The Influence of Work Discipline and Work Environment on Employee Performance

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ABSTRAK

Penelitian ini ditujukan untuk mengkaji dampak disiplin kerja dan lingkungan kerja terhadap kinerja karyawan. Penelitian ini menerapkan metode asosiatif dengan pendekatan kuantitatif. Sampel penelitian diambil melalui metode sample random sampling dengan total 75 responden. Data didapatkan melalui penyebaran kuesioner yang telah diuji validitas serta reliabilitasnya. Teknik analisis data dilakukan dengan analisis regresi berganda menggunakan bantuan SPSS. Hasil analisis menunjukkan bahwa data valid dan reliabel berdasarkan uji validitas dan reliabilitas. Uji asumsi klasik juga menunjukkan bahwa data bersifat normal, tanpa adanya multikolinearitas, dan tanpa heteroskedastisitas. Hasil uji hipotesis menunjukkan bahwa, disiplin kerja secara individual tidak memiliki pengaruh positif yang signifikan pada kinerja kinerja karyawan. Sebaliknya, lingkungan kerja secara individual memiliki pengaruh positif yang signifikan pada kinerja karyawan. Secara simultan, disiplin kerja dan lingkungan kerja memberikan pengaruh yang signifikan pada kinerja karyawan. Selain itu, uji koefisien determinasi menunjukkan bahwa variabel independen mempengaruhi variabel dependen.

Kata Kunci: *disiplin kerja, lingkungan kerja, kinerja karyawan*

ABSTRACT

This research is aimed at examining the impact of work discipline and work environment on employee performance. This research applies an associative method with a quantitative approach. The research sample was taken using the method sample random sampling with a total of 75 respondents. Data was obtained through distributing questionnaires whose validity and reliability were tested. The data analysis technique was carried out using multiple regression analysis using SPSS. The results of the analysis show that the data is valid and reliable based on validity and reliability tests. The classical assumption test also shows that the data is normal, without multicollinearity and without heteroscedasticity. The results of the hypothesis test show that individual work discipline does not have a significant positive influence on employee performance. On the other hand, the individual work environment has a significant positive influence on employee performance. Simultaneously, work discipline and work environment have a significant influence on employee performance. In addition, the coefficient of determination test shows that the independent variable influences the dependent variable

Key words:*work discipline, work environment, employee performance*

INTRODUCTION

Along with the development of the current era of globalization, there is a critical need for superior quality human resources (HR), considering that industry currently depends on the workforce or the quality of the human resources it has. Human resources play an important role and can manage the achievement of organizational or business goals. Human resources initially include individuals who are involved in an organization and have an important role as operational drivers, thinkers and planners in order to achieve the goals of an organization. Currently, according to the latest developments, employees are not only considered as resources, but as assets in an institution or organization. This is why Human Resources (HR) is now referred to as Human Capital (Human Capital). In this concept, HR is seen not just as an ordinary asset, but as an asset that has value, can be improved, developed and expanded just like an investment portfolio. On the other hand, HR can also become a liability if not managed well. This view emphasizes that HR is an important form of investment for institutions or organizations (Susan, 2019).

PT. Pan Putra Samudra was officially operated in Panggang-Kragan, Rembang in January 1991 and only produces chirimen or anchovies and shrimp fry. Since production was difficult to develop, in 1991, the company expanded its business by producing pasteurized crab meat in cans which it planned to export overseas. This company is located on Jl. Sunan Bonang, Beos, Sumurtawang, District. Kragan, Rembang Regency, Central Java 59273.

However, there is a problem at PT. Pan Putra Samudra related to work discipline, as there are still many employees who are late and even absent from the work room during working hours. Work discipline is important for the development of an organization or company, because it functions to motivate employees to maintain discipline both individually and in groups (Herlambang, 2023). According to Sutanjar & Saryono (in Mulang, 2022), work discipline is a form of obedience to established rules, both official and informal.

On the other hand, work environment problems in the company include physical conditions that are quite adequate, but there are shortcomings such as the absence of a canteen and many employees who often chat while working. When employees chat more than they focus on work, this can slow down task completion and impact the timeliness of work completion. The work environment includes physical, social and psychological aspects within the company which influence the performance and behavior of employees (Putra & Mardikaningsih, 2021).

In addition, the work environment does not only include employees' workplace, but is also a factor that can influence both the increase and decrease in their performance (Aditya & Kharisma, 2022). A positive work environment can improve task implementation, so that employees feel more motivated and their performance increases. Companies require maximum performance from employees so that the goals that have been set can be achieved (Yanuari, 2019).

Previous research was conducted (Sari, 2023) with the title "the influence of work environment and work discipline on employee performance at PT. Security Operation Group Indonesia". The research results show that the work environment and work discipline has a significant impact on employee performance

Based on these reasons which are related to various variables that can influence an employee's performance, the author is interested in researching how work discipline and the work environment influence employee performance. It is hoped that the results of this research can be used as a guide for companies to improve work discipline and build a positive and supportive work environment, so that employee performance becomes more optimal.

METHODS

This research applies a quantitative approach. Because this research uses a numerical system and has scientific principles, namely concrete, rational, objective, measurable and systematic. The application of the associative method is also used, with the aim of identifying the relationship between the variables used.The location of the research was at PT. Pan Putra Samudra Pribadi – Rembang. According to Sugiyono in (Fitriani, 2020).

Population is where an individual or element with certain characteristics is used by researchers to be used as research subjects. In this research, the population is all employees of PT. Pan Putra Samudra, with a population of 300 people. According to Arikunto in (Amin, 2021),

the sample is a representation of the population to be studied. In taking samples in this context, researchers use techniques Sample Random Sampling, which is called simple because sampling is done randomly. Random from the population (Amin et al., 2023). The sample size 75 respondents, the sample size was determined at 75 respondents using the Slovin formula.

Data collection techniques include observation, interviews, documentation, and questionnaire. Observations in this research were carried out at PT. Pan Putra Samudra with the aim of collecting information regarding the general description of operations and interactions between leaders and employees. Interviews were conducted with the manager of PT. Pan Putra Samudra researchers can obtain information regarding various relevant aspects with research, including the perceptions and experiences of the parties involved. Documentation is used to collect information and then verify it. The questionnaire utilizes a Likert scale with five categories to measure attitudes and opinions. After the data is collected, it will be tested using SPSS version 27, including carrying out classical assumption tests, multiple regression analysis, and hypothesis testing

RESULTS AND DISCUSSION
Results
Validity Test
According to Sugiyono in (Ikhlas & Alfian, 2023), a validity test is a calculation that ensures that the variable being measured is the actual variable. In other words, this test is defined as a measuring tool that proves whether the question

instrument in the questionnaire is valid or not. based on data processing that all validity test results indicate that all questions on each variable are considered valid because the calculated r value is greater than the r-table (0.2272). So it can be said that all the questions are valid and measured precisely and accurately.

Reliability Test
According to Ghozali in (Hendra, 2022), reliability is a test used to measure the consistency of a research variable. A variable is said to be reliable if the respondent gives a stable value from all conditions to the statement. In this research, the reliability of the instrument was tested using the Cronbach Alpha coefficient. based on data processing that it can be seen that the results of the reliability test prove that all the variables in this research are said to be reliable. According to Sugiyono in (Fiona, 2021), the reliability test is carried out after the validity test is declared valid, and a variable is considered reliable if the Cronbach's Alpha value is more than 0.60.

Classical Assumption Test
Based on the normality, multicollinearity, and heteroscedasticity tests, it has met the criteria and is free from linearity bias, so that the regression test can be continued as a further stage.

Multiple Regression Analysis
To identify how far the independent variable influences the dependent variable, multiple regression analysis is carried out.

Table 1; Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,400	3,813		2,465	,016
	Work Discipline	,021	,081	,033	,256	,799
	Work Environment	,361	,096	,049	3,759	,000
a. Dependent Variable: Employee Performance						

Based on the information presented in Table 1, it can be seen that the regression equation is $Y = a + b_1 x_1 + b_2 x_2$ where $Y = 9{,}400 + 0.021 X_1 + 0.361 X_2$. The interpretation of this equation is as follows:

1. The constant value (a) of 9,400 proves that

the employee performance variable is not influenced by independent variables, namely work discipline (X_1) and work environment (X_2), so the employee performance value will be 9,400.

2. The b_1 coefficient of 0.021 proves that the

work discipline variable (X_1) has positive influence on employee performance.

3. The b_2 coefficient of 0.361 proves that the work environment variable (X_2) also has a positive influence on employee performance.

Hypothesis Testing
Uji t
This t test is used to assess the influence of each independent variable, namely work discipline and work environment on the dependent variable, namely employee performance. Based on the information presented in Table 1, the t test results show that the t value for the work discipline variable is 0.256 which is smaller than the t-table of 1.993, and the significance value of 0.799 is greater than 0.05. In this case, it proves that the work discipline variable does not have a significant impact on the dependent variable. Meanwhile, the t value for the work environment variable is 3.759 which is greater than the t-table of 1.993, and the significance value of 0.000 is less than 0.05. So it is proven that work environment variables have a significant impact on the dependent variable.

Uji F
To prove whether there is a simultaneous influence between the combination of work discipline and work environment variables on employee performance, an F test is carried out.

Table 2. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	172,201	2	86,100	12,920	,000[b]
Residual	479,799	72	6,664		
Total	652,000	74			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Work Environment, Work Discipline

Based on the information presented in Table 2, the results of the simultaneous test (F) show that the significance value is 0.000, which is less than 0.05 and the calculated F-value is 12.920 which is greater than Ftable 3.12. This shows that there is a significant impact of the combination of the two independent variables on the dependent variable.

Coefficient of Determination Test

In assessing the extent to which the independent variable can explain variations in the dependent variable, the coefficient of determination test is carried out.

Table 3. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,514[a]	,264	,244	2,58145

a. Predictors: (Constant), Work Environment, Work Discipline
b. Dependent Variable: Employee Performance

Based on the information presented in Table 3, the results of the coefficient of determination test indicates the R value2 of 0.264 or 26.4%. So it can be proven that the influence of work discipline and work environment variables on employee performance is 26.4%. The remaining variance is influenced by other factors not included in the study.

Discussion
First, it can be seen from the partial test results of the work discipline variable (X1) on employee performance (Y) shows a significance value of 0.799 which is greater than 0.05, and the t-count value of 0.256 is lower than the t-table of 1.993. Therefore, H0 is accepted and Ha is rejected, which means that this is proven that work discipline does not partially have a significant effect on employee performance at PT. Pan Putra Samudra. This result contradicts the research results of Purwanti, et al (2024). That discipline has an effect on performance.

Second, it can be seen that the results of the partial test of the work environment variable (X2) on employee performance (Y) show a significance value of 0.000 which is smaller than 0.05 and the calculated t-value of 3.759 is higher than the t-table of 1.993. This indicates that H0 is rejected and Ha is accepted, so it can be said that the work environment partially has significant influence on employee performance at PT. Pan Putra Samudra. This result is in accordance with the research results of Purwanti, et al (2024). That the work environment has an effect on performance.

Third, it can be seen that the results of the simultaneous test show that the significance value is0.000 which is smaller than 0.05 and the f-count value is 12.920 which is greater than the f-table 3.12. This means that H0 is rejected and

Ha is accepted, which proves that work discipline (X1) and work environment (X2) simultaneously have a positive and significant effect on employee performance at PT. Pan Putra Samudra. This result is in accordance with the research results of Purwanti, et al (2024). That the work environment has an effect on performance. This result is in accordance with the research results of Purwanti, et al (2024). That discipline and work environment have a simultaneous effect on performance.

Fourth, based on analysis with SPSS, the work environment variable (X2) has a t-calculated value of 3.759 which is the highest value among the work discipline variables (X1) with a t-calculated result of 0.256. Therefore, it can be said that variable work environment (X2) has the most dominant influence on employee performance (Y) in PT. Pan Putra Samudra

Thus, this research is to reveal the importance of work discipline and work environment on employee performance at PT. Pan Putra Samudra

CONCLUSION

First, it can be seen that the partial test results of the work discipline variable do not affect employee performance. Second, it can be seen that the partial test results of the work environment variable on employee performance show a good significance value, so it can be said that the work environment partially has a significant influence on employee performance at PT. Pan Putra Samudra. Third, it can be seen that the simultaneous test results show that the significance value is good, this proves that work discipline and work environment simultaneously have a positive and significant effect on employee performance, another conclusion is that the work environment has the most dominant influence on employee performance at PT. Pan Putra Samudra. Thus, this study is to reveal the importance of work discipline and work environment on employee performance at PT. Pan Putra Samudra

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