ANALYSIS OF THE ROLES OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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ARTICLEINFO	ABSTRACT
Keywords: environment work, discipline work, performance employee, company importers	Study this aim for knowing influence Among Environment work and Discipline work to employee performance at a national household appliance importer company. This research is study quantitative. Sample which taken as much 60 respondent. Tool measuring which used is questionnaire through google from. Data on study this use program SPSS 20. From the results of the analysis of the hypothesis that the work environment has no significant effect on performance employee, discipline work influential significant to performance employee.
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1. INTRODUCTION

In an organization or company it is very important to have productive human resources its high performance, because the success of a company is not only measured by quality goods, brands and company names , but can also be measured by the quality of human resources. So Therefore, the company must have qualified, innovative, and creative human resources high, because employees are a very important asset in the company and must the company pays attention to by providing each related training program with HR. Matter this show that source power man is key tree which must noticed his needs.

Over time a company will experience ups and downs in the performance of the employees themselves. This indicates that there is a reciprocal relationship between employees and the company where they work. According to Rismawati and Mattalata (2018) Performance is real behavior displayed by everyone as work performance produced by employees according to their role in the company. Therefore the company always expects employees who excel. Having employees who excel makes the company optimal.

Likewise, work discipline is one of the factors that can improve performance employee. According to Prihantoro (2015) Discipline is every individual and also a group which guarantees obedience to orders" and takes the initiative to do something action required in case there is no order. According to Ardana work discipline is an attitude of respect, respect, obedience, and obedience to the rules valid, both written and unwritten and able to carry it out and not dodge for accept the sanctions (tyas and Sunuharyo 2018).

PT Arkstarindo Artha Makmur was founded on 16 August 2000 as a company importer, trade, and distribution of products such as masks, baby or adult diapers, and adhesive plastic roll. In its development and in accordance with market demand, business the develop with addition product- product other like personal Care (Cosmetics) and Products pharmacy, Among other :adult diapers, under pads, Plastic Wrapping, Masks and others. PT Arkstarindo Artha Makmur is located in Marunda Makmur, Bekasi. PT Arkstarindo Artha Makmur is spread across various regions such as Central Java, Java West and East Java. PT Arkstarindo Artha Makmur has 120 employees spread across area Java.

On date 15 September 2020, researcher do observation and interview to HRD at PT Arkstarindo Artha Makmur said that employee performance was still lacking cooperation fellow colleague it works in company the, seen still there is a number of employee which work in a manner individual from on cooperate with colleague it works. Whereas in working together in a team can realize the success of the company's performance. This matter indicates cooperation in the team is still not optimal as expected by company. Whereas in work same in team will make it easy for finish something problem in company.

From the results of the interview with PT Arkstarindo Supervisor Artha Makmur said that performance employee still there is which do error in

move goods production to the place which should, and often occur error in packing goods production. Error the occur on employee which just came to work given the task directly by superiors. Hence the problem this could raises misunderstanding fellow colleague work in location work.

Physically, the condition of the company is still not neat and not conducive considered to be one of the inhibiting factors in improving the quality of employees. The place work which no comfortable, cycle air which no so good, lighting light, and room which is not so broad resulted goods production be piled up. Besides physical work environment conditions, it turns out that the non-physical work environment at PT Arkstarindo Artha Prosperous like connection with fellow colleague work which Becomes complaint between fellow employee. As following in in the company that is employee in the financial department complained to co-workers who were often late in collecting data turnover daily which resulted buildup data turnover daily which should in recapitulation and late in collection inputs financial data recap. Lateness this will create an unfavorable impression on the employee and may create a bit of trouble with fellow co-workers. another thing in the company is the unavailability of a canteen. In condition this is like can cause down performance employee.

Based on the results of an interview with HRD PT Arkstarindo Artha Makmur on date September 15 2020, it is known that there are 2 factors that influence employee performance at PT Arkstarindo Artha Makmur. This is reinforced by the results of a pre-survey of 40 employees company to choose the factors that affect the performance of employees in the company PT Arkstarindo Artha Prosperous.

Picture 1. Results Pre-survey

Source: Observation with 40 people employee PT Arkstarindo Artha Prosperous

Besides do interview with a number of employee, researcher also do pre- survey by spreading questionnaire for knowing performance employee. Based on picture on is known from mark highest which Becomes factor performance employee is environment work as big 22.5% and discipline work as big 20%. Whereas factor which Very small there is 2 factor that is burden work, and communication as big 10% just. factors like this need noticed by company, because factor this Becomes determinant success company. Based on results pre-survey with 40 people employee in PT Arkstarindo Artha Prosperous on date 15-16 September 2020 state that discipline work Becomes wrong one factor which must be considered also by company. Matter this approved by HR evaluate that discipline work of course need noticed. In problem discipline work, on employee PT Arkstarindo Artha Prosperous need noticed because still there is employee which not enough responsible answer in Duty which given by his boss which where Becomes his obligations in work, like late in collection inputs recap data finance, and late collection turnover daily. Matter this signify that employee still not enough obey regulation work which applied by company.

Table 1. absence employee PT Arkstarindo Artha Prosperous 2016-2020

NO	KETERANGAN	2016		2017		2018		2019		2020	
		JUMLAH	%	JUMLAH	%	JUMLAH	%	JUMLAH	%	JUMLAH	%
1	Terlambat Masuk	120	0.49	78	0.30	230	0.81	265		117	0.04
2	Alpa	0		0		0		0	0.93	0	
3	Izin	180	0.73	125	0.48	204	0.72	89	0.31	90	0.36
4	Sakit	230	0.93	187	0.72	130	0.26	150	0.52	105	0.42
	Jumlah Karyawan	100		105		114		116		120	
	Harian Karyawan Efektif	246		248		248		245		210	
	JK X HKE	24600		26040		28272		28420		25200	

Source: PT Arkstarindo Artha Prosperous

Based on table 1 that employee performance lacks discipline at work. Still Many employees have low discipline and are irresponsible. It can be seen that the number of employees who are late on year 2016 as many as 120 (0.49%), employees are negligent, this is because employees prefer to leave or get sick than alpha, employee permission as big 180 (0.73%), sick as much 230 (0.93%). Year

2017 total employee late 78 (0.30%), alpha nil, permission as much 125 (0.48%), sick as much 187 (0.72%).

Year 2018 employee late as much 230 (0.81%), alpha nil, permission as much 204 (0.72%), sick as much 130 (0.26%). Year 2019 employee late as much 265 (0.93%), alpha nil, permission as much 89 (0.31%), sick 150 (0.52%). Year 2020 employee which Late as much 117 (0.04%), alpha nil, permission 90 (0.36%), sick 105 (0.42%).

From the table above it can be seen from the level of employee discipline based on working days effective which could categorized as lack of discipline. Still there is a number of employee which discipline is very low and less responsible for working hour's regulations that has been determined by the company. Therefore the company needs to monitor and fostering employees, so that employee work discipline is even better and can improve performance employee.

2. LITERATURE REVIEW
2.1. Discipline Work

According to Lemhanas, discipline is obedience to respect and carry out a system which require people submit to decision, order, or regulation which enforced for himself alone. (Buddhi, 2017). According to Malay SP Hasibuan Understanding discipline is as awareness somebody in obey all Regulation Company and willingness somebody which apply. (Crush, 2018)

According to (Crush, 2018) Discipline work is something condition which where employees are willing to accept, and carry out various existing regulations, both those that stated concretely or habits that have become a culture, which are related with implementation Duty authority, and not quite enough answer to company.

Based on opinion a number of expert, could concluded that discipline work is something condition where employee must ready obey all regulation which there is in the company, whether said concretely or habitually has become a culture, and responsible answer to company.

2.2. Environment work

According to Gouzali Saydam said that the work environment is as one of the facilities and infrastructure in the work that is around the employees to do profession which could influence implementation profession that alone. (Silitonga, 2020)

According to Alex Nitisemito Say that environment work is all something that is around the employee that can affect an employee in carry out the tasks assigned to him (Silitonga, 2020). According to Schultz and Schultz Environment or working conditions are the physical aspects of work, psychological work and regulations work which could influence satisfaction work and productivity work (Silitonga, 2020).

According to Sedarmayanti Says that the work environment is a whole tools and materials encountered in the surrounding environment in which a person work, work methods, and work arrangements both as individuals and as group (Silitonga, 2020).

Based on opinion a number of expert, so could concluded that environment work is everything that is around the employee at work, both physically nor could non physical influence performance employee.

2.3. Performance Employee

According to Soedharmayanti Performance employee is a results work whic has achieved by somebody or bunch in organization or company, in accordance with authority and responsibility of each in an effort to achieve a goal the organization concerned legally, does not violate the law and is in accordance with morals or even ethics. (Ansory and Indrasari, 2018).

According to Armstrong and Murlis Performance management is a means to get good results in organizations, groups, and individuals within the framework work that has been agreed upon in accordance with planning goals, objectives, and standards (Hery 2019, P.2). According to the definition of performance management is a practice to improve employee performance according to individual or group targets with the aim of improving performance organization (Hery, 2019). Whereas according to Walters Management performance is direct or encourage employees to work as effectively and efficiently as possible in harmony with need organization (Hery, 2019).

Based on opinion a number of expert, so could concluded that performance employee is results work which has achieved somebody or group in organization, team, and individual in framework work which

agreed in accordance with planning aim, target, and standers. And encourage employees to work as effectively and efficiently as possible in harmony with need organization.

3. METHOD

According to Sugiyono this type of research is quantitative which can be interpreted as wrong a research method based on the philosophy of positivism, this research is used in certain population or sample. Quantitative research is a type of research specifications in a systematic, planned, and structured manner with clear manufacture design study (Widiasworo, 2019). In study this use research methods quantitative, with aim for test hypothesis which has applied and for knowing influence from variable (Independent*)* free on variable (dependent*)* bound. Object this research was taken from all employees of PT Arkstarindo Artha Makmur. Interview venueand deployment questionnaire was conducted for research purposes at Marunda Warehouse Center, Segara Makmur, Kec. Tarumajaya, Bekasi, West Java 17211, Indonesia. This research took place from 15 September 2020 which began with an interview with HRD originate from PT Arkstarindo Artha Prosperous… and deployment questionnaire on month June 2021.

4. RESULTS AND DISCUSSION

4.1. Influence Environment Work To Performance Employee

Based on results test Q on table explain lower influence work environment (X_1) on employee performance (Y) at PT Arkstarindo Artha Makmur which has value t count of 1,957 this value is smaller than the t table value of 2,002 or can also be known by looking at the value work environment significance of 0.055 this value greater than 0.05. This means that partially the work environment variable (X_1) does not have significant effect on employee performance variables (Y), so that HO is accepted and H a rejected. This can be explained that the work environment partially contributes no significant influence performance employee on PT Arkstarindo Artha Prosperous.

Based on the results of questionnaires, interviews and observations of employees on PT Arkstarindo Artha Makmur on work environment variables which include facilities general, lighting, cleanliness, cycle air, connection colleague work, connection superior with employees, cooperation between employees does not seem to have a significant effect on performance employee caused because according to employee with exists facility which no adequate could disturbing work, poor lighting bother view eye which make para employee no could look with clear, Employees are used to a less clean work environment, hot air cycles can also interferes with work. Whereas connection with colleague work and relationships with superiors has become a natural thing that must be faced by employees for endure in company.

From the results of researchers from the authors, to research related to the environment work (X_1) to performance employee (Y) there is results which significant. This is appropriate with researchers conducted by Dewi Puspita Sari, Imelda Megawati, Imam Heriyanto, (2020) that there are similarities in the variables that show the work environment and discipline work influential positive and significant to performance employee.

4.2. Influence Discipline Work To Performance Employee

Based on the results of the T test in the table explaining under the influence of work discipline (X_1) on employee performance (Y) on PT Arkstarindo Artha Prosperity that has value t count of 5,198 this value is greater than the t table value of 2.002 or could also is known with look mark work discipline significance of 0.000 this value smaller than 0.05. This means that partially the work discipline variable (X2) has an influence the significance of the employee performance variable (Y), so that HO is rejected and Ha is accepted. Matter this could explained that discipline work in a manner Partial give contribution significant influence performance employee on PT Arkstarindo Artha Prosperous.

From results researcher from writer, to study which related with discipline work (X2) on employee performance (Y) there are significant results. This matter in accordance with the researcher which done by Desy Puspita and Sri Widodo (2020) that there is similarity variable which showing discipline work influential positive and significant to performance.

4.3. Mark Average (*Means*)

Mark average or mean showing results average from each indicator which used all variable in study which could seen on table following :

Table 2. Mark Average Result

Variabel	Indikator	Item Pernyataan	mean
Lingkungan kerja	Dengan adanya fasilitas (komputer, printer, dll) dapat membantu saya dalam bekerja	LK1	4.27
	Fasilitas toilet yang disediakan layak dipakai	LK2	3.03
	Penerangan yang ada (sinar matahari atau listrik) di ruang kerja telah sesuai dengan kebutuhan	LK3	2.52
	Saya ikut serta menjaga kebersihan di tempat kerja	LK4	3.93
	Kondisi udara di ruang kerja memberikan kenyamanan pada saya selama bekerja	LK5	2.92
	Komunikasi saya dengan sesama rekan kerja baik	LK6	4.23
	Kerja sama dalam team work terjalin dengan baik	LK7	3.07
	komunikasi antara saya dengan atasan berjalan baik	LK8	4.58
	pimpinan saya memberikan arahan sebelum saya melaksanakan pekerjaan	LK9	4.53

Based on table 2 could concluded that mark average mean from variable environment work that is Very highest as big 4.58 on items LK8 that is communication Among I with superiors running well and has the lowest mean value of 2.52 on the LK3 item that is Lighting which there is (ray sun or electricity) in workspace has as needed.

Based on table 3 could concluded that mark average mean from variable discipline work, which is the highest at 4.47 on item DK6, namely I never leave my work during working hours and has the lowest mean value of 2.98 on item DK1 that is I come to the place work appropriate on time which determined by company.

Table 4. Mark Average Performance Employee (KK)

Variable	Indicator	Items Question	Means
Performance employee	I can finish profession with thorough and appropriatetime in accordance which expected	KK1	3.53
	With Skills which I have, I capable workprofession I	KK2	4.17
	I capable Fulfill target profession which has set by company	KK3	4.35
	I work Duty in accordancewith ability I	KK4	4.27
	I understand with good description profession I	KK5	4.30
	I could work same withcolleague work	KK6	3.13
	I in work Duty more prioritize cooperationcompared to work alone	KK7	3.65
	I still work well even though there is no boss in place	KK8	4.33

Based on table 4 it can be concluded that the mean average value of the disciplinary variable work, which is the highest at 4.35 on the KK3 item, namely I am able to meet the target profession which has set by company and have mark mean Lowest as big 3.13 on items KK6 that is I could work same with colleague work.

5. CONCLUSION

Based on study which has done by writer about influence work environment and work discipline on the performance of employees of PT Arkstarindo Artha Makmur, then the writer can conclude the results study as follows Work environment no significant effect on the performance of employees of PT

Arkstarindo Artha Makmur and Discipline work influential significant to performance employee PT Arkstarindo Artha Prosperous.

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