

# INFLUENCE OF WORK ENVIRONMENT, MOTIVATION, AND DISCIPLINE ON EMPLOYEE PERFORMANCE

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## Abstract

**Background :** Competitive competition is always faced by industrial companies, both small, medium and large companies in the local and international realm. In facing this competition, the company must prepare and pay attention to all the factors that are part of the process to run the company. **Method :** This research has a clear and regular flow, is descriptive explanatory, this type and research is based on a quantitative descriptive approach. **Result :** A total of 175 employees are the population and 121 employees are the sample in this study. Multiple linear regression analysis is a technique in this research method. In testing this hypothesis, the calculation results obtained a value of  $t_{count} < t_{table}$  ( $1.890 < 1.980$ ) and a significant value of  $0.003 > 0.05$  partially, the value of  $t_{count} < t_{table}$  ( $0.816 < 1.980$ ) and a significant value of  $0.021 > 0.05$  partially, the value of  $t_{count} > t_{table}$  ( $2.052 > 1.980$ ) and the significant value is  $0.001 < 0.05$  partially, the  $F_{count}$  ( $39.387$ )  $> F_{table}$  ( $2.68$ ) and  $0.000 < 0.05$  for the probability of significance. Adjusted R Square value of 0.490 is obtained from the coefficient test results which means that the variation in the dependent variable is 49.0% as explained from other variables such as compensation, promotion, training, leadership, and so on which were not examined in this study. **Conclusion :** The value of  $t_{count} < t_{table}$  ( $1.890 < 1.980$ ) and a significant value of  $0.003 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted while  $H_a$  is rejected in the Work Environment on Employee Performance at PT. King Putra Manggala.

**Keywords:** Work Environment , Motivation , Discipline ,Employee Performance

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## INTRODUCTION

Competitive competition is always faced by industrial companies, both small, medium and large companies in the local and international realm. In facing this competition, companies must prepare and pay attention to all the factors that are part of the process to run the company (Amalia, 2021). PT. Raja Putra Manggala, Sunggal, Deli Serdang, North Sumatra is an international-scale company engaged in coffee exporters that produces quality coffee beans which will later be exported abroad, one of which is the United States (Amalia, 2021) (Islami & Rio, 2019). Quality Human Resources can make the company's employees a guide in creating capabilities that will later contribute to the company's excellence to compete in the Globalization Era (Izzalqurny et al., 2019). Employee performance is the work achieved by an employee in carrying out his duties to be one of the important factors that greatly affect the success of the company. Several factors such as Work Environment, Motivation, and Discipline can affect Employee Performance. The place where employees perform and carry out their daily work is a work environment, where to fulfill the social, physical and psychological life of the employee (Kadim et al., 2020). So that the work environment that is less supportive causes an influence on employee performance. In addition, motivation has an important role in increasing morale which requires encouragement, desire, and perseverance from an individual to work seriously to achieve the goals set by the company and optimal results (Fadah et al., 2020). No motivation given (Luthfiah & Suherman, 2018) causes a decrease in employee morale (Toly et al., 2020).

Along with the Work Environment and Motivation, Discipline is an attitude of being obedient and obedient to the applicable regulations and norms within the company (Borhan et al., 2014). Lack of discipline in employees causes poor time management so that it affects employee performance (Widagdo et al., 2020).

## RESEARCH METHODS

This research has a clear and regular flow, it is descriptive explanatory, this type and research is based on a quantitative descriptive approach. Test the Validity and Reliability of Variable Instruments.

### Validity Test

According to Syofian (2016:162), the extent to which a measuring instrument can measure something that wants to be measured can be shown by doing validity.

- 1) Item is declared valid if  $r_{count} \geq r_{table}$  (0.3)
- 2) The item is declared invalid if  $r_{count} < r_{table}$  (0.3)

### Reliability Test

According to Syofian (2016:173), to find out the measurement results remain consistent the extent to which they can perform a reliability test, with the same measuring instrument two or more measurements can be made of the same symptoms.

- 1) The item is quite reliable if the correlation is 0.7
- 2) Items are less reliable if the correlation  $< 0.7$





## RESULTS AND DISCUSSION

### Descriptive statistics

Below are descriptive statistics consisting of the minimum, maximum, mean and standard deviation of the respondents.

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Lingkungan Kerja	12	28	36	32.80	2.088
Motivasi	12	28	36	32.67	2.087
Disiplin	12	27	36	32.25	2.270
Kinerja Karyawan	12	36	46	41.05	2.698
Listwise (Valid N)	12				

Table 1. Descriptive statistics

In table above it can be seen that the Work Environment variable (X1) has a minimum value of 28, a maximum value of 36, a mean value of 32.80, and a standard deviation of 2,088. Motivation variable (X2) has a minimum value of 28, a maximum value of 36, a mean value of 32.67, and a standard deviation of 2,087. The Discipline Variable (X3) has a minimum value of 27, a maximum value of 36, a mean value of 32.25, and a standard deviation of 2.270. Finally, the Employee Performance variable (Y) has a minimum value of 36, a maximum value of 46, a mean value of 41.05, and a standard deviation of 2.698.

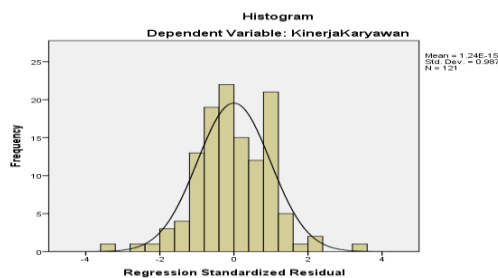


Figure 1. Histogram

Comparing observation data with a distribution that is close to a normal distribution is one of the easiest ways to look at the histogram graph which can be called residual normality.

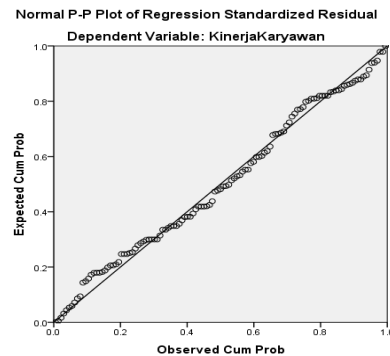


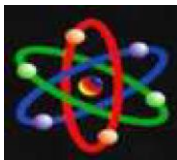
Figure 2. Scatterplot

The data is fairly normally distributed because the curve lines tend to be symmetrical (U) and do not deviate to the right or to the left based on the histogram graph in Figure.1 which shows real data. The distribution of the data is partially close to the diagonal line and it can be seen that the data is scattered around the diagonal line. In the P-P Plot Normality Graph, the figure above means that the data is normally distributed.

Kolmogorov-Smirnov (K-S) non-parametric statistical test can be used to test for normality with statistics with the following test criteria:

1. The data is normally distributed if the significance value is  $> 0.05$
2. The data is not normally distributed if the significance value is  $< 0.05$

Statistical normality test using Kolmogorov-Smirnov:



One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		121
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.90327403
	Most Extreme Differences	
	Absolute	.062
	Positive	.048
	Negative	-.062
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

Table 2. One-Sample Kolmogorov-Smirnov Test

The data are normally distributed from the Kolmogorov-Smirnov test results which show a significant value of  $0.200 > 0.05$  using the Kolmogorov-Smirnov test which is shown by the normality test results in the table above.

**Multicollinearity Test**

Tolerance value  $> 0.10$  or equivalent to VIF value  $< 10$  is used to indicate the presence of multicollinearity, whereas if the VIF value is high (because  $VIF = 1 / \text{tolerance}$ ) it is the same as low. Because the value of tolerance and variance inflation factor (VIF) can be used to see multicollinearity.

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Lingkungan Kerja	.201	4.977
	Motivasi	.133	7.537
	Disiplin	.176	5.678

Table 3. Multicollinearity Test

The tolerance value in table III.3 for the Work Environment variable is  $0.201 > 0.1$ , Motivation is  $0.133 > 0.1$ , and Discipline is  $0.176 > 0.1$ . Meanwhile, the independent variable VIF value in the Work

Environment is  $4.977 < 10$ , Motivation is  $7.537 < 10$ , and Discipline is  $5.678 < 10$ . Therefore, there is no correlation between the independent variables in the multicollinearity test.

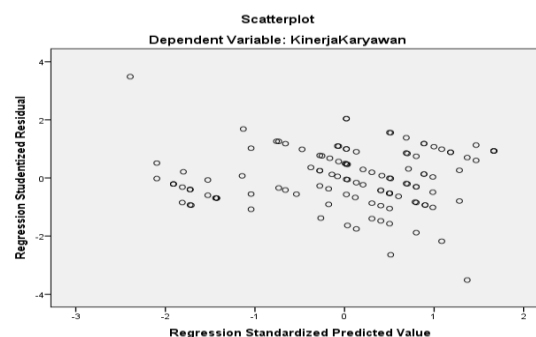


Figure 3. Heteroscedasticity Test

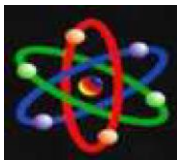
There is no heteroscedasticity of the regression model according to the regression model, it can be concluded because the points from the scatterplot graph both below and above zero on the Y axis are not clustered together and spread in an unclear pattern. The presence of heteroscedasticity content can be concluded if the significance value is above the confidence level of 5 %, while the presence or absence of heteroscedasticity can be seen from the probability of its significance.

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients	Standardized Coefficients		t	Sig.
		B	Std. Error		
	1 (Constant)	-.531	1.748		-.304
Lingkungan Kerja	.061	.115	.108	.530	.597
Motivasi	-.144	.142	-.254	1.01	.312
Disiplin	.146	.113	.280	1.29	.199

a. Dependent Variable: ABS\_RES

Table 4. Glejser Test





The significant value of the independent variables in table III.4 Work Environment is  $0.597 > 0.05$ , Motivation is  $0.312 > 0.05$ , and Discipline is  $0.199 > 0.05$ . Therefore, there is no heteroscedasticity problem from the Glejser test results.

**Results of Research Data Analysis**

Multiple linear regression analysis with the formula:

$$"Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e"$$

Hypothesis testing in this study using multiple linear regression analysis with the formula mentioned above. And here is the regression model used:

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1 (Constant)	11.005	2.849			3.863	.000
LingkunganKerja	.355	.188	.275	.189	1.890	.061
Motivasi	.189	.231	.146	.816	.816	.416
Disiplin	.379	.185	.319	2.052	2.052	.042

Table 5. Multiple linear regression

$$Y = 11.005 + 0.355 X_1 + 0.189 X_2 + 0.379 X_3 + e"$$

From the table above, a constant of 11.005 explains that the independent variables of Work Environment, Motivation, and Discipline do not exist (constant), so the value of Employee Performance at PT. Raja Putra Manggala worth 11.005.

1. Work Environment Variable (X1) with a positive regression coefficient of 0.355, indicating that every 1 unit of the Work Environment has increased, then assuming other variables will still increase Employee Performance, the dependent variable is 0.355 units.

2. Motivation variable (X2) with a positive regression coefficient of 0.189, indicating that every 1 unit of motivation has increased, then assuming other variables will still increase employee performance, the dependent variable is 0.189 units.

3. Discipline variable (X3) with a positive regression coefficient of 0.379, indicating that every 1 unit of Discipline has increased, then assuming other variables will still increase Employee Performance, the dependent variable is 0.379 units.

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.709 <sup>a</sup>	.502	.490	1.928

a. Predictors: (Constant), Disiplin, LingkunganKerja, Motivasi

b. Dependent Variable: KinerjaKaryawan

Table 6. Coefficient of Determination Test

Adjusted R Square value of 0.490 was obtained from the results of the coefficient of determination test. Variation of independent variables explained 49.0% of the variation of the dependent variable, while the remaining 51.0% (100% - 49.0%) such as leadership style, promotion, job description, and other variables were not examined by this study.

ANOVA <sup>a</sup>					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	439.008	3	146.336	39.387	.000 <sup>b</sup>
Residual	434.694	117	3.715		
Total	873.702	120			

a. Dependent Variable: KinerjaKaryawan

b. Predictors: (Constant), Disiplin, LingkunganKerja, Motivasi

Table 7. F –Test

Degree of freedom 1 (df1)=k-1=4-1=3 and degree of freedom 2 (df2)=n-k=121-4=117 in table III.7 with information on the number of samples (n) and the number of variables (k), then the significance level of 0.05 is 2.68 at the Ftable value.





Simultaneously  $H_0$  is rejected and  $H_a$  is accepted in the Work Environment, Motivation, and Discipline Against Employee Performance at PT. Raja Putra Manggala based on the  $F_{count}$  value of  $(39.387) > F_{table}$  (2.68) on the acquisition of the test results.

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	11.005	2.849		3.863	.000
Lingkungan Kerja	.355	.188	.275	1.890	.061
Motivasi	.189	.231	.146	.816	.416
Disiplin	.379	.185	.319	2.052	.042

Table 8. T- Test

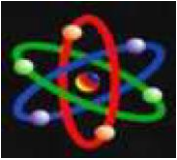
At degrees of freedom ( $df$ ) =  $121 - 3 - 1 = 117$  the value of  $t_{table}$  for probability is 0.05, which is 1.980. Therefore, the following is a partial explanation of the results of hypothesis testing:

1. Obtained a value of  $t_{count} < t_{table}$  ( $1.890 < 1.980$ ) and a significant value of  $0.003 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted while  $H_a$  is rejected in the Work Environment on Employee Performance of PT. King Putra Manggala.
2. Obtained a value of  $t_{count} < t_{table}$  ( $0.816 < 1.980$ ) and a significant value of  $0.021 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted and  $H_a$  is rejected on Motivation Against Employee Performance at PT. King Putra Manggala.

3. Obtained a value of  $t_{count} > t_{table}$  ( $2.052 > 1.980$ ) and a significant value of  $0.001 < 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is rejected and  $H_a$  is accepted in Discipline Against Employee Performance at PT. King Putra Manggala.

The value of  $t_{count} < t_{table}$  ( $1.890 < 1.980$ ) and a significant value of  $0.003 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted while  $H_a$  is rejected in the Work Environment on Employee Performance of PT. King Putra Manggala. Supported by the understanding of the work environment related to employees who carry out their activities to achieve company goals in places or locations that have an influence either directly or indirectly (Yoyo, Agus, & Nunung, 2018). The work area (environment) is one thing that needs to be considered in improving employee performance, where the work environment is an area where employees do their work to achieve company goals. For this reason, the company must provide appropriate facilities and create a comfortable work environment to improve the performance of its employees. PT. Raja Putra Manggala still needs improvement, this is because the air temperature in the room is less than normal, so it affects the performance of its employees. PT. Raja Putra Manggala is marked by the impact of declining employee performance. Obtained a value of  $t_{count} < t_{table}$  ( $0.816 < 1.980$ ) and a significant value of  $0.021 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted and  $H_a$  is rejected on Motivation Against Employee Performance at PT. King Putra Manggala.





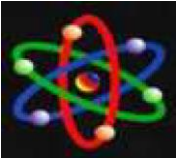
Supported by motivation is a sense of pleasure and sincerity because of the desire that comes out of a person because he is inspired and motivated in carrying out the activities he does in order to get good quality results (Affandi, 2016). If there is motivational input that is presented to employees, it is expected to provide an increase in employee performance and then can provide the best performance in completing the tasks assigned to the employee. For this reason, the role of the company in providing motivation to all employees is very important in order to increase employee morale. The absence of given motivation affects the performance of employees at PT. King Putra Manggala. Additional motivation such as rewards/severance pay, improving work quality, adding work facilities, work achievement, etc. The value of  $t_{count} > t_{table}$  ( $2.052 > 1.980$ ) and a significant value of  $0.001 < 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is rejected and  $H_a$  is accepted in Discipline Against Employee Performance at PT. King Putra Manggala. Supported by Discipline is the behavior of an employee in the organization who always obeys all the rules that have been determined, respects and respects the norms so that organizational goals can be achieved. (Supomo & Nurhayati, 2019). Discipline is also an important thing to consider in creating good employee performance. Being disciplined or obedient to the regulations that have been set by the company in improving employee performance is one of the important factors so that employees can complete their work in a predetermined time. Decrease in Performance at PT. Raja Putra Manggala allegedly due to lack of

discipline in the employees of PT. King Putra Manggala. This decrease in employee performance causes poor time management on employee performance. Disciplines such as obeying time, company rules, behavior at work, and other regulations need to be improved.

## CONCLUSION

1. Obtained a value of  $t_{count} < t_{table}$  ( $1.890 < 1.980$ ) and a significant value of  $0.003 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted while  $H_a$  is rejected in the Work Environment on Employee Performance of PT. King Putra Manggala.
2. Obtained a value of  $t_{count} < t_{table}$  ( $0.816 < 1.980$ ) and a significant value of  $0.021 > 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is accepted and  $H_a$  is rejected on Motivation Against Employee Performance at PT. King Putra Manggala.
3. Obtained a value of  $t_{count} > t_{table}$  ( $2,052 > 1,980$ ) and a significant value of  $0.001 < 0.05$  partially based on the results of hypothesis testing, where  $H_0$  is rejected and  $H_a$  is accepted in Discipline Against Employee Performance at PT. King Putra Manggala.
4. The results obtained from testing the value of  $F_{count}(39,387) > F_{table}(2,68)$  and a significance probability of  $0.000 < 0.05$  means simultaneously that  $H_0$  is rejected and  $H_a$  is accepted. Work Environment, Motivation, and Discipline Against Employee Performance at PT. King Putra Manggala.



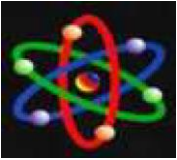


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