

The Effect of Work Environment and Work Discipline on Employees Performance at Cijantung Office

Novingky Ferdinand^{*1}, Ali Mutaufiq²

^{1,2}Sharia Business Management Department, STEBIS Bina Mandiri Cileungsi, Bogor

Article Info

Article history:

Received 9 2, 2022

Revised 9 8, 2022

Accepted 9 12, 2022

Keywords:

Work Environment

Work Discipline

Employee

Performance

ABSTRACT

This study used a questionnaire as the research instrument and the sampling technique in this study used a saturated sampling technique with 32 respondents. Data was collected using multiple linear regression analysis with hypothesis testing. From the results of the study, it is known that the Work Environment and Work Discipline contribute 44.3% to the increase in Employee Performance while the remaining 55.7% is contributed by variables other than Work Environment and Work Discipline. The test results show that partially the work environment has a positive and significant effect on employee performance, partially work discipline has a positive and significant effect on employee performance, and simultaneously work environment and work discipline have a positive and significant effect on employee performance.

This is an open access article under the [CC BY](#) license.



Corresponding Author:

Novingky Ferdinand

Sharia Business Management Department, STEBIS Bina Mandiri Cileungsi, Bogor, Indonesia

Email: novingky@binamandiri.ac.id

INTRODUCTION

Government agencies are organizations that have a duty to provide quality public services to the community, and of course need to be supported by existing resources. One of the important resources for an organization to achieve success is Human Resources. Human Resources is knowledge about how to manage Human Resources in terms of planning, organizing, implementing, controlling, and employee performance to achieve organizational goals. Therefore, human resources are an important factor that must be managed and developed to improve the performance of quality employees.

Performance is the work process of an employee whose results can be used to determine whether the work that has been done by an employee is in accordance with what is desired by an organization or not in accordance with the tasks assigned by an organization. Performance appraisal is a process of measuring the work done by employees and comparing it with the desired work operational standards to find out to what extent the skills have been achieved by employees. a restless work environment can affect the performance of a cold guard if the work environment causes a headache to become ineffective dalpalt annoys a failure to work so that the performance of a failure can decrease.

Performance is an important part for agencies such as an employee who has the ability, knowledge and expertise in their performance because performance is very considered to achieve the vision and mission that has been set. The existence of employees cannot be underestimated against the running of the agency, because its very important role for the success of an agency cannot be separated from support through the quality of work provided.

According to Law No. 5 of 2014 concerning the State Civil Apparatus, it is a profession as a Civil Servant who works in government agencies. Civil Servants are Indonesian citizens who meet certain requirements, are appointed as ASN employees on a permanent basis by staffing officers to occupy government positions. Each agency also has civil servants (PNS) and other supporting employees who are members of state institutions, as civil servants are obliged to provide fair services to the community based on adherence to Pancasila and the 1945 Constitution.

It can be seen in the following graph, which is a graph of the attendance percentage of Cijantung sub-district employees using finger print.

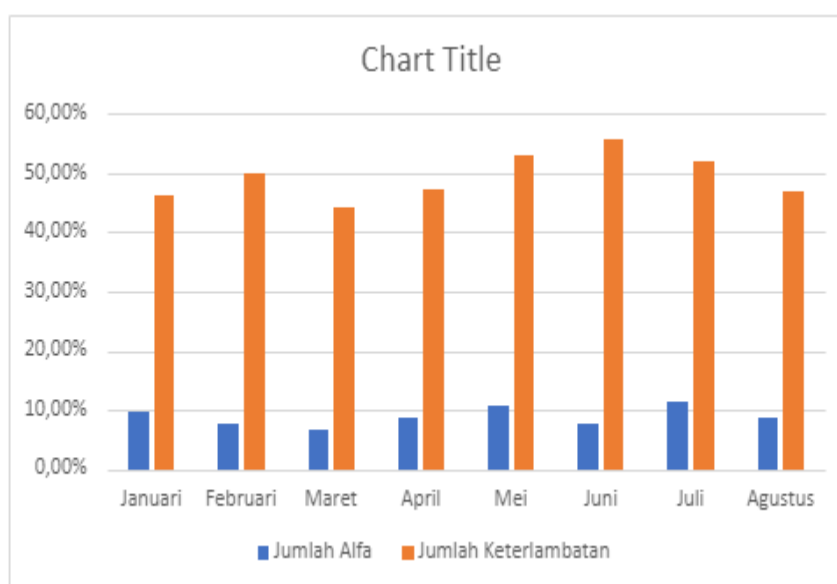


Figure 1. Percentage of Employee Attendance in Cijantung Village, 2021

Based on the tables and graphs above, it can be seen that there are still some employees who lack a sense of responsibility in their work and lack of employee awareness about the importance of discipline towards time. In addition, there are other violations, such as employees leaving the office during working hours, and leaving early before working hours are over, so that the work provided is not optimal.

Cijantung Village must be able to find out the factors that can reduce employee performance at work, because employees are a very important part in improving a government agency. To optimize performance, agencies must provide opportunities for human resources to play an active role in generating enthusiasm to improve employee performance. Therefore, Kelurahan Cijantung needs to understand the factors that can reduce performance because it is important for the progress of government agencies, one of which is the work environment.

Based on the results of observations that have been made by researchers in the work environment in Cijantung Village, it still requires improvement, namely the neatness in the room is still not optimal because there are still piles of untidy documents on the desk even though they have a cupboard to put documents in the room. The impact of environmental problems Working in the Cijantung Village can cause employee discomfort while working, and make the room look messy. Therefore, Cijantung Village must provide an order folder so that the documents on the table look neat.

The work environment is everything that is around employees both physically and non-physically that affects the tasks given and a conducive work environment will encourage employee morale, because a work environment that has good and comfortable facilities for employees can increase the enthusiasm to carry out work. tasks that have been given, on the contrary if a bad work environment can reduce the morale of employee performance. A good leader pays attention to the conditions of the work environment and creates a working environment that is in accordance with the needs of his employees.

Employees must be able to carry out their work in accordance with the accepted position, and be able to adapt to the environment and colleagues. Therefore, to improve performance, it does not only require skills and the ability to adapt to provide smooth completion of work. Another factor that influences performance is work discipline. Work discipline is the awareness of each individual to comply with the rules that have been made by the organization, if an employee violates the rules then the employee will get a sanction. In Indonesia, work discipline is still a problem because of the lack of awareness within employees to apply discipline. Without organizational discipline it is difficult to achieve maximum targets. Good discipline reflects the employee's responsibility for the work that has been given. Therefore, discipline is important for an employee because discipline is the key to the success of an organization to achieve the goals that have been set.

Although work discipline has been regulated in accordance with government regulations, there are some employees who have not fully complied with and implemented the regulations that have been set. To improve the discipline of employees, there needs to be coaching, as well as increasing discipline starting from the employees themselves and the leaders in the organization. Without the realization of good work discipline, the results of the employee's work are not in accordance with the goals that have been set.

Therefore, Cijantung Village needs to apply strict sanctions for employees who are not disciplined in carrying out the duties and responsibilities that have been given. Actions from discipline must be taken in order to improve behavior to be more obedient to the rules that have been set. The author sees that the work environment and work discipline in Cijantung Village are not fully in accordance with what is expected. Based on this phenomenon, the author wants to conduct a study with the title *The Influence of Work Environment and Work Discipline on Employee Performance in Cijantung Village*.

METHOD

The objects of research in this research are the Work Environment (X1), Work Discipline (X2), and Pegawai Performance (Y) and the Cijantung Village Area. The researcher chose the research location in the Cijantung Village, which is almat on Jl. Gongseng Raya No.88, RT.1/RW10, Cijantung, Kecamatan Pasar Rebo, East Jakarta. The population in this research was 32 guardians in the Cijantung Village which consisted of 18 ASN guardians, 9 permanent guardians in 5 cleaning staff. This research sample is only 32 samples.

Regression analysis is an analysis of the total relationship between independent variables and bound variables. Valrialbel in this research is lit with X1, in X2, which is alkalized, affects the magnitude of the valrialbel, which is ignited with Y.

RESULTS AND DISCUSSION

1. Partial Hypothesis Testing Work Environment on Employee Performance

The partial linear hypothesis test (t test) was used to determine the effect of the independent secular variable on the dependent variable, but the significant effect was not. The following is the analysis of the valid t-test analysis of the Work Environment (X1) against Employee Performance (Y).

Table 1.
T Test Results X1 Against Y

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.059	6.278		3.355	.002
	work environment	.779	.204	.571	3.811	.001

a. Dependent Variable: Performance

Source: Data Processed, 2022

In order to test the general internal influence of the internal variables on the work environment on the performance of the supervisor, it is necessary to carry out the following hypothesis tests:

The decision making is as follows:

1. Ho is accepted in Hal rejected if $T_{count} < T_{tabel}$ for $\alpha = 5\%$, $t > 0.05$
2. Ho is rejected in It is accepted if $T_{count} > T_{tabel}$ for $\alpha = 5\%$, $t < 0.05$
3. T_{tabel} viewed with $deraljalt\ bebal = n - k$

Dating:

n = number of samples used

k = number of independent variables

With a sig level of 5% in $df = n - k$ (32-2) malkal dalpalt value $df = 30$

Then it can be seen that the value of T table is 2.042. Based on the above table, it shows that the calculated T is 3.811 greater than the T-table is 2.042 with a significant value of 0.001 smaller than the alpha by 0.05 and it can be concluded that $T_{count} > 2,001 < all\ phal11 > 2,001 > 0.811 ,05$). So Ho is rejected in terms of acceptance, which means that the general work environment has a positive and significant influence on the performance of the guardian.

2. Partial Hypothesis Testing Work Discipline on Employee Performance

The partial linear hypothesis test (t test) was used to determine the effect of the independent secular variable on the dependent variable, but the significant effect was not. The following is the analysis of the t-test analysis of the Work Discipline (X2) variable regarding Employee Performance (Y).

Table 2.
X2 T Test Results Against Y

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.527	4.936		4.361	.000
	work discipline	.548	.115	.656	4.764	.000

a. Dependent Variable: Performance

Source: Data Processed, 2022

Based on the assumption that the table of dialtals shows that the value of Tcount is 4.764 greater than the Ttalbel of 2,042 with a significant value of 0.000 less than alpha of 0.05, it is concluded that $t > T_{table}$ (4.04.02) . So H_0 is rejected in terms of acceptance, meaning that the overall work discipline has a positive and significant impact on the performance of the employee.

3. F Test

The F test was carried out to test the influence of the X1 variables, X2 on the Y malcals. Hypothesis testing was carried out by comparing the Fcount values with the Ftablels and even by looking at the significant signals. The following is the result of the F test.

Table 3.
F Test Results X1 and X2 Against Y

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	357.288	2	178.644	11.523	.000 ^b
	Residual	449.587	29	15.503		
	Total	806.875	31			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja

Source: Data Processed, 2022

Based on the dialtals table, the result of the F test in the calculated F value is 11,523. The calculated F value is then compared with the Ftable of 3.33 so that the calculated $F > F_{table}$ (11.523 > 3.33). The paldal significance of the F test is $0.000 < 0.05$. So H_0 is rejected in terms of acceptance, meaning that the work environment and work discipline have a positive and significant simultaneous influence on the performance of the guardian.

4. The Influence of the Work Environment on Employee Performance

The results of this research show that there is a mutual influence on the quality of the work environment, which has a significant influence on the performance of employees in the Cijantung District. This hall is proven by the calculated T value of 3.811 while the T table value of 2.042 so that it can be concluded that $T_{count} > T_{table}$ ($3.811 > 2.042$). In a significant value of $0.001 < 0.05$ which means a significant value of 0.001 is smaller than 0.05. So H_0 is rejected in terms of acceptance, which means the work environment has a positive and significant impact on the performance of the guardian in the Cijantung District.

5. The Effect of Work Discipline on Employee Performance

The results of this research show that there is a mutual influence between the quality of work discipline and the performance of employees in the Cijantung area. This is evidenced by the calculated T value of 4.764 while the T-table value of 2.042 so that it can be concluded that $T_{count} > T_{table}$ ($4.764 > 2.042$). In a significant value of $0.000 < 0.05$ which means a significant value of 0.000 is less than 0.05. So H_0 is rejected in terms of acceptance, which means the work environment has a positive and significant impact on the performance of the guardian in the Cijantung District.

6. The Influence of Work Environment and Work Discipline on Employee Performance

The results of this research show that there is a mutual influence on the quality of the work environment in work discipline and employee performance in the Cijantung area. This hall is proven by the calculated F value of 11,523. The value of Fcount is then compared with Ftable of 3.33 so that $F_{count} > F_{table}$ ($11,523 > 3.33$). The significance of the F test is 0.000 less than 0.05, which means that H_0 is rejected in terms of acceptance. This hall shows that the work environment and work discipline have a positive and significant influence on the performance of the Cijantung Village Chief of Staff.

CONCLUSION

Based on the research analysis on the influence of the work environment in work discipline regarding the performance of Pegalwali paldal in Cijalnung, the conclusion is that the highest score from the last respondent's date for the Pegalwali performance variable is the highest score of 149 133 overall. of 132, for the Work Discipline variable, the score was 145 in the lowest score of 120.

Generally, the working environment has a positive and significant influence on performance. The result is evidenced by a significant value of ($0.001 < 0.05$). The Tcount value is 3.811, which means it is greater than Ttable, which is 2.042 ($3.811 > 2.042$). While the coefficient of determination is 32.6%. Overall, work discipline has a positive and significant influence on performance, the result is evidenced by a significant value of $0.000 < 0.05$. The value of Tcount is 4.764, which means it is greater than Ttable, which is 2.042 ($4.764 > 2.042$). While the coefficient of determination is 43.1%.

If viewed simultaneously, the results from this study show that the work environment in work discipline has a significant influence on the performance of the guardian. The result is evidenced by a significant value in the ANOVA table of ($0.000 > 0.05$). And the value of $F_{count} > F_{table}$ ($11,523 > 3,33$). It is known that R square is 44.3%, while the remaining 55.7% is explained by traffic variables that were not included in this study.

REFERENCES

- Arifin, S., Al Farisi, M. S., & Herawati, E. (2022). Analisis Faktor-Faktor Yang Mempengaruhi Preferensi Masyarakat Terhadap Pegadaian Syariah. *Jurnal Neraca Peradaban*, 2(1), 1-8.
- Balansa, F., Lengkong, V. P. K., & Hasan, A. B. (2017). Pengaruh Gaya Kepemimpinan Transformasional, Budaya Organisasi dan Disiplin Kerja Pada PT. Pegadaian (Persero) Kantor Cabang Karombasan. *Jurnal EMBA*, 5(3), 4555-4564. ISSN: 2303-1174.
- Dapu, V. A. W. (2015). The Influence Of Work Discipline, Leadership, And Motivation On Employee Performance At PT. Trakindo Utama Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 3(3), 352-361. ISSN: 2303-11.
- Dewi, D. P., & Harjoyo. (2019). *Manajemen Sumber Daya Manusia*. Banten: UNPAM PRESS.
- Hasibuan, S. M., & Bahri, S. (2018) Pengaruh Kepemimpinan, Lingkungan Kerja dan Motivasi Kerja Terhadap Kinerja. *Jurnal Ilmiah Magister Manajemen*, Vol 1(1), 71-80. ISSN 2623-2634.
- Hersona, S., & Sidharta, I. (2017). Influence Of Leadership Function, Motivation and Work Discipline On Employees Performance. *Journal of Applied Management*, 15(3). ISSN: 1693-5241.
- Hidayat, Z., & Taufiq, M. (2012). Pengaruh Lingkungan Kerja dan Disiplin Kerja serta Motivasi Kerja Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum (PDAM) Kabupaten Lumajang. *Wiga: Jurnal Penelitian Ilmu Ekonomi*, 2(1), 79-98. ISSN: 2088-0944.
- Kamaroellah, R. A. (2014). *Manajemen Pemerintahan Daerah*. Surabaya: Pustaka Radja.
- Mahajaya, G. R., & Subudi, M. (2016). Pengaruh Motivasi, Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Pegawai Inspektorat Kabupaten Bandung. *Jurnal Manajemen Unud*, 5(11), 7072-7099.. ISSN: 2302-8912.
- Mangkunegara (2011). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya
- Marsusanti, E. (2015). Pengaruh Shift Dan Lingkungan Kerja Terhadap Kinerja Karyawan Department Store Kota Sukabumi. *Swabumi*, 2(1), 29-35. ISSN: 2549-5178.
- Maswani, M., Utami, E. P., & Nofiar, N. (2021). Analysis Of The Effect Of Work Discipline, Work Environment, And Work Motivation On Employee Performance At Pt. Bayutama Teknik. *Dinasti International Journal of Economics, Finance & Accounting*, 1(6), 960-968. ISSN: 2721-3021.
- Minggu, M. M., Lengkong, V. P., & Rumokoy, F. S. (2019). Pengaruh lingkungan kerja, disiplin kerja dan komitmen organisasi terhadap kinerja karyawan di Pt. Air Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 7(2), 1071 – 1080. ISSN: 2303-1174.
- Nafi'Hasbi, M. Z., Al Farisi, M. S., Cahyani, Y. T., & Kusbiantoro, S. (2021). Strategi Pemasaran Usaha Pp. Riyadlul Jannah Pacet Mojokerto Perspektif Ilmu Ekonomi Syariah. *Jurnal Riset Entrepreneurship*, 4(2), 19-25.
- Nurjaya, N. (2021). Pengaruh Disiplin Kerja, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Pt. Hazara Cipta Pesona. *Akselerasi: Jurnal Ilmiah Nasional*, 3(1), 60-74.
- Palampanga, Z. (2017). Pengaruh Kepemimpinan, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Kelurahan Di Wilayah Kecamatan Ampana Kota Kabupaten Tojo Una-Una. *Jurnal Katalogis*, 5(10), 100-108. ISSN: 2302-2019.
- Putra, A., & Aprianti, K. (2020). Pengaruh Lingkungan Kerja Terhadap Disiplin Kerja Pegawai Camat Lambitu Kabupaten Bima. *Jurnal Manajemen dan Keuangan*, 8(1), 19-27. ISSN: 2686-2646.
- Razak, A., Sarpan., & Ramlan. (2018). Effect of Leadership Style, Motivation and Work Discipline on Employee Performance in PT. ABC Makassar. *International Review of Management and Marketing*, 8(6), 67-71. ISSN: 2146-4405.
- Riyanto, S., Sutrisno, A., & Ali, H. (2017). The Impact of Working Motivation and Working Environment on Employees Performance in Indonesia Stock Exchange. *International Review of Management and Marketing*, 7(3), 342-348. ISSN: 2146-4405.

- Setyowati, R., Lambey, L., & Rumokoy, F. S. (2018). The Effect Of Leadership, Work Environment, And Discipline On Employees Productivity At Pt. Amri Margatama Capital. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 5(3). ISSN: 2303-1174.
- Utarinda, D., Haryadi, R. N., Al Farisi, M. S., Nurjaya, N., & Sunarsi, D. (2022). Perencanaan Bisnis dan Analisis Pembibitan Kedelai di Purwakarta (Studi Kasus Pelaku Usaha Kedelai). *Jurnal Ilmiah Feasible (JIF)*, 4(1), 80-85.
- Siagian, T. S., & Khair, H. (2018). Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening. *Jurnal Ilmiah Magister Manajemen*, 1(1), 59-70. ISSN: 2623-2634.
- Srisinto. (2018). Pengaruh Lingkungan Kerja, Budaya Kerja Dan Komitmen Organisasi Terhadap Kinerja Pegawai Badan Pusat Statistik. *Jurnal Pengembangan Wiraswasta*, 20(1), 47-62. ISSN: 2620-388X.
- Sudiarditha, I. K. R., Susita, D., & Kartini, T. M. (2019). Compensation And Work Discipline On Employee Performance With Job Satisfaction As Intervening. *Journal Trikonomika*, 18(2), 80-87. ISSN: 2355-7737.
- Sutisna, A. J. (2021). Pengaruh Lingkungan Kerja, Kepuasan Kerja Dan Motivasi Kerja Terhadap Kinerja. *Journal of Management Studies*, 8(3), 175-186. ISSN 2407-6325.
- Syafrizal, R. (2021). Pengaruh Kompensasi dan Lingkungan Kerja terhadap Semangat Kerja Pegawai di Sekretariat Komisi Pemilihan Umum Kota Tebingtinggi. *Jurnal Ekonomi & Ekonomi Syariah*, 4(2), 1258-1266. ISSN: 2599-3410.
- Sya'Rani, A. W. (2018). Pengaruh Motivasi Dan Disiplin Kerja Aparatur Terhadap Kinerja Aparatur Pada Kantor Kementerian Agama Kabupaten Hulu Sungai Selatan. *KINDAI Kumpulan Informasi dan Artikel Ilmiah Manajemen dan Akuntansi*, 14(1).
- Wijaya, H., & Susanty. E. (2017). Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Studi Kasus Dinas Pertambangan Dan Energi Kabupaten Musi Banyuasin. *Jurnal Ecoment Global*, Vol. 2(1), 40-50. ISSN : 2540-816X.
- Wirya, K. E. S. (2019). The Effect of Compensation and Work Environment on Work Discipline and Performance of Mini Mart Employees in Denpasar City. *Jurnal Ekonomi & Bisnis JAGADITHA*, 6(1), 60-71. ISSN 2579-8162.
- Yantika, Y., Herlambang, T., & Rozzaid, Y. (2018). Pengaruh Lingkungan Kerja, Etos Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Pemkab Bondowoso). *Jurnal Manajemen Dan Bisnis Indonesia*, 4(2), 174-188. ISSN: 2443-2830