

THE INFLUENCE OF MOTIVATION, WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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ABSTRACT

Keywords:

Employee performance,
Motivation,
Work environment,
Work discipline

This study aims to examine the effect of motivation, work discipline and work environment on employee performance at PT. Anugrah Jaya Retailindo in East Jakarta. The research sample was 60 people and data were collected using a questionnaire questionnaire method. The data analysis technique used multiple linear regression test. The results of this study; The data were obtained using a questionnaire instrument and have been tested for validity and reliability. The examiner of this data was analyzed using multiple linear regression, and hypothesis testing was carried out by t-test and f-test. The results of the study based on partial testing showed that motivation had a positive and significant effect on employee performance, the value of $Sig = 0.000$ and $tcount > ttable = 1.670$ because the value of $Sig < 0.05$ and $tcount > ttable$ then H1 was accepted. Work Discipline has a positive and significant effect on employee performance, obtained the value of $Sig = 0.008$ and $tcount > ttable = 1.670$ because the value of $Sig < 0.05$ and $tcount > ttable$ then H2 is accepted. The work environment has no positive and significant effect on employee performance, the value of $Sig = 0.876$ and $tcount < ttable = 1.670$ because the value of $Sig > 0.05$ and $tcount < ttable$ then H3 is rejected. Simultaneous testing shows that motivation, work discipline and work environment have a positive and significant effect on employee performance at PT. Anugrah Jaya Retailindo in East Jakarta.

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1. INTRODUCTION

Human resources are the backbone of organizational life, the success of the organization as a whole is very dependent on human resources to achieve organizational goals. Human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient, helping to achieve company, employee and community goals. Therefore, companies/agencies must have employees who have high discipline, ability, have a lot of experience and achievements. In addition, human resources also have knowledge, skills, work and many potentials. However advanced technology, the development of information without the presence of human resources, the goal will not be achieved.

In addition, with the development of technology, education accompanied by increasing economic growth, actors working in the economic, cultural and other fields can influence organizational goals to be achieved in the future. One of the efforts that must be made in facing external challenges is by preparing competent and qualified human resources. Because of the importance of human resources in an organization, it is necessary to monitor employee performance and provide supporting facilities to improve human resource work performance.

Employee performance can be viewed as both a process and a result of work. Employee performance is the result of work in quality or quantity that is achieved by an employee in carrying out his duties in accordance with the responsibilities given to employees or a process of how work takes place to achieve work results. Performance at PT Anugrah Jaya Retailindo in East Jakarta when viewed from several variables there are some that are quite good and not good, quite good because there is performance motivation for employees if the employee's work results reach the target by giving incentives, and what is not good is the work that is given to its employees in excess of the jobdesk given, due to the pandemic, this company is minimizing employees.

According to the author, there are several things that affect performance at PT Anugrah Jaya Retailindo in East Jakarta, namely work that is not optimal and on time because the work of employees

exceeds their jobdesk. On the other hand, employees try to work to achieve or exceed sales targets to get incentives and get good and maximum work results.

One of the things that must be the company's main concern is how to maintain and manage employee motivation at work so that they always focus on company goals. Maintaining employee motivation is very important because motivation is something that underlies every individual to act and do something. With high work motivation, employees will be more active in carrying out their work. "Motivation is a process that causes intensity, direction, and individual persistence towards peak achievement". Motivate employees in achieving maximum work results with sales results that reach targets and exceed targets given by the company.

Work Discipline is an attitude and behavior of a person who shows obedience, obedience, loyalty, regularity, and order to company or organizational regulations and applicable social norms. Aspects and indicators of Work Discipline, namely time discipline, regulatory discipline, responsibility discipline. As for the factors of purpose and leadership, remuneration, fairness, firmness, sanctions. Work Discipline at PT. Anugrah Jaya Retailindo, namely in the form of SOP and employee attendance, work attendance at PT. Anugrah Jaya Retailindo namely working hours 8 hours. Enter at 07:30 leave at 16:30, Enter at 08:00 go home at 17:00, the employee with the initials (Y) is late for work 1 minute, the SOP is that the employee must come home half an hour late. Absence is at 08:01 then the time to go home is 17:30.

In addition to motivation and work discipline, the work environment where the employee works is equally important in improving employee performance. An appropriate work environment can support the implementation of work so that employees have the enthusiasm to work and improve employee performance, while the incompatibility of the work environment can create discomfort for employees in carrying out their duties.

Work Environment Factors can be in the form of the physical condition of the office which includes lighting, air temperature, or it can be from employees at work and others that can increase a conducive atmosphere and morale and affect employee performance. The work environment includes clear job descriptions, adequate authority, challenging work targets, communication patterns, harmonious work relations, dynamic work climate, career opportunities, and adequate work facilities. An unsatisfactory work environment can reduce morale and ultimately reduce employee productivity. The work environment also greatly influences PT Anugrah Jaya Retailindo's employee performance, such as unsupported work facilities, namely the work application system that is used is not a real system, there is no elevator for employees even though this office has 5 floors, the work location is far from public transportation and public relations. Uncomfortable work between employees such as feeling that there are seniors and juniors.

2. METHOD

The type of research used in this research is quantitative research using questionnaires as a data collection tool. In this study, the data needed is primary data. The population in this study are 60 employees of PT Anugrah Jaya Retailindo in East Jakarta. Determination of the number of samples using saturated samples. So that the calculation of the minimum number of samples for this study was 60. Primary data was obtained through distributing questionnaires to get an overview of the independent and dependent variables. In this study, the data to be collected is the perception of the respondent, therefore the simplest measurement is using a questionnaire or questionnaire technique that will be submitted to each respondent, functioning as an instrument or measuring tool that will be conveyed directly. Questionnaires or questionnaires will be designed using closed questions, namely questions that have provided alternative answers, so that respondents only have to choose one answer that is considered most appropriate to the condition of the respondent. The measuring scale used in this study adopted a Likert scale with 5 levels of intervals. Giving a score on the scale chosen by the respondent, namely the lowest level is given a value of 1 (one) and the highest level is given a value of 5 (five). The technique used to process the data is a statistical analysis technique using SPSS.

3. RESULT AND DISCUSSION

Validity Test Result

Tests in this study used a significance level of 5% with test criteria if the value of $r_{count} > r_{table}$, it was concluded that the question items were valid. However, if the value of $r_{count} < r_{table}$ then the item is said to be invalid. The r_{table} in this study uses a 95% confidence level, $e = 5\%$, $df N-2$ or $60-2 = 58$ and the r_{table} value is 0.2108. Based on the validity test of all instruments, the results of R_{count} on all variables have a value greater than r_{table} so it can be concluded that the results of the validity test can be said to be

valid in this study and it can be said that the respondents in filling out the questionnaire statement revealed that all variables in this study were feasible to used.

T Test Result (Partial)

The influence of the hypothesis of the effect of motivation, work discipline and work environment partially on performance is calculated using the t test. The results of the t test using the SPSS program get the following results:

Table 1. T Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.974	3.601		3.048	.004
	Motivation	.492	.127	.539	3.888	.000
	Discipline	.330	.121	.294	2.730	.008
	Work Environment	.033	.211	.022	.157	.876

a. Dependent Variable: Employee Performance

Effect of Motivation (X1) on Employee Performance (Y)

The results of testing the hypothesis of Motivation on Employee Performance obtained Sig = 0.000 and tcount 3.888 while ttable = 1.670 because the Sig value <0.05 and tcount > ttable then H1 is accepted, it means that there is a significant influence between the motivation variable (X1) on the performance variable (Y).

Effect of Work Discipline (X2) on Employee Performance (Y)

The results of testing the Work Discipline hypothesis on employee performance obtained Sig = 0.008 and tcount 2.730 while ttable = 1.670 because the Sig value <0.05 and tcount > ttable then H2 is accepted, it means that there is a significant influence between the Work Discipline variable (X2) on the variable Performance (Y).

Effect of Work Environment (X3) on Employee Performance (Y)

The results of testing the Work Environment hypothesis on Employee Performance obtained Sig = 0.876 and tcount 0.157 while ttable = 1.670 because the Sig value > 0.05 and tcount <ttable then H3 is rejected, it means that there is no significant effect between the Work Environment variable (X3) on Performance variable (Y).

F Test Result (Simultaneous)

The F test is a test to determine the effect of the independent variables namely motivation, discipline and work environment simultaneously on the dependent variable, namely employee performance. The criteria for testing the hypothesis are, hypothesis testing to find out the truth of the hypothesis in this study by comparing f count with F table.

Table 2. F Test
Anova^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1258.075	3	419.358	25.591	.000 ^b
	Residual	917.659	56	16.387		
	Total	2175.733	59			

a. Predictors: (Constant), Motivation, Discipline, Work Environment

b. Dependent Variable: Employee Performance

Based on the table above, it can be seen that the value of Sig = 0.000 and Fcount is 25.591, while based on statistical calculations the value of Ftable = 2.76. Because the Sig value <0.05 and Fcount > Ftable, it means that there is an influence of the independent variable (X) simultaneously or together on the dependent variable (Y).

Determination Coefficient (R²)

Table 3. R Square
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,760 ^a	,578	,556	4,048

a. Predictors: (Constant), Motivation, Discipline, Work Environment

b. Dependent Variable: Employee Performance

Based on the table above, it can be seen that the value of R or the correlation coefficient is 0.760 which indicates the strength of the relationship between the high correlation coefficient and the R Square value or the coefficient of determination is 0.578, if the percentage is 57.8%. So it can be concluded that the variables of Motivation, Work Discipline, and Work Environment have a simultaneous or joint effect on the Performance variable of 57.8%.

DISCUSSION

The results of testing the hypothesis of Motivation on Employee Performance obtained Sig = 0.000 and tcount 3.888 while ttable = 1.670 because the Sig value <0.05 and tcount > ttable then H1 is accepted, it means that there is a significant influence between the motivation variable (X1) on the performance variable (Y). So it can be concluded that the research hypothesis H1 which reads "Motivation will affect Employee Performance" has been proven. This is because if motivation increases, employee performance will also increase.

The results of testing the Work Discipline hypothesis on employee performance obtained Sig = 0.008 and tcount 2.730 while ttable = 1.670 because the Sig value <0.05 and tcount > ttable then H2 is accepted, it means that there is a significant influence between the Work Discipline variable (X2) on the variable Performance (Y). So it can be concluded that the research hypothesis H2 which reads "Work discipline will affect employee performance" has been proven. This is because if work discipline increases, employee performance will also increase.

The results of testing the Work Environment hypothesis on Employee Performance obtained Sig = 0.876 and tcount 0.157 while ttable = 1.670 because the Sig value > 0.05 and tcount <ttable then H3 is rejected, it means that there is no significant effect between the Work Environment variable (X3) on Performance variable (Y). So it can be concluded that the research hypothesis H3 which reads "Work Environment does not affect Employee Performance" is not proven. This is because if work discipline increases, employee performance will also increase.

Based on the results of the analysis of the coefficient of determination simultaneously between the variables of Motivation, Work Discipline and Work Environment on the Performance variable, the result is 0.578. That means Motivation, Work Discipline and Work Environment have a simultaneous influence on Employee Performance of 57.8%, while the remaining 42.2% is influenced by other factors not examined in this study.

4. CONCLUSION

Motivation, Work Discipline and Work Environment simultaneously affect the Employee Performance variable at PT. Anugrah Jaya Retailindo in East Jakarta. While partially, motivation has a significant effect on employee performance variables at PT. Anugrah Jaya Retailindo in East Jakarta. This is because if motivation increases, employee performance will also increase. If management wants to increase employee performance as input, it would be better if they increase motivation so that employee performance increases. Work Discipline partially has a significant effect on Employee Performance variables at PT. Anugrah Jaya Retailindo in East Jakarta. This is because if work discipline increases, employee performance will also increase, so it is necessary to supervise employee discipline because this factor affects employee performance. And it's best when employees break the rules they will be given sanctions in accordance with the agreement so that employees feel deterrent and don't do it again. And the work environment partially has no significant effect on employee performance variables at PT. Anugrah Jaya Retailindo in East Jakarta. This is because most employees feel comfortable with their work environment, so that whatever conditions and work environment do not affect employee performance. Therefore the researchers suggest to the management to maintain a good work environment or even better so that it supports employees to complete the work of their employees to the fullest.

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