

The Influence of Work Discipline and Work Environment on Motivation That Has an Impact on Employee Performance at PT. Pan Brothers Tbk In Tangerang

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ABSTRACT

This study aims to determine the effect of work discipline and work environment on motivation which has an impact on employee performance at PT. Pan Brothers Tbk in Tangerang. The method used is explanatory research with a sample of 100 respondents. The analysis technique uses statistical analysis with regression, correlation, determination and hypothesis testing. The results of this study that work discipline has a significant effect on motivation by 39.3%, hypothesis testing obtained a significance of $0.000 < 0.05$. The work environment has a significant effect on motivation by 39.0%, hypothesis testing obtained a significance of $0.000 < 0.05$. Work discipline and work environment simultaneously have a significant effect on motivation by 50.0%, hypothesis testing is obtained a significance of $0.000 < 0.05$. Motivation has a significant effect on employee performance by 38.4%, hypothesis testing is obtained a significance of $0.000 < 0.05$.

Keywords : Commitment Work Discipline; Work Environment; Motivation; Employee Performance.

INTRODUCTION

Developments in the current era of globalization, the problem of human resources is the foundation for companies that primarily keep their employees highly motivated at work (Hidayat & Sunarsi, 2020; Sunarsi, 2018). With the motivation for employees is very important, including efforts to encourage creativity of employees really need energy and commitment. These two things are effective ways that arise from each employee (Rozi & Sunarsi, 2020; Sutrisno & Sunarsi, 2019). With the hope that the company can develop well. In addition, motivation can be an effective driving force and does not require as much effort as controlling (Jufri et al., 2018; Syam et al., 2018).

Maintaining employee work performance is also a company demand in maintaining and managing quality human resources, which is increasingly urgent by the dynamics of a changing environment. It is said to be productive if these resources have high work performance and can achieve predetermined targets or targets and can be responsible for completing tasks on time. Employee work performance as a benchmark for every company in carrying out its business activities both in terms of product quality and quantity (Dahyar Daraba et al., 2018, 2021; Pratiwi

et al., 2019). As is the case in today's trade competition where companies must strive for the quality and welfare of employees who become the competitiveness of other companies. Companies not only have large capital to achieve their goals but companies need to pay attention to other production factors including nature, labor and expertise where these factors cannot stand alone.

Likewise with employee discipline, work discipline is needed so that employees can be responsible for the work assigned to them. For companies with work discipline, it will ensure smoothness in carrying out tasks so as to obtain good work results, while for employees with high work discipline, employees will get a pleasant working atmosphere, on time according to the plan so as to prevent wastage of time that is used inappropriately. . Employees have duties in each part of the work unit to carry out their operational activities in the company's work environment. The possibility that when they are active has an influence on work performance.

Another factor that contributes to the impact is the work environment. Conducive working conditions support employee performance, otherwise an uncomfortable environment will interfere with work concentration. The problems that arise in the corporate environment should not be ignored by the company. Therefore the company strives to pay attention to the work environment of employees. In supporting work performance, work environment factors have a relationship. Creating a comfortable and conducive work environment stems from the self-awareness of employees and leaders in the company (D. Daraba et al., 2018; Farida, 2017; Rengifurwarin et al., 2018).

A good work environment if employees in a company carry out their operational activities smoothly. Improving employee performance to be better needs to be supported by a healthy and conducive work environment. Employee performance can increase if the work environment around the employee is conducive, because a conducive work environment will be able to provide smoothness, pleasure, security and safety in carrying out the tasks assigned to him.

PT. Pan Brothers Tbk is a company engaged in manufacturing textiles that produces fabrics made from yarn, then increases the type of production. Companies really need optimal employee performance in order to get maximum results, it is very important for companies to pay attention in terms of providing motivation for employees such as bonuses and awards. This is done so that employees do not feel satisfied quickly so that they will further improve their performance so that the desired goals are achieved.

Employees at PT. Pan Brothers Tbk who arrive late and often get permits not on time will cause the planned operational activities not to run properly. Therefore, it is necessary to have strict sanctions for employees who violate and to be more orderly in working in the company. To be able to work optimally, work environment factors such as adequate lighting, adequate air ventilation in the workspace and low noise levels become the driving force for employees to work comfortably. The unavailability of a canteen in the company is also a lack of facilities for employees

The problem that occurs in this company is about the fluctuations in the production results that are not in accordance with the targets set by the company. The occurrence of employee turnover is also an influence on work performance in the company due to lack of motivation, employee work discipline and lack of a comfortable environment from the company. Therefore work performance is very important applied in this company to meet the needs of the goods produced have quality and consumers feel satisfied.

Based on the description above, the authors are interested in conducting research with the title "The Effect of Work Discipline and Work Environment on Motivation That Has an Impact on Employee Work Performance at PT. Pan Brothers Tbk in Tangerang".

METHOD

The type of research used is associative, where the aim is to find out the relationship between (Creswell & Clark, 2017; Creswell & Creswell, 2017). The sampling technique in this study is a saturated sample, where all members of the population are used as samples. Thus the sample in this study amounted to 100 respondents. The population in this study amounted to 100 respondents PT. Pan Brothers Tbk in Tangerang.

RESULT AND DISCUSSION

Result

Work discipline has a significant effect on motivation with a coefficient of determination of 39.3%. Testing the hypothesis obtained the value of t arithmetic $>$ t table or $(7.966 > 1.984)$. Thus the hypothesis proposed that there is a significant effect between work discipline on motivation is accepted. The work environment has a significant effect on motivation with a coefficient of determination of 39.0%. Testing the hypothesis obtained the value of t arithmetic $>$ t table or $(7.916 > 1.984)$. Thus the hypothesis proposed that there is a significant effect between the work environment on motivation is accepted.

Work discipline and work environment have a significant effect on motivation by obtaining the regression equation $Y = 9.000 + 0.381X_1 + 0.404X_2$, with a coefficient of determination of 50.0% while the remaining 50.0% is influenced by other factors. Testing the hypothesis obtained the calculated F value $>$ F table or $(48,527 > 2,470)$. Thus the hypothesis proposed that there is a significant effect between work discipline and work environment on motivation is accepted. Motivation has a significant effect on employee performance with a coefficient of determination of 38.4%. Testing the hypothesis obtained the value of t arithmetic $>$ t table or $(7.819 > 1.984)$. Thus the hypothesis proposed that there is a significant effect between motivation on employee performance is accepted.

Discussion

Work motivation has a positive effect on employee performance. Motivation is basically a person's interaction with certain situations he faces. Inside a person there is a need or desire for an object outside the person, then how does that person connect the need with situations outside the object in order to fulfill the intended need. Therefore, motivation is a reason for a person to act in order to meet the needs of his life. The results of this study are in line with the theory of (Burton et al., 2002; Davidson & Letherby, 2019), which states that motivation is a behavioral activity that works in an effort to meet the desired needs. Motivation is a set or collection of behaviors that provide a basis for a person to act in a way that is directed towards certain specific goals. Good motivation from employees will affect employee performance for the better, on the contrary negative motivation will affect work performance to be less good.

Work discipline and work environment both have an influence on employee performance. Low employee work discipline reflects a low sense of responsibility that employees have (Abdelmotaleb & Saha, 2018; Darkwah et al., 2016; Marewo et al., 2020). A work environment that is not comfortable and not conducive will interfere with employee performance. The low level of work discipline and the unfavorable working environment of employees cause the targets set by the agency cannot be achieved as expected by the agency. If the work discipline and work environment is better, it will be able to improve its performance. This indicates that work discipline and work environment have an impact or influence on the declining performance of

employees of the Public Works, Housing and Energy and Mineral Resources Office.

Good work discipline supported by an adequate and supportive work environment will result in good employee performance, on the contrary, poor work discipline and an inadequate work environment will result in poor employee performance as well. This research is also supported by research conducted by According to (Karim & Mustadi, 2018; Mulhayat et al., 2019; Sutrisno & Sunarsi, 2019; Wagner, 2002), which shows that discipline, work placement and work environment have a positive influence on employee performance. Thus, if the agency wants to get maximum work results, it is necessary to create high work discipline and a comfortable and conducive work environment. This will have an impact on the achievement of the targets and objectives set by the agency.

CONCLUSION

Work discipline has a significant effect on motivation with a contribution of 39.3%. Hypothesis test obtained value of $t \text{ count} > t \text{ table}$ or $(7,966 > 1,984)$. The work environment has a significant effect on motivation with a contribution of 39.0% influence. Hypothesis test obtained value of $t \text{ arithmetic} > t \text{ table}$ or $(7,916 > 1,984)$. Work discipline and work environment simultaneously have a significant effect on motivation with a contribution of 50.0% influence while the remaining 50.0% is influenced by other factors. Testing the hypothesis obtained the calculated $F \text{ value} > F \text{ table}$ or $(48,527 > 2,470)$. Motivation has a significant effect on employee performance with a contribution of 38.4%. Hypothesis test obtained value of $t \text{ count} > t \text{ table}$ or $(7,819 > 1,984)$.

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