

The Influence of Discipline and Work Environment on Employee Performance at PT Maxplus Indonesia Anugerah Jakarta

Aulia Abelita Putri^{1*}, Ratna Sari²

Faculty of Economics and Business, University of Pamulang
Auliaabelita78@gmail.com¹, doseno2442@unpam.ac.id²

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Abstract

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin dan lingkungan kerja terhadap kinerja karyawan pada Pt Maxplus Indonesia Anugerah. Penelitian ini menggunakan metode kuantitatif dengan menggunakan teknik klasik. Adapun teknik pengumpulan data dalam Penelitian ini dengan menyebarkan kuesioner kepada sebagian karyawan dan teknik analisis data yang menggunakan metode analisa statistik seperti uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, analisis regresi linear berganda serta uji hipotesis parsial (t) dan simultan (f) dengan bantuan program Statistical Product and Service Solution (SPSS) versi 26. Hasil penelitian menunjukkan secara parsial Disiplin berpengaruh dan signifikan terhadap kinerja karyawan dengan nilai thitung > ttabel (7,762 > 2,008), dengan nilai signifikan 0,001 < 0,05. Lingkungan kerja berpengaruh dan signifikan terhadap kinerja karyawan dengan nilai thitung > ttabel (7,560 > 1,990), dengan nilai signifikan 0,000 < 0,05. Secara simultan disiplin dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai Fhitung > Ftabel (43,186 > 3,180), dengan nilai signifikan 0,000 < 0,05. Dengan regresi linier berganda $Y = 6,609 + 0,412X_1 + 0,429X_2$, dengan kontribusi pengaruh sebesar 63,3% dan sisanya 36,7% dipengaruhi oleh faktor lain.

Abstract

This study aims to determine the effect of job selection and training on employee performance at PT Maxplus Indonesia Anugerah. This study uses a quantitative method with an associative approach. The data collection technique in this research is by distributing questionnaires to some employees and the data analysis techniques used in this research are validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis and partial hypothesis test (t) and simultaneous (F) testing with the help of the Statistical Product and Service Solution (SPSS) version. 26. Studies show that a partial, significant discipline affects the performance of employees with thitung > ttable (7.762 > 2.008), with a significant value of 0.001 0.05 The work environment is influential and significant in the performance of employees with thitung > ttable (7.560 > 1.990), with a significant value of 0,000 < 0.05. Simultaneous discipline and work environment affect the performance of employees with fcount > ftable (43.186 > 3.180), with a significant value of 0,000 < 0.05. With linear regression bergy = 6.609 + 0.412x1 + 0.429x2, with an influence contribution of 63.3% and the remaining 36.7% affected by other factors.

*Correspondence:

Aulia Abelita Putri, Faculty of Economics and Business, University of Pamulang

Email: Auliaabelita78@gmail.com

INTRODUCTION

Human resources in a corporate organization are an inseparable unit. The company's organization can run according to expectations if there are people with the same goal, namely the desire to make the organization

where they work and earn a living experience an increase in profits and development from year to year. If these goals and desires can be realized, then these human resources certainly hope that the results of their hard work will be rewarded with appropriate values from the organization that has been fought for so far.

Work discipline can be seen as something of great benefit, both for the interests of the organization and for employees. For organizations, the existence of work discipline will ensure the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant work atmosphere will be obtained so that it will add to the work excitement in carrying out their work. Thus, employees can perform their duties with full awareness and can develop their energy and mind as much as possible for the realization of organizational goals.

Learn about discipline that must be considered in improving employee performance optimally, namely by implementing regulations that must be obeyed by employees such as working on time, filling in absences, not skipping work, completing tasks effectively and efficiently and not making mistakes during work. In addition to improving work discipline, it is also necessary to provide incentives to employees fairly and fairly so that employees are motivated to work well and be responsible for their work. However, with work discipline applied as much as possible, all activities will run well and according to the schedule that has been determined.

In carrying out activities, employees need work instructions from the agency so that the implementation is in accordance with the plan and must be supported by the agency's work regulations so as to create work discipline. The implementation of work discipline itself must be managed properly by the employees because with a lack of discipline the employees will work poorly, less than optimally, resulting in a decline in the performance of the agency. Basically, government agencies must prioritize public services. In this case, there are also things that must be considered by the agency, namely regarding employee performance and supervision of these employees. Employees should understand that having good work discipline means that a useful benefit will also be achieved both for the government and for the employees themselves. Therefore, it is necessary for employees to be aware of complying with applicable regulations.

Based on the observation results from interviews from several employees, it turns out that there is still a low level of discipline in employees, there are still employees who violate regulations, especially in attendance, there are still many employees who are not on time during work hours, there are still employees who are allowed during working hours. This happens due to the lack of work supervision of employees and lack of firmness to sanction employees.

The absence of sanctions given to employees, this causes many employees to arrive late without supervision, without any sanctions, of course, making employees undisciplined because they are not motivated. Making jealousy for those who come diligently eventually affects other employees. How important is the discipline factor in improving employee performance. Without good employee discipline support, it is difficult for a company or agency to realize its goals.

Human life is inseparable from various surrounding environments, between humans and the environment there is a very close relationship. The work environment is the social, psychological, and physical life in the company that affects workers in carrying out their duties. In this case, humans will always try to adapt to various circumstances of the surrounding environment. Similarly, by doing work, employees as human beings cannot be separated from various circumstances around where they work, namely the work environment. During the work, each employee will interact with various conditions contained in the work environment.

One of the factors that affects the performance of the employees themselves in addition to the discipline factor is the work environment. The work environment must be in accordance with the needs of employees so that they can be more optimal in completing their tasks. A conducive work environment provides a sense of security and allows employees to work optimally. If an employee likes the work environment in which he works, then the employee will be comfortable carrying out his work and carrying out his activities so that working time is used effectively. On the other hand, an inadequate work environment will be able to reduce employee performance.

According to the results of the pre-survey, the working environment of PT Maxplus Indonesia Anugerah is still said to be not good. This can be seen in the problem of the work environment found in PT Maxplus Indonesia Anugerah namely the lack of lighting in several rooms where 79.2% of employees justify it and good air temperature is very necessary in the work environment 77.4% of employees are uncomfortable with the air temperature such as some air conditioners whose air temperature is not cold or very cold which causes discomfort at work.

Another problem is that the company is too close to the road, resulting in noise, so that 81.1% of employees admit that the implementation and service are not optimal. Next is the relationship between employees, the number of workers will affect the environment where 83% of employees are still uncomfortable with other employees. Therefore, the work environment at PT Maxplus Indonesia Anugerah must be improved again to produce good performance because working time is used as best as possible to carry out its work according to what has been determined by each company.

Based on the above problems, this study aims to examine "The Influence of Discipline and Work Environment on Employee Performance at PT Maxplus Indonesia Anugerah Jakarta".

METHOD

The type of research in this study is quantitative research. According to Sugiyono (2018:13) "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain populations or samples, sampling techniques are generally carried out randomly, data collection using quantitative/statistical data analysis research instruments with the aim of testing hypotheses that have been determined". Meanwhile, the method used in this study uses an associative method, according to Sugiyono (2018:44), which is "research that aims to determine the influence of the relationship between two or more variables". Associative research has a higher level when compared to descriptive and comparative.

The population and sample of this study are employees of PT. Maxplus Indonesia Anugerah has 53 employees. The data analysis conducted includes: validity test, reliability test, normality test, multilinearity test, heteroscedasticity test, regression test, determination test, t test and F test.

RESULTS AND DISCUSSION

Result

Linear Regression Analysis

**Table 1. Multiple Linear Regression Test Results
Variables of Discipline and Work Environment on Employee Performance
Coefficients^a**

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.609	3.843		1.720	.000
Discipline	.412	.109	.442	3.782	.000
Work Environment	.429	.118	.426	3.647	.001

a. Dependent Variable: TT. Y

Source : Data processed from SPSS version 26

Based on the results of the calculation in the table above, the multiple linear regression equation $Y = 6.609 + 0.412X_1 + 0.429X_2$ was obtained. From the above equation, it can be concluded as follows:

1. A constant value of 6.609 means that if the discipline variables (X_1) and work environment (X_2) do not exist, there is an employee performance value (Y) of 6.609 points.
2. The discipline value (X_1) of 0.412 means that if the constant is fixed and there is no change in the work environment variable (X_2), then every change of 1 unit in the discipline variable (X_1) will result in a change in employee performance (Y) of 0.412 points.
3. The value of the work environment (X_2) of 0.429 means that if the constant is fixed and there is no change in the discipline variable (X_1), then every change of 1 unit in the work environment variable (X_2) will result in a change in employee performance (Y) of 0.429 points.

Analysis of the Coefficient of Determination (R Square).

The determination coefficient analysis is intended to determine the percentage of the strength of the relationship between independent variables and dependent variables both partially and simultaneously), in this study are the variables of discipline and work environment on employee performance.

**Table 2. Results of Determination Coefficient Analysis
Model Summary^b**



Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.796a	.633	.619	2.517	2.011

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

b. Dependent Variable: Employee Performance

Source : Data processed from SPSS version 26

Based on the test results in the table above, the R-square value (determination coefficient) of 0.633 is obtained, so it can be concluded that the discipline and work environment variables affect the employee performance variable (Y) by 63.3% while the remaining 36.7% is influenced by other factors.

Hypothesis Testing Partially (Test t).

The hypothesis testing of the discipline variable (X₁) and the work environment (X₂) on employee performance (Y) was carried out by the t-test (partial test). In this study, the significance criterion of 5% (0.05) was used by comparing *t counts* with *t tables*

Table 3. Test Results t (Partial) Coefficientsa

Type	t	Sig.
1 (Constant)	1.720	.000
Discipline	3.782	.000
Work Environment	3.647	.001

a. Dependent Variable: TT. Y

Source : Data processed from SPSS version 26

Based on the results of the calculations in table 3:

1. The results of the t-test were obtained from the t-value calculated > t table or (3.782 > 2.008) This was also strengthened by the p value < Sig.0.05 or (0.0010 < 0.05). Thus, Ho was rejected and H1 was accepted, which shows that there is a partially significant influence between discipline and employee performance at PT MAXPLUS Indonesia Anugerah Jakarta.
2. The results of the t-test were obtained from the t-value calculated > t table or (3.647 > 2.008). This is also strengthened by a p value < sig.05 or (0.000 < 0.05). Thus, Ho is rejected and H2 is accepted, this shows that there is a significant influence partially between the work environment and employee performance at PT MAXPLUS Indonesia Anugerah Jakarta.

Simultaneously (Test F).

For the simultaneous testing of the influence of leadership and work discipline variables on employee performance at PT MAXPLUS Indonesia Anugerah Jakarta, a statistical test F (simultaneous test) was carried out with a significant 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the F value of the calculation with the F table. The test results are as shown in the table

Table 4. Hypnosis Results (Test F) ANOVAa

Type	Sum of Squares	D f	Mean Square	F	Sig.
1 Regression	547.221	2	273.610	43.186	.000b
Residual	316.779	50	6.336		
Total	864.000	52			

a. Dependent Variable: Employee Performance

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

Source : Data processed from SPSS version 26

The test results in the table above are obtained from the F value calculated $> F$ table or ($43.186 > 3.18$), this is also strengthened by ρ value $< \text{Sig.}0.05$ or ($0.000 < 0.05$). Thus, H_0 was rejected and H_3 was accepted, which shows that there is a significant simultaneous influence between discipline and work environment on employee performance at PT MAXPLUS Indonesia Anugerah Jakarta.

Discussion

The influence of work discipline on employee performance.

The average score of the respondents to the work discipline variable () has a good category of 4.28, namely in the indicator "X₁ Compliance with Work Regulations" where the employee's work environment is calm and free from noise, in addition there is the lowest average score of 4.09, namely in the indicator "Compliance with Work Standards" where the color scheme of the workplace makes employees enthusiastic at work.

Based on the analysis of the results, it is proven that work discipline has a significant effect on employee performance based on research. Where in the t-test, the result of the score for discipline was 7.762, which was greater than the value of 2.008. In addition to the above, in the t-test, the results of the α sig for the discipline variables were $0.001 < 0.05$. Based on the test results obtained, it was rejected and accepted. $t_{hitung} > t_{tabel} H_0 H_1$

The results of this study are in line with research conducted by I Nyoman Marayasa, Anggi Faradila (2019) "The Influence of Motivation and Work Discipline on Employee Performance of PT Bank Dinar Indonesia" with the results that communication has a significant effect on employee performance.

The influence of the work environment on employee performance.

The average value of the work environment () has a very high category of 4.32, namely in the indicator "X₂ Color Use" where the color of the walls used in the work environment does not interfere with comfort at work. In addition, there is the lowest average score of 4.05, which is in the "Employee Relationship" indicator where there has been a good relationship between fellow employees.

The results of the analysis prove that the work environment has a significant effect on employee performance based on research. Where in the t-test, the result of the score for the work environment of 7.560 was greater than the value of 2.008. In addition to the above, in the t-test, the results of the α sig for the work environment variable were $0.000 < 0.05$. Based on the test results obtained, it was rejected and accepted. $t_{hitung} > t_{tabel} H_0 H_1$

The results of this study are in line with the research conducted by Yan Kristian Halomoan, Agus Suhartono (2020) "The Influence of Work Environment and Motivation on Employee Performance at PT Bangkit Maju Bersama" with the results that communication has a significant effect on employee performance.

The influence of discipline and work environment on employee performance.

The average value of respondents' responses to employee performance variables (Y) has a very high category of 4.28, namely in the "Cooperation" indicator where cooperation between employees is going well. In addition, there is the lowest average score of 4.09, which is on the "Employee Initiative" indicator where I am ready whenever the company needs it.

Based on the analysis of the calculation results, it is proven that discipline () and work environment (together or simultaneously) have a significant effect on employee performance (based on the results of the study, where in Test F the result of F calculation for the variables of discipline and work environment together or simultaneously is 43.186 greater than 3.18. In addition to the above, in Test F also obtained the results of α for the variables of discipline and environment work is $0.000 < 0.05$. Based on the test results obtained, it was rejected and accepted. $X_1 X_2 Y) F_{tabel} H_0 H_1$

The results of this study are in line with research conducted by Risza Putri Elbudrah (2021) "The Influence of Work Discipline and Work Environment on Employee Performance of PT Arena Agro Andalan" with the result that communication has a significant effect on employee performance.

CONCLUSION

The conclusions of this study:

There was a partially significant influence between the discipline variable (X₁) on employee performance (Y), shown by the simple linear regression equation $Y = 13.336 + 0.683 X_1$. This is evidenced by the $T_{\text{calculation}} > T_{\text{table}}$ or ($7.672 > 2.008$) which is also strengthened by the ρ value $< \text{Sig.}0.05$ or ($0.001 < 0.05$). So H_0 is rejected and H_1 is accepted, which means that the variable of discipline has a significant effect on employee performance.

There was a partially significant influence between the work environment variable (X₂) on the performance of employee Y, showing the simple linear regression equation $Y = 11.158 + 0.732 X_2$. This is

evidenced by the $T_{\text{calculation}} > T_{\text{table}}$ or $(7.560 > 2.008)$, which is also strengthened by the ρ value $< \text{Sig.}0.05$ or $(0.000 < 0.05)$. So H_0 was rejected and H_2 was accepted, which means that the work environment variable has a significant effect on employee performance.

There was a simultaneous significant influence between the discipline variable (X_1) and the work environment (X_2) on employee performance (Y), shown by the multiple linear regression equation $Y = 6.609 + 0.412X_1 + 0.429X_2$. and the hypothesis test obtained the F value of the $F_{\text{calculation}} > F_{\text{table}}$ Of $(43.186 > 3.18)$, which was also strengthened by a significant probability $(0.000 < 0.05)$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence between discipline (X_1) and work environment (X_2) on employee performance (Y).

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