

## **The Influence of the Work Environment and Work Discipline on the Work Performance of PT Cahaya Setia Utama's Employees**

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### **ABSTRACT**

This study aims to determine the effect of the work environment and work discipline on the work performance of employees at PT Cahaya Setia Utama. Then the goal to be achieved in this research is to explain the effect of work environment and work discipline on the work performance of employees of PT Cahaya Setia Utama. The data analysis method used in this study is multiple linear regression analysis and data collection using questionnaires that have been tested for validity and reliability. The population in this study were all employees of PT Cahaya Setia Utama and the sample was 85 with a population sample technique. The results of this study indicate that The work environment and discipline have a simultaneous effect on employee work performance. The implication of this research is that there is attention to the workspace so that the tasks given to employees are done well and it is hoped that there will be an increase in discipline in the organization because with increased discipline employees will know more about clarity and ability in carrying out a job.

**Keywords:** Work Environment; Work Discipline; Employee Performance.

### **INTRODUCTION**

Human resource management is one component of organizational management that focuses on the human resources section (Akib et al., 2019). The role of human resource management is to control human resources accurately and well in order to obtain workers who are happy with their work (Bråthen & Halpern, 2012; Bratton et al., 2021; Prytherch, 2016).

In the process, the company's (Saggaf et al., 2018) faces increases and decreases related to the condition of the performance of the employees owned by the company itself. This shows that there is a positive connection between company employees and the company they work for. Performance is the result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him (Lee et al., 2012; Shen et al., 2014)

The work environment also greatly influences employee performance (Ambrosi et al., 2015; Angst & Elsener, 2017; Hodshire et al., 2019; Michiels et al., 2012), because a comfortable work environment can open up good cooperation and creativity between employees and can advance the work performance of the employees themselves, so it is necessary to have a good work environment (Chandrasekar, 2011; Kalinina et al., 2019;

Swier, 2016). A satisfying and comfortable work environment can encourage them to be more diligent, effective, serious, and calm when doing their work (Hanaysha, 2016; Swier, 2016; Wadhwa & Madan, 2017). Danang (2015) suggests "the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned".

Work discipline also has an impact on employee performance, because work discipline is needed by everyone in an effort to improve performance in order to achieve organizational goals. The implementation of discipline for employees is expected to improve employee performance. Discipline comes from the word discipline which means rules that must be followed, ethics-norms of behavior, punishments, teachings, or areas of knowledge being studied. According to Ardana et al (2011), work discipline is a behavior that respects, obeys, respects, and obeys the applicable rules, both unwritten or written and is able to carry it out and does not refuse to accept the sanctions. On the other hand, employee discipline is needed so that all activities that are being carried out are carried out according to established procedures.

PT Cahaya Setia Utama is a company engaged in the distribution of food ingredients located in Karang Asam Ulu, Kec. Sungai Kunjang, Samarinda City, in order to realize its vision and mission, PT Cahaya Setia Utama has basic beliefs and basic values which are a work culture and become guidelines, principles and guidelines for directors, management work units, and all employees in carrying out their main functions and duties. . Although PT Cahaya Setia Utama has implemented many changes, the performance of employees at PT Cahaya Setia Utama is still not optimal. the presence of some unscrupulous employees who arrive late, the employee's workplace is not conducive, lack of a sense of responsibility in carrying out tasks. This causes work performance and work results that are not good.

## **METHOD**

This type of research is causal associative research using a quantitative approach. Sugiyono (2017) states that causal associative research intends to find out the relationship between two or more variables. Quantitative research methods can be explained as research methods based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical, with the aim of testing hypotheses. that has been determined, Sugiyono (2017). This study analyzes the effect of work environment and work discipline on employee performance at PT Cahaya Setia Utama.

The population in this study were employees at PT Cahaya Setia Utama, totaling 85 people. The sampling technique in this research is saturated sampling. Sugiyono (2017) states that saturated sampling is a method of determining the sample if all members

of the population are used as samples. This is often done when the population is relatively small or small, namely under 30 people, or research that wants to make generalizations with a relatively low probability of error, another term for saturated samples is a census, where the sample consists of all members of the population. Because this study has a population of less than 100 respondents, 100% of the population at PT Cahaya Setia Utama used by the author is 85 respondents. Thus the use of all populations without the need to draw a research sample as a unit of observation is referred to as a census technique.

The variable measurement scale in this study uses a Likert Scale (Likert Scale), according to Sugiyono (2017) The Likert scale is used to measure the behavior, responses, and understanding of a person or group of people about social phenomena. In research, this social phenomenon has been specifically defined by researchers, hereinafter referred to as research variables. The Likert scale has a level of measurement where statements are written using a scale of 1-5 categories of answers. The data analysis techniques used are as follows: Validity Test, Reliability Test, Coefficient of Determination Test, Simultaneous Test (F Test), Partial Test (T Test)..

## RESULTS AND DISCUSSION

### Validity Test Results

Table 1. Questionnaire Validity Test Results

Indicator	Items	r count	r table	Conclusion
Work environment	1	0.670	0.213	Valid
	2	0.895	0.213	Valid
	3	0.888	0.213	Valid
	4	0.895	0.213	Valid
	5	0.763	0.213	Valid
	6	0.818	0.213	Valid
Work Discipline	7	0.924	0.213	Valid
	8	0.833	0.213	Valid
	9	0.899	0.213	Valid
	10	0.924	0.213	Valid
	11	0.899	0.213	Valid
	12	0.924	0.213	Valid
	13	0.751	0.213	Valid
	14	0.766	0.213	Valid
Work performance	15	0.415	0.213	Valid
	16	0.449	0.213	Valid
	17	0.451	0.213	Valid
	18	0.784	0.213	Valid
	19	0.717	0.213	Valid
	20	0.284	0.213	Valid
	21	0.464	0.213	Valid

22	0.784	0.213	Valid
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Source: Processed Data 2021

From the results of the validity test, the questionnaire consists of 3 variables and has 22 questionnaires that have been filled out by 85 respondents in this study. One way to find out which questionnaires are valid and which are invalid, we must first find out the r table. The formula for r table is  $df = N - 2$  so  $85 - 2 = 83$ , so r table = 0,2133 . From the results of the calculation of validity, it is known that r count > r tables on all 22 questionnaires are declared valid.

### Reliability Test Results

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	N of Items
Work Environment (X1)	0.895	6
Work Discipline (X2)	0.949	8
Work Performance (Y)	0.666	8

Source: Processed Data. 2021

The results of the reliability test indicate that all variables are declared reliable because they have crossed the reliability coefficient limit so that furthermore the items in each concept of the variable are feasible to be used as measuring tools.

### Coefficient of Determination Test Results

Table 3. Results of the Coefficient of Determination  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 <sup>a</sup>	.649	.641	1.222

a. Predictors: (Constant), Discipline\_Work, Environment\_Work

b. Dependent Variable: Performance\_Work

Source: Processed Data, 2021

Based on Table 3 the amount of adjusted R<sup>2</sup> is 0.641, this means that 64.1% of employee work performance variables can be explained from both work discipline and work environment variables, while the rest ( $100\% - 64.1\% = 35.9\%$ ) is explained by other reasons outside the model. . There are several factors that can affect the work performance

of employees at PT Cahaya Setia Utama including compensation, work stress, work motivation, intelligence, education, training and promotion.

### Simultaneous Test Results (F)

Table 4. Simultaneous Test Results (F)  
ANOVA <sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	226.556	2	113.278	75.869	.000 <sup>b</sup>
	Residual	122.432	82	1.493		
	Total	348,988	84			

a. Dependent Variable: Performance\_Work

b. Predictors: (Constant), Discipline\_Work, Environment\_Work

Source: Processed Data, 2021

From the F test above, it is found that the calculated F value is 75,869, a value greater than the F table, which is 3,11 or the F count is  $75,869 > F \text{ table } 3,11$  with a probability of 0.000. Because the probability value is much smaller than 0.05 , the regression model can be used to predict work performance or it can be said that the work environment and work discipline together affect the work performance of employees.

### Partial Test Results (T)

Table 5. Partial Test Results (T)  
Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.815	2,316		5.101	.000
	Work_Environment	.133	.040	.272	3.320	.001
	Discipline_Work	.546	.048	.940	11.462	.000

a. Dependent Variable: Performance\_work

Source: Processed Data, 2021

Based on table 5 it can be concluded as follows:

- a. The work environment variable shows the t arithmetic value is greater than t table  $(3.320) > (1.993)$  or sig  $0.001 < 0.05$ , meaning that the work environment variable has a positive and significant effect on employee work performance.
- b. The work discipline variable shows the t arithmetic value is greater than t table  $(11.462) > (1.993)$  or sig  $0.000 < 0.05$ , meaning that the work discipline variable has a positive and significant effect on employee work performance .

## **Discussion**

### **The Influence of the Work Environment on Employee Work Performance**

From the results of research that has been carried out on employees at PT Cahaya Setia Utama, it can be seen that most of the respondents gave an assessment of the work environment with a moderate category of 64.7 % which then tested the data using the t-test. Based on the results of the t-test, the work environment shows the t-count value is greater than t-table  $(3,320 > 1.993)$ , or sig  $(0.001 < 0.05)$ , meaning that the work environment has a significant effect on employee work performance. This shows that the working environment of PT Cahaya Setia Utama is still considered lacking. For example, some employees complained about some facilities that were not good, the slow supply of office stationery (ATK) to employees and the limited number of photocopiers. In addition to work facilities, the layout design is not neat in some workspaces. It can be seen that there are many documents and other items placed on and around the employees' work desks as well as desks between employees who are too close together which often disturbs employees in carrying out their duties and also frequent power outages in the office area .

This is supported by Afandi's theory (2018), the work environment is something that exists in the workers' environment that can affect themselves in carrying out tasks such as humidity, temperature, noise, cleanliness, lighting, workplace ventilation, and whether or not equipment is adequate. work. A conducive work environment will provide a sense of comfort and encourage employees to work optimally. This is in line with Rima Dwining Tyas and Bambang Swasto Sunuharyo's previous research in 2018 with the title The Effect of Work Discipline and Work Environment on Employee Performance of PT Pertamina (Persero) Refinery Unit IV Cilacap that the results of this study state that the work environment and work discipline have a positive and negative effect on employees. significant impact on the work performance of employees of PT Pertamina (Persero) Refinery Unit IV Cilacap.

### **The Influence of Work Discipline on Employee Work Performance**

From the results of research that has been conducted on employees at PT Cahaya Setia Utama, it can be seen that most of the respondents gave an assessment of work discipline in the medium category of 68.2 % which was then tested using the t-test. Based

on the results of the t test, work discipline shows the t count value is greater than t table ( $11,462 > 1,993$ ), or sig ( $0.00 < 0.05$ ), meaning that work discipline has a significant effect on employee work performance. This shows that adherence to work standards is something that some employees of PT Cahaya Setia Utama lack. For example, employees are often late in carrying out tasks that are their obligations, such as achieving sales targets that have not been maximized and delays in collecting daily turnover recapitulation so that the finance department often has difficulty in doing recapitulation. In this case, it can be seen that employees are less able to carry out work assignments that have been set by the company.

Supported by Sutrisno's theory (2017) work discipline is the attitude of a person who is in accordance with work procedures and work regulations that have been determined. This is in line with Tiya Intan Permata Sari's 2018 research entitled *The Effect of Work Environment and Discipline on Employee Performance at the Center for Employee Education and Training of the Ministry of Education and Culture* that work discipline has a significant effect on employee work performance at the Ministry of Education and Training Center for Employees. Education and culture.

### **The Influence of Work Environment and Work Discipline on Employee Work Performance**

From the results of research that has been conducted on employees at PT Cahaya Setia Utama, it can be seen that most of the respondents gave an assessment of the work environment with a medium category of 64.7%, work discipline in the medium category of 68.2%, and work performance in the medium category of 81.2% which then tested the data using the f test. Based on the results of the F test, the calculated F value is 75,869, this value is greater than the F table, which is 3.11 or the F count is  $75,869 > F \text{ table } 3.11$  with a probability of 0.000. Because the probability value is much smaller than 0.05, the work environment and work discipline together have an effect on employee work performance. Based on the results of the t-test, the work environment shows the t-count value is greater than the t-table ( $3.320 > 1.993$ ), or sig ( $0.001 < 0.05$ ). work discipline also shows the t arithmetic value is greater than t table ( $14,863 > 1,993$ ), or sig ( $0.00 < 0.05$ ), meaning that the work environment and work discipline have a significant effect on employee work performance.

This research is also supported by research conducted by Ahmad Jais in 2017 with the title *The Effect of Work Discipline and Work Environment on Employee Work Performance at Dareah H. Andi Sulthan General Hospital Daeng Radja Bulukumba Regency* which shows that the work environment of work discipline has a significant effect on employee performance. Thus, if the company wants to get optimal work results, it is necessary to create a conducive and comfortable work environment and high work discipline. This will affect the achievement of goals and targets set by the company.

## CONCLUSION

(1) From the results of the t test, it can be concluded that the work environment affects the work performance of employees at PT Cahaya Setia Utama. (2) From the results of the t-test conducted, it can be concluded that work discipline affects the work performance of employees at PT Cahaya Setia Utama. (3) The two variables of work environment and work discipline have a simultaneous effect on the work performance of employees at PT Cahaya Setia Utama.

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