


The influence of work discipline, work motivation and work environment on employee performance (study at noms group, noms Kopi Semarang)

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Article Info	ABSTRACT
Keywords: work discipline, work motivation, Working Environment, Employee Performance	The purpose of this study is to determine and analyze the Effect of Work Discipline, Work Motivation and Work Environment on Employee Performance of Noms Group, Noms Kopi Semarang The population of this study amounted to 110 employees, while the sample amounted to 92 employees. The sampling technique uses purposive sampling method. This study used a type of survey by distributing questionnaires to respondents. Data testing is carried out using validity tests, reliability tests, multiple linear regression analysis tests, f tests, coefficients of determination and t tests. The results of this study showed that partially work discipline did not have a significant effect on employees at Noms Group, Noms Kopi Semarang. However, partially, work motivation and work environment have a positive and significant effect on employee performance at Noms Group, Noms Kopi Semarang. In addition, simultaneously work discipline, work motivation and work environment have a positive and significant effect on employee performance at Noms Group, Noms Kopi Semarang.
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INTRODUCTION

Human resources are the main pillars of organizational success. Human resources are an important key for every organization in achieving its goals. According to Sutrisno (2017), human resources are a series of actions that include planning, organizing, leadership and supervising human resources to improve workforce performance so that organizational targets can be achieved optimally. According to Kasmir (2019: 184), performance is the result of work and work behavior carried out in completing tasks and responsibilities provided with a certain period of time. Therefore, work discipline, work motivation and work environment also play an important role in increasing the effectiveness and efficiency of employee performance as important human resources for an organization or business.

Work discipline is an activity to change employee behavior or habits by increasing the willingness and awareness to comply with all regulations and social norms that apply in the company, Sutrisno (2019: 97). Meanwhile, according to (Arijanto, 2019: 13) states that work discipline is an employee training process applicable to every company so that

activities in the company can run effectively. The existence of good work discipline from employees will have a positive impact on the company, such as arriving on time, carrying out work in accordance with what has been set by the company, and obeying the regulations in it. By establishing work discipline, the performance of employees will increase and company targets can be achieved more easily. Therefore, it is important for every employee to always pay attention to work discipline as one of the determining factors for organizational success (Athar; 2020). Research conducted by Khakim and Isnawati (2023), Rahayu and Liana (2020), Paramitha and Liana (2022), Budiantinti, et al (2020) shows that Work Discipline has a positive and significant effect on Employee Performance. This is inversely proportional to research conducted by Muna and Isnawati (2022) which states that Work Discipline has no significant effect on Employee Performance.

Work motivation is something that is needed by employees. Highly motivated employees will definitely do their jobs with enthusiasm. Motivation is defined as a factor that drives a person's behavior when doing a job (Sutrisno, 2016). When an employee has high motivation, employees will be more motivated to work with high enthusiasm and enthusiasm, thus having a positive impact on the company. Therefore, it is important for every company to be able to motivate all its employees in order to achieve common goals effectively and efficiently. So that the higher the work motivation, the more employee performance increases. Research conducted by Tupti and Arif (2020), Asmawiyah, et al (2020), Asriani, et al (2020) shows that Work Motivation has a positive and significant effect on Employee Performance. This is inversely proportional to research conducted by Feri, et al (2020) which states that Work Motivation does not have a significant effect on Employee Performance.

The work environment is something that is around employees so that it affects the work assigned to employees, such as air conditioning, good lighting and others, Darmadi (2020: 242). According to (Sari, Megawati and Heriyanto (2020: 33), the work environment plays an important role in improving employee performance through physical and non-physical work environments, for example creating a safe, comfortable and peaceful atmosphere for employees by providing facilities and equipment for safety, health and hygiene assistance in the workplace so as to increase employee morale to carry out work activities. So that the better the work environment, the more employee performance will increase. Research conducted by Maswani, et al (2021), Yulianti and Liana (2022), Jayadi and Liana (2022) shows that the Work Environment has a positive and significant effect on Employee Performance. This is inversely proportional to research conducted by Hartati, et al (2020) which states that the Work Environment does not have a significant effect on Employee Performance.

Noms Group is a warkop company that has Brand Caffe Shop Noms Kopi No.1 in Semarang which is engaged in food and beverages specializing in klotok coffee shops. Klotok coffee with an authentic taste is the flagship product of Noms Kopi. To create quality klotok coffee products with a distinctive taste, Noms Group Noms Coffee has employees who are well classified in doing quality work to support the quality of their products, the need for good performance from employees can encourage the company to

improve the quality of its work, so that company goals can be achieved easily. After conducting a pre-survey, researchers obtained information that the work discipline attitude of employees who came on time but left work was not in accordance with working hours so that employees felt less enthusiastic to do their work, this could trigger decreased motivation and then the level of employee performance also decreased. In addition, there are still some inadequate facilities available such as room cooling (AC), internet networks and computers. While the facilities that are categorized well are toilets, parking lots and machines fingerprint. With facilities that are still inadequate, it has a major influence on employees so that it hampers their work so that the level of employee performance decreases.

Based on this background, the formulation of the problem in this study is (1) whether work discipline affects the performance of employees of Noms Group, Noms Kopi Semarang, (2) whether work motivation affects employee performance at Noms Group, Noms Kopi Semarang, (3) whether the work environment affects employee performance at Noms Group, Noms Kopi Semarang.

METHOD

The method used in this study uses quantitative research. The type of data used is primary obtained from the results of the distribution of questionnaires through Google Forms. The population in this study was all employees of Noms Group, Noms Kopi Semarang which amounted to 110 people, while the sample in this study was 92 people. To determine the sample in this study using purposive sampling with certain criteria that include a minimum education of high school / vocational school and the duration of work is at least 1-2 years.

The data analysis used was multiple linear regression with the help of the IBM SPSS 25 program. This study uses multiple linear regression analysis to find out how influential the variables of work discipline (X1), work motivation (X2) and work environment (X3) on employee performance (Y) at Noms Group, Noms Kopi Semarang. In multiple linear analysis using the following formula:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Information:

α = Constant

Y = Dependent Variable (Employee Performance)

$\beta_1, \beta_2, \beta_3$ = Regression Coefficient

X1 = Independent Variable (Work Discipline)

X2 = Independent Variable (Work Motivation)

X3 = Independent Variable (Work Environment)

e = error (residual value)

RESULTS AND DISCUSSION

The purpose of conducting this study was to analyze and determine the influence of work discipline, work motivation and work environment on employee performance at Noms Group, Noms Kopi Semarang with a sample of 92 respondents using google form. The data

that has been obtained is processed with the SPSS program version 25. The total statements in this study amounted to 21 statements, namely 6 statements of work discipline variables (X1), 4 statements of work motivation variables (X2), 4 statements of work environment variables (X3) and 7 statements of employee performance variables (Y).

Work Discipline Variables

Based on the distribution of research questionnaires on Work Discipline variables from 92 respondents. So a descriptive analysis of question items on the Work Discipline variable using SPSS version 25 can be seen in the table below:

Table 1 Descriptive Work Discipline Variables

	N	Mean	Mode	Minimum	Maximum
X1.1	92	4.12	4	2	5
X1.2	92	4.39	4	1	5
X1.3	92	4.48	5	1	5
X1.4	92	4.04	4	1	5
X1.5	92	4.54	5	1	5
X1.6	92	4.16	4	1	5

Source : primary data processed SPSS 25, year 2023

Based on table 1 above, it shows that from respondents' answers using a likert scale of 1-5 on the Work Discipline variable (X1) get the highest mean value of X1.5, which is 4.54 with a maximum value of 5 (strongly agree). This shows that the overall responses of respondents gave very agreeing answers, namely as employees have an obligation to obey the rules that have been set. While question X1.4 with the lowest mean value of 4.04 and a minimum value of 1 (strongly disagree) which shows that employees of Noms Group, Noms Kopi Semarang are unable to complete work tasks on time. However, most respondents assume that they are able to complete work tasks on time. This is evidenced by the value that often appears, namely 4 (agree). From table 1 above, it means that Work Discipline formed with six indicators has been perceived well by respondents and most expressed agreement about indicators in the form of Work Discipline.

Work Motivation Variables

Based on the distribution of research questionnaires on the variables of Work Motivation from 92 respondents. So a descriptive analysis of question items on the Work Motivation variable using SPSS version 25 can be seen in the table below:

Table 2 Descriptive Work Motivation Variables

	N	Mean	Mode	Minimum	Maximum
X2.1	92	3.49	4	1	5
X2.2	92	3.99	4	1	5
X2.3	92	4.24	4	1	5
X2.4	92	4.02	4	1	5

Source : primary data processed SPSS 25, year 2023

Based on table 2 above, it shows that from respondents' answers using a Likert scale of 1-5 on the Work Motivation variable (X2) get the highest mean value of X2.3, which is 4.24 with a maximum value of 5 (strongly agree). This shows that the overall responses of respondents gave very affirmative answers because each employee has a good relationship with colleagues. It is stated that Noms Kopi employees having good relationships with colleagues will make a more productive person and a comfortable working atmosphere so that employee performance levels will increase. As for the X2.1 indicator, it has the lowest average value of 3.49 with a minimum value of 1 (strongly disagree), which means that employees feel that the salary given is not enough to meet their daily needs. However, most respondents assume that the salary given is enough to meet daily needs. This is evidenced by the value that often appears, namely 4 (agree). Table 2 shows that Work Motivation formed with four indicators has been perceived well by respondents and most respondents agree on indicators in the form of Work Motivation.

Work Environment Variables

Based on the distribution of research questionnaires on Work Environment variables from 92 respondents. So a descriptive analysis of question items on Work Environment variables using SPSS version 25 can be seen in the table below:

Table 3 Descriptive Work Environment Variables

	N	Mean	Mode	Minimum	Maximum
X3.1	92	4.27	4	1	5
X3.2	92	4.18	5	1	5
X3.3	92	4.40	5	1	5
X3.4	92	4.17	4	1	5

Source : primary data processed SPSS 25, year 2023

Based on table 3 above, it shows that from respondents' answers using a Likert scale of 1-5 on the Work Environment variable (X3) get the highest mean value of X3.3, which is 4.40 with a maximum value of 5 (strongly agree). This shows that the overall responses of respondents gave very affirmative answers because security in the workplace is ready to maintain the safety of the work environment. It is stated that the work environment at Noms Group, Noms Kopi Semarang maintained security can affect the comfort for employees so that employee performance increases. As for the indicator X3.4, it has the lowest average value of 4.17 with a minimum value of 1 (strongly disagree), which means that the sound of work tools at work interferes with me in carrying out work activities. However, most respondents assume that the sound of work tools at work does not interfere with carrying out work activities. This is evidenced by the value that often appears, namely 4 (agree). Table 3 shows that the Work Environment formed with four indicators has been perceived well by respondents and most respondents agree on the indicators in the form of Work Environment.

Employee Performance Variables

Based on the distribution of research questionnaires on Work Discipline variables from 92 respondents. So a descriptive analysis of question items on the Employee Performance variable using SPSS version 25 can be seen in the table below:

Table 4 Descriptive Employee Performance Variables

	N	Mean	Mode	Minimum	Maximum
Y1	92	4.27	4	1	5
Y2	92	4.20	5	1	5
Y3	92	4.39	4	1	5
Y4	92	4.18	4	1	5
Y5	92	4.03	4	1	5
Y6	92	4.42	5	1	5
Y7	92	4.05	4	1	5

Source : primary data processed SPSS 25, year 2023

Based on table 4 above, it shows that from respondents' answers using a Likert scale of 1-5 on the Work Environment variable (Y) get the highest mean value at Y6, which is 4.42 with a maximum value of 5 (strongly agree). This shows that the overall response of respondents gave very affirmative answers because it did not waste time in completing the work given. It is stated that the performance of employees on can be categorized as good. As for the Y5 indicator, it has the lowest average value of 4.05 with a minimum value of 1 (strongly disagree), which means that employees do not always complete work on time. However, most respondents assume that they are always on time in completing the work given. This is evidenced by the value that often appears, namely 4 (agree). Table 4 shows that Employee Performance formed with seven indicators has been perceived well by respondents and most respondents agree on indicators in the form of Employee Performance.

Test validity

Validity test is a benchmark that shows the level of validity or an authenticity of instruments that are valid and have high validity. Similarly, if an instrument is less valid, it means that its validity is small. According to Ghozali (2018), validity tests are used to measure the validity or absence of a questionnaire. Validity test means testing the extent to which an instrument is accurate or correct as a measuring instrument for research variables. This study uses factor analysis techniques, where each indicator is said to be valid if the value Loading Factor >0.4. In addition, the measurement of sample adequacy can also be seen from the KMO value, if the KMO value is >0.7 then the sample is considered sufficient and worthy of further testing. The results of the validity test can be seen in the following table:

Table 5 Validity Test

Variable	KMO	KMO sample adequacy>0.7	Indicators	Component Matrix (Loading Factor)	Information
Work Discipline (X1)	0,783	Enough	X1.1	0,725	Valid
			X1.2	0,819	Valid
			X1.3	0,766	Valid
			X1.4	0,816	Valid
			X1.5	0,623	Valid
			X1.6	0,713	Valid
Work Motivation (X2)	0,752	Enough	X2.1	0,816	Valid
			X2.2	0,880	Valid
			X2.3	0,704	Valid
			X2.4	0,838	Valid
Work Environment (X3)	0,801	Enough	X3.1	0,811	Valid
			X3.2	0,875	Valid
			X3.3	0,784	Valid
			X3.4	0,801	Valid
Employee Performance (Y)	0,910	Enough	Y1	0,786	Valid
			Y2	0,873	Valid
			Y3	0,718	Valid
			Y4	0,798	Valid
			Y5	0,850	Valid
			Y6	0,715	Valid
			Y7	0,841	Valid

Source : primary data processed SPSS 25, year 2023

Based on the results of the validity test in table 5, it can be seen that all statements on each indicator contained in each variable of Work Discipline, Work Motivation and Work Environment on Employee Performance show a correlation between each indicator to the construct of each variable on all indicators and are declared valid. Because the values of the four variables have met the provisions in the adequacy of the sample, namely with a KMO value of >0.7 and a loading factor value (Component Matrix) >0.4. So it can be concluded that all items contained in the variable indicators of Work Discipline, Work Motivation and Work Environment and Employee Performance can be declared valid and suitable for use for further testing.

Reliability Test

Reliability tests are used to determine whether the data presented is reliable or not. A construct or variable is said to be reliable, if it provides a value Cronbach Alpha (α). >0.7 (Ghozali, 2018). The reliability test results can be seen in the following table:

Table 6 Reliability Test

Variable	Cronbach's Alpha	Alpha	Information
Work Discipline (X1)	0,835	0,7	Reliable
Work Motivation (X2)	0,814	0,7	Reliable
Work Environment (X3)	0,834	0,7	Reliabel

Source : primary data processed SPSS 25, year 2023

Based on the results of reliability tests in table 6 shows that all variables (Work Discipline, Work Motivation, Work Environment and Employee Performance) have a Cronbach Alpha greater than 0.7, so that the results of all questionnaires can be said to be reliable or reliable. All variable concepts used in this study are worthy of being used as a measuring tool.

Multiple Linear Regression Analysis

Multiple linear regression analysis is a linear relationship between two or more independent variables (X) and dependent variables (Y). This analysis is to predict the value of the dependent variable if the value of the independent variable increases or decreases and to determine the direction of the relationship, between the independent variable and the dependent variable whether each variable is positively or negatively related, Ghozali (2013). The results of multiple linear regression analysis can be seen in the table as follows:

Table 7 Multiple Linear Regression Analysis

Independent Variables	Dependent Variables	Regression Coefficient (Beta)
Work Discipline (X1)	Employee Performance (Y)	0,073
Work Motivation (X2)		0,168
Work Environment (X3)		0,789

Source : primary data processed SPSS 25, year 2023

Based on table 7, the results of multiple linear regression analysis are as follows:

$$Y = 0.073 X_1 + 0.168 X_2 + 0.789 X_3 + e$$

Test F

According to Sugiyono (2018: 208), the f test is used to test all independent variables in the model to have a simultaneous influence on the dependent variable. In this study, the feasibility test of the model uses criteria, namely if the significance value is less than 0.05, it can be concluded that there is a feasibility of the influence of all independent variables (X) on the dependent variable (Y). The results of the f test can be seen in the table as follows:

Table 8 Test F

Independent Variables	Dependent Variables	F	Sig
Work Discipline (X1)	Employee Performance (Y)	643,761	0,000
Work Motivation (X2)			
Work Environment ((X3)			

Source : primary data processed SPSS 25, year 2023

Based on the results of Test F, it was obtained that F calculated between Work Discipline, Work Motivation and Work Environment on Employee Performance amounted to 643.761 with a significant level of 0.000 <0.05. So it can be concluded that the variables Work Discipline (X1), Work Motivation (X2) and Work Environment (X3) together (simultaneously) have a positive and significant effect on Employee Performance.

Coefficient of Determination

According to Ghozali (2013) the coefficient of determination (R^2) is used to measure how far the ability of the model to explain measures how far the independent variables (Work Discipline, Work Motivation and Work Environment) in this study can be explained by the dependent variable (Employee Performance). The higher the Adjusted(R^2) value will show the stronger the independent variable against the dependent variable. The results of the coefficient of determination can be seen in the table as follows: R^2

Table 9 Coefficient of Determination

Independent Variables	Dependent Variables	Adjusted R Square
Work Discipline (X1)	Employee Performance (Y)	0,955
Work Motivation (X2)		
Work Environment (X3)		

Source : primary data processed SPSS 25, year 2023

Based on the results of the coefficient of determination test (Adjusted R^2) shows that the value is 95.5%. This means that the variables Work Discipline, Work Motivation and Work Environment explain the variation of 95.5% in the Performance of Employees of Noms Group, Noms Kopi Semarang. While the remaining 4.5% (100% - 95.5%) are influenced by other variables that are not observed.

Test t

The t test is used to determine the extent of the influence of each independent variable on the dependent variable. This test is carried out with the criterion if the significant value is <0.05 then the hypothesis is accepted and if the opposite happens at a significant value of >0.05 then the hypothesis is rejected (Ghozali, 2018). The results of the t test can be seen in the table as follows:

Table 10 Test t

Independent Variables	Dependent Variables	t	Sig	Information
Work Discipline (X1)	Employee Performance	1,705	0,092	H1: Rejected
Work Motivation (X2)		5,317	0,000	H2: Accepted
Work Environment (X3)		16,386	0,000	H3: Accepted

Source : primary data processed SPSS 25, year 2023

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Based on the results of data processing that can be seen in table 10, it is known that the work discipline variable has a calculated t value of 1.705 with a significant level of $0.092 > 0.05$ indicating that hypothesis 1 is rejected, which means that work discipline has no effect on employee performance.

Based on the results of data processing that can be seen in table 10, it is known that the work motivation variable has a calculated t value of 5.317 with a significant level of $0.000 < 0.05$ indicating that hypothesis 2 is accepted, which means that work motivation has a positive and significant effect on employee performance.

Based on the results of data processing that can be seen in table 10, it is known that the work environment variable has a calculated t value of 16.386 with a significant level of $0.000 < 0.05$ indicating that hypothesis 3 is accepted, which means that the work environment has a positive and significant effect on employee performance.

The Effect of Work Discipline on Employee Performance

The results of testing the first hypothesis show that work discipline has no effect on employee performance. Work discipline is a person's ability to obey rules and carry out duties effectively and efficiently. Work discipline is one of the factors to increase efficiency as much as possible by complying with the regulations set by the company. With the regulations that have been set, employees have high work discipline so that company goals can be achieved together. The higher the work discipline, the level of employee performance will increase. The results of this study contradict research conducted by Khakim and Isnawati (2023) which states that work discipline has a positive and significant effect on employee performance.

But in this study, work discipline had no effect on employee performance. Not all improvements in employee performance can be seen from work discipline. This is due to violations committed by employees who do not comply with the rules set by the company. So that employee work discipline decreases, employee performance will decrease. The results of this study are in line with research conducted by Muna and Isnawati (2022) which states that Work Discipline has no significant effect on Employee Performance.

The Effect of Work Motivation on Employee Performance

The results of testing the second hypothesis show that work motivation has a positive and significant effect on employee performance. Motivation is an important factor in encouraging an employee to work passionately to help achieve organizational goals. Motivation at work is very important given to employees in the company. The motivation given is in the form of an award if employees can work to meet work targets, the higher the motivation carried out, the higher the employee's performance. The results of this study are in line with research conducted by Tupti and Arif (2020) which states that work motivation has a positive and significant effect on employee performance.

The Effect of Work Environment on Employee Performance

The results of testing the third hypothesis show that the work environment has a positive and significant effect on employee performance. A work environment that is not only limited to the physical space where workers work, but includes everything around workers that can affect employee performance as well as safety in the work environment.

When an employee feels safe and comfortable because of the security at work, ready to maintain the security guaranteed by the company, it can help employees in increasing efficiency and productivity in carrying out their work. The better the work environment carried out, the more employee performance will increase. The results of this study are in line with research conducted by Yulianti and Liana (2022) which states that the work environment has a positive and significant effect on employee performance.

CONCLUSION

Based on the data that has been obtained from the test results, it shows the results that work discipline does not have a significant effect on employee performance at Noms Group, Noms Kopi Semarang. The results of this study imply that the level of employee discipline is low, then company performance decreases and employee performance productivity also decreases. Work motivation has a positive and significant effect on employee performance at Noms Group, Noms Kopi Semarang. The results of this study imply that the higher the work motivation provided, the more employee performance will increase at Noms Group, Noms Kopi Semarang. The work environment has a significant effect on employee performance at Noms Group Noms Kopi Semarang. The results of this study imply that the better the work environment, the more employee performance will increase at Noms Group, Noms Kopi Semarang. The advice given is that company leaders should conduct periodic reviews related to work discipline in employees of Noms Group, Noms Kopi Semarang by conducting an evaluation once a month on work discipline so that these employees will use their work time effectively and efficiently so that work can be completed to achieve the targets set by the company. Work motivation for employees of Noms Group, Noms Kopi Semarang has been maximized, but it will be even more optimal if the company provides appropriate training so that employees are more skilled in completing the tasks they are responsible for. The working environment at Noms Group, Noms Kopi Semarang is good enough for current conditions to be maintained, but it would be even better if the company pays attention to cleanliness and facilities provided so that employees feel satisfied, comfortable and safe so that morale works will further increase. That way the atmosphere of a good and conducive working environment can improve employee performance. This study has limitations, namely the data obtained in this study is primary data through questionnaires distributed by researchers to respondents at Noms Group, Noms Kopi Semarang. With answers based on the perception of respondents, this study researchers are not able to fully control with sincerity and honesty respondents in choosing answer options that are in accordance with actual conditions and reality and the questionnaires distributed to prospective respondents do not all return to researchers.

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