

## **Effect of Work Environment and Work Discipline On Employee Performance PT Sarana Sumut Ventura Ciputat South Tangerang City**

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### **ABSTRACT**

This study aims to determine the effect of work environment and work discipline on employee performance, either partially or simultaneously at PT Sarana Sumut Ventura Ciputat employees, South Tangerang City. The analytical methods used in this research are validity test, reliability test, classical assumption test, descriptive analysis, simple linear regression test, multiple linear regression test, correlation coefficient test, coefficient of determination test, t test and f test. The population in this study were employees of PT Sarana Sumut Ventura Ciputat, South Tangerang City. With a total sampling of 65 respondents. The results of this study based on the coefficient of determination showed that the work environment and work discipline had a contribution to employee performance of 67% while the remaining 33% were other variables not examined. The results showed that the multiple linear regression equation was  $0.277 + 0.473(X_1) + 0.63(X_2)$ , meaning that the employee's performance even without being influenced by the work environment and work discipline had an effect of 0.277. The value of the correlation coefficient of the work environment on employee performance is 0.816, meaning that the two variables have a strong level of relationship, the value of the correlation coefficient of work discipline on employee performance is 0.622, meaning that both variables have a strong levels of relationship. The results of testing the simultaneous effect of independent variables on the dependent variable obtained the value of  $F\text{-count} = 63.019 > F\text{-table value} = 3.15$ , so  $H_0$  is rejected and  $H_a$  is accepted. So it can be concluded that there is a significant influence between the work environment and work discipline on the performance of employees of PT Sarana Sumut Ventura Ciputat, South Tangerang City.

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

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### **INTRODUCTION**

Human Resource Management is an art in achieving organizational (Buller & McEvoy, 2012; Jackson et al., 2011; Macke & Genari, 2019) goals through arranging other people to carry out various tasks that have been given. An agency or organization is formed to achieve a common goal (Choi & Pak, 2007; Malcourant et al., 2015; Schorr, 2011), but to be able to achieve the goal effectively requires quality resources. Because human resources are assets owned by the company (Muftiadi, 2016; Wright & McMahan, 2011), where assets must be maintained as well as possible,

because they have a big influence on the success and success of the company (Ayala & Manzano, 2014; Porter & Kramer, 2019; Yeoh & Koronios, 2010).

Human resources are the most decisive factor in every organization because in addition to human resources as a strength (Akib et al., 2015; Alfes et al., 2019; Bratton et al., 2021; Niswaty et al., 2015; Papilaya et al., 2015; Snell et al., 2015; Sunarsi, 2018a, 2018b, 2019; Zainal et al., 2018), they are also the main determining factor in achieving organizational goals. Therefore, human resources must have high and professional competence (Coetzer et al., 2017; Karami et al., 2017; Murkatik et al., 2020). This will be achieved through improvements in various aspects which include economic aspects (Isunju et al., 2011; Zhu et al., 2012), cultural aspects and intellectual aspects

Employee performance can be seen from the development of its performance (Daoanis, 2012; Kum et al., 2014; Rodriguez & Walters, 2017). Employee performance is the result of the activities carried out. Performance arises not only from formal education, but in practice in the field. Performance arises from the existence of various trainings for operational employees and education for company management. Operational development and education for company management aims to improve results effectively while technical development aims to improve concepts and strategies in planning and developing the potential that exists in each company management. To improve performance, leaders must try to complete their work or tasks assigned to them.

In improving the performance of the employee, it is not only influenced by the ability to work, but is also greatly influenced by the work environment. The work environment can create a binding working relationship between the people in it. Therefore, it should be endeavored that the work environment must be good and conducive because a good and conducive work environment makes employees feel at home in the room and feel happy and excited to carry out their duties so that job satisfaction will be formed and from the employee's job satisfaction, work performance employees will also increase.

This research is in line with research conducted by Budianto in 2015 with the title "The Influence of the Work Environment on Employee Performance at PT Perusahaan Gas Negara Jakarta", shows that the correlation coefficient between the work environment and work performance is 0.66% and the determinant coefficient is 43.56%. This states that there is a very strong and positive (significant) relationship between the work environment and employee work performance and the results of t-count = 0.69 with t-table at a significant rate of 5%, then obtained 0.284 or  $6.09 > 0.284$ . So it can be concluded that there is a very strong and positive (significant) influence between the work environment on employee work performance. As for other things related to employee performance, namely work discipline. Discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. Another thing that needs to be considered in achieving high performance is about employee work discipline. Someone who is successful or accomplished is usually those who have high work discipline. A person who is healthy and strong usually has good work discipline, in the sense that he has regularity in taking care of himself. The main characteristic of work discipline is the existence of order and order.

PT Sarana Sumut Ventura was established in Medan on September 23, 1994 based on notarial deed no.72 which was made by Notary Martin Roestamy, SH. The establishment of North Sumatra Ventura was the idea of Mr. Mar'ie Muhammad, the Minister of Finance at the time and was initiated by PT Bahana Artha Ventura (PT BAV) with the support of North Sumatran Entrepreneurs including Mr. Yopie S Batubara, Irfan Mutyara, Drs.Armyrn, and several other entrepreneurs in Medan and Jakarta, besides that this establishment is also supported by the local government of North Sumatra through PT Bank Sumut.

PT Sarana Sumut Ventura is a company engaged in venture capital financing that provides a source of funding for business sectors, especially the micro, small and medium enterprises (MSMEs) in North Sumatra in the form of financing. The MSME sector is believed to be able to support the people's economic growth and currently the Indonesian government is paying great attention to supporting the growth and development of MSMEs. In its implementation, apart from being an alternative source of funds, North Sumatra Ventura also makes MSMEs financed or often referred to as business partner companies (PPU) as foster partners by providing management assistance facilities for the development of PPU managerial capabilities which include planning and implementation of accounting and financial systems, planning and development. HR, general management and non-management consulting on market development strategies and building a network (networking) between financed PPUs.

For a period of more than 20 years in its work as a venture capital financing institution. PT Sarana Sumut Ventura has played a significant role in advancing economic growth, especially in North Sumatra, namely through support to the small and medium business sector spread across several regencies and cities in North Sumatra Province. Until the end of 2015 PT Sarana Sumut Ventura had financed 1,895 Business Partner Companies with a total accumulated financing of Rp. 227.095 billion spread across various business sectors, namely Agriculture, Livestock, Industry, Trade and Services.

In carrying out their duties, each employee is expected to be able to complete the tasks assigned by his superiors well. But in reality there are still some employees who cannot be relied on, these employees are unable to complete their work or follow the instructions given by their superiors. In addition, based on the results of an interview with Human Resource Development at PT Sarana Sumut Ventura, it is known that the cooperation between co-workers in the company is still not optimal, it can be seen from the existence of employees who prefer to work individually rather than having to work together. Whereas teamwork should be a necessity in realizing successful performance and work performance. For example, there is no good coordination in one department which is sometimes interfered with by personal relationship problems. As a result, misunderstandings often occur, and work results do not match.

At PT Sarana Sumut Ventura the indicators of the work environment in the work atmosphere are noisy and less conducive during operating hours, uncomfortable because of incomplete facilities and narrow workspaces. Communication and relationship problems with coworkers. Cooperation among co-workers has not been maximized and the relationship between subordinates and leaders is not good between one department . This is in accordance with the table data of the work environment of PT Sarana Sumut Ventura as follows:

**Table 1. of Work Environment**  
**PT Sarana Sumut Ventura Ciputat, South Tangerang City**

No.	Problem
1	Lack of work facilities in the office, such as: desks, chairs and meeting rooms, cramped rooms
2	Employee absenteeism that has not been maximized
3	Conflict occurs between superiors and subordinates
4	The occurrence of conflict between employees
5	Poor communication within the company
6	Employee dissatisfaction with the company, such as: salary, workload, working conditions and unsupportive coworkers

Source: PT Sarana Sumut Ventura Ciputat, South Tangerang City

Another factor that affects performance is work discipline. In terms of attitude, employees of PT Sarana Sumut Ventura Ciputat, South Tangerang City are required to have a disciplined attitude in accordance with existing regulations in the office. Discipline is the most important

operative function of human resource management, because the better the employee discipline, the higher the work performance that can be achieved.

Employee performance is an important thing that must be considered by every agency anywhere, including PT Sarana Sumut Ventura Ciputat, South Tangerang City, because employee performance affects the success of the agency in achieving its goals. Based on the background of the problem, it is clear that the work environment and work discipline are closely related to employee performance. Therefore, the authors conducted a study entitled " *The Influence of Work Environment and Work Discipline on Employee Performance at PT Sarana Sumut Ventura Ciputat, South Tangerang City* ".

## METHOD

The research approach used in this study is to use an associative approach. According to Sugiyono (2016: 55) the associative approach is an approach taken to determine the relationship or influence between two or more variables. This type of research is a type of quantitative research. According to Sugiono 2013 quantitative research is research by obtaining data in the form of numbers or qualitative data by scoring. This study was conducted using a cross-sectional research design. The purpose of this study was to determine "The Influence of Work Environment and Work Discipline on Employee Performance at PT Sarana Sumut Ventura Ciputat, South Tangerang City".

## RESULTS AND DISCUSSION

After knowing the findings in this case, it is then analyzed how well the data presents the research results raised, especially the ability to explain how well the Work Environment and Work Discipline are on Employee Performance. Furthermore, a discussion of the results in this study will be carried out as follows:

### **The Effect of Work Environment (X1) on Employee Performance (Y)**

Based on the analysis of the calculation results of SPSS version 23, the results of the t-test of the Work Environment research variable as an independent variable on Employee Performance as the dependent variable show the test results for the t-count value of 8.206 while the t-table value for  $n = 62$  is 0.2461. Because the value of t-count  $>$  t-table and the value of the significant level ( $\alpha$ ) of  $0.000 < 0.05$ , then  $H_0$  is rejected and  $H_1$  is accepted. So it can be concluded that "There is a significant influence between the work environment on employee performance at PT Sarana Sumut Ventura Ciputat, South Tangerang City.

### **The Influence of Work Discipline Variables (X2) on Employee Performance (Y)**

Based on the analysis of the calculation results of SPSS version 23, the results of the t-test of the Work Discipline research variable as an independent variable on employee performance as the dependent variable show the results of the t-test of 0.891 while the t-value for  $n = 62$  is 0.2461. Because the value of t-count  $>$  t-table and the value of the significant level ( $\alpha$ ) of  $0.376 > 0.05$ , then  $H_2$  is rejected and  $H_0$  is accepted. So it can be concluded that "There is no significant influence between Work Discipline on Employee Performance at PT Sarana Sumut Ventura Ciputat, South Tangerang City. ".

### **The Influence of Work Environment Variables (X1) and Work Discipline (X2) on Employee Performance (Y)**

Based on the results of the calculated F value is 63.019 with a significant F value of  $0.000 < 0.05$ . Then the degree of freedom (df) is (k-1) or the degree of the numerator and (nk) for the degree of the denominator, where n = the number of respondents and k = the number of variables studied, then an F-table is obtained of 3.15. So the F-count value is greater than F-table  $63.019 > \text{F-table value} = 3.15$ , so  $H_0$  is rejected and  $H_a$  is accepted. So it can be interpreted that there is a positive and significant influence between the work environment and work discipline on the performance of employees at PT Sarana Sumut Ventura Ciputat, South Tangerang City.

### **CONCLUSION**

Based on the results of the descriptions of the previous chapters, and from the results of the analysis and discussion of the influence of the work environment (X1) and work discipline (X2) on employee performance (Y), as follows: Partially, the influence of the work environment on employee performance can be seen in the t-count value of the work environment variable of 8,206 with a significance level of 0.05 and the degrees of freedom  $df = nk - 1$  ( $65 - 2 - 1 = 62$ ) is equal to 0.2461, so the t-count ( $8.206 > 0.2461$ ) and the significance value  $0.000 < 0.05$ , it can be concluded that "There is a significant influence between the Work Environment on Employee Performance at PT Sarana Sumut Ventura Ciputat, South Tangerang City . . ."

Partially, the effect of Work Discipline on Employee Performance can be seen in the t-count value of 0.891 with a significance level of 0.05 and the degree of freedom  $df = nk - 1$  ( $65 - 2 - 1 = 62$ ) is 0.2461, so the value of tcount ( $0.891 < 0.2461$ ) and the significance value was  $0.376 > 0.05$ . Then it can be concluded that "There is no significant effect between Work Discipline on Employee Performance at PT Sarana Sumut Ventura Ciputat, South Tangerang City."

The results of testing the simultaneous effect of independent variables on the dependent variable obtained F-count is  $63,019 > \text{F-table value} = 3.15$ , so  $H_0$  is rejected and  $H_a$  is accepted. So it can be interpreted that there is a positive and significant influence between the work environment and work discipline on the performance of employees at PT Sarana Sumut Ventura Ciputat, South Tangerang City. The results of this study based on the coefficient of determination showed that the variables of the Work Environment (X1) and Work Discipline (X2) had an effect on the Employee Performance variable (Y) by 67% while the remaining 33% was influenced by other variables not examined.

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