INFLUENCE OF WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE

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ABSTRACT

This study aims to Determine Whether or not the influence of the Work Environment and Work Discipline on the Office of the Human Resources Development Agency of North Sumatra Province on employee performance provided by employees. The population in this study were permanent employees of the office of the Human Resources Development Agency of North Sumatra Province, amounting to 92 people. The sample used is a portion of the population of 43 employees. The technique of data collection in this study is a list of statements in the form of questionnaires, interviews and documentation. Data analysis using multiple linear regression techniques, classical assumption test, t test, F test and coefficient of determination. The results of this study indicate that there is a positive and significant influence between work environment variables on employee performance, and a positive and significant influence between work discipline variables on employee performance, and there is a positive and significant influence of work environment and work discipline on employee performance at the Office of the Source: Human Resources Development Agency of North Sumatra Province.

Keywords: Work Environment, Work Discipline and Employee Performance.

INTRODUCTION

Performance is the result of work achieved by the individual in accordance with the role or duties during the period, related to the value / specific standards of the organization where these individuals work. Employee performance are necessary to achieve organizational goals. It is associated with several factors that influence it, such as the work environment and employee discipline, because without a good work environment and good working discipline of employees will be difficult to achieve the expected performance of employees in an organization. Human Resources Development Agency of North Sumatra province has a duty to assist the Governor in formulating technical policies and planning and organization of education and training of Civil Servants.

According Moeheriono (2012: 95) performance is an overview of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization that poured through the strategic planning of an organization. According Sutrisno (2009: 118) The work environment is the whole infrastructure of the existing work around employees who are doing work that could affect the implementation of the work. Meanwhile, according to Fahmi (2017: 75) Discipline is the level of compliance and adherence to rules and regulations, and are willing to accept sanctions or penalties if the violation of the rules set out in the discipline.
LITERATURE REVIEW

Employee Performance

Employee performance is the result of an employee in an organization or company based on the ability and knowledge. The success and the success of an organization is determined by the quality of its human resources, the higher the quality of human resources in it, the higher the performance will be achieved. Samsuddin (2018: 76) derived from the job performance or the actual performance (performance or achievements actually reached someone) that results in quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him. Bintoro and Daryanto (2017: 109) Performance is a job performance or the results of both quality and quantity of work achieved union employees a period of time in performing its work in accordance with the responsibilities given to him. As for the Wake (2012: 231) performance (performance) is the result of the work accomplished person based on the job requirements.

Objectives and benefits for Performance is a guideline that is expected to show the achievements of employees routinely and regularly. So that it can provide benefits to compensation and career development. According Sedarmayanti (2016: 288-289) is:

1) Knowing the skills and abilities of employees.
2) As a basis for planning the field of personnel, especially the improvement of working conditions, improved quality and performance.
3) As a basis for the development and utilization of employees as optimal as possible, so that it can be directed ladder / career plan, kenaikan rank and promotion.
4) Encouraging the creation of a healthy reciprocal relationship between superiors and subordinates.
5) Knowing the condition of the overall organization of the field of personnel, especially the performance of employees in the work.
6) Personally, employees know the strengths and weaknesses so as to spur development. For those who rate the boss will pay more attention and get to know subordinates / employees, so as to better motivate employees.
7) Results of the assessment implementation of the work can be beneficial to the maintenance and development in the field of personnel.

According Mangkunagara (2017: 67-68) factors affecting performance are:

1) Capabilities factors
   Employees who have an IQ above average with an adequate education for his position and skilled in doing their daily work, then it will be easier to achieve the expected performance.
2) Motivational factors
   Motivation is formed of an attitude (attitude) an employee in the face of the work situation. Motivation is a condition that drives self-directed employees to achieve organizational goals (employment purposes).

Indicators to measure the performance of employees, there are five indicators, namely: According Samsuddin (2018: 83-84) State employee performance indicators are grouped into the following five categories, namely:

1) Quality of work, is the quality of the work achieved under the terms of conformity and a high readiness in turn gave birth to the award and the progress and development of the organization by enhancing the knowledge and skills
systematically in response to the demands of science and technology is growing rapidly.

2) Punctuality, is related to the appropriateness of penyeesaian time job with the planned target date. Each sought to complete the work in accordance with the plan order not to disrupt the work of others.

3) The initiative, which has the self-awareness to do something in carrying out tasks without having to rely constantly to superiors.

4) Ability to be, among several factors that affect the performance of a person, it can be interfered with or treated through education and training is the factor of ability that can be developed.

5) Communication, an interaction performed by superiors to subordinates to put forward suggestions and opinions in solving problems. Communication would give rise to a better cooperation and will happen senmakin relationships harmony between employees and bosses, which can also lead to feelings of kinship and shared causes.

Work Environment

The work environment in a company should be noted, this is caused because the work environment has a direct impact on employees. Work environment can improve employee performance and conversely, inadequate work environment will be able to lower the performance of employees. According to Kashmir (2016: 192) The work environment is the atmosphere around the location or condition of employment. According Sutrisno (2013: 118) work environment could mean a whole infrastructure around the existing work of employees. The types of work environments by Sudaryo, et al (2018: 48) the work environment is divided into two, namely:

1) Physical work environment is everything that exists around employees in carrying out their duties burden.

2) nonphysical work environment are all circumstances that occur relating to the good working relationship atasanmapun relationships with coworkers relationship or a relationship with a subordinate.

According Afandi (2016: 52) factors that affect the work environment and consists of:

1) Building work
2) Ample workspace
3) Good ventilation
4) The availability of places of worship
5) Availability of transportation infrastructure employee

According Sudaryo, et al (2018: 51-59) work environment indicators are as follows:

1) Lighting
   Lighting is a very important factor in an office because it can accelerate the work at the office.
   2) coloration
   Color not only beautify the office but also improve the conditions in which the office of office work the advantages of using the right colors is not only the beauty and psychological.
3) Cleanliness
   To maintain the health of the employees, all the rooms are located within an office must be kept clean.

4) air exchange
   The air is fresh and comfortable meili good chemical composition, temperature and humidity that do not disturb breathing and body freshness.

5) Sound / noise
   Noise heard by employees can reduce or eliminate the concentration of employees so quickly bring dejection and fatigue will result in lower employment outcomes or effectiveness.

6) Security
   It is included in security is the security of goods is an advanced employee owned at the time of these employees are in the office environment.

**Work Discipline**

Labor discipline is the operative functions of service management is most important because the more disciplined the higher employee job performance good dicapai. Disiplin reflects a person's sense of responsibility towards the tasks given.

According Afandi (2016: 1) Work Disipin is a tool used by the manager to change a behavior as well as an effort to raise awareness and willingness to give someone obey all company rules and social norms in force. According to Kashmir (2016: 193) is a work Discipline employee efforts to carry out its activities in earnest. Labor discipline in this case can be time- sealu come to work on time, then disciplined in doing what he was told in accordance with the command to be done, employees who are disciplined will affect performance. According to Afandi (2016: 10) factors that affect the discipline of work is as follows:

1) Preventive Discipline is an attempt to move the employees to follow and adhere to the guidelines, the rules that have been outlined by the company.

2) Corrective Discipline is an effort to move employees in uniting a regulation and directives to adhere peraturn accordance with the guidelines in force at the company.

According to Afandi (2016: 10) factors that affect the discipline of work is as follows:

1) Leadership
2) Reward system
3) Ability
4) Remuneration
5) Justice
6) Inherent supervision
7) Decisive
8) Human relations
As according Agustini (2011: 73) has an indicator of labor discipline:

1) The level of attendance, the attendance of employees to perform work activity within the company are characterized by low levels of attendance.
2) Working procedures, the rules of conditions that must be obeyed by all members of the organization
3) Adherence to the boss, to follow what should be directed to the boss in order to get good results.
4) Awareness of work, the attitude of someone who voluntarily do his job well is not superior force.
5) Responsibility, namely the willingness of employees accountable for the work, equipment and infrastructure used.

**Conceptual Framework**

![Conceptual Framework Diagram](image)

**Figure 1. Conceptual Framework**

**Hypothesis**

Based on the constraints and the formulation of the problems noted earlier, the hypothesis of this assessment are:

1. Work environment affect the performance of employees at the office of the Human Resources Development Agency of North Sumatra Province.
2. Work Discipline affect the performance of employees at the office of the Human Resources Development Agency of North Sumatra Province.
3. Work Discipline work environment and affect the performance of clerks in the office of Human Resources Development Agency of North Sumatra Province.

**RESEARCH METHODS**

The approach in this study by using associative approach and quantitative. The population in this study were all employees of the Human Resources Development Agency of North Sumatera Province are planted 92 employees. the technique used in this study is the probability sampling for which the members or elements of the population have the same opportunities to serve as a sample. So until that is taken is the entire staff of the Human Resources Development Agency of North Sumatra Province 43 to be sampled. Data collection techniques in this study is a list of statements in the form of questionnaires, interviews and documentation. Data were analyzed using multiple linear regression, classic assumption test, t test, F test and coefficient of determination. The study had two independent variables are the Work Environment (X1), Labor discipline (X2), while the dependent variable is the performance (Y). The research questionnaire data transmitted is then given a value by using a Likert scale, and then tabulated, and processed using SPSS.
RESULT AND DISCUSSION

Data Analysis Technique

a. Classic Assumption Testing

1) Normality Test

According Juliandi, et al (2015: 160) of data normality test aims to determine whether the distribution of the data follow or approach a normal distribution, normality test has two ways to test whether the data were normally distributed or not.

![Normal P-P Plot of Regression Standardized Residual](image)

PP Plot standardized normality test image above indicates that normality testing regression model in this study had to meet the assumptions noted previously, so that the data in this study regression models tend to be docked kegaris and inferential test for normality in this research variables are all normal distribution.

2) Multicollinearity Test

According Juliandi, et al (2015: 161) is used to test whether the regression found a strong correlation / high among the independent variables, if there is a correlation between independent variables, then there mutikoleniaritas, and vice versa.

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients (unstandardized)</th>
<th>Coefficients (standardized)</th>
<th>T</th>
<th>Sig.</th>
<th>correlations</th>
<th>collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>beta</td>
<td></td>
<td>Zero-order</td>
<td>Partial</td>
</tr>
<tr>
<td>(Constant)</td>
<td>3.861</td>
<td>8.436</td>
<td>.458</td>
<td>.650</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kerja_X1</td>
<td>.208</td>
<td>.209</td>
<td>.149</td>
<td>2.995</td>
<td>.003</td>
<td>.433</td>
</tr>
<tr>
<td>Kerja_X2</td>
<td>.704</td>
<td>.203</td>
<td>.518</td>
<td>3468</td>
<td>.001</td>
<td>.600</td>
</tr>
</tbody>
</table>

Based on data from multikolinieritas test table above can be understood that two independent variables namely the Work environment (X1) and Work Discipline (X2) has a value of 1.429 dengan collinearity statistics VIF Tolerance Value Amounting to 0.700. This value can be interpreted within predetermined tolerance limits, where all variables and values close to 1 VIF smaller than
3) Heterokedasticity Test

According Juliandi, et al (2015: 161) Test heterokedasticity in this study aims to determine whether the independent variables have the same variant or not. Heterokedasticity have an observation to another observation is different. One method used to test whether there will result in the assessment heteroskedastisitas-coefficient regression coefficient becomes inefficient. Results of the assessment will be less than the Basic analysis that can be used to determine among other heteroskedastisitas If there is a specific pattern such as dots that form a particular pattern of regular (corrugated widened then narrowed), there have been heteroscedasticity. If there is no clear pattern like dots spread above and below the number 0 on the Y axis,

![Scatterplot](image)

Based on the scatterplot above picture can be seen that the variable in this study is based on test data heterokedasticity can be interpreted that the absence occurs heteroskedasitas used in the study variables. For there is no clear pattern as well as the points spread above and below the number 0 on the Y axis It can be said the study variables heteroskedastisitasapada test can be met. So that the variable data used in this study can be used for further testing.

4) Linear Regression Testing

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>Coefficients standardized</th>
<th>T</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>beta</td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>3.861</td>
<td>8.436</td>
<td>.458</td>
<td>.650</td>
</tr>
<tr>
<td>1</td>
<td>environmental Kerja_X1</td>
<td>.208</td>
<td>.209</td>
<td>.149</td>
</tr>
<tr>
<td>1</td>
<td>discipline Kerja_X2</td>
<td>.704</td>
<td>.203</td>
<td>.518</td>
</tr>
</tbody>
</table>

Based on the data in the above table Coefficients (column Coefficients unstandardized) can be seen in multiple regression equation for two predictor in the Work environment variables (X1) and Work Discipline (X2) is:
X1 is a Work Environment coefficient = 0208
X2 is Discipline Working coefficient = 0704

\[ Y = a + \beta_1 X_1 + \beta_2 X_2 + \varepsilon \]

The obtained value \( Y = 3.861 + 0704 0208 X_1 + X_2 + \varepsilon \)

The acquisition value of the above equation shows that all independent variables at Work (X1) and Work Discipline (X2) has a coefficient that is positive, with the sense that all independent variables in this study have a relationship and influence the direction of the variable Y (Performance Officer).

### Hypothesis Testing Results

#### Table 3. Results of t test

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>3.861</td>
<td>8.436</td>
<td>.458</td>
<td>.650</td>
</tr>
<tr>
<td>1</td>
<td>environmental Kerja_X1</td>
<td>.208</td>
<td>.149</td>
<td>2.995</td>
</tr>
<tr>
<td></td>
<td>discipline Kerja_X2</td>
<td>.704</td>
<td>.518</td>
<td>3468</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Performance Pegawai_Y

1. **Partial t test**
   a) Seen in the Partial Test results obtained t table above for the Work environment variables.
   Work Environment Variables (X1) on employee performance (Y) obtained ttable 2,020 (data ttable attached), and the acquisition value amounted to 2,995 t in the sense that t > t table with significant values of 0.03 < 0.05. From these results we can conclude that H0 is rejected, Ha diterima. Halindicate that significant influence between the variables of the Work environment (X1) to variable employee performance (Y) at the office of Human Resources Development Agency.

   b) Seen in the above Partial Test results obtained t for the variable Work Discipline.
   Work Discipline variable (X2) on employee performance (Y) obtained ttable 2020 (data ttable attached), and the acquisition value of 3.468 t with the sense that t > t table with a significant value of 0.01 < 0.05. From these results we can conclude that H0 is rejected Ha diterima. Hal shows bahwaadanya significant influence between the variables of Work Discipline (X2) to variable employee performance (Y) at the office of the Human Resources Development Agency of North Sumatra Province.

2. **Simultaneous F Test**
   Testing test statistic F (simultaneously) is performed to determine whether the independent variables together have a significant effect or not on the dependent variable. The hypothesis then converted into statistical hypothesis as follows:
   a) F count > F table = H0 is rejected, the significant level of 0.05 (sig.2-tailed ≤ 0.05).
   b) Fhitung < Ftable = Ha accepted, a significant level of 0.05 (sig.2-tailed ≥ 0.05).
Table 4. Results of Test F

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>286 257</td>
<td>2</td>
<td>143 129</td>
<td>12 005</td>
<td>.000a</td>
</tr>
<tr>
<td>residual</td>
<td>476 906</td>
<td>40</td>
<td>11 923</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>763 163</td>
<td>42</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Work Discipline (X2), Work environment (X1)
b. Dependent Variable: Performance Officer (Y)

Based on the test table data f with the above criteria values obtained Fhitung 12.005, while the value of Ftable 3232 or with significant values of F 0.000a> 0.05 so that it can be understood that these values indicate a significant influence between the independent variable (X) on the dependent variable (Y).

c) Coefficient of Determination

Table 5. Coefficient of Determination

<table>
<thead>
<tr>
<th>Model Summaryb</th>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>.612a</td>
<td>.375</td>
<td>.344</td>
<td>3463</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Work Discipline (X2), Work environment (X1)
b. Dependent Variable: Performance Officer (Y)

Based on test results summary regression coefficient of determination models in the table above can be seen that the coefficient of determination (R square) obtained in this study amounted to 0.375. This means that 37.50% variable employee performance can be explained by the independent variables i.e. Work environment (X1) and Work Discipline (X2). While the rest of 62.50% can be explained by other independent variables that are not included in this study.

DISCUSSION

The discussion in this research will be outlined by the hypothesis of the study in accordance with the data analysis has been done before, for more details, can be described as follows:

1. Influence Work Environment (X1) on employee performance (Y)

   Work environment adequate, well-nice and clean would make employees can work in peace so that the work can be completed in a maximum way. By having a good working environment, the employee will be able to create and simultaneously improve the quality of peak performance.

   Based on the results of hypothesis testing research on the influence of variables Work environment (X1) on employee performance (Y) obtained ttable 2.020 and the acquisition value amounted to 2.995 t in the sense that t> t table with significant values of 0.03 <0.05. From these results we can conclude that H0 is rejected Ha accepted. This suggests that significant influence between the variables of the Work environment (X1) to variable employee performance (Y) at the office of the Human Resources Development Agency of North Sumatra Province.
Results of earlier conducted by Rahmawanti, et al (2014: 8), Elizar and the Cape (2018) results indicate that the work environment have a significant effect on the performance of Employees.

The results are consistent with the theory put forward by Sudaryo, et al (2018: 48) concludes in his research that a conducive work environment will provide a sense of security and allows employees to work optimally.

Research that is not aligned according to Arianto (2013: 198) work environment does not have a significant influence on employee performance.

2. Influence Work Discipline (X2) on Employee performance (Y)

Discipline is the perception of employees working on the personal attitude of employees in terms of discipline and self keteraaturan owned by employees at work without any violations that harm themselves, others, and the environment.

Based on the research by testing the hypothesis about the influence of variables work discipline (X2) on employee performance (Y) obtained table of 2020 and the acquisition value of 3.468 t with the sense that t> t table with a significant value of 0.01 <0.05. From these results we can conclude that H0 is rejected. Hal shows bahwa adanya significant influence between the variables of work discipline (X2) to variable employee performance (Y) at the office of the Human Resources Development Agency of North Sumatra Province.

The results are consistent with previous studies conducted by Jufrizen (2018: 422) concludes the work discipline THAT significant effect on employee performance.

The results are consistent with the theory put forward by Kashmir (2016, p 193) Work Discipline is an effort of employees to run its activities in earnest. Labor discipline in this case may be the time, for example, come to work, always on time, then disciplined in doing what he was told in accordance with the command to be done, employee discipline will affect the performance.

Research that is inconsistent with this research by Saripuddin (2017: 427) states that the work discipline has no significant influence on employee performance.

3. Influence at Working E (X1) and Work Discipline (X2) on Employee Performance (Y)

Attention and facility renewal work required by employees is important for employee comfort awake and supporting employees in work, in addition to the improvement of labor discipline by giving rewards for employees who have high discipline. it is important to consider that employees can improve performance.

Based on the research by testing the hypothesis of Influence at Work (X1) and the Discipline of work (X2) on employee performance (Y) simultaneously through F test above can be seen that the value of F is equal to 12.005, while the F table at 3,232 with significant value 0.000 < 0.05. H0 rejected Haditerima. Based on these test results can be understood that there is significant influence between the variables Work environment (X1) and Work Discipline (X2) on employee performance (Y) at the office of the Human Resources Development Agency of North Sumatra Province.

The results are consistent with previous studies conducted by Ferawati (2017: 3) concludes his research that the work environment and work discipline have significant influence on employee performance.
The results are consistent with the theory put forward by Samsuddin (2018: 76) Job performance or achievements of someone actually achieved, the work in quality and quantity yng achieved by an employee in performing their duties in accordance with the responsibilities given to him. Results of the study were inconsistent according to Arianto (2013: 199) that the work environment and working discipline does not affect the performance of employees.

CONCLUSIONS
Research results show that the partial work environment has a positive and significant impact on the performance of employees at the office of the Human Resources Development of North Sumatra Province. Partially work discipline has a positive and significant impact on the performance of employees at the office of the Human Resources Development of North Sumatra Province, simultaneous Work Environment and Work Discipline has a positive and significant Influence on Employee performance At the Office of Human Resources Development of North Sumatra province.

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