

Effect of work discipline, work environment and work motivation on employee performance at PT. Autostar Mandiri Technotama

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ABSTRACT

The purpose of this research is to examine and analyze the influence of work discipline, work environment, and work motivation on the performance of employees at PT. Autostar Mandiri Technotama. This research is descriptive research. The population and sample of this research are employees of PT. Autostar Mandiri Teknotama numbered 67 people, with a saturated sampling technique. The statistical method used is multiple linear regression analysis. The results showed that partially stated work discipline, work environment, and work motivation had a significant effect on employee performance at PT Autostar Mandiri Teknotama. And Simultaneously states that all independent variables have a significant effect on the performance of employees at PT. Teknotama independent autostar.

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1. Introduction

The growth of the growing business world today requires good and effective management of human resources, especially in dealing with competition and change. The environment that human resource management has to deal with is very difficult because the changes that occur very quickly have wide-ranging problems. For a company to be competitive, it needs talented people, especially high-quality people. This can be seen from the increase in employee performance.

Supomo and Nurhayati (2018) stated, The better the discipline of an employee, the higher the discipline and the better the employee's ability to carry out their duties. Employees who lack work discipline make it difficult for an organization to achieve its goals. Meanwhile, according to Sutrisno (2016), good work discipline reflects the level of one's responsibility for the assigned tasks. This encourages enthusiasm for work, fighting spirit, and achieving company goals

Work discipline reflects the obedience of employees in implementing company regulations so that company goals are achieved. The problem faced by PT Autostar Mandiri Teknotama Medan is that there is no application of strict penalties for employees who are not disciplined at work. This makes employees not maximally give their work. Another aspect of the problem of work discipline is the lack of strict supervision from management or leaders to employees when working at PT Autostar Mandiri Teknotama Medan and there are still employees who often do not wear work uniforms when working at PT Autostar Mandiri Teknotama Medan.

The work environment is a means to provide comfort to employees when doing their work. This certainly does not make employees able to improve employee performance because of an increase in employee

complaints while working at PT Autostar Mandiri Teknotama Medan. The problem that employees complain about at work is that the hot working room conditions can cause employees to be stifled in carrying out their duties and not all of the workspaces are protected from noise when there are busy buyers which results in employees experiencing difficulties in carrying out work and the lack of lighting in the workspace does not support the implementation of employee duties.

Afandi (2018) states, If an employee likes the work environment in which he works, he will feel at home at work and carry out his activities in a way that uses his working time effectively. On the other hand, an inappropriate work environment will reduce employee work efficiency. Furthermore, Silitonga (2020) states, Employees will be able to achieve peak performance if they have high motivation to succeed. The motivation to succeed that must be owned by employees must be developed from themselves, this will form their strengths and from a conducive work environment it will be easier to achieve performance

Work motivation can also affect employee performance. In the operational activities of PT Autostar Mandiri Teknotama Medan, still has not been able to increase employee work motivation because there are still employees at PT Autostar Mandiri Teknotama Medan who do not carry out their work so there are often delays in submitting sales report information to leaders and when working employees are not assisted by other colleagues so that the workload felt by employees is very heavy.

Busro (2018) states, by providing the right motivation, employees will be encouraged to try their best in carrying out the mission so that the company succeeds in achieving its goals. Meanwhile, Edison (2017) stated that increasing employee needs to a higher level can motivate employees, create a comfortable work environment and improve performance.

2. Research Method

This research approach is quantitative, namely a method of testing a particular theory by examining the relationship between variables, allowing you to analyze numerical data based on statistical methods with correlation studies that look at the relationship between two or more variables, namely how much the variability of one variable is related to the variability of another. The population in this study were employees of PT Autostar Mandiri Teknotama which it was known that there were 67 people. While the sample used is the entire population, namely 67 employees. The data analysis method used uses multiple linear regression analysis by previously testing the classical assumptions. The multiple regression model that has been used is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 \quad (1)$$

3. Results And Discussions

3.1 Normality test

Normality is intended to display data with or without a normal distribution. The normality test is carried out in two ways, namely statistical analysis and graphical analysis. Based on the statistical analysis above, shows the Monte Carlo Sig. has a value of 0.802 or greater than 0.05. This means that H0 will be accepted.

Table 1. Kolmogorov Smirnov Test

		Unstandardized Residual	
N		67	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	2.18283965	
Most Extreme Differences	Absolute	.077	
	Positive	.065	
	Negative	-.077	
Test Statistic		.077	
Asymp. Sig. (2-tailed)		.200 ^{e,d}	
Monte Carlo Sig. (2-tailed)	Sig.	.802 ^e	
	99% Confidence Interval	Lower Bound	.791
		Upper Bound	.812

This means that the residual data is normally distributed. In addition, the normality test is carried out by reviewing the graphical analysis using the histogram graph and the following normality probability plot graph

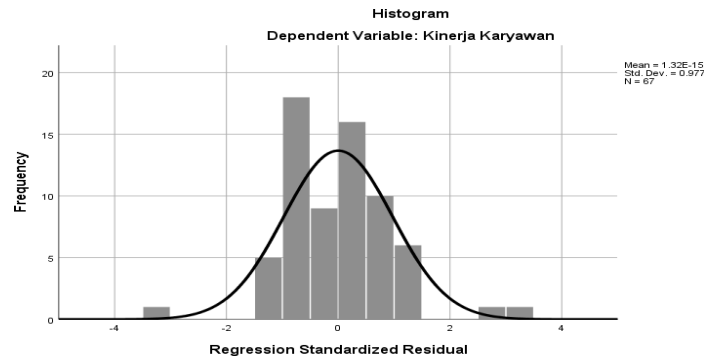


Figure 1. Histogram Graph

3.2 Multicollinearity test

Multicollinearity is needed to determine the correlation between independent variables that have similarities. This multicollinearity test is tested with a tolerance value greater than 0.10 or with a variance inflation factor (VIF) value smaller than 10

Table 2. Multicollinearity test
Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Work Discipline	.287	3.485
	Work Environment	.291	3.442
	Work Motivation	.707	1.415

a. Dependent Variable: Employee Performance

This multicollinearity test can be seen that the tolerance values of 0.287 (X1), 0.291 (X2), and 0.707 (X3) are greater than 0.10 or with VIF values of 3.485 (X1), 3.442 (X2) and 1.415 (X3) are less than 10. Based on the data above, it is stated that this test fulfills the classical assumptions.

3.3 Heteroscedasticity test

Heteroscedasticity is intended to test the difference in residual variance between observation periods. Heteroscedasticity detection can be seen from the Scatterplot graph and the Glejser test.

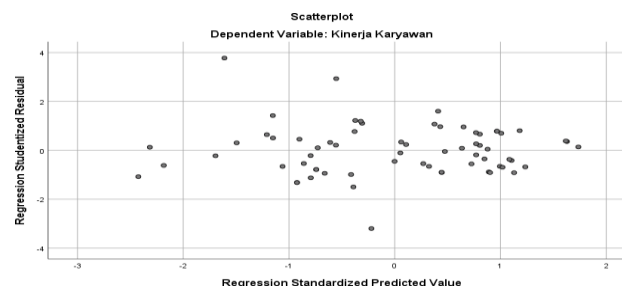


Figure 2. Scatterplot Graph

Based on the scatter plot, it can be concluded that the regression model does not have a non-uniform variance because there is no clear pattern and the points are above and below.

3.4 Regression Analyst

This data model uses multiple linear regression analysis which aims to determine the direction and value of the regression coefficient for the relationship between the independent variable and the dependent variable. The results of the multiple regression analysis are shown in Table 8 below. Based on the statistics above, the multiple regression model can be seen in the column

Table 3. Regression Analyst

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	.501	1.549	
	Work Discipline	.292	.100	.303
	Work Environment	.527	.106	.514
	Work Motivation	.241	.087	.182

a. Dependent Variable: Employee Performance

Employee Performance = 0.501 + 0.292 Work Discipline + 0.527 Work Environment + 0.241 Work Motivation

3.5 t-test

This test aims to see the effect of each independent variable on the dependent variable. The following is a partial hypothesis test seen in Table 4.

Table 4. t-test

Model		t	Sig.	t-table
1	(Constant)	.324	.747	
	Work Discipline	2.920	.005	1,998
	Work Environment	4.978	.000	1,998
	Work Motivation	2.756	.008	1,998

a. Dependent Variable: Employee Performance

3.6 f-test

Table 5. F-test

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1297.524	3	432.508	86.646	.000 ^b
	Residual	314.476	63	4.992		
	Total	1612.000	66			

a. Dependent Variable: Employee Performance

This hypothesis test aims to prove directly all the independent variables of the dependent variable. The following statistic is the management of the simultaneous hypothesis shown in Table 10. The values in table F can be found from the significant value of 5%, degrees of freedom $df_1 = 3$ and $df_2 = 63$ so that in table $F(3;63) = 2.75$. Based on these test criteria it was concluded that the value of F_{count} was greater than F_{table} , namely $86.646 > 2.75$, whereas if seen from the significant value it was $0.000 < 0.05$ then decided to accept H_4 . This means that simultaneously Work Discipline, Work Environment, and Work Motivation can simultaneously have a significant influence on Employee Performance at PT. Autostar Mandiri Technotama

The first hypothesis shows that the work discipline variable has a t_{count} of $2.920 > t_{table}$ of 1.99834 and a significant value of $0.005 < 0.05$. These results indicate that the first hypothesis is accepted which means that work discipline partially has a significant effect on employee performance at PT. Autostar Mandiri Technotama. The results of this study are consistent with the research of Wijaya (2019), Hustia (2020), Pramadita, and Surya (2015) which state that work discipline has a significant effect on employee performance.

The second hypothesis shows that the work environment has a t_{count} of $4.978 > t_{table}$ of 1.99834 and a significant value of $0.000 < 0.05$. These results indicate that the second hypothesis is accepted, which means that partially the work environment has a significant effect on employee performance at PT. Autostar Mandiri

Technotama. The results of this study are consistent with the research of Wijaya (2019), Hustia (2020), Pramadita, and Surya (2015) which state that the work environment has a significant effect on employee performance.

The third hypothesis shows that work motivation has a tcount of 2.756 > a ttable of 1.99834 and a significant value of 0.008 < 0.05. These results indicate that the third hypothesis is accepted, which means that partially Work Motivation has a significant effect on Employee Performance at PT. Autostar Mandiri Technotama. The results of this study are consistent with the research of Wijaya (2019), Hustia (2020), Pramadita, and Surya (2015) which state that work motivation has a significant effect on employee performance

4. Conclusion

The conclusions that can be drawn from this research are: Work Discipline has a significant effect on Employee Performance at PT. Autostar Mandiri Technotama; Work Environment has a significant effect on Employee Performance at PT. Autostar Mandiri Technotama; Work motivation has a significant effect on employee performance at PT. Autostar Mandiri Technotama; Work Discipline, Work Environment, and Work Motivation have a significant effect on Employee Performance at PT. Autostar Mandiri Technotama.

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