



Analysis of the influence of work discipline and work environment on employee performance of PT. Dana Purna Investama in 2022

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Abstract: This study aims to analyze Work Discipline and Work Environment on Employee Performance at PT Dana Purna Investama Jakarta. The variables studied were work discipline (X1), work environment (X2), and employee performance (Y). The type of research used was quantitative research and primary data. The technique of collecting research data is through the questionnaire method. Furthermore, the sampling technique used was purposive sampling, with the number of respondents being fifty-one (51) people. Data analysis in this study used SPSS version 26.0. The analysis used in this research is a validity test, reliability test, multicollinearity test, heteroscedasticity test, normality test, multiple linear analysis, t-test, F test, and coefficient of determination (r^2). The results of testing and analysis of this study indicate that the independent variable (X), namely work discipline and work environment, simultaneously or together significantly influences the dependent variable (Y), namely employee performance. Work discipline and work environment will improve employee performance in doing the job properly and correctly to increase the company's value compared to other companies.

Keywords: Work Discipline, Work Environment, Employee Performance

1. Introduction

Today's rapid economic development causes increasingly fierce market competition, so good management is needed in various fields, including managing human resources. As a company engaged in Building Facilities Management (Facility Management Services) in managing Building Operation & Maintenance Management Services (BOMMS), Engineering Services,



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Cleaning Services, Office Management, Outsourcing, and other related matters, of course, competent and expert human resources are needed.

Work discipline is defined as an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten, and being able to carry it out and not evading receiving sanctions if violating the duties and authorities given to him, will, of course, be very important. Necessary for the competence of the company for the clients who work with it. According to Nitisemito in Sariyathi (2000), the work environment is everything in the workers' setting that can influence their work.

The work environment in the organization significantly influences the smooth running of production with a suitable environment so that it can satisfy employees in carrying out activities. Still, it can also affect improving human performance. An environmental condition is said to be excellent or appropriate if humans feel safe and comfortable in their activities. Inconsistency in the work environment can have long-term consequences.

Employee performance is one of the essential factors because the progress of the organization or company depends on the human resources it has. If the performance increases, the success of achieving the company's goals is wide open. Still, if the performance decreases, it can result in a setback for the company, and it cannot maintain its business. Employee performance sometimes increases and sometimes decreases; even the decline can reach a point where the institution or company will lose its prestige in the eyes of the public. Prawirosentono in Sinambela et al. (2006) explains that performance is the result of work that can be achieved by an employee or group of employees in an organization, by their respective authorities and responsibilities, to achieve the goals of the organization concerned legally, not violating the law and by morals and ethics.

2. Method

This research was conducted from March 2022 – June 2022 at PT Dana Purna Investama Jakarta. The research method used quantitative methods with purposive sampling with 51 respondents. Data analysis in this study used SPSS version 26.0. The analysis used in this research is the Validity Test, Reliability Test, Multicollinearity Test, Heteroscedasticity Test, Multiple Linear Analysis, T-Test, F Test, and Coefficient of Determination (R²).

3. Results and Discussion

The framework of the research conducted is as follows:



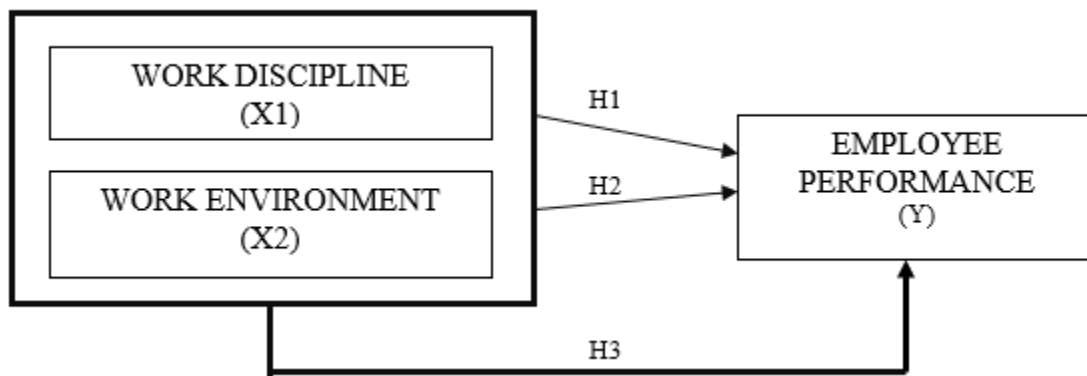


Figure 1 Thinking Framework

In this framework, we want to see whether the influence partially, either by Work Discipline (X1) or Work Environment (X2), affects Employee Performance (Y), or this influence is carried out simultaneously by (X1 and X2) on Y.

3.1 Hypothesis

The hypothesis is a temporary conclusion of research that still has to be verified through research and data analysis.

H1: Work discipline affects employee performance

According to Rivai (2011), a work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and increase their awareness and willingness to comply with all company regulations. According to Sutrisno (2009), work discipline is the behavior of a person in the rules and existing work procedures, or discipline is the attitude, behavior, and actions that are by the laws of the organization, both written and unwritten.

H2: Work environment affects employee performance

According to Sedarmayati (2001:1), the work environment is the overall tools and materials encountered, the environment in which a person works, his work methods, and work arrangements both as individuals and as groups. The suitability of the work environment can be seen as a consequence in the long term. Furthermore, unfavorable work environments can demand more labor and time and do not support obtaining an efficient work system design (Sedarmayanti, 2001:12).

H3: Work discipline and work environment affect employee performance

According to Dessler (2015), performance appraisal is evaluating employees' current and/or past performance relative to their performance standards. According to Mathis and Jacson





(2006), performance appraisal evaluates how well employees do their jobs compared to a set of standards and then communicates that information to employees.

According to Byras and Rue (2006), performance appraisal is evaluating and communicating how employees do their jobs and developing development plans for the employees themselves.

3.2 Validity test

From the results of filling out questionnaires to 51 respondents in this study, the following data were obtained: the majority of respondents aged between <25 years were 25 respondents (49%) (Table 1), with education graduating from high school/high school a total of 35 (68.6%) (Table 2), with a service period of 1 to 2 years as many as 13 respondents (25.5 %) (Table 3) and the status of unmarried employees as many as 30 respondents (58.8%) (Table 4)

Table 1 Age of Respondents

		AGE			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25	25	49.0	49.0	49.0
	25 - 30	19	37.3	37.3	86.3
	30 - 35	4	7.8	7.8	94.1
	>40	3	5.9	5.9	100.0
	Total	51	100.0	100.0	

Table 2 Respondents Education

		LAST EDUCATION			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High School	35	68.6	68.6	68.6
	Diploma	2	3.9	3.9	72.5
	Bachelor	14	27.5	27.5	100.0
	Total	51	100.0	100.0	

Table 3 Working Period





WORKING PERIODE					
	Year	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1	6	11.8	11.8	11.8
	1 – 2	13	25.5	25.5	37.3
	2 – 3	9	17.6	17.6	54.9
	3 – 4	3	5.9	5.9	60.8
	4 – 5	10	19.6	19.6	80.4
	> 5	10	19.6	19.6	100.0
	Total		51	100.0	100.0

Table 4 Marital Status

STATUS					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	21	41.2	41.2	41.2
	Not Married	30	58.8	58.8	100.0
	Total	51	100.0	100.0	

From the results of the analysis through SPSS on the validity of the data obtained valid data for Work Discipline (Table 5), Work Environment (Table 6), and Employee Performance (Table 7)

Table 5 Work Discipline Validity Test Results

Statement	R - Calculate	R - Table	Description
DK1	0,899	0,281	Valid
DK2	0,933	0,281	Valid
DK3	0,924	0,281	Valid
DK4	0,894	0,281	Valid
DK5	0,848	0,281	Valid

Table 6 Work Environment Validity Test Results





Statement	R - Calculate	R - Table	Description
LK1	0,862	0,281	Valid
LK2	0,900	0,281	Valid
LK3	0,615	0,281	Valid
LK4	0,894	0,281	Valid
LK5	0,909	0,281	Valid

Table 7 Employee Performance Validity Test Results

Statement	R - Calculate	R - Table	Description
KK1	0,890	0,281	Valid
KK2	0,916	0,281	Valid
KK3	0,894	0,281	Valid
KK4	0,842	0,281	Valid
KK5	0,797	0,281	Valid

3.3 Reliability Test

A reliability test is a tool to measure a questionnaire indicator of a variable or constructs. A questionnaire is said to be reliable or reliable if a person's answer to a statement is consistent or stable from time to time (Ghozali, 2005). Reliability is measured using one-shot or size only once with the SPSS 26 statistical test Cronbach Alpha (α). A construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.60 (Nunnally in Ghozali, 2005).

The results of the reliability test of Work Discipline (Table 8), Work Environment (Table 9), and Employee Performance (Table 10).

Table 8 Work Discipline Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
.941	5

Table 9 Work Environment Reliability Test Results





Reliability Statistics	
Cronbach's Alpha	N of Items
.898	5

Table 10 Employee Performance Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
.913	5

3.4 Classical Assumption Testing

Classical assumption testing is carried out so that the processed sample data can genuinely represent the population as a whole. The classical assumption test aims to determine the condition of the data used in the study. This test is carried out through the Multicollinearity Test, Heteroscedasticity Test, and Normality Test.

3.4.1 Multicollinearity Test

The multicollinearity test tests whether the regression model found a correlation between the independent variables (Independent). If there is a correlation, it is called a multicollinearity problem (Ghozali, 2005). A good regression model should not correlate with the independent variables. The required value for the tolerance value is more significant than 0.01 and for the VIF value less than 10.

The results of the analysis show that there is no multicollinearity (Table 11).

Table 11 Multicollinearity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.330	1.312		3.301	.002		
	Work Discipline	.780	.058	.888	13.499	.000	.934	1.070
	Work Environment	.019	.036	.034	.522	.604	.934	1.070

a. Dependent Variable: Employee Performance

3.4.2 Heteroscedasticity Test





The heteroscedasticity test tests whether there is an inequality of variance in the regression model from the residual of one observation to another. If the residual variance from one word to another remains, it is called homoscedasticity; if the conflict is different, it is called heteroscedasticity. A good regression model has homoscedasticity or no heteroscedasticity (Ghozali, 2005). The way to determine whether there is heteroscedasticity is to look at the graph plot between the predicted value of the dependent variable, namely ZPRED, and the residual SRESID. Detection of the presence or absence of heteroscedasticity can be done by looking at the presence or absence of a specific pattern on the scatterplot graph between SRESID and ZPRED, where the Y axis is the Y that has been predicted, and the X axis is the residual (Y predicted – Y actually) that has been studentized. The results of the heteroscedasticity test (Figure 2) are obtained in the form of data in the form of a graph with the dots spreading randomly, either at the top of the zero or at the bottom of the zero, so it can be concluded that there is no heteroscedasticity in this study.

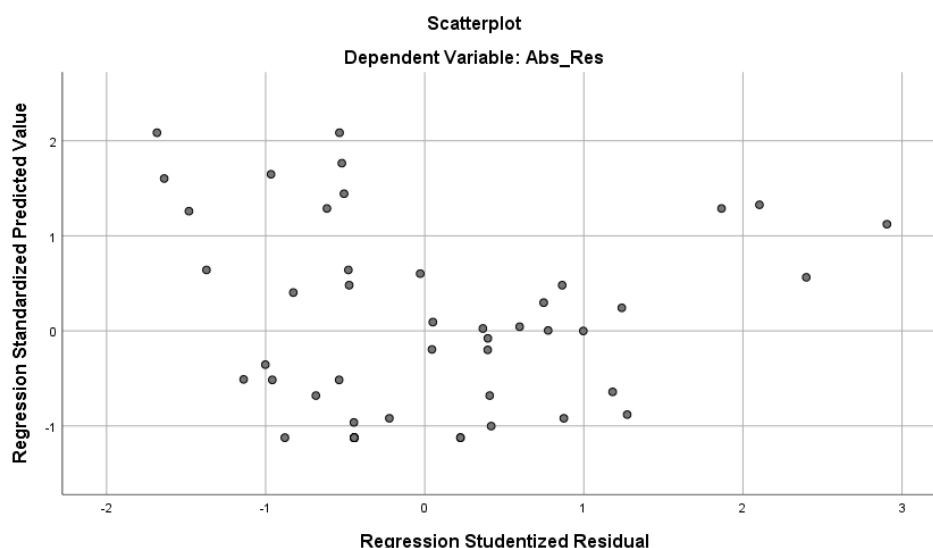


Figure 2. Heteroscedasticity Test Results

3.4.3 Normality test

The normality test is used to test whether, in the regression model, both variables (free and dependent) have a normal distribution or at least close to normal (Ghozali, 2005). In principle, normality can be detected by looking at the spread of data (points) on the diagonal axis of the graph or by looking at the histogram of the residuals. Histogram images and Normal Probability Plot were used to determine the residual normality of the regression model. Based on the histogram image (Figure 3), it is known that the histogram graph gives a distribution pattern that deviates to the right, which means that the data is usually distributed.



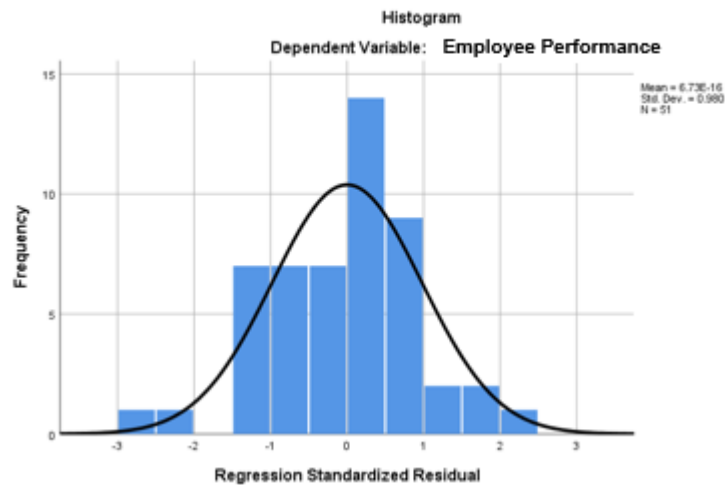


Figure 3. Normality Test Results

Based on the P-Plot image (Figure 4), it can be seen that the points follow and approach the diagonal line, so it can be concluded that the regression model meets the assumption of normality.

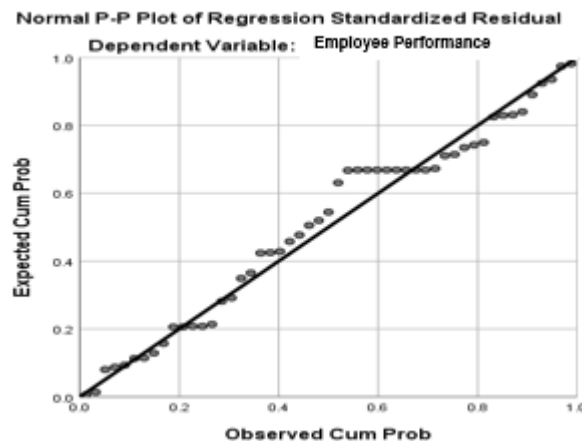


Figure 4. P-Plot image

3.5 Multiple Linear Regression Analysis Model

A multiple linear regression analysis model is the development of a simple regression analysis. Its purpose is to predict the value of the dependent variable (Y) if the independent variables are at least two or more. Multiple linear regression analysis can be calculated using a





computer with the SPSS program, and some using a calculator or manually. From Table 12, the multiple regression coefficient formula is

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 4.330 + 0.780X_1 + 0.019X_2 + e$$

Description: Employee Performance (Y), Work Discipline (X1), Work Environment (X2), Regression Coefficient (b1, b2), Error (e)

Table 12 Multiple Linear Regression Test Re

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	4.330	1.312		3.301	.002
	Work Discipline	.780	.058	.888	13.499	.000
	Work Environment	.019	.036	.034	.522	.604

a. Dependent Variable: Employee Performance

From the results of multiple regression analysis using SPSS version 26 (Table 12), it can be interpreted as follows:

- If work discipline is increased by 1 point, the employee's performance will increase by 0.780 points, assuming a constant work environment.
- If the work environment is increased by 1 point, the employee's performance will increase by 0.019 points, assuming permanent work discipline.

3.6 Individual Parameter Test (t-Test)

The purpose of the t-test, referred to as a partial test, is to partially test/separately the significant influence between the dependent and independent variables. If t table > t arithmetic or sig > 0.05 (5%), then Ho is accepted. And if t table t arithmetic or sig 0.05 (5%), Ho is rejected. Employee). Table 13 is the result of the t-test through data processing using the SPSS 26 application.





Table 13 T-Test Results

Model		Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	4.330	1.312			3.301	.002
	Work Discipline	.780	.058	.888		13.499	.000
	Work Environment	.019	.036	.034		.522	.604

a. Dependent Variable: Employee Performance

Based on table 13, the results of the analysis based on the table from the effects of processing SPSS 26.0 are as follows:

- a. Testing the effect of work discipline on employee performance Based on table 4.14, it is known that the t-count significance value of the work discipline variable is 13,499, and the probability value is 0.000. The value of t count > t table is (13,499 > 1,677224) and a significant value < 0.05 or 0.000 < 0.05 and the coefficient value of the work discipline variable is positive, it can be concluded that there is an effect of work discipline on employee performance.
- b. Testing the influence of the work environment on employee performance Based on table 4.14, it is known that the t-count significance value of the work environment variable is 0.522, and the probability value is 0.604. The value of t count > t table is (0.522 > 1.677224) and a significant value > 0.05 or 0.604 > 0.05. The coefficient value of the work environment variable is negative; it is concluded that the work environment has no influence on employee performance.

3.7 Simultaneous Effect Test (F)

In this study, the F test was used to determine the level of significance of the effect of the independent variables simultaneously (simultaneously) on the dependent variable (Ghozali, 2005).

Table 14 F Test Results





Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	509.774	2	254.887	99.587	.000 ^b
	Residual	122.853	48	2.559		
	Total	632.627	50			

a. Dependent Variable: Employee Performance

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

Based on the analysis of Table 14 from the results of SPSS 26.0 processing, it is known that the calculated F value is 99.587, and the probability value is 0.000. The estimated f value > F table is (99.587 > 3.21) and a significant value of 5% or <0.05 or 0.000 <0.05, so it can be concluded that each independent variable (X) is work discipline and work environment simultaneously or together have a significant effect on the dependent variable (Y), namely employee performance.

3.8 Coefficient of Determination Analysis (R²)

The analysis of the coefficient of determination (R²) can test the model's ability to explain the variation of the independent variable (independent variable). In this study, the coefficient of determination (R²) analysis was tested to determine how the variables of work discipline and work environment affect employee performance. The coefficient of determination (R²) range is 0-1. A small coefficient of determination indicates that the independent variable (independent variable) has limited ability to explain the dependent variable (the dependent variable). On the other hand, if the coefficient of determination (R²) is significant and close to 1, it indicates that the independent variable (independent variable) provides almost all the information needed to predict changes in the dependent variable (dependent variable). Table 15 analyzes the coefficient of determination through data processing using the SPSS 26 application.

Table 15 Analysis of the Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.898 ^a	.806	.798	1.600

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

In this study, the independent variables are two variables. Based on the results of the analysis, the R square value is 0.806 or 80.60%, which means that 80.60% is the contribution or influence of the work discipline variable (X1), the work environment (X2) simultaneously





affects the Employee Performance variable (Y). The remaining 19.40% is influenced by other factors not examined.

4. Conclusion

Based on the results of the analysis that has been carried out in research and discussion, there is an influence of work discipline on employee performance; there is no influence of the work environment on employee performance; there is an influence of work discipline and work environment simultaneously or together on employee performance at PT Dana Purna Investama Jakarta. Of course, other factors that are not discussed in this study will affect employee performance, such as leadership style, career, workload, individual abilities, facilities, and bonuses. For companies, it is recommended to have discipline in working for employees and leaders to increase the value of company productivity and provide a comfortable work environment for employees and their leaders so that they can do their jobs well and comfortably. Employees can feel satisfied working.

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