



The Influence of Work Discipline and Physical Work Environment on Employee Performance at PT Java Smartindo Jakarta Pusat

M. Anton Nurhidayat^{1*}, Eva Rahmawati², Angga Pratama³

Pamulang University

Corresponding Author: M. Anton Nurhidayat dosen02200@unpam.ac.id

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ABSTRACT

This study aims to determine the partial and concurrent impacts of physical workspace and work discipline on employee performance at PT Java Smartindo. The method is quantitative. The sample utilized in this study, which used saturation sampling, consisted of 60 respondents. Regression analysis, correlation coefficient analysis, validity testing, reliability testing, hypothesis testing, and coefficient of determination studies are just a few of the many techniques utilized in data analysis. The results of the study show that work discipline has a favorable and significant influence on employee performance. This is shown by the results of the partial hypothesis test on the connection between employee performance and work discipline (tcount 43.786 > from ttable 2.02). Consequently, Ha1 is approved whereas Ho1 is denied, suggesting that work discipline has a significant influence on employee performance. The workplace has a big influence on employee performance. The results of the partial hypothesis test demonstrate that the workplace's effect on worker performance was assessed using the hypothesis test count. From Table 2.02, 24.320 >. Employee performance is significantly impacted by the workplace, as seen by the acceptance of Ha2 and the rejection of Ho2. Employee performance is significantly impacted by the discipline and work environment. The simultaneous hypothesis test's findings show that the impact of work discipline on employee performance was Fcount 1120.08 > Ftable 3.16. Consequently, Ha3 is approved and Ho3 is refused. This implies that both the work environment and work discipline have a major influence on employee performance at PT Java Smartindo

INTRODUCTION

Businesses are the ones who, in the era of globalization, plan for the nation's economic stability. The business world is becoming more competitive and various new companies are emerging both in the manufacturing and service sectors. Every business vies to provide its goods and services, each with unique advantages and specialties. The aim is to win the competition and gain large profits, considering that the level of competition in the banking world is so high that To perform at your best at work, you constantly need human resources.

Human resources play a critical role in achieving business objectives. It goes without saying that an organization has a variety of resources that it uses as inputs to produce goods and services. The most important component of a business is its human capital; without it, operations cannot be conducted. Every business must be able to grow and enhance the organization using a variety of initiatives aimed at enhancing worker performance in the current competitive period.

According to Pratama (2018:126) "Performance is important for a business to accomplish its objectives. One of the most important elements in raising business performance is employee performance.

Then, work discipline is another factor that can affect employee performance. Employee performance in performing their jobs can be enhanced by a company's strong work discipline, whereas poor work discipline can reduce employee performance. An individual's level of responsibility for the duties he is given might be reflected in his level of discipline. This can boost motivation at work and help the organization reach its objectives.

According to Pratama (2020:2) "Work discipline, both formal and unwritten, is a type of law enforcement. Because organizational discipline will run smoothly and accomplish its objectives, it is hoped that work discipline will become a characteristic of all human resources in organizations. Respecting both written and unwritten regulations is how performance is carried out. Every human resource in a firm should possess work discipline because they will be good at managing organizational discipline and best fulfill their goals. Discipline problems are problems that are often in the spotlight in a company.

LITERATURE REVIEW

Work Discipline

According to Siagian (2020:305) stated Because " The idea that no human being is flawless and error-free is the foundation of employee discipline in human resource management. "Discipline is a person's behavior that is in accordance with existing regulations, work procedures or attitudes, behavior and actions that are in accordance with the organization's regulations, both written and unwritten," Sutrisno (2021:103) writes. Work discipline is defined by Sutrisno (2021: 114), as an individual's preparedness and willingness to adhere to rules and instructions that are in place around him. As stated by Rivai (2020: 825) "Managers utilize work discipline as a means of communicating with staff members in an attempt to get them to alter their behavior and to make them more conscious of and willing to follow all business policies."

Discipline, according to many, is when workers consistently arrive and depart on time. The organization merely requires that viewpoint. Discipline can therefore be understood as either written or unwritten behavior.

Work Environment

One of the external elements that has a big influence on encouraging the greatest work results in the workplace for every job. Employee performance will decline in a less favorable work environment because people lack the work discipline needed to perform well. The nature and location of work that each person does are inextricably linked to their work environment active.

Everything that surrounds an employee's workplace and has the potential to affect how they perform their job is referred to as the office. "The work environment is everything that surrounds the worker and can influence him in carrying out the tasks assigned to him," Sunyoto (2019 : 43) writes.

According to Afandi (2018:66), every element of an employee's workspace, such as temperature, humidity, ventilation, lighting, noise levels, cleanliness, and enough stationery, has an impact on how well he does his job. According to Sedarmayanti (2020), "The work environment is all the tools and materials encountered, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group."

Performance

The terms "Job performance" and "actual performance," terms derived from the word "performance," refer to an individual's work output or real achievements. According to Mangkunegara (2019), "Performance (work achievement) is defined as the quality and quantity of work results an employee achieves while fulfilling their duties and responsibilities." Wibowo (2019, p.18) describes "Performance as the outcome of work that is closely linked to the organization, customer satisfaction, and provides an economic contribution." Similarly, Hariandja (2019, p.55) states that "Performance is the work results produced by employees, or the actual behavior exhibited by them, in line with their roles within the organization.") said, echoing this viewpoint.

The Importance of Employee Performance In carrying out work, companies need to carry out performance appraisals so that the effectiveness and success of employee performance can be known. Performance appraisal, according to Mathis and Jackson (2018:61), is the practice of assessing employees' job performance in light of a set of standards and then communicating this information to them.

METHODOLOGY

This type of As Arikunto (2019:27) states, "As the name implies, A study process known as quantitative research mainly uses statistics to collect data, evaluate data, and report findings. This demonstrates how quantitative research is. This empirical study aims to explore the relationship between employee performance and business culture and motivation.

According to Sujarweni, "the research location is the place where the research is carried out" (2019:73). This study was conducted at PT Java Smartindo, which is seminar, refining the proposal content, and creating research instruments were the first steps in the research process, which was divided into phases based on the writer's needs situated in Jl. Pangkalan Asem Raya No.47 Central Jakarta 10530 Indonesia. Duration This study was conducted between April 2024 and July 2024, spanning 4 (four) months. Writing a research title proposal, holding a proposal.

Table 1. Details of the Research Population

No.	Position	Official
1.	Board Of Directors	1
2.	Non - Operational	1
3.	Head Admin	3
4.	Head Provider	2
5.	Head Dept IT	3
6.	Head HRD Finance	10
7.	Head GA	5
8.	Head HRD	2
9.	Operational	1
10.	Medical Advisor	2
11.	Head Claim Checker	7
12.	Head Dept Hotline	3
13.	Analyst Claim	10
14.	Hotline	10
Total Karyawan		60

Source: PT Java Smartindo (2024)

Sample

In the words of "Population is the totality of every element to be studied which has the same characteristics," according to Handayani (2020:58). This might include individuals from a group, event, or entity to be investigated". Arikunto (2017: 173) asserts that "the population is the whole topic of the research in the interim. A population, as defined above, is the entirety of the characteristics of the people or things from whom samples can be drawn. A total of 60 employees of PT Java Smartindo participated in this study.

RESULT AND DISCUSSION

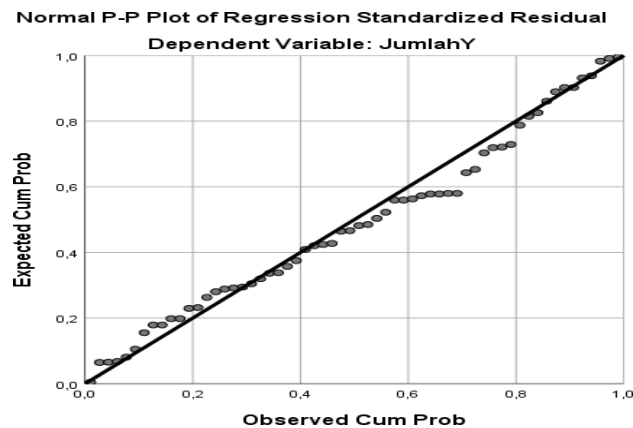
Normality Test

Table 2. Normality Test Results (Test Kolmogorov-Smirnov)

		<i>.Smirnov</i>
N		60
<i>Normal Parameters^a</i>	<i>Mean</i>	.0000000
	<i>Std. Deviation</i>	1.1765821
<i>Most Extreme Differences</i>	<i>Absolute</i>	.112
	<i>Positive</i>	.112
	<i>Negative</i>	-.074
<i>Test Statistic</i>		.112
<i>Asymp. Sig. (2-tailed)</i>		.159 ^c

Source: SPSS Version 27 (2024) Was Used to Process Primary Data

The The significance value, as determined According to the table's data normality test results, $0.159 > 0.05$. These results suggest The data can proceed to the next analytical method, along with the results of the normality test for the study's regression model.



Source: Primary Data Processed With SPSS Version 27 (2024)
 Figure 1. Normality Test Results (Graph Probability P-P Plots)

It can be seen in Figure 1 Looking at the Based on the probability plot display From the foregoing, it can be deduced that the distribution shows that The histogram displays a normal distribution pattern (showing no deviations) and aligns with the direction of the diagonal line. Additionally, in the standard probability plot, the dots are scattered along the diagonal line. regression model is appropriate for usage since it satisfies the normality assumptions, as demonstrated by the previously provided graph. It can be inferred from this study that further data analysis methods can be used.

Multicollinearity Test

Table 3. Multicollinearity Test Results

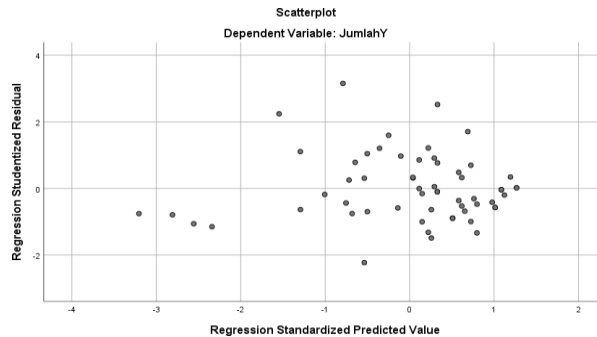
Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
Model	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.274	1.233	2.656	.010		
	JumlahX1	.746	.082	9.142	.000	.116	8.644
	JumlahX2	.188	.083	2.271	.027	.116	8.644

Source: SPSS Version 27 (2024) Was Used to Process Primary Data

The tolerance value of 0.116 > 0.10 in the following table indicates that The independent variables don't correlate with one another. The calculation results clearly show that the Variance Inflation Factor (VIF) value is 8.644 < 10.00. Therefore, it may be said that the independent variables do not exhibit any signs of multicollinearity. such that the next analysis method can be used to continue evaluating the research regression model.

Heteroscedasticity Test

Finding out Heteroscedasticity is used to ascertain whether a regression model's observations exhibit residual or variance inequality. Homoscedasticity is the state in which the variance of the residual is constant across observations, and heteroscedasticity if it fluctuates. Regression models that are homoscedastic or heteroscedasticity-free are considered to be good. The image displays the findings of the study's heteroscedasticity test, as shown below:



Source: Primary Data Processed With SPSS Version 27 (2024)

Figure 2. Heteroscedasticity Test Results (Graph Scatter-Plot)

It can be seen in the graphic image notice there is no pattern to the points; they are dispersed at random. This demonstrates that homoscedasticity – the similarity of the residuals' variance from one observation to another – remains. Stated otherwise, this study demonstrates that the regression model satisfies the criteria. and the following analytic method can be used to continue evaluating the regression model for this study Simple Linear Regression Test.

Table 4. Results of Simple Linear Regression Test (Work Discipline on Employee Performance)

Unstandardized Coefficients			Standardized Coefficients		t	Sig.
Model	B	Std. Error	Beta			
1	(Constant)	3.896	1.244		3.132	.003
	JumlahX1	.920	.029	.973		32.031

Source: Primary Data Processed With SPSS Version 27 (2024)

The regression equation $Y = 3.896 + 0.920 X1$ can be derived from notice there is no pattern to the points; they are dispersed at random. This demonstrates that homoscedasticity—the similarity of the residuals' variance from one observation to another—remains. Stated otherwise, this study demonstrates that the regression model satisfies the criteria. and the following analytic method can be used to continue evaluating the regression model for this study.

The regression equation, $Y = 3.896 + 0.920 X1$, may be made using the regression computation results in table 4.15 above. The following conclusion may be drawn from the preceding equation The constant value of 3,896 indicates that the Employee Performance (Y) value is 3,896 points if the Work Discipline variable (X1) is not zero

Table 4. Results of Simple Linear Regression Test (Work Environment on Employee Performance)

Unstandardized Coefficients			Standard Error of Coefficients	t	Sig.
Model	B	Std. Error			
	(Constant)	.623	.005	.426	.618
	JumlahX2	.000	.044	.938	0.525

Work Discipline (X1) has a regression coefficient of 0.920, meaning that for every unit change in the Work Discipline variable (X1), Employee Performance (Y) will vary by 0.920 points, providing the constant stays constant.

Multiple Linear Regression Test

Table 5. Multiple Linear Regression Test Results

Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta	
(Constant)	.274	.233		.656
JumlahX1	.746	.082	.789	.000
JumlahX2	.188	.083	.271	.027

Source: SPSS Version 27 (2024) Was Used to Process Primary Data

The multiple linear regression equation derived from table 4.17 above is as follows: $Y = 3.274 + 0.746$

- Assuming that the Work Environment variable (X2) and Constant (a) are 0 (zero), the regression coefficient value for Work Discipline (X1) is 0.746, meaning that if the Work Discipline variable (X1) rises by 1, Employee Performance will improve by 0.746.
- The regression coefficient value for the Work Environment variable (X2) is 0.188, meaning that if it rises by 1, the Work Discipline variable (X1) would also rise by 1. 0 (zero) and Constant (a), then there will be an increase of 0.188.

Correlation Coefficient Test

Table 6. Results of the Partial Correlation Coefficient Test

		JumlahX1	JumlahX2	JumlahY
JumlahX1	Pearson Correlation	1	.940	.973
	Sig. (2-tailed)		.000	.000
	N	60	60	60
JumlahX2	Pearson Correlation	.940	1	.938
	Sig. (2-tailed)	.000		.000
	N	60	60	60
JumlahY	Pearson Correlation	.973	.938	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60

Source: Primary Data Processed With SPSS Version 27 (2024)

The purpose of correlation coefficient analysis is to assess the strength of the relationship between the independent and dependent variables. The results of the correlation coefficient calculations are as follows:

- The labor discipline variable for Employee Y shows a very strong relationship, with a correlation value of 0.973, falling between 0.800 and 1.000. This indicates a strong correlation between job discipline and employee performance.
- The work environment variable for Employee Y also demonstrates a very strong correlation, with a value of 0.938, which lies between 0.800 and 1.000. This suggests a significant relationship between the work environment and employee performance.

Table 7. Results of the Simultaneous Correlation

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
	1.975 ^a	.951	.949	1.19705

Source: SPSS Version 27 (2024) Was Used to Process Primary Data

This With a range of 0.800 to 1.000, the table indicates a 0.975 relationship between the Work Discipline (X1) and Environment (X2) variables and Employee Performance (Y). This implies that the factors of environment (X2) and work discipline (X1) have a significant influence on employee performance (Y).

Coefficient of Determination Test

Table 8. Results of the Determination Coefficient Test (Work Discipline on Employee Performance)

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
	.985 ^a	.971	.970	.92358

Source: SPSS Version 27 (2024) was Used to Process Primary Data

An R Square value of 0.971 is derived from the given table, indicating that variable X1 (work discipline) influences variable Y (employee performance) by 97.1%, with other factors influencing the remaining portion not examined.

Table 9. Results of the Coefficient of Determination Test (Work Environment on Employee Performance)

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	.954 ^a	.911	.909	1.61067

Source: SPSS Version 27 (2024) Was Used to Process Primary Data

An R Square value of 0.911 is derived from the given table, indicating that variable X2 (Work Environment) influences variable Y (Employee Performance) by 91.1%, with other factors influencing the remaining portion not examined.

Table 10. Results of the Simultaneous Coefficient of Determination Test

Model Summary				
<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	.988 ^a	.975	.974	.85641

Source: Primary Data Processed With SPSS Version 27 (2024)

The R Square value of 0.975 in the above table shows that variables X1 (work environment) and X2 (work discipline) influence variable Y (employee performance) by 97.5%, with other factors influencing the remaining percentage. that were not investigated.

Test T

$$t_{tabel} = \frac{\alpha}{2}; 60 - 2 - 1 = 0,05 ; 57 = 2,002$$

Following the decision to seek the conclusion of partially testing the hypothesis in this study, the value of the obtained table is as follows:

Table 11. Test Results (The Influence of Work Discipline on Employee Performance)

Unstandardized Coefficients			Standardized Coefficients		t	Sig.
Model	B	Std. Error	Beta			
1	(Constant)	2,529	,931		2,718	,009
	JumlahX1	,945	,022	,985	43,786	,000

Source: Primary data processed with SPSS version 27 (2024)

Work discipline factors' effects on worker performance. The Work Discipline Variable has a positive and significant impact on employee performance (X1). As demonstrated by the substantial Work Discipline (X1), which has a ttable value higher than the tcount value (43.786 > 2.002) and a sig value of 0.000 < 0.05, Ho1 is rejected while Ha1 is accepted. Therefore, it is generally accepted that job discipline has an impact on employee performance.

Table 12. Test Results (The Influence of Work Discipline on Employee Performance)

Unstandardized Coefficients			Standard error of Coeff icients	t	Sig.
Model	B	Std Error	Beta		
1	(Constant)	,735	,607	,641	,506
	JumlahX2	,934	,058	15,954	,000

Source: Primary Data Processed With SPSS Version 27

Variables have an effect on employees' performance at work. The work environment variable has a favorable and significant impact on employee performance (X2). The significant Work Environment (X2) indicates that the sig value of Ho2 is rejected if the tcount value exceeds the ttable (24.320 > 2.002), but the tcount value of Ha2 is accepted if 0.000 < 0.05. Consequently, there is some recognition that the workplace has an impact on employee performance.

Test F

The goal of simultaneous hypothesis testing, commonly referred to as the F test, is to determine whether employee performance is significantly impacted by work environment and discipline. utilizing SPSS version 27 software, the Fcount value obtained from statistical analysis was compared to the Ftable value ascertained utilizing the procedure below:

$$F_{tabel} = 3 - 1; 80 - 2 - 1 = 2; 77 = 3,12$$

The decision-making procedure utilized to arrive at the simultaneous hypothesis testing outcome in this study is described below, and it was based on the value of the Ftable that was obtained:

Table 13. Test Results F (Simultaneous Test)

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	643,044		21,522	120,087	.000*
Residual	1,806	7	259		
Total	644,850	9			

Source: SPSS Version 27 (2024) Was Used to Process Primary Data

SPSS statistics The provided table contains the findings. Determining the combined Simultaneous hypothesis testing aims to determine how the independent factors affect the dependent variable. The F test is applied. It shows that even though the Ftable (attachment) value was 3.16, the computation results yielded an Fcount value of 1120.087. Thus, the significance value is less than 5% ($0.000 < 0.05$), $F_{count} > F_{table}$, and $1120.08 > 3.16$. Consequently, h_{a3} is accepted but h_{o3} is refused. This indicates that the employee performance variable (Y) is positively and significantly impacted by the independent factors, such as work discipline (X1) and environment (X2).

Effect of Work Discipline (X1) on Employee Performance (Y)

Employee performance at PT Java Smartindo is greatly and favorably influenced by job discipline. Employee Performance (Y) will stay at the value of Work Discipline if the simple linear regression equation $Y = 3.896 + 0.920$ is zero or does not rise. The regression coefficient (b) value of 0.920 indicates a unidirectional influence, meaning that for every unit increase in work discipline, employee performance will increase by 0.920 units. A strong correlation between 0.800 and 1.000 is indicated by the The correlation value for the Work Discipline variable is 0.973. With a tcount value of $0.000 < 0.05$ and a significance level of $43.786 >$ from ttable 2.002, H_{o1} is denied while H_{a1} is approved, indicating that PT Java Smartindo employees' performance is greatly and favorably impacted by work discipline.

Influence of the Work Environment (X2) on Employee Performance (Y)

0.800 with a high degree of connection to 1.000. The coefficient of determination is indicated by The Work Discipline variable (X1) accounts for 97.1% of the Employee Performance variable (Y), with the remaining fraction being explained by additional factors not covered in this study, as indicated by the R Square value of 0.971.

With a significance of $0.000 < 0.05$ and a tcount value of $43.786 >$ from ttable 2.02, the rejection of H_{o1} and acceptance of H_{a1} indicate that work discipline has a significant and positive impact on employee performance at PT Java Smartindo. Employee Performance variable (Y), with the remaining portion being driven by other factors that were not investigated in this study.

The t value of 24.320 > from t table 2.002 with a significance of 0.000 < 0.05, which rejects Ho2 and accepts Ha2, further supports the positive and substantial effect of PT Java Smartindo's work environment on employee performance.

Influence of Work Discipline and Work Environment on Employee Performance (Y)

Employee performance at The work atmosphere and discipline have a favorable and significant impact on PT Java Smartindo. The degree of correlation between variables is shown by the multiple linear equation $Y = 3.274 + 0.746 (X2)$ on Employee Performance (Y) of 0.975, which covers an interval of 0.800 - 1.000. There is a strong correlation between the impact of work environment (X2) and work discipline (X1) on employee performance. Employee performance at PT Java Smartindo is positively and significantly impacted by both the work environment and discipline. The coefficient of determination value, which strives for a R Square value of 0.975, reflects this. The degree of correlation between variables is shown by the multiple linear equation $Y = 3.274 + 0.746 (X2)$ on Employee Performance (Y) of 0.975, which covers an interval of 0.800 - 1.000. There is a strong correlation between the impact of work environment (X2) and work discipline (X1) on employee performance. The coefficient of determination aims for a R Square value of 0.975, which shows that the effect of PT's work environment and work discipline (X1) on employee performance (Y) Java Smartindo.

CONCLUSION AND RECOMMENDATION

The author can draw the following conclusions from the findings of the study and the discussion in Chapter IV at PT Java Smartindo.

1. Based on the regression equation's results ($Y = 3.896 + 0.920 X1$), it is possible to draw a partial conclusion from The findings of the t test show that work discipline has a significant and favorable effect on employee performance at PT Java Smartindo. Using hypothesis testing, T table 2.002 yielded a t value of 43.786 > at a significance threshold of 0.00 < 0.05. This implies that while Ho1 is rejected, Ha1 is accepted.
2. The findings of the t test allow for the partial inference, based on the regression equation, that the workplace at PT Java Smartindo significantly and favorably affects employee performance. The author can draw the following conclusions from the findings of the study and the discussion in Chapter IV at PT Java Smartindo. Based on the regression equation's results ($Y = 3.896 + 0.920 X1$), it is possible to draw a partial conclusion from The findings of the t test show that work discipline has a significant and favorable effect on employee performance at PT Java Smartindo. Using hypothesis testing, T table 2.002 yielded a t value of 43.786 > at a significance threshold of 0.00 < 0.05. This implies that while Ho1 is rejected, Ha1 is accepted.
3. The findings of the t test allow for the partial inference, based on the regression equation, that the workplace at PT Java Smartindo significantly and favorably affects employee performance.

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