

**The Effect of Work Discipline and Work Environment on Employee Performance at PT.
Pancaran Karya Citra Jakarta**

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Abstract:

The purpose of this study was to determine the effect of partially or simultaneously between Work Discipline and Work Environment on Employee Performance at PT. Pancaran Karya Citra Jakarta. This research method is associative research with a quantitative approach. The results showed that, Work Discipline (X1) Affects Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta, with a tcount value of 8.806 > ttable 1.988 or a Sig value of 0.000 < 0.05, then Ho1 is rejected and Ha1 is accepted. Work Discipline (X1) is Strongly Related to Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta. The ability of the Work Discipline variable (X1) in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta is 47.1% and the remaining 52.9% is influenced by other factors. Work Environment (X2) Affects Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta, with a tcount value of 13,564 > ttable 1,988 or a Sig value of 0.000 < 0.05, then Ho2 is rejected and Ha2 is accepted. Work Environment (X2) has a very strong relationship with employee performance (Y) at PT. Pancaran Karya Citra Jakarta. The ability of the Work Environment variable (X2) in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta amounted to 67.9% and the remaining 32.1% was influenced by other factors. Work Discipline (X1) and Work Environment (X2) Simultaneously Affect Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta, with a value of Fcount 91.559 > Ftable 3.103 or a Sig value of 0.000 < 0.05, then Ho3 is rejected and Ha3 is accepted. The regression equation $Y = 22.592 + 0.062x_1 + 0.450x_2$. This regression equation can be concluded that, Work Discipline (X1) and Work Environment (X2) Have a Positive Influence Direction on Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta. Work Discipline (X1) and Work Environment (X2) are very strongly related to employee performance (Y) at PT. Pancaran Karya Citra Jakarta. The ability of the Work Discipline (X1) and Work Environment (X2) variables in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta amounted to 68% and the remaining 32% was influenced by other factors.

Keywords: Work Discipline, Work Environment and Performance

INTRODUCTION

The success of a company is not always measured by how much money it has, but there are other things that are more important, namely Human Resources (HR) in the company. In the current era of globalization, it is very necessary to have quality human resources because the progress of a company depends on the quality of its human resources or employees. The better the quality of employees of a company, the higher the competitiveness of the company against other companies. Employees are valuable assets that need to be considered and nurtured properly so that companies must pay attention to every detail of programs related to human resource development in order to produce competent and highly competitive employees.

In this case, the company's success in retaining the best employees it has is achieved in an easy way. This can only happen thanks to the company's expertise in understanding the needs of employees and their ability to create Discipline and a conducive work environment that can make employees feel motivated internally. Not a few have failed to foster discipline and a work environment but not a few companies have succeeded in doing so. It turns out that there are many factors that may differ from each company to the process of developing discipline and the work environment. The method that is carried out is of course adapted to the actual situation and conditions that exist in the company.

Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for the employees. Work discipline reflects the employee's sense of responsibility towards the applicable regulations. For organizations, the existence of work discipline will ensure the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant working atmosphere will be obtained so that it will increase morale in carrying out their work. That way employees can carry out their duties with full awareness and can develop their energy and mind as much as possible for the realization of organizational goals.

According to Sutrisno (2016: 86) Discipline is a person's behavior in accordance with regulations, existing work procedures or discipline is attitudes, behavior, and actions that are in accordance with the regulations of the organization, both written and unwritten. Several things regarding work discipline that must be considered in improving employee performance optimally are by applying regulations that must be obeyed by employees such as working on time, filling attendance, not skipping work, completing tasks effectively and efficiently and not making mistakes during work.

Besides being able to improve performance, work discipline also plays a role in motivating employees to work. The company also needs to provide incentives to employees fairly and properly so that employees are motivated to work well and are responsible for their work. With the work discipline applied to the maximum extent possible, all activities will run well and according to a predetermined schedule.

In this case, work discipline greatly affects the company's performance, which is a reflection for companies such as PT. Pancaran Karya Citra, as it is known in this company, has a level of discipline that still shows a problem phenomenon, where there are still many employees who have not been able to comply with written or unwritten regulations such as arriving late and leaving during office hours. The phenomenon of employees arriving late has occurred since the last three months of 2020, where the company's performance began to decline.

In addition to work discipline that can affect employees, one of them is the condition of the work environment. The work environment is an environmental condition in the work area that meets occupational health and safety standards. A healthy and comfortable work environment will make employees more comfortable at work so that morale arises and is able to focus and concentrate on doing the work that is their duty and responsibility. According to Sedarmayanti (2017:26) the work environment can affect an employee's performance because

a human being will be able to carry out his activities well, so that an optimal result is achieved if it is supported by an appropriate environmental condition. Unfavorable environmental conditions can demand more energy and time and do not support obtaining an efficient work system design.

Companies whose physical working conditions and environment are dirty, noisy, hot, smelly, disorganized and have an unorganized division of labor, are often characterized by poor industrial relations processes. This is because such conditions and work environment greatly affect the process of communication, socialization and psychology of workers and employers, so that it often triggers miscommunication, mental tension, social conflicts that lead to industrial relations conflicts. In addition to the physical dimension, the working conditions and environment can also be in the form of a social, economic, cultural or political environment. An uncomfortable work environment with low and unguarded cohesiveness, mutual suspicion, agitation, provocation, unhealthy and destructive competition, is difficult to produce harmonious industrial relations.

Based on a pre-survey of employees of PT. Pancaran Karya Citra The work environment that is expected by every employee is where the cooling air temperature (AC) is good, lighting at every corner per 1 meter, a conducive and calm atmosphere, the choice of bright wall colors and a clean work environment. Companies applying these variables will affect the performance of employees who will be good, but on the contrary if the company ignores this, there will be a decrease in performance because of these factors. Based on the pre-survey that I got at PT. Pancaran Karya Citra, it is suspected that the working environment conditions have not met the expectations of employees.

Based on the observations that the author got, the condition of the work area still feels unfavorable, such as the air temperature is still too cold for employees, the lack of lighting in the workspace, there are still employees who listen to music and noise and employees who joke during working hours, the condition of the wall color has changed. looks dull, seems dirty and uncomfortable to look at and lacks cleanliness in the work area such as piles of paper waste, unkempt employee desks, furniture floors that look dusty. This unhealthy working environment is thought to cause employees to be uncomfortable at work, easily stressed, not enthusiastic about work, and arriving late.

On the other hand, if the work environment is healthy, the employees will certainly be enthusiastic at work, not easily sick, easy to focus and concentrate at work, so that the work is completed quickly according to the target and time that has been set. The work environment itself has two dimensions, namely the physical dimension (room coloring, lighting, cleanliness, spatial planning) and non-physical dimensions (employee welfare, work atmosphere, relations between employees). So in this case it will affect employee performance.

Performance is very important for every organization. Therefore, to achieve the strategic goals that have been set, it is necessary to have the ability to manage the performance of employees appropriately. According to Wirawan (2015: 5) performance is the output produced by the functions or indicators of a job or a profession within a certain time. Performance is a function of the interaction of several factors between ability and motivation. If the ability and/or motivation of an employee is not in accordance with what is needed, it will have a negative impact on employee performance and organizational performance.

Management is not a foreign term nowadays. Management comes from English, namely Manage which means to lead or manage an activity of a group of people to achieve goals that have actually been set thoroughly. Therefore, when viewed from the company's perspective, the success or failure of a company in achieving its goals, is very dependent on the implementation and management of the company's management.

Management is only a tool to achieve the desired goal. Good management will facilitate the realization of the goals of the company, employees, and society. With

management, it is hoped that the elements of management will be improved. There are many definitions of management as written by several management experts, which provide different details, but basically have the same conclusion.

The definition of management has been put forward by many experts, according to Hasibuan (2017: 3) management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve one goal.

According to Afandi (2018:1) Management is working with people to achieve organizational goals by implementing the functions of planning (planning), organizing (organizing), preparation of personnel or staffing (staffing), direction and leadership (leading), and supervision (controlling).

RESEARCH METHOD

The nature of the research used in this study is quantitative analysis, namely by describing the condition of the respondents and descriptions of research variables from the distribution of questionnaires with data analysis procedures, namely by distributing questionnaires and literature study. While the type of research in this study is an associative type of research. According to Sugiyono (2016:36) associative research is research that aims to determine the influence or relationship between two or more variables. This research has the highest level compared to descriptive and comparative because this research can build a theory that can function to explain, predict, and control a symptom.

RESEARCH RESULTS AND DISCUSSION

Based on the results of research using statistical analysis and SPSS assistance, the discussion of the results of this study can be described as follows:

1. The Effect of Work Discipline (X1) on Performance (Y)

Based on the results of the partial hypothesis test and the coefficient of determination, it can be concluded that, the partial hypothesis test shows a t_{count} value of 8.806 > t_{table} 1.988 or a Sig value of 0.000 < 0.05 then H_{o1} is rejected and H_{a1} is accepted, based on these results it can be concluded that Work Discipline Variables (X1) Affect Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta. The coefficient of determination $R^2_{x1.y}$ is 0.471 or 47.1%, it can be concluded that the ability of the Work Discipline variable (X1) in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta is 47.1% and the remaining 52.9% is influenced by other factors.

The results of this study are in line with previous research conducted by Ali Wairooy, 2017, The Effect of Work Discipline and Compensation on Employee Performance at PT. Pertamina, Tbk. Curious Region VII Makassar, with the results of research Discipline and work environment have a positive and significant effect on employee performance.

2. Effect of Work Environment (X2) on Performance (Y)

Based on the results of the partial hypothesis test and the coefficient of determination, it can be concluded that, the partial hypothesis test shows a t_{count} value of 13,564 > t_{table} 1,988 or a Sig value of 0.000 < 0.05 then H_{o2} is rejected and H_{a2} is accepted, based on these results it can be concluded that Work Environment Variables (X2) Affect Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta. The coefficient of determination $R^2_{x2.y}$ is 0.679 or 67.9%, it can be concluded that the ability of the Work Environment variable (X2) in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta amounted to 67.9% and the remaining 32.1% was influenced by other factors.

The results of this study are in line with previous research conducted by Ilham Nuryasin, Mochammad Al Musadieq, Ika Ruhana, 2016, The Effect of Work Environment and Work Motivation on Employee Performance at PDAM Malang City, with the results of the research that work environment variables and work motivation partially affect performance..

3. 3. The Effect of Work Discipline (X1) and Work Environment (X2) on Performance (Y)

Based on the results of simultaneous hypothesis testing, multiple linear regression, multiple correlation coefficients and coefficients of determination, it can be concluded that, the partial hypothesis test shows the value of $F_{count} 91.559 > F_{table} 3.103$ or Sig value $0.000 < 0.05$ then H_{o3} is rejected and H_{a3} is accepted, based on these results it can be concluded It can be concluded that Work Discipline Variables (X1) and Work Environment (X2) Simultaneously Affect Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta. The multiple regression equation is $Y = 22.592 + 0.062x_1 + 0.450x_2$. This equation can be concluded as follows: Constant $a = 22,592$ it is concluded that, if there is no change or increase in the independent variables (Discipline and Work Environment) then the Performance variable (Y) has a fixed value of 22,592 units. Regression coefficient $b_{1x_1} = 0.062$ it is concluded that, if the employee's work discipline increases one unit, it will increase the value of the performance variable (Y) of 0.062 units. Regression coefficient $b_{2x_2} = 0.450$ it is concluded that, if the Work Environment increases one unit, it will increase the value of the Performance variable (Y) by 0.450 units. The regression equation above can be concluded that, Work Discipline (X1) and Work Environment (X2) Have a Positive Influence Direction on Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta. The correlation coefficient $R_{x_1.2.y}$ of 0.825 is in the interval 0.800 - 1,000 with a very strong relationship level, it can be concluded that, work discipline (X1) and work environment (X2) are very strongly related to employee performance (Y) at PT. Pancaran Karya Citra Jakarta. The coefficient of determination $R^2_{x_1.2.y}$ is 0.680 or 68%, it can be concluded that the ability of the Work Discipline (X1) and Work Environment (X2) variables together in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta is 68% and the remaining 32% is influenced by other factors.

The results of this study are in line with previous research conducted by Moh. Amir Fiqi, 2018, The Effect of Work Environment and Work Discipline on Employee Performance at CV. Tiara Abadi Pamekasan, with research results Simultaneously the work environment and work discipline affect performance and the work environment is the dominant variable that affects performance.

CONCLUSION

Based on the results of research using statistical analysis and SPSS assistance, the discussion of the results of this study can be described as follows:

1. 1. Work Discipline (X1) Affects Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta, with $t_{count} 8.806 > t_{table} 1.988$ or Sig value $0.000 < 0.05$, H_{o1} is rejected and H_{a1} is accepted. The ability of the Work Discipline variable (X1) in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta is 47.1% and the remaining 52.9% is influenced by other factors.
2. 2. Work Environment (X2) Affects Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta, with a t_{count} value of 13,564 $> t_{table} 1,988$ or a Sig value of $0.000 < 0.05$, then H_{o2} is rejected and H_{a2} is accepted. The ability of the Work Environment variable (X2) in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta amounted to 67.9% and the remaining 32.1% was influenced by other factors.
3. 3. Work Discipline (X1) and Work Environment (X2) Simultaneously Affect Employee Performance (Y) At PT. Pancaran Karya Citra Jakarta, with a value of $F_{count} 91.559 > F_{table} 3.103$ or a Sig value of $0.000 < 0.05$, then H_{o3} is rejected and H_{a3} is accepted. The regression equation $Y = a + b_{1x_1} + b_{2x_2}$ is $Y = 22.592 + 0.062x_1 + 0.450x_2$. This regression equation can be concluded that, Work Discipline (X1) and Work Environment (X2) Have a Positive Influence Direction on Employee Performance (Y) At PT. Pancaran

Karya Citra Jakarta. Work Discipline (X1) and Work Environment (X2) are very strongly related to employee performance (Y) at PT. Pancaran Karya Citra Jakarta. The ability of the Work Discipline (X1) and Work Environment (X2) variables in explaining the Employee Performance variable (Y) at PT. Pancaran Karya Citra Jakarta is 68% and the remaining 32% is influenced by other factors.

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