations that less attention, (Nitisemito, 2001: 183). Stated that the work environment is everything that is around the workers and could affect him in performing the tasks assigned.

According to Sedarmayanti (2001) differentiated into working environment the physical environment in the sense of all of the circumstances that there is around the workplace affects employee either directly. Indeed, productivity and work achievement teacher greatly influenced by various factors, among others, physical and mental condition, educational level, work motivation, safety and security in work, social security and welfare, technological advancement and that is not less important is the role of leadership and policies (Rahardja, 2004).

According Mangkunagara (2002) that activities to improve employee capabilities by improving the knowledge and skills mastery decisions in dealing with the organization of the company. On another occasion (Mangkunagara (2002) stated that working with the results achieved in implementing the tasks, the workforce will be affected by the knowledge, skills and seriousness. A series of corporate activities that affect job in achieving the feat, it may be through the work environment in the company, with motivation and career development to support the work performance.

As a company policy instruments in achieving the feat, according Mangkunagara (2002) policy can be used for a positive relationship between achievement motive and achievement motive of achievement, when performance is owned and greater encouragement of employees down to perform an activity or task in achieving job performance (performance) with commendable. Achievement work directed on standard work processes in the company. While the performance is directed at the activities of the employee performance evaluation, it is very important to do by the company in order to know how big the contribution of employees in achieving corporate performance objectives.

## **2. LITERATUR**

### **2.1. Previous Research**

Here's some earlier research relating to this research, including: Septyaningsih Ekayadi, 2005. Based on the analysis of the data showed that motivation and career development jointly affect the employees ' job satisfaction, while partially only career development variables that have an impact on job satisfaction of employees where the greatest variables affect job satisfaction of employees

DWI Ariyaningsih, 2009.. From the results of research data shows that the implementation of the assessment of achievement of work and career development have been conducted properly, Through Correlation Spearman Rank test revealed the relationship between the assessment of achievement of work and career development

Puratmaja, 2006. This is the results of the study. the working environment and career development simultaneously influence positive and highly significant to the employee's accomplishments while partially

the work environment has a positive influence and very significantly to achievement of employee career development and has a positive influence and very significantly to the achievements of the work of employees of PT. Alandick Indonesia.

## **2.2. The Cornerstone of the Theory**

### **2.2.1. Motivation**

According to R (2002: 92), motivation comes from the latin word *movere* which means thrust or power mover. The motivation given to humans, especially to his subordinates or followers. Motivation is important because with the motivation of each individual employee is expected to work hard and enthusiastically to achieve high productivity. Motivation is the grant of a power mover who created the excitement of someone's work that they want to work effectively with all its power and integrated efforts to achieve customer satisfaction.

Danim opinion (2004: 2), motivation is the basic attitudes and values that are embraced by a person or group of persons to act or not to act. Motivation in principle is a strong rudder in bringing someone carry out the policy of management that can be translation in the behavior enthusiastically, oriented goals, and have a clear working target, either individually or in groups.

John Greenwood (2001: 252) gives the sense of motivation as follows: "Motivation is a State in the person of somebody who encourages the desire of individuals to conduct certain activities in order to achieve the goal.

So it can be concluded that the motivation is the process of awarding motif (Activator or impeller) to employees to be working in such a way that the purpose of efficiently and effectively can be achieved several important factors that affect the motivation was personal needs, goals and perceptions of the individuals or groups and how to fulfill the needs, goals and perceptions. The problems discussed and questioned the motivation is how to encourage working passion in order for a person or family of people willing to work as much as possible by providing the abilities and skills which belonged to achieve the goal, so that the role of motivation is very important because the motivation is expected every employee/teachers willing to work hard in accordance with the competencies to achieve productivity and maximum work achievement.

The motivation is as labor relations and internal in order to process the construction, development and direction of resources in an enterprise, according to Sastrohadiwiryono (2003: 268). While according to Rivai (2003: 291), career development is the process of improving the working ability of individuals is achieved in order to achieve career desired. The purpose of career development is to adjust between the needs and the purpose of employees with career opportunities that are available are concerned with the current and future that will come.

### **2.2.2. The Work Environment**

One of the factors that may affect employee productivity is the work environment. Although these factors are very important and great influence, but there are still many companies that lack of attention to it. "The so-called work environment is everything that exists around the worker and that can affect him in the exercise of duties charged. For example hygiene, music and others". (Nitisemito, 2001).

From the above factors, it can be said that the work environment can affect the work being done. So that every company should strive to include factors in the work environment can be achieved in such a way that it would influence a positive for the company.

According to Sedarmayanti (2001: 96) the physical environment in the sense of all the circumstances surrounding the work, will influence the employee either directly or indirectly.

### ***2.2.3. Factors that Affect the Work Environment***

According Sedarmayanti (2001), there are several factors that affect the work environment, among others, (1) Dyeing, (2) Children, (3) Exchange of air, (4) Lighting, (5) Music, (6) The smell - smells, (7) Temperature, (8) Noise.

While according to Nitisemito (2001), the working environment factors include aspects of work environments that give a positive impact on employees include: (1) work environment that is always clean, cool and shady, (2) place of work that provide a sense of security, (3) availability of work tools are adequate, (4) the availability of sufficient working space and adequate as well as a location away from the noise, (5) work which had fairly light, Other notions about work environment revealed by Haris Budiono Amirullah (2004) that the work environment refers to institutions or forces that are inside and outside the Organization and potentially affect the performance of the organization.

According to Wibowo (2007: 65) work environment can motivate employees. Employees will be working with productive or not depends on the conditions of the work either directly or straight not have an impact on the continuity of the company. According to Wibowo (2007: 65) internal environment are components that exist within the scope of your organization or company.

The work environment is something that exists in the vicinity of the workers and which may affect the running of tasks charged (Robbins, 2003) the working environment according to Rivai (2006: 165) is a whole infrastructure that exists around employees who are doing the job itself includes the working environment of the workplace, work tools and facilities, cleanliness, lighting and quiet.

## ***2.3. The Concept of Work Achievement***

### ***2.3.1. The Sense of Accomplishment of Work***

Bernardin and Russel (1993) provides the definition of the work achievement as follows: "the performance is defined as the record of learning outcomes produced on a specified job function or activity during a specified time period" (work achievement is defined as a record of the results obtained through certain job functions or activities during certain time tempo).

From the above definition, it is understood that a greater emphasis on work achievement results or obtained from a job as a contribution to the company. Work achievement or performance as the level of performance that can be achieved by an individual, unit, Division, or by using the existing capabilities and limitations that have been set to achieve company goals.

### ***2.3.2. Assessment of Working Achievement***

Muchinsky (1993: 217) defines assessment as follows: "a systematic review of an individual's performance on the job employee's which is used to evaluate the effectiveness of his or her work". (a systematic review

of the achievements of individual employees working in a job that is used to evaluate the effectiveness of the work). Assessment of the achievements of the work in the United Kingdom called the performance appraisal. The dictionary of human resource management and organizational behavior (single, 1997: 48) means a process of assessing the performance of individual organizations. Whereas Bittel (1996) mentions a formal and systematic evaluation of how well someone does their job and meets the appropriate role within the organization. Blanchard and Spencer (1982) mentions the assessment work achievement is the organization that evaluates employee performance against his work.

### **2.3.2. The Purpose of the Assessment Work Achievement**

Companies and organizations use assessment work achievement for employees or an individual has the meaning as the administrative measures and development. Administratively, company or organization can make decision as a reference work or achievement standards in making decisions with regard to the conditions of employment of employees.

A systematic assessment of the promotion on a higher career level, award or termination, and payroll. As for its development is the way to motivate and improve job skills, including the granting of employee behavioral counseling and follow-up with procurement training (Gomez, et. al., 2001). Cherrington (1995) added the other goal, among others, to identify training needs for the benefit of employees to the level of ability and his skills on a job can be upgraded to a higher level. Then be integrated in the planning of human resources linked on the HR functions. More details, the assessment of achievement of work has the purpose to: 1. Differentiate the level of accomplishment of work each employee, 2. the administrative decision making such as: selection, retention, promotion, demotion, transfer, termination “approach, and raise, 3. grant penalty such as: guidance for increasing motivation and training to develop expertise.

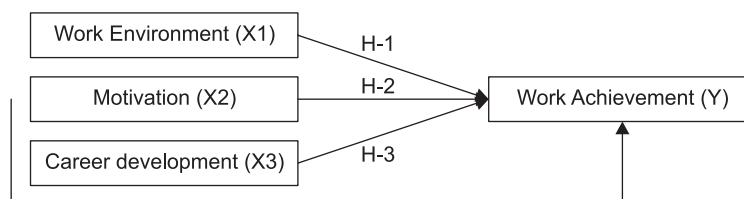
### **2.4. Career Development**

According to Bambang wahyudi (2002) says the career Office or series is the promotion of the higher post of mutations in the level of the hierarchy experienced by individual employees during his tenure. According to Bambang Wahyudi (2002), mentioning the definition of career development is a condition that showed an increase in the status of a person in an organization in a predetermined career path within the Organization in question.

According to P. Siagian Sondang (2006) suggests that career development that each employee should have a clear picture of the highest rung of what can be achieved as long as he’s showing satisfactory performance.

### **2.5. A Conceptual Framework**

A conceptual framework that can serve the author with free Variables among in this research is the work environment (X1), motivation (X2), career development (X3), while the variable is bound in this research is the work achievement (Y).



### 3. RESEARCH METHODS

Population is the generalization of objects/subjects that have certain qualities and characteristics set by the researchers (Sugiyono, 2002: 72). While the population in this study are numbered 250 all employees of PT Abadi Sidoarjo Aligned Gifts. The sample is a part or the number and characteristics of the particular owned by population by (a. Ferdinand 2002: 48). While the sample in this research is 154 respondents., research instrument, data collection is carried out by means of questionnaires provided by using likert scale Data Analysis Techniques, and the study authors use SEM (Structural Equation Modeling) Measurement is aimed at confirming a dimensions or factors based on its indicators. (Ferdinand, 2002: 34)

#### 3.1. Research Variables

##### 3.1.1. *The Dependent Variable or Variable (Y) Consists of*

Work achievement (Y), the charge indicators will consist of indicators: quality of work (Y1), Quantity of work (Y2), cooperation (Y3), responsibility (Y4), initiative (Y5).

##### 3.1.2. *The Independent Variable or Variables are Free (X1) Consists of*

- (a) Work environment (X1), indicator-charge indicators will consist of: information (X1.1), temperature (X1.2), humidity (X1.3), air circulation (X1.4), noise (X1.5), color (X1.6), decorations (X1.7), music (X1.8), security (X1.9).
- (b) Motivation (X2), indicator-charge indicators will consist of: Physiological needs (X2.1), Security Requirements (X2.2), social needs (X2.3), needs appreciation (X2.4), the need for self-actualization (X2.5).
- (c) Career development indicators-charge indicators will consist of: Assessment and evaluation (X3.1), work achievement (X3.2), educational background (X3.3) training which have been followed (X3.4) work experience (X3.5) faithfulness counts for the Company (X3.6).

### 4. RESULTS OF THE RESEARCH AND THE DISCUSSION

#### 4.1. Characteristics of Respondents

Characteristics of the respondents in this study consisted of respondents aged between 17-28 years as many as 79 people (51.30%), and respondents aged between 29-40 years as many as 60 people (38.96 percent), while respondents aged between 41 and 52 - as many as 15 people (9.74). Then for gender male respondents were 134 people (87.01%) and female respondents as many as 20 people (12.99). The next respondents educated elementary school to junior high school as many as 15 people (9.74%) and high school-educated respondents on as many as 84 people (54.55%) and respondents were educated to degree level as much as 55 people (35.71).

#### 4.2. Data Analysis

##### 4.2.1. *Test Validity*

Testing content validity or face validity against the two main construct research has been conducted by researchers before, although the settings examined there are different. Researcher – researcher include

wahyudi et. al., (2002). Results of measurements of the factor loading of each grain and invalid constructs with confirmatory factor analysis can be seen in Table 1.

**Table 1**  
**Standardization Loading factors and construct with confirmatory factor analysis**

<i>Constructs</i>	<i>Indicator</i>	<i>Loading Factor</i>			
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
Work environment	X11	0,452			
	X12	0,365			
	X13	0,726			
	X14	0,594			
	X15	0,586			
	X16	0,526			
	X17	0,732			
	X18	0,786			
	X19	0,856			
Motivation	X21		0,470		
	X22		0,558		
	X23		0,504		
	X24		0,572		
	X25		0,593		
Career Development	X31			0,574	
	X32			0,319	
	X33			0,475	
	X34			0,382	
	X35			0,516	
	X36			0,525	
Performance	Y1				0,442
	Y2				0,446
	Y3				0,475
	Y4				0,467
	Y5				0,533

*Source:* Data is processed

Based on the results of the confirmatory factor analysis to see that their respective loading factors item questions that make up each construct has not been entirely  $> 0.5$ , so the details of any such construct instrumentation can be said to be its validity quite well.

#### **4.2.2. Test Reliability**

It seems that you have described in the previous chapter that the coefficient Cronbach's reliability estimates Alpha is calculated for each scale [variable indicator of observation].

Meanwhile the item to total correlation used to improve measurements and eliminate the details that its presence will minimize the Cronbach's coefficient Alphas were produced. The process of elimination is treated in item total correlation on indicators whose value  $< 0.5$  (Anthony, 2003).

**Table 2**  
**Internal Consistency Reliability Testing**

<i>Constructs</i>	<i>Indicator</i>	<i>Item to Total Correlation</i>	<i>Koefisien Cronbach's Alpha</i>
Work Environment	X11	0,668	0,690
	X12	0,614	
	X13	0,748	
	X14	0,631	
	X15	0,649	
	X16	0,618	
	X17	0,734	
	X18	0,616	
	X19	0,667	
Motivation	X21	0,587	0,657
	X22	0,603	
	X23	0,597	
	X24	0,702	
	X25	0,674	
Career Development	X31	0,765	0,674
	X32	0,649	
	X33	0,608	
	X34	0,534	
	X35	0,661	
	X36	0,678	
Performance	Y1	0,690	0,669
	Y2	0,589	
	Y3	0,714	
	Y4	0,692	
	Y5	0,785	

*Source:* Data is processed

Cronbach's Alpha coefficients calculated for each scale reliability estimation [variables or indicators of Modena]. Meanwhile the total item correlation used to improve measurements and eliminate items which his presence will minimize the Cronbach's coefficient Alphas were produced.

The process of elimination is required on items to total correlation on indicators whose value  $< 0.5$  [Puwanto, 2003]. No elimination occurred because the value of the item to the total correlation indicator entirely  $> 0.5$ . Indicators that are eliminated are not included in the calculation of cronbach's alpha. calculation is done after the process of elimination. Internal consistency reliability test results for each construct above shows the results good enough where the coefficient alpha Cronbach's obtained have not entirely fulfill rules of thumb that required i.e.  $> 0.7$  [Hair et. al, 1998].

In addition to performing internal consistency testing Cronbach's Alpha testing is also done, need to construct reliability and variance extracted. Both of these tests are still in the corridors of the internal consistency test which will give researchers greater confidence that individual indicators measure a similar measurement [Purwanto, 2002].



**Table 3**  
**Construct of Reliability Calculation & Variance Extracted**

<i>Constructs</i>	<i>Indicator</i>	<i>Standardize Factor Loading</i>	<i>SFL Kuadrat</i>	<i>Error [ej]</i>	<i>Construct Reliability</i>	<i>Variance Extrated</i>
Work Environment	X11	0,452	0,204	0,796	0,684	0,315
	X12	0,365	0,133	0,867		
	X13	0,726	0,527	0,473		
	X14	0,594	0,353	0,647		
	X15	0,586	0,343	0,657		
	X16	0,526	0,276	0,794		
	X17	0,732	0,535	0,477		
	X18	0,786	0,617	0,664		
	X19	0,856	0,733	0,757		
Motivation	X21	0,470	0,221	0,779	0,683	0,247
	X22	0,558	0,311	0,689		
	X23	0,504	0,254	0,746		
	X24	0,572	0,327	0,673		
	X25	0,593	0,351	0,648		
Career Development	X31	0,574	0,329	0,671	0,494	0,224
	X32	0,319	0,107	0,898		
	X33	0,475	0,225	0,774		
	X34	0,382	0,146	0,854		
	X35	0,516	0,266	0,674		
	X36	0,525	0,275	0,685		
Performance	Y1	0,442	0,195	0,805	0,448	0,209
	Y2	0,446	0,199	0,801		
	Y3	0,475	0,226	0,774		
	Y4	0,467	0,218	0,655		
	Y5	0,533	0,284	0,781		
Batas Dapat Diterima					≥ 0,7	≥ 0,5

Source: Data is processed

Reliability test results of the instrument with the construct of reliability and extracted variance indicates sufficient reliability instrument, shown with the value of the construct of reliability has not been entirely > 0.7. However the numbers are not a measure of the “dead” means that when research conducted exploratory in nature, then the value under 0.70 still acceptable as long accompanied the empirical reasons shown in the process of exploration. Extracted variance and recommended at a rate of 0.05

### 4.2.3. Test For Normality

Test of normality is done from the data used are usually presented in descriptive statistics. Statistics for testing normality values were the Z-value of a Z-value. If larger than a critical value then it can be suspected

that the data distribution is not normal. Critical values can be determined based on the level of significance of + 2.58.

**Table 4**  
**Just my assessment of normality**

<i>Variable</i>	<i>Min</i>	<i>Max</i>	<i>Kurtosis</i>	<i>C.R.</i>
X11	1	7	1,333	3,378
X12	1	7	0,317	0,955
X13	1	7	1,234	3,217
X14	1	7	1,206	3,055
X15	1	7	1,523	3,857
X16	1	7	0,512	3,147
X17	1	7	1,457	2,078
X18	1	7	1,262	3,067
X19	1	7	1,286	2,227
X21	1	7	1,056	2,675
X22	2	7	0,296	0,749
X23	2	7	0,239	0,606
X24	1	7	0,271	0,686
X25	1	7	1,310	3,317
X31	1	7	1,352	3,425
X32	1	7	2,387	6,046
X33	1	7	2,708	6,404
X34	1	7	1,249	3,023
X35	1	7	1,194	5,669
X36	1	7	1,175	5,845
Y1	1	7	2,528	6,404
Y2	2	7	0,438	1,110
Y3	1	7	2,476	6,273
Y4	2	7	0,157	2,883
Y5	1	7	1,116	6,663
Multivariate			60,138	4,448
Normal Limits				± 2,58

*Source:* Data is processed

Test results indicate that the value is in beyond that multivariate c.r. means the assumption of normality is not met. This phenomenon is not a problem as serious as said by Bentler & Chou (1987) that if the technique of estimation in the SEM model using Maximum Likelihood Estimation [MLE] Although the distribution of the data is not normal can still produce a good estimate, so that proper data for use in subsequent estimates.

#### 4.2.4. Test Multicol Linearity and Singularity

Testing against relevant symptoms between free variables showed no symptoms of multicol linearity the damage model looks from the sample covariance matrix determinant of 1.748.730.185 and this figure far from scratch. it can be concluded therefore that it is not relevant or Singularity occurs in this data so assumptions are met.

#### 4.2.5. Outlier Test

Univariate outliers test conducted by observing the value of all the cases, Z score has value Z score > + 3,0 means an outlier. When cases have a greater Mahalanobis distance from chi-square value at a level of significance of multivariate outliers happen then 0.001.

**Table 5**  
**Multivariate Outlier Test**

	<i>Minimum</i>	<i>Maximum</i>	<i>Mean</i>	<i>Std. Deviation</i>	<i>N</i>
Predicted Value	87,935	274,996	78,500	22,356	154
Std. Predicted Value	-6,065	4,563	0,000	1,000	154
Standard Error of Predicted Value	4,738	22,672	17,675	3,048	154
Adjusted Predicated Value	30,662	179,600	74,175	44,636	154
Residual	-89,806	85,337	0,000	0,898	154
Std. Residual	-6,115	1,993	0,000	1,005	154
Stud. Residual	-6,248	5,853	0,008	47,439	154
Deleted Residual	-105,118	122,913	0,895	38,454	154
Stud. Deleted Residual	-6,286	2,363	0,008	1,308	154
Mahalanobis Distance	9,408	49,623	18,795	8,356	154
Cook's Distance	0,000	0,372	0,008	0,056	154
Centered Leverage Value	0,039	0,246	0,168	0,363	154

Source: Data is processed

Note the value of X2 (0, 001,54) of 60,138. So the data is said to be an outlier if the value of the Mahalanobis Distance is greater than 60,138. based Mahalanobis analysis results are not outlier multivariate [between variables], because the maximum 49,623 MD < 60,138.

#### 4.2.6. Structural Equation Modeling (SEM) and Hypothesis Testing

**Evaluation Model of One-step Approach to SEM:** In the SEM model, model of measurement and structural model parameters – parameters being estimated jointly – the same. In this way rather have difficulty in meeting the demands of the fit model. The greatest likelihood is caused by the interaction between measurement models and structural models are being estimated simultaneously [One Step Approach to SEM]. One step approach to SEM is used when the model is based on a theory that is believed to be strong as well as the validity of excellent data reliability & [Hair et.al.,1998]. Results of estimation and model fit one step approach to SEM by using application program Amos 4.01. look at the picture and Table Goodness of Fit below. Work Environment, Motivation, Career Development, Performance & One Step Approach-Base Model.

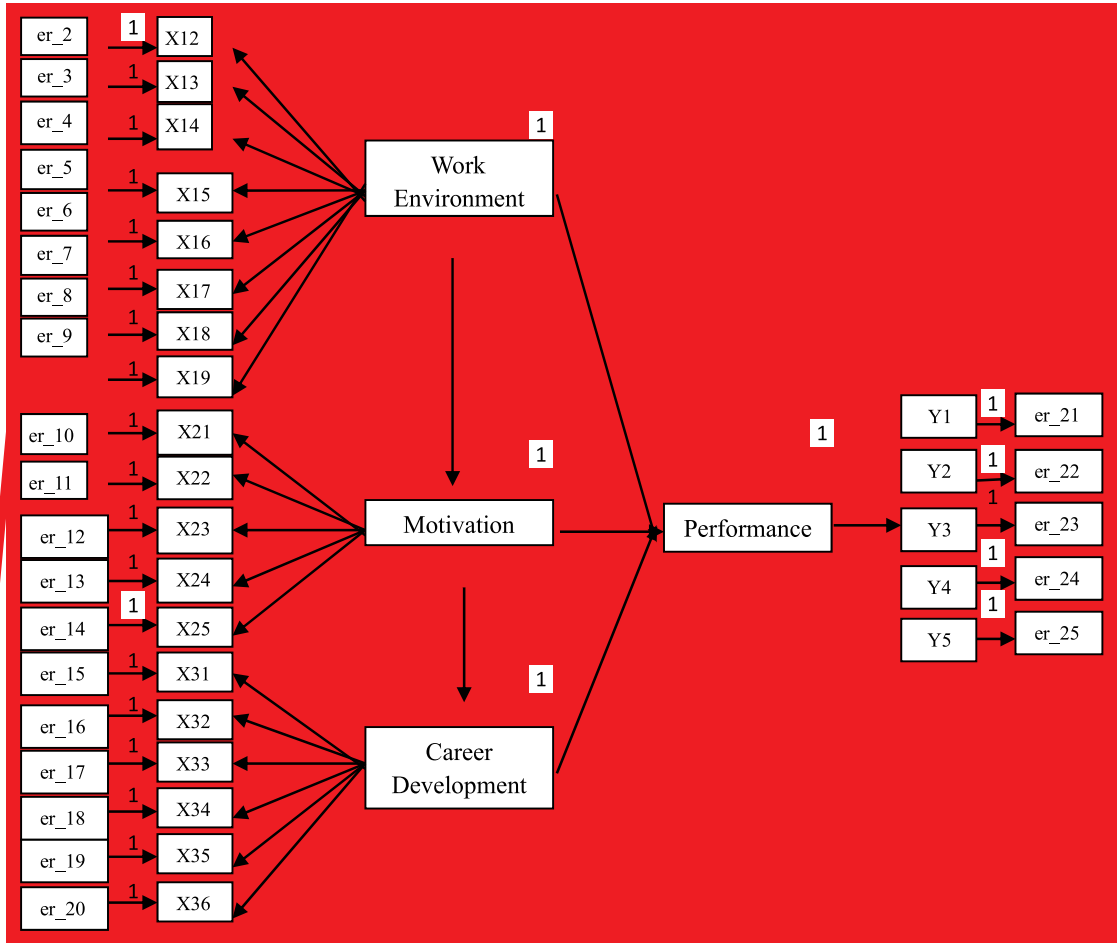


Figure 1: Measurement Model and Structural

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Table 6  
Evaluation criteria for Goodness of Fit Indices

Criteria	Result	Critical value	Evaluation models
Cmin/DF	1,122	≤ 2,00	good
Probability	0,174	≥ 0,05	good
RMSEA	0,028	≤ 0,08	good
GFI	0,914	≥ 0,90	good
AGFI	0,900	≥ 0,90	good
TLI	0,961	≥ 0,95	good
CFI	0,966	≥ 0,95	good

Source: Data is processed

**Test Causality:**

- (a) Based on the analysis results in table 5.14 above SEM model is obtained from a level environmental causal Directions Prob., then the hypothesis which States that: a. positive Work Environment Factors influential to Factor Performance, unacceptable [Prob. Its causal > 0,304 0.10 [not significant [positive].

**Table 7**  
**Test of Causality Between Factors [Standardize Regression]**

Factor	Regression Weights		U std Estimate	Std Estimate	Prob.
	←	Factor			
Performance	←	Work Environment	0,232	0,277	0,304
Performance	←	Motivation	0,574	0,687	0,014
Performance	←	Career Development	0,642	0,991	0,000
Limit of Significance					≤ 0,10

Source: Data is processed

- (b) Factors Motivation Factors of positive influence Performance, merit [Prob. Its causal 0,014 < 0.10 [significant [positive].
- (c) Factors affecting positive toward Career Development Factors Performance, acceptable [Prob. Its causal 0.000 0.10 [significant < [positive].

### 4.3. Discussion

#### 4.3.1. *The Positive Impact of the Work Environment Work Achievement on a Timeless Gift PT. Aligned Sidoarjo*

In the above calculation are known that there are influential and positive work environment against insignificant achievement of work, this is because the working environment is able to carry out its activities is said to be well in carrying out its activities optimally achieved optimal results, and are supported by an appropriate environmental conditions, other than that the work environment is an environmental condition is said to be good or appropriate when humans can carry out its activities optimally, healthy, safe, and comfortable. Discrepancies working environment can be seen as a result of a long period of time. Furthermore, the State of the environment is not good power and can demand more time and he did not support an efficient work system design, so that it can be concluded that the existence of a good working environment then it will also affect the work achievement.

These results support the assertion of Mangkunegara (2005), which quotes the statements of Myon Woo Lee sang the originator of the theory of W in the science of human resources management, that the management of the company should build a climate and an atmosphere of work can evoke a sense of family, to achieve a common goal. The management company also should be able to encourage initiative and creativity.

#### 4.3.2. *Positive Effect on Motivation Work Achievement on a Timeless Gift PT. Aligned Sidoarjo*

On the calculation of the above noted that positive and significant influence motivation Towards work achievement, this is because motivation is the cause, channeling and background informing someone said good behavior when a particular activity is not different in his ability, but also differs in its ability to complete its work. The motivation is not the only advantage that can affect work performance levels but there are several factors involved, namely the level of ability and level of understanding of an employee

who is required to achieve high performance. Motivation, ability and understanding of mutual support, if one factor is low then the level of accomplishment tends to decrease, although other factors are high.

These results support a theory of Motivation according to Douglas in Sondang (2004), accentuates the importance of the understanding of the central role that in role by humans in the organization that are classified in theory X (negative behavior) and Theory Y (positive behavior). In the present and defend the truth of his theory, Mc Gregor stressed that the way used by managers in the treat his subordinates very depending on the assumptions used about human traits possessed by the soldiers.

#### **4.3.3. Positive Impact on Career development Achievements Work on Eternal Gift PT. Aligned Sidoarjo**

On the calculation of the above noted that career development positive and significant effect on the work achievement, this is because career development is the need to continue to be grown within a workforce is said to be good when able to encourage the willingness of his work, must be made through established career workforce needs, create the conditions and opportunities for career development as well as to make adjustments between the two. Career development is also very helpful in analyzing the willingness of employees and their interest to grow more adapted to the needs of human resources in line with the growth and development of the company. So management can further addressing how to career development is employee action for the achievement of an individual employee's career. Employee policies, educational background, training, work experience, loyalty to the Organization, and the flexibility to get along and human relationships is very influential on the achievement of career employees.

It supports the revelation of Bambang Wahyudi (2002) said that when a series of career promotion office or Office of mutation is higher in the hierarchy level experienced by an employee during his tenure. On the availability of resources, the opportunity, the advantages of information communication.

## **5. CONCLUSIONS AND SUGGESTIONS**

### **5.1. Conclusion**

1. The working environment there is no direct positive and significant effect against the achievement work, which means one hypothesis stating the work environment significantly influential work achievement proven and accepted.
2. Motivation the direct positive and significant effect against the achievement work, which means two hypothesis which States significant influence motivation work achievement proven and accepted.
3. Career development direct positive and significant effect against the achievement work, which means three hypothesis which States the significant achievements of the influential career development work proven and accepted.

### **5.2. Advice**

1. It is expected that the management in this Timeless Match Gift PT. Sidoarjo continuously motivate the workforce so that both parties (in this case PT. Gift of the eternal and Aligned employee) can provide input so that each party's goals are achieved and beneficial.

2. It is recommended that active managers perform observations (observations) of work situation, both in internal company or to another company as consideration and information in an effort to improve the working environment. As with direct observation, the Manager can receive a variety of constraints in the work environment and then to look for a way out in the development of the company.
3. The company is increasingly giving active education of all employees in the form of motivational education periodically in order to spur work ethic that ultimately raises the spirit and the development of the company the better. The company also is expected to make a career of innovation offer or promotion Office for the employees who have good work specifications.
4. Research is expected to provide input for researchers who are interested in doing proofs about the performance of employees to improve work achievement in the work environment.

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