

Impact Of Discipline and Work Environment in Improving Job Performance

Dampak Disiplin dan Lingkungan Kerja dalam Meningkatkan Prestasi Kerja

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ABSTRACT

This study for to know the cultural influence work to officer motivation of at office of Mayor Batam, to know the professionalism influence to officer motivation of at office of mayor Batam and to know the cultural influence work and proffesionalism by together to officer motivation of at office of Mayor Batam. Result of research, result of calculation obtained by cultural value t hitung variable work bigger that t tabel. There by hence Ho refused and is Ha accepted. Matter of this means that there are influence which significant and positive among/between culture work to officer motivation of at office of mayor batam. Is meaning, more and more the cultural goodness work, hence will more and more the goodness also motivate the officer of at office of Mayor Batam and constructively computer processing of pursuant to calculation SPSS obtained by value F Hitung of bigger than F tabel, clear so that Ho refused and is Ha accepted. This matter indicate that by together culture work and professionalism can improve the officer motivation of at office of mayor batam. This indicate that there are very influence of significant of among/between culture work and profeesionalism to officer motivation of at office of mayor batam.

Keywords : influence work, officer professionalism, motivation

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya kerja terhadap motivasi kerja pegawai di Kantor Walikota Batam, mengetahui pengaruh profesionalisme terhadap motivasi kerja pegawai di Kantor Walikota Batam dan mengetahui pengaruh budaya kerja dan profesionalisme secara bersama-sama terhadap motivasi kerja pegawai di Kantor Walikota Batam. Hasil penelitian, hasil perhitungan diperoleh nilai t hitung variabel budaya kerja lebih besar dari t tabel. Dengan demikian Ho ditolak dan Ha diterima. Hal ini berarti terdapat pengaruh yang signifikan dan positif antara budaya kerja terhadap motivasi kerja pegawai di Kantor Walikota Batam. Artinya, semakin baik budaya kerja maka akan semakin baik pula motivasi pegawai di Kantor Walikota Batam dan secara konstruktif berdasarkan perhitungan SPSS diperoleh nilai F Hitung lebih besar dari F tabel, maka Ho ditolak dan Ha diterima. Hal ini menunjukkan bahwa secara bersama-sama budaya kerja dan profesionalisme dapat meningkatkan motivasi kerja pegawai di kantor walikota Batam. Hal ini menunjukkan bahwa terdapat pengaruh yang sangat signifikan antara budaya kerja dan profesionalisme terhadap motivasi kerja pegawai di Kantor Walikota Batam.

Kata Kunci : pengaruh budaya kerja, profesionalisme pegawai, motivasi

1. Introduction

Human Resource Management is part of organizational management that focuses on Human Resource elements. The task of HRM is to manage the human element properly in order to obtain a workforce whose work is satisfactory. In an organization, people are one of the most important elements in an organization. Without the role of the human being although the various factors required it has been available, the organization will not run. Because humans are the driving force and determinant of the course of an organization. Therefore, the organization should provide positive direction for the achievement of organizational goals.

The company encountered low employee performance. As a result of low employee performance, the company's productivity decreases and cannot meet consumer demand, so the

company suffers losses and experiences obstacles in its development. As for employees who have work performance will hinder career development and income decreased. According to Firdiyansyah (2016), work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

In addition, discipline is also the key to the success of a company or institution in achieving its goals. Discipline is an operative function of human resource management that is very important because the better the discipline of employees of a company, the higher the work performance it achieves and will create quality employees. Tamami, S., Arifin, A. And Paradise, I.e. (2022) states that an employee who has high labor discipline will deliver the results of his maximum performance and will do everything by sticking to the regulations in force. These regulations provide and make employees disciplined.

In addition to the discipline of the work environment must also be considered so that employees can work effectively and efficiently, because the work environment can affect a person in carrying out the duties charged either directly or indirectly. A comfortable working environment can improve employee performance so that in the performance of their duties can be done optimally and comfortably. Nuraeni, B. E., Nine, L. D. And Paradise, I.e. (2021) states that the work environment is various things related to and located in the area of the environment and its surroundings that have an influence, either directly or indirectly on a person or group of employees in doing their work and activities.

PT. Ho Wah Genting was established in Indonesia as a private limited company established on July 2, 2001. Employees of PT. Ho Wah Genting is divided into two categories, namely production employees and administrative employees. The Total number of employees based on January 2022 data is 228 people. PT. Ho Wah Genting is an integrated manufacturer engaged in the manufacture of wire, cable, electrical cable sets and molded cable assemblies for Original Equipment Manufacturers (OEM) of Electrical and electronic devices as well as equipment for original design manufacturers (ODM). For its production includes advanced product development, efficient production processes and strong distribution capabilities in order to meet the needs of OEM and ODM. The following is a table of product yield targets and product realization at PT Ho Wah Genting for 5 months, from August – December 2021.

Table 1. Target Report and Product Realization in PT. Ho Wah Genting

Month	Target (perbulan)	Realisasi	Persentase
Agustus 2021	750	500	66.60%
September 2021	750	650	86.60%
Oktober 2021	750	500	66.60%
November 2021	750	700	93.30%
Desember 2021	750	500	66.60%

Causes decreased employee performance at PT. Ho Wah Genting because there are some employees who do not work in accordance with the standards set by the company, the number of employees who do not pay attention to cleanliness, equipment and appearance, poor employee attendance, especially employees who do not enter without news. The following is the employee attendance data of PT. Ho Wah Genting from August 2021 to December 2021 the admin section is as follows:

Table 2. Report on the presence of employees of PT. Ho Wah Genting

Bulan	Jumlah Karyawan	Absensi Kehadiran	Persentase Absensi
Agustus 2021	228 karyawan	201 karyawan	88,1%
September 2021	228 karyawan	197 karyawan	86,4%
Oktober 2021	228 karyawan	179 karyawan	78,5%
November 2021	228 karyawan	188 karyawan	82,4%
Desember 2021	228 karyawan	185 karyawan	81,1%

From The Table .2 The results of the report show that in August 2021, as many as 201 employees (81.1%) attended, in September 2021 as many as 197 employees (86.4%) attended, in October 2021 as many as 179 employees (78.5%) attended, in November 2018 as many as 188 employees (82.4%) attended and in December 2018 as many as 185 employees (81.1%) attended.

2. Literature Review

Discipline

Discipline is the sixth operative function of Human Resource Management. Discipline is the most important HR operative function because the better the employee's discipline, the higher work performance they can achieve. Without good employee discipline, it is difficult for company organizations to achieve optimal results. (Hasibuan, 2014).

Work Environment

A good working environment will have a good influence on employee performance. Whether you realize it or not, the employee's work environment will determine performance. Agencies that have a good and comfortable working environment will provide motivation for their employees to improve their performance (Fani, L. A., & Firdiyansyah, I, 2022).

Job Performance

Job performance is the work achieved by a person in carrying out the tasks assigned to him, which is based on skill, experience, and seriousness and time (Badriyah, 2018).

The Impact Of Discipline In Improving Work Performance

Good discipline will reflect the magnitude of a person's responsibility to the tasks assigned to him. Because the better the discipline of employees in a company, the higher the work performance that can be achieved. Conversely, without good discipline, it is difficult for a company to achieve optimal results. The same thing by research (Mardeli, L, 2019) said in his research that it has a very strong relationship between discipline to employee work performance at the Belitang Madang Raya OKU Timur district office.

The Impact Of The Work Environment In Improving Work Performance

The work environment can be said to be good if employees can do their work optimally and comfortably, therefore, it can be said that the work environment plays an important role in the quality of employee performance results (Yugusna, Fathoni, & Haryono, 2016). This is supported by research (Latifah & Nurmalasari, 2018) stating that the work environment is very influential on work performance.

The impact of discipline and work environment in improving work performance

The impact between the variables of labor discipline and the work environment of employees on employee performance, has a relationship that affects work performance

because without the employee's work discipline, for example, not doing the task that has been given otimatis it can affect employee performance. According to Hasibuan (2012: 193) discipline is the most important operational function of human resource management because the better the employee's work discipline, the higher the work performance that can be achieved. Without good discipline, it is difficult for corporate/agency organizations to achieve optimal results. According to research Pirtahap Sitanggang (2014) the influence of work discipline, work environment, and the work performance of SMP perintis, district pancoran mas depok stated that good discipline reflects the magnitude of a person's responsibility to the tasks assigned to him. A comfortable, safe and prosperous working environment will have an impact on high work performance in carrying out a job that is his duty and responsibility.

Hypotesis

A hypothesis is a temporary answer to a research objective that can be derived from the framework of thought that has been created. A hypothesis is a tentative statement about the relationship between two or more variables. So it can be concluded that the hypothesis is a temporary estimate of the answer to the research problem formulation. The hypothesis that has been formulated is as follows:

1. The dicipline has an impact on improving work performance
2. The work environment has an impact on improving work performance
3. Work environment and discipline have an impact on improving work performance

3. Research Methods

This study uses associative quantitative methods. Quantitative method is a scientific approach that views a reality that can be classified, concrete, observable and measurable, the relationship is causal variables in which the research data in the form of numbers and analysis using statistics (Sugiyono, 2018). While associative research is research that aims to determine the influence or relationship between two or more variables (Sugiyono, 2018:11).

Population is as a generalization area consisting of: objects / subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions (Sugiyono, 2018: 80). The population in this study are employees of PT. Ho Wah Genting totaling 228 people.

The sample is part of the number and characteristics possessed by the population (Sugiyono 2018). When the population is large, and the study is not possible to study everything in the population, for example due to limited funds, manpower and time, then the study can use samples taken from that population. What is learned from that sample, the conclusions will be enforceable for the population. For this reason, the sample taken from the population must be truly representative. Sampling was determined using Slovin with an error rate of 5% (Noor, 2016:158). Based on the calculation using slovin formula, the number of samples obtained 145,222 rounded to 145 respondents. So the sample in this study was 145 respondents or (n= 145).

4. Results and Discussions

In this calculation the author uses the number of respondents as many as 145 people so that R table = 0.1371 calculated by the formula $df=n / 2$.

Table 3. Validity Test Results

Question	charge factor	description
P1	0.703	Valid
P2	0.365	Valid
P3	0.492	Valid
P4	0.739	Valid
P5	0.781	Valid
P6	0.718	Valid
P7	0.686	Valid
P8	0.570	Valid
P9	0.698	Valid
P10	0.318	Valid
P11	0.376	Valid
P12	0.606	Valid
P13	0.494	Valid
P14	0.571	Valid
P15	0.568	Valid
P16	0.279	Valid
P17	0.474	Valid
P18	0.626	Valid
P19	0.539	Valid
P20	0.536	Valid
P21	0.378	Valid
P22	0.435	Valid
P23	0.321	Valid
P24	0.368	Valid
P25	0.722	Valid
P26	0.623	Valid
P27	0.693	Valid
P28	0.760	Valid
P29	0.695	Valid
P30	0.497	Valid
P31	0.667	Valid
P32	0.390	Valid
P33	0.383	Valid
P34	0.420	Valid
P35	0.547	Valid
P36	0.719	Valid
P37	0.646	Valid
P38	0.619	Valid
P39	0.739	Valid
P40	0.330	Valid
P41	0.619	Valid
P42	0.739	Valid

There are 42 statements, each consisting of 10 items of job training statement, 14 items of discipline statement, 6 items of work environment statement and 12 items of Work

Performance statement. All statement items of each variable show $> R_{\text{tabel}}$ 0.1371 then all statements are considered valid.

Table 4. Reliability Test Results

Variabel	Alpha	Description
Discipline	0.694	Reliable
Work Environment	0.740	Reliable

Reliability test showed that the variables tested are reliable, on job training 0.787, discipline 0.694, work environment 0.740 and job performance 0.788. Test results are reliable because the value of the test results > 0.6 .

Table 5. Normality Test

<i>Unstandardized Residual</i>	
Kolmogorov-Smirnov Z	1.299
Asymp. Sig. (2-tailed)	0.68

Based on output above, it is known that the value of unstandardized residual 0.068 > 0.05 so that it can be concluded that the data tested are normally distributed.

Multicollinearity Test

Symptoms of multicollinearity can be known through a test that can detect and test whether the equation formed occurs symptoms of multicollinearity (Wibowo 2012 : 87). One of several ways to detect symptoms of multicollinearity is to use or look at a test tool called VIF (variance inflation factor).

Table 6. Multicollinearity Test

Variable	Tolerance	VIF	Description
Discipline	0.610	1.638	There Is No Multicollinearity
Working Environment	0.729	1.371	There Is No Multicollinearity

Based on the above test results, it is known that the tolerance value of job training is 0.775, discipline is 0.610 and work environment is 0.729. While the value of VIF in job training is 1,291, discipline is 1,638 and work environment is 1,371 which is < 10 . So it can be concluded that the processing results show there is no multicollinearity between variables in the regression model.

Heteroscedasticity Test

To perform heteroscedasticity tests there are several methods that can be used, for example, spearman's barlet and rank method or Spearman's rho Test, park Glacier chart method. However, the authors used the Park Glacier test by correlating the absolute residual value with each independent variable if the result of the probability value has a significance value $>$ its alpha value (0.05), then the model does not experience heteroscedasticity.

Table 7. Uji Park Glacier

Variable	t	Sig	Description
Discipline	0.341	0.734	There Is No Heteroscedasticity
Working Environment	-0.20	0.984	There Is No Heteroscedasticity

Based on the above table it is known that the significance value is greater than 0.05 so it can be concluded that the test did not occur symptoms of heteroscedasticity.

Hypothesis Testing

A hypothesis is a statement about something that must be tested for truth. This hypothesis can be raised to suspect a particular event in a form of problems that are analyzed using regression analysis (Wibowo 2012: 123).

Table 8. Multiple Regression

	Variable	Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error		
1	Constant	1.322	1.284		
	Discipline	-0.041	0.141	0.569	0.096
	Working Environment	0.404	0.045	0.224	0.000

From the table above can be formulated regression equation as follows;

$$Y = 1.322 - 0.041X_2 + 0.404X_3 + e$$

1. Constant/intercept of 1,322 mathematically states that if the value of the independent variables X_1 , X_2 and X_3 is equal to zero then the value of Y is 1,322 in other words that the value of the company's Sales volume X without job training, discipline and work environment is 1,322
2. Regression coefficient of discipline planning variable (X_1) of -0.041 means that an increase in the value of x assuming another constant independent variable will affect work performance of -0.041 and coefficient of variable X_1 (discipline) is negative meaning that there is a negative relationship to Y (work performance).
3. Regression coefficient of Work Environment Planning variable (X_2) of 0.404 means that an increase in the value of x assuming another constant independent variable will affect work performance of 0.404 and coefficient of variable X_2 (work environment) is positive meaning that there is a positive relationship to Y (work performance).

Table 9. T Test

Variable	t	Sig	Description
Discipline	-1.675	0.096	No Partial Effect
Working Environment	9.015	0.000	Partial Effect

Based On The Table. 9 can be summed up as follows :

1. Discipline variable thitung (-1.675) < ttable (1.976), it can be said that there is an influence of discipline on work performance. In addition, the probability value of 0.096 is greater than 0.05 or sig > α indicates that X_1 has no significant effect on Y
2. Work environment variables thitung (9.015) > ttable (1.976), it can be said that there is an influence of the work environment on work performance. In addition, the probability value of 0.000 is less than 0.05 or sig < α indicates that X_2 significantly affects Y .

Table 10. Coefficient Of Determination Test

Model	Adjusted R Square
Regression	0.936

Based on the above output value can be concluded that the value of R Square (R^2) = 0.936 or 93.6% while the remaining 6.4% is influenced by other variables outside the study.

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Based on the results of multiple linear regression obtained multiple regression coefficient X_2 value of -0.041 which means that an increase in the value of x assuming another constant independent variable will affect the performance of -0.041 units. Based on the Partial Test (t test) results obtained Thitung -1.675 < Ttable 1.976 so that H_2 is rejected which means discipline (X_1) has no partial effect on work performance (Y). this strengthens the research of Wenas & Logor (2015) Faculty of Economics Sam Ratulangi University Manado.

The Impact Of The Work Environment In Improving Work Performance

Based on the results of multiple linear regression obtained multiple regression coefficient X3 of 0.404 which means that an increase in the value of x assuming another constant independent variable will cause an increase in Work Performance by 0.404 units. Based on the partial test results (t test) obtained the results of t count 9,015 > table 1,976 so that H3 is accepted which means that the Working Environment (X2) has a partial effect on work performance (Y). this strengthens the research of Asri Warnanti (2014) Faculty of Economics, University of Education Indonesia

The impact of discipline and work environment in improving work performance

Based on the results of the Silmultan test (F test) obtained the results of the calculated F value of 692,389. obtained value F count> Ftable (692.389> 2.67), then H4 is accepted so that it can be said that X1 and X2 together affect Y. This reinforces the research of Livanda Wenly (2016) Faculty of Economics, Samratulangi University, Manado

5. Conclusion

Based on the results of the study it can be drawn some conclusions as follows :

1. Based on the results of research that the authors do show that discipline has a negative effect separately on job performance
2. Based on the results of research that the authors do show that working environment has a positive effect separately on job performance
3. Through analysis and questionnaires distributed, showed that discipline and work environment at PT. Ho Wah Genting has a positive effect together on work performance

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