



THE INFLUENCE OF WORK ENVIRONMENT, WORK ENTHUSIASM AND REWARDS ON WORK DISCIPLINE (LITERATURE REVIEW HUMAN RESOURCE MANAGEMENT)

Maryanti Maryanti¹, Achmad Fauzi², Ribka Natalia³, Kevin Sean⁴, Kasman Abas⁵

¹ Student of Megister of Management Program, University Terbuka, maryanti.wijaya@gmail.com

² Lecturer of Master of Management Program, University Terbuka

³ Student of Megister of Management Program, University Terbuka, lierinata@gmail.com

⁴ Student of Megister of Management Program, University Terbuka

⁵ Student of Megister of Management Program, University Terbuka, kasmanabas22@gmail.com

Corresponding author: Maryanti¹

Abstract: Human resources as the important resource which drive the organization. Human resources in company is the employees. Employees are required to have good discipline in order to achieve good performance. Work environment, work enthusiasm, and rewards are factors that increasing work discipline on employee. This literature study was conducted to determine the effect of the work environment, work enthusiasm, and rewards on work discipline. Literature studies are carried out to draw conclusions without having to conduct studies directly in the field. The independent variables in this study are work environment, work enthusiasm, and rewards, the dependent variable is work discipline. The results of this study indicate that a conducive work environment, enthusiasm for work, and the provision of rewards can support employees to improve work discipline.

Keyword: Work Environment, Work Enthusiasm, Reward, and Work Discipline

INTRODUCTION

Background

Human resources are one of the most important factors in the success or failure of an organization. Human resources in company are the employees. The ability of a company to achieve its goals is very dependent on the human capabilities of its workers or employees. Organizations, and other resources can only function effectively if human resources are able to manage them. Organizational goals cannot be met if it does not have the necessary personnel. Other factors of production, such as machinery, finance, raw materials, and methods, are no less important than human resources (Darmawan, 2018). Therefore, human resource management is very important for the long-term success of an organization. The quality of a company's human resources, such as its employees or workers, plays a big role in its success.

Organizational performance is depends on the performance of its employees. One of the factors that affect employee performance is employee work discipline (Mustikawati,

2021). The success of an organization depends on the quality of its human resources. One of the values that underlies the creation of quality human resources is discipline (Sentosa, B., Nurul, F., & Tholiatul, M., 2019). The existence of maximum work discipline in the workforce will have a direct impact on increasing productivity (Rosmadi, 2018). Organizations need to focus on creating, maintaining and improving employee work discipline.

A conducive work environment is considered a factor that affects work discipline (Manihuruk, C. & Tirtayasa, S., 2020). Work environment is all about employees or everything around employees that can influence them to do their job. If an organization wants to get good performance from its employees, the first thing to look for is to ensure that employees can carry out their duties without experiencing any stress. Apart from providing a good and conducive work environment, work discipline can also be improved by increasing work enthusiasm (Yanti, Zulkarnain, & Gimin, 2021). Companies can stimulate employee enthusiasm so that they can spur employees to be disciplined at work. In addition, giving rewards can also affect employee work discipline (Wahyuningrum, S., Sudarso, Y., & Jumi, 2020). Organizations need to pay employees based on the contributions they have made. Employees also need to be treated well in order to stay enthusiastic at work (Darmawan, 2018). Organizational leaders must be able to treat employees well and understand their material and immaterial needs.

Research Problems

Based on the background, there are the problems to be discussed:

- 1) Does the work environment affect work discipline?
- 2) Does the work enthusiasm affect work discipline?
- 3) Does the reward affect work discipline?
- 4) Does the work environment, work enthusiasm, and reward affect work discipline?

LITERATURE REVIEW

Work Environment

The work environment is everything that is in the workplace of an employee, both physical and non-physical. The condition of this work environment greatly affects the psychological state of employees. Employees who like to work in a conducive, safe and comfortable work environment, of course, employees will feel at home working in that place, they will work with enthusiasm and in the best way so that their working hours can be optimized to be used to provide high-level work results and performance. The work environment refers to all facilities and infrastructure, the environment around employees, and work procedures that affect the work of individual employees and work teams (Sulastri, L. & Uriawan, W., 2020).

Factors that affect the work environment include: lighting of the work area, temperature of the workplace, humidity in the work area, noise of hard work, changes in the air in the workspace, vibration caused by the operation of the machine during operation, smell of air in the work area, paint color in the workspace, the layout and interior of the workplace, as well as safe and comfortable office conditions (Widodo, 2016). The existing facilities and infrastructure in the work environment to create a safe and comfortable work environment for employees and to facilitate the performance of various functions in the work environment must meet the following requirements, such as give adaptation to the work environment according to employee needs, provide the best work results, easy used by employees. can speed up the work process of employees, as well as attractive placements.

The good work environment is provides the best possible work for employees, where employees can work safely, healthily and comfortably. In addition to the physical work

environment mentioned above, the non-physical work environment also affects the working conditions of employees, such as the establishment of harmonious relationships between employees and their superiors, co-workers and with everyone in the workplace through good and effective communication. The elements of the work environment that make up a conducive, safe and comfortable work environment must be adjusted and focused on the company's focus in order to create and use a comfortable work environment for its employees.

Work Enthusiasm

Work enthusiasm is a condition that reflects how employees feel in the work environment, and if employees work enthusiasm is in good condition, the company benefits (Soedarso, 2015). This is because the lower the absenteeism rate, the lower the employee turnover rate, which increases employee productivity. Work enthusiasm is the desire and sincerity of an employee to do every job as well as possible; disciplined employees achieve the highest work performance; the strong desire and pleasure of an employee for the work they do (Hasibuan M. S., 2016).

Managers can assess employee work enthusiasm by looking at the characteristics involved and reflecting their attitudes on a daily basis. The following are the characteristics of high work enthusiasm (Nitisemito, 1992): 1) Employee absenteeism is minimal, employees have not delay and in accordance with the working hours that have been set. 2) The establishment of cooperation between fellow employees and also between employees and superiors. 3) Employees are satisfied that they have worked as well as possible. 4) Creating work discipline. 5) Employees comply with and implement standard operating procedures (SOP) imposed by the company.

On the other hand, if employee work enthusiasm is low, the following things will happen (Nitisemito, 1992):

- 1) Low efficiency. Without work enthusiasm, the employee feels lazy and procrastinates, resulting in lower productivity.
- 2) High absence. A decrease in work enthusiasm can make employees feel so lazy that they choose not to come to work.
- 3) High turnover. Employees may feel unhappy and/or uncomfortable at work, so they plan and decide to look for another job.
- 4) High error rate. For employees who have low work enthusiasm, they will not focus on the work they are doing, so that the level of carelessness or negligence in work will be higher. Employee negligence or carelessness can damage company equipment or facilities.
- 5) Having anxiety. Anxiety in the form of job insecurity, complaints, and other forms. When employee comfort is disturbed, this can lead to ongoing behavior that can damage the organization.
- 6) Prosecution and turn-out. If the company does not take steps that can increase employee work enthusiasm, over time employees will dare to ask for prosecution and even turn-out.

Reward

Reward is a form of financial and non-financial given by a company to an employee as a reward for the employee's work performance. Matteson divides rewards into two categories, extrinsic rewards and intrinsic rewards. Extrinsic rewards are financial rewards in the form of wages, benefits, bonuses, incentives, non-financial promotions, and interpersonal rewards. While intrinsic rewards are self-regulated rewards, including goal achievement,

employee empowerment and opportunities for self-development through training and development (Koencoro, 2013).

The purpose of providing incentives is to motivate and encourage employees to continue to participate and give the best contribution to the company's work (Byars, L. L. & Rue, L. W., 2011). Rewards are including intrinsic rewards with achievement factors, job satisfaction, self-development, and employee status, while extrinsic rewards include salaries, benefits, incentives, work environment, promotions, and work relationships so that employees will be more productive and maximize their work. They also can provide the best work results for the company. From some of the opinions of these experts it can be concluded that incentives are everything that employees receive from a company, both financial and non-financial, as compensation for the work done by an employee, measured in wages, wages, incentives, benefits, incentives, and promotions.

Work Discipline

To have good work discipline, employee must be willing to comply with and enforce all company regulations, both written and unwritten (Siahaan, 2013). The way for that employees or their subordinates are more aware and/or willing to follow company regulations, managers use work discipline as a media of communication (Rivai, 2004). Disciplinary behavior includes written and unwritten actions, as well as attitudes, behavior and actions (Andari, N. L. & Aristana, I. N., 2021). People who comply with company policies and procedures are said to exhibit employee discipline (Sutrisno, 2016). Work discipline is defined as the willingness of an employee to follow and enforce all written and unwritten rules and regulations in the workplace. Employee discipline is an important operational function of human resource management as it is directly correlated with overall workplace productivity (Hasibuan M. S., 2016).

Table 1. Previous Research

No	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	Egga, N. P. (2018)	Reward and punishment have a positive and significant effect on work discipline	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no variables of work environment and work enthusiasm (independent)
2	Fachira, Saptomo, Y. H., and Sabarofek, M. S. (2020)	The work environment partially has a significant effect on employee work discipline	The similarity of the independent variable (work environment) and the dependent variable (work discipline)	There is no variable reward and work enthusiasm (independent)
3	Fatimah, S. (2020)	The work environment has a positive effect on work discipline	The similarity of the independent variable (work environment) and the dependent variable (work discipline)	There is no variable reward and work enthusiasm (independent)
4	Febriarto, W. P. (2021)	Reward and work enthusiasm have a significant effect on discipline	The similarity of the independent variable (work enthusiasm and reward) and the	There is no work environment variable (independent)

			dependent variable (work discipline)	
5	Mustikawati, E. (2021)	The existence of rewards and punishments affects discipline and work enthusiasm	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no work environment and work enthusiasm variables (independent)
6	Purnomo (2021)	Reward and punishment have a significant effect on work discipline	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no variables of work environment and work enthusiasm (independent)
7	Purwanti (2022)	There is a mutually influencing relationship between reward and work discipline	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no work environment and work enthusiasm variable (independent)
8	Rahmanto (2018)	Giving rewards increases discipline	Kesamaan variabel independen (reward) dan variabel dependen (disiplin kerja)	Tidak ada variabel lingkungan kerja dan semangat kerja (independent)
9	Rini, D. A. (2021)	Adanya reward dan punishment mempengaruhi disiplin kerja	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no work environment and work enthusiasm variables (independent)
10	Saputra (2019)	There is an influence of work enthusiasm on employee work discipline, a positive correlation coefficient means that it has a unidirectional relationship	The similarity of the independent variable (work enthusiasm and reward) and the dependent variable (work discipline)	There is no work environment variable (independent)
11	Saputra, R. A. (2021)	Reward and punishment have a significant effect on employee work discipline	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no variables of work environment and work enthusiasm (independent)
12	Sihombing, R. (2019)	There is a positive and significant effect of reward and punishment on employee work discipline	The similarity of the independent variable (reward) and the dependent variable (work discipline)	There are no variables of work environment and work enthusiasm (independent)
13	Umar, I. dan Iba, Z. (2020)	Work environment and work enthusiasm affect employee work discipline	The similarity of the independent variable (work environment and work enthusiasm) and the dependent variable (work	There is no reward variable (independent)

			discipline)	
14	Wahyuningrum, S. N., Sudarso, Y., dan Jumi (2020)	Work environment and rewards simultaneously affect work discipline	The similarity of the independent variable (work environment and rewards) and the dependent variable (work discipline)	There is no work enthusiasm variable (dependent)
15	Yanti (2021)	There is an influence of reward, punishment and work enthusiasm on work discipline	The similarity of the independent variable (work enthusiasm and reward) and the dependent variable (work discipline)	There is no work environment variable (independent)

RESEARCH METHOD

The writing method in this article research uses quantitative methods and literature review (Library Research). The author analyzes and examines theories related to the relationship or influence between variables from books and scientific journals that are accessed online sourced from Google Scholar. The scientific journals used have a minimum year of publication started from 2017. Search literature using the keywords work environment, work enthusiasm, reward, and work discipline.

FINDINGS AND DISCUSSION

Influence of Work Environment on Work Discipline

Workplace discipline refers to one's ability to comply with one's job rules or duties. The existence of a conducive work environment can affect employee discipline (Fachira, Saptomo, Y. H., & Sabarofek, M. S., 2020; Fatimah, 2020; Umar, I. & Iba, Z., 2020; Wahyuningrum, S., Sudarso, Y., & Jumi, 2020). Creating a disciplined work environment within a company can be beneficial for its employees, who will be more productive (Inbar, N., R., D., Endang, S., A., & Muhammad, C., 2018; Wahyuningrum, S., Sudarso, Y., & Jumi, 2020). In terms of employee behavior, the workplace has a direct and positive impact on that behavior. Working in an environment that fosters positive interpersonal relationships will help create a culture of mutual respect and cooperation among all team members (Wahyuningrum, S., Sudarso, Y., & Jumi, 2020). As long as there is mutual respect between workers, subordinates and superiors as well as compliance with the established rules, discomfort will not be felt. Unfavorable physical working conditions can also affect employee discipline, in addition to an immaterial work environment. Bad ventilation or lighting in the workplace can make employees feel uncomfortable and dissatisfied during work (Mangkunegara, 2017). Employees will be able to evade their duties and break the law because of the conditions of this facility.

The Influence of Work Enthusiasm on Work Discipline

Work enthusiasm is the willingness of an employee to do his job as well as possible. The existence of work enthusiasm from employees has an impact on their discipline in complying with every regulation in the company (Febriarto, 2021; Saputra T., 2019; Umar, I. & Iba, Z., 2020; Yanti, Zulkarnain, & Gimin, 2021). High work enthusiasm from employees motivates them so that they remain vigilant and do not commit violations or mistakes while they are doing their work, for example in terms of absenteeism. Employees with high work

enthusiasm are rarely found late in terms of attendance or absenteeism. The number of attendance will always be full on every working day. In addition, work enthusiasm is also a motivation for employees to always complete their work on time.

The Influence of Reward on Work Discipline

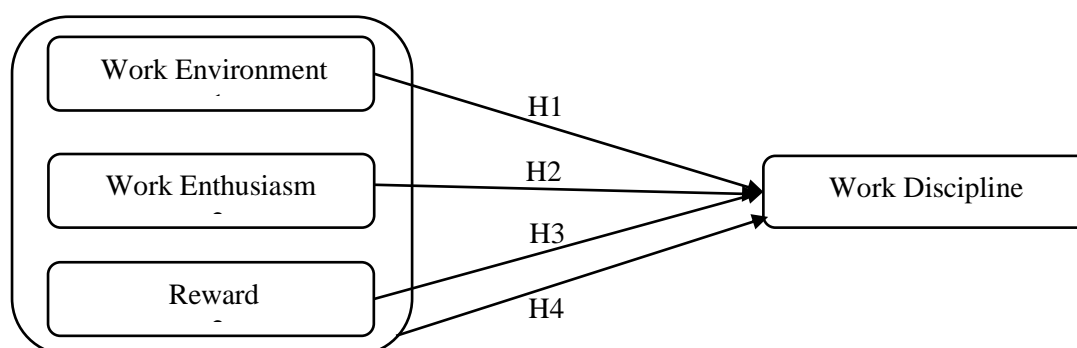
Giving rewards to employees as a sign of the company's remuneration for the work of employees can encourage employees to be disciplined at work (Egga, 2018; Febriarto, 2021; Mustikawati, 2021; Purwanti, 2022; Rahmanto, 2018; Rini, 2020; Saputra R. A., 2021; Sihombing, 2019; Yanti, Zulkarnain, & Gimin, 2021). In addition to making a rule, managers can also provide rewards in the rules so that employees can enthusiastically carry out the rules given. The better or the more rewards that are applied in a rule, it will encourage the enthusiasm of employees to uphold the value of discipline at work (Purwanti, 2022). Giving rewards can also satisfy the wants and needs of employees so that they will be happy to comply with any regulations given by the company (Moorhead, G. & Griffin, R. W., 2013). Rewards can be given in the form of money or incentives or giving certificates or praise.

The Influence of Work Environment, Work Morale, and Rewards on Work Discipline

Each independent variable, the work environment, work enthusiasm, and rewards all affect the dependent variable work discipline. Providing a work environment that is as comfortable and conducive as possible for employees will be able to improve employee discipline at work (Fachira, Saptomo, Y. H., & Sabarofek, M. S. , 2020; Fatimah, 2020; Umar, I. & Iba, Z., 2020; Wahyuningrum, S., Sudarso, Y., & Jumi, 2020). In addition, the existence of a work enthusiasm in employees will also make the employee disciplined in working and obeying company regulations (Febriarto, 2021; Saputra T. , 2019; Umar, I. & Iba, Z., 2020; Yanti, Zulkarnain, & Gimin, 2021). The appropriate reward also will make employees discipline increase (Egga, 2018; Febriarto, 2021; Mustikawati, 2021; Purwanti, 2022; Rahmanto, 2018; Rini, 2020; Saputra R. A., 2021; Sihombing, 2019; Yanti, Zulkarnain, & Gimin, 2021).

Conceptual Framework

Based on the problems, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for thinking in this article is as follows.



Picture 1: Conceptual Framework

Based on the conceptual framework picture above, then: Work Environment, Work Enthusiasm, and Rewards affect Work Discipline.

CONCLUSION AND RECOMENDATION

Conclusion

The main goal of the company is to gain profit and gain a competitive advantage. In order for this to be achieved, companies must be able to manage human resources, which are the company's most important assets. The formation of a work ethic can be caused by the existence of employee work discipline (Andari, N. L. & Aristana, I. N., 2021; Mursalin, 2019; Hanura, S., Hartati, C. S., & Wibowo, N. M., 2021). The way to form employee work discipline is to create a conducive work environment, build employee work enthusiasm, and by providing appropriate rewards.

Recomendation

This research was conducted by analyzing the results of previous research in the form of quantitative research, further research would be better if using qualitative research to find out more other variables that can affect work discipline.

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