ANALYSIS OF THE EFFECT OF WORK DISCIPLINE, WORK ENVIRONMENT, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. BAYUTAMA TEKNIK

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Abstract: The objective of this research is to the effect analysis of work discipline, work environment, and work motivation on employees performance at PT. Bayutama Teknik. The research methodology that applied for this research was quantitative method and primary data which obtained from questionnaries. This sampling technique uses the random sampling method. Multiple linear regressions was used as the data analysis technique to test the validity, reliability test, classic assumption test (normality test, multicolloniearity test, autocorrelation test, heteroscedasticity test), and hypothesis testing t-statistical and f-statistic in order to examine the collective effect with a significance level of 5%. The results of this study show that in partial variable motivation, work discipline, and work environment has a positive impact and a significant of employee performance at PT. Bayutama Teknik. Meanwhile, the independent variable of motivation, work discipline, and work environment simultaneously has a significant relationship to the dependent variable of employee performance at PT. Bayutama Teknik. Coefficient of determination from this study showed 51.1% result, while the remaining of 48.9% is affected by other independent variables.

Keywords: motivation, work discipline, work environment, and employee performance

INTRODUCTION

Human resources are the root of the formation of organizational life, so the success of an organization as a whole is highly dependent on human resources to achieve organizational goals. According to Sutrisno (2017: 6), human resource management is an activity of planning, procuring, developing, maintaining, and using human resources to achieve goals both individually and in an organization. This is intended to increase the contribution of human

resources to the achievement of organizational goals so that they are more effective and efficient.

With the development of economic growth accompanied by technology and education, the actors who are involved in the economic, cultural and other fields can influence the organizational goals to be achieved in the future. Therefore, efforts must be made in facing challenges from outside by preparing competent and qualified human resources, it is necessary to monitor the performance of employees and providers of supporting facilities to improve the work performance of human resources. Performance can be defined as a process or a work result. Employee skills are reflected in performance, good performance is optimal performance. According to Mangkunegara (2007 cit. Jufrizen 2017) performance is a set of results that are achieved and refers to the action of achieving and implementing something of the work requested. Performance means the comparison of the results achieved with the participation of labor union time.

One of the things that must be considered in the company is about how to maintain and cultivate employee motivation at work so that they always focus on company goals. Maintaining employee motivation is the most important thing because it underlies every individual to act and do something. With high work motivation, employees will be more active in carrying out their work. According to Mangkunegara (2017: 93) motive is an impetus for the needs of employees that need to be met so that employees can adapt to their environment, while motivation is a condition that moves employees to be able to achieve the goals of their motives.

This study researches motivation, work discipline and work environment. If the motivation, work discipline and work environment are good, the resulting performance will also be good. Mangkunegara (2007 cit. Jufrizen 2017) motivation is a condition that influences to arouse, direct and maintain behavior related to the work environment. So basically if the company wants to achieve optimal performance in accordance with the specified targets, the company must provide motivation so that employees are willing and willing to devote their energy and thoughts to work. Motivating employees is not easy because every employee has different wants, needs and expectations.

To create the performance of employees who have a high work ethic, it is not only driven by motivation but also by high work work discipline. Work discipline is created to make things go according to procedure. According to Sutrisno (2017: 87) work work discipline is an attitude of respect for rules and regulationsthe company, which is within the employee, which causes him to voluntarily adjust to the rules and regulations of the company. With work discipline, it can increase efficiency as much as possible by preventing waste of time and energy.

In addition to work work discipline factors, the work environment in which these employees work also has an effect on improving employee performance. According to Nuraida (2014: 174), work environment factors in general can be influenced by lighting, color, air, sound, and music. A synchronous work environment can support the implementation of work so that employees have enthusiasm for work and improve employee performance, while the unsynchronized work environment can create work discomfort and dissatisfaction for employees in carrying out their duties. According to (Edison, Anwar, Komariyah, 2017: 210) job satisfaction is a set of employee feelings about things that are fun or not about a job they are facing.

A comfortable work environment can improve employee performance so that the implementation of their duties can be done optimally, healthy and comfortably maintained.

Then it should be endeavored so that the work environment must be good and conducive because a good and conducive work environment makes employees feel at home in the room and feel happy and excited to carry out their duties so that job satisfaction will be formed and from the employee's job satisfaction, employee performance will also be increased.

The existence of a supportive work environment can encourage employees to work seriously, so as to provide work performance towards achieving goals. Therefore, the company will continue to exist in developing its business and it can be said that a good work environment will support good employee productivity as well. The interaction and attention paid to employees causes their productivity to increase, this is because the feelings, emotions, and sentiments of employees are strongly influenced by working conditions such as leadership style, group relationships, and management support.

The research method used to research employee performance is with quantitative methods through an associative approach, as well as for the sample selection method in this study, namely saturated sample (census) and data analysis techniques using classical assumption test, multiple linear regression test, f test and t test. .

PT Bayutama Teknik is a company that provides door installation products and services that are widely used in warehouses, housing estates, malls, factories, wholesale centers, shophouses, offices and so on.

Based on the results of interviews with employees of PT. Bayutama Teknik with the initials "F" which has been done by prospective researchers, paraemployees of PT. Bayutama Techniques tend not to be able to complete tasks given by their superiors properly and on time, this is due to a lack of interaction between superiors and subordinates, such as providing guidance, encouragement and motivation to all members to achieve goals. In addition, there is no tool to motivate employees that makes them feel interested and excited to work harder and more responsibly, so that performance is low. Another problem that exists at PT. Bayutama Teknik, namely working environment conditions that can be seen from the air conditioning facilities that are not functioning properly and there are some rooms that lack lighting, which makes employees feel uncomfortable in their activities.

Researchers explain the influence of motivation and work environment on employee performance. Empirical research proves that what affects the performance of each employee is different. The difference is due to several factors, such as the data used, differences in research locations, differences in the period of research observation and so on.

LITERATURE REVIEW
Definition of Human Resource Management

According to Sutrisno, human resource management is a strategic area of the organization. HRM is also an activity of planning, organizing, directing, procuring supervision, maintenance, and use of human resources to achieve the goals of an integrated company organization (2017).

Definition of Employee Performance

Mangkunegara, performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (2017). Thus, it can be interpreted that optimal and stable performance is not a coincidence. Of course, it has gone through stages with good performance management and maximum efforts to achieve it. Without going through good performance

management, enabling results to be proud of is actually pseudo, so that success is not a coincidence but is based on a strong foundation.

Definition of Motivation

According to Hasibuan, motivation questions how to direct the power and potential of subordinates so that they are willing to work together productively to achieve and realize predetermined goals (2013). Motivation can come from within a person in the form of awareness of the importance of the benefits of the work he is doing. Without motivation from employees to work together for the benefit of the company, the goals that have been set will not be achieved. If there is high motivation from employees, this can guarantee the success of the company in achieving its goals.

Definition of Work discipline

Work discipline is the attitude or behavior of a person in accordance with the rules of the organization where he works. Good work discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages work morale and the realization of company, employee and community goals. According to Hasibuan, work discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms (2016).

3. Definition of the Work Environment

Sedarmayanti argues that a place where there is a group in which there are several supporting facilities to achieve company goals in accordance with the company's vision and mission (2013).
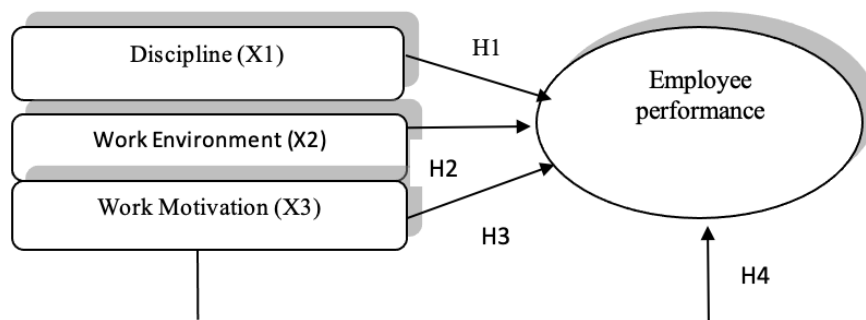
Framework

Figure 1. Framework

RESEARCH METHODS

This research is a causality research, where Sugiyono (2018: 52) explains in his book that quantitative researchers see the relationship between variables and the object under study is more of a cause and effect (causal), so in his research there are dependent and independent variables.

This study aims to examine the effect of the independent variables, namely motivation, work discipline, and work environment on the dependent variable, namely employee performance.

The population in this study were all employees of PT. Bayutama Teknik, amounting to 187 people. Determination of the sample in this study is random sampling. To determine the number of samples using the theory of Suharsimi Arikunto (2010: 112), namely if the subject is less than 100 then it is better to take all of them, but if the object is more than 100 it can be taken 10-15%, 20-25%, or more. Thus the researchers took a sample of 43% of the total employees, namely 80 respondents.

Operational Definition of Variables.
Work discipline (X1)

In general, Work discipline is the attitude or behavior of a person in accordance with the rules of the organization where he works. According to Beach in Sutrisno (2016) states that work discipline has 2 meanings. The first meaning, involves learning or printing behavior by applying rewards or punishments. The second meaning, even more narrow, is that this work discipline is only concerned with punishing wrong behavior.

Work Environment (X2)

The work environment is everything that is around the workers that can affect them in carrying out the tasks they are assigned to. According to Sedarmayanti (2013) suggests that a place has a group in which there are several supporting facilities to achieve company goals in accordance with the company's vision and mission.

Motivation (X3)

Motivation comes from the Latin word movere which means encouragement or to move. Motivation in management is only aimed at human resources in general and subordinates in particular. Wibowo (2013) argues that motivation is a series of processes that arouse, direct, and maintain human behavior towards achieving goals

Employee Performance (Y)

Performance (work performance) is a work result achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. According to Mangkunegara (2017), performance (work performance) is "the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him.

Data analysis technique

This study uses multiple regression analysis. The following is the regression equation

$$Y = \propto + \beta_1 + X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \varepsilon$$

Y   : Employee performance
a   : Constant (Y value, when X = 0)
$\beta_1 - 5$: Regression coefficient (shows the number of increases or decreases in the dependent variable based on the relationship between the value of the independent variable)
X1   : work discipline
X2   : Environment
X3   : Work Motivation

RESULT AND DISCUSSION
Hypothesis Result

Table 1. Multiple Linear Regression Analysis Result

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1　(Constant)	5,820	2,128		2,735	.008		
X1	.273	.112	.264	2,444	.017	.532	1,879
X2	.318	.092	.325	3,439	.001	.695	1,439
X3	.394	.152	.281	2,584	.012	.524	1,907

Based on the results of the multiple regression analysis mentioned above, the following regression models can be produced:

Y '= 5,820 + 0,273 X1 + 0,318 X2 + 0,394 X3 + e

Based on the table on the t-test statistic which consists of Work discipline (X1), Work Environment (X2), Motivation (X3), it can be partially known their effect on Employee Performance (Y):

Hypothesis 1 Test Results: The Effect of work discipline on employee performance

Based on the results of the partial test (t-test) hypothesis X2, it is found that work work discipline has a positive and significant effect on employee performance. Testing the influence of work environment variables on employee performance by looking at the t-count value of 2.444 and the t-table value of 1.660 with a significance of 0.017. With the t-count value greater than the t-table and the significance value that the significance value of 0.017 is smaller than 0.05, it can be stated that work work discipline has a significant effect on employee performance. So the second hypothesis which states that work work discipline has an influence on employee performance is accepted. Based on the results of hypothesis testing above, work work discipline has a significant effect on employee performance.

Hypothesis 2 Test Results: The Effect of work environment on employee performance

Based on the results of the partial test (t-test) hypothesis X3, it is found that the work environment has a positive and significant effect on employee performance. Testing the influence of work environment variables on employee performance by looking at the t-count value of 3,439 and the t-table value of 1,660 with a significance of 0.001. With the t-count value greater than the t-table and the significance value that the significance value of 0.001 is smaller than 0.05, it can be stated that the work environment has a significant effect on employee performance. So the third hypothesis which states that the work environment has an influence on employee performance is accepted. Based on the results of hypothesis testing above, the work environment has a significant effect on employee performance. With a harmonious relationship between employees, it will create a good work environment. Apart from employees, the relationship between employees and leaders is also very good. This shows

that a good work environment at work will get good performance too, while a bad work environment will result in low performance as well.

Hypothesis 3 Test Results: The Effect of work motivation on employee performance

Based on the results of the partial test (t-test) hypothesis X1, it is found that motivation has a positive and significant effect on employee performance. Testing the influence of motivation variables on employee performance can be seen by looking at the t-count value of 2,584 and t-table of 1,660 with a significance of 0.012. With the t-count value greater than the t-table and a significance value that is below 0.05, which indicates a significant influence of the motivation variable on employee performance. This shows that the employees of PT. Bayutama Teknik, by working with colleagues will make work lighter than working alone to achieve a goal in completing work.

Hypothesis 4 Test Results: Simultaneous effect of work discipline, work environment , and motivation on employee performance

Based on the results of the F test (simultaneous), it shows the calculated F value of 28,466, this value is greater than the F table value of 2.49 with a probability of 0.000. Because the probability value is much smaller than 0.05, the motivation, work discipline and work environment together have an effect on employee performance. This is felt at PT. Bayutama Teknik that motivation, work discipline and work environment affect employee performance.

CONCLUSIONS AND SUGGESTIONS
Conclusion

Based on the description of the research results and discussion, the conclusions can be drawn from the research are:

1. From the results of the t test conducted on the first hypothesis it can be concluded that work motivation has a positive and significant effect on employee performance at PT. Bayutama Teknik. The results of processing and computerization using the SPSS version 22 program obtained t-count> from t-table and a significant value less than 0.05, which means that there is a positive and significant effect of work motivation on employee performance.
2. From the results of the t test conducted on the second hypothesis it can be concluded that work work discipline has a positive and significant effect on employee performance at PT. Bayutama Teknik. The results of processing and computerization using the SPSS version 22 program obtained t-count> from t-table and a significant value less than 0.05, which means that there is a positive and significant effect of work work discipline on employee performance.
3. From the results of the t test conducted on the third hypothesis it can be concluded that the work environment has a positive and significant effect on employee performance at PT. Bayutama Teknik. The results of processing and computerization using the SPSS version 22 program obtained t-count> from t-table and a significant value less than 0.05, which means that there is a positive and significant effect of the work environment on employee performance.
4. Motivation, work discipline and work environment simultaneously influence the performance of employees at PT. Bayutama technique, the fourth hypothesis is accepted. Data analysis using multiple linear analysis resulted in an F value of 28,466, which indicates a very large percentage of value for employee performance.

Suggestion

Partially motivation, work discipline and work environment have a positive and significant effect on employee performance. So this research provides suggestions:

1. With regard to work motivation, it is better if PT. Bayutama Teknik pays attention to items regarding good work relations among employees. In this study the item received the lowest rating, so it is important for PT. Bayutama Teknik to create a better relationship atmosphere among its employees by means of mutual respect and respect, openness, and good communication.
2. To improve work work discipline, it is better if you always provide input to employees about work discipline in work so that later employees will always come to work on time and not leave the office prematurely so that later employee work discipline will be even better and can also be by giving sanctions firm if employees violate the rules and are not work disciplined.
3. The work environment at PT. Bayutama Teknik should require attention to cleanliness and attention to work space so that the tasks assigned by employees are done properly.
4. Employees should have the achievement of employee performance to improve the service quality of PT. Bayutama Teknik.
5. Employees should be able to make a greater contribution to the organization in order to improve the individual abilities of each employee.

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