

THE EFFECT OF WORK DISCIPLINE, WORK ENVIRONMENT, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE OF CV DILAUTAA JAYA PURBALINGGA

THE EFFECT OF WORK DISCIPLINE, WORK ENVIRONMENT, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE OF CV DILAUTAA JAYA PURBALINGGA

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ABSTRACT

CV Dila Utama Jaya Purbalingga in 2023 still has problems regarding employee performance. Related to the variables of work discipline, the work environment, and work motivation provided are still low. This study aims to find out the extent of the influence of work discipline, work environment, and work motivation on the performance of CV Dila Utama Jaya Purbalingga employees. The population at CV Dila Utama Jaya Purbalingga is 37, and the sample used is saturated, so the sample in this study is 37 people. The results of the t-test of the Work Discipline variable (X1) were obtained with a calculated t of 3.570 with a significant value of t-0.001. The results of the t-test of the work environment variable (X2) were obtained with a calculated t of 3.283 with a significant value of t-0.002. The results of the t-test of the Work Motivation variable (X3) were obtained with a calculated t of 2.544 with a significant value of t of 0.016. It was concluded that these three variables were partially positive and significant. In addition, work discipline, work environment, and work motivation simultaneously affect employee performance. The determination coefficient of 0.662 means that this research variable has an effect of 66.2% on employee performance. Suggestions for future researchers to expand the influence of the variables studied and replace different research objects

Keywords: *Performance; work discipline; work environment; work motivation*

ABSTRACT

CV Dila Utama Jaya Purbalingga pada tahun 2023 masih memiliki permasalahan mengenai kinerja karyawan. Terkait dengan variabel disiplin kerja, lingkungan kerja dan motivasi kerja yang diberikan masih rendah. Penelitian ini bertujuan untuk mengetahui sejauh mana pengaruh disiplin kerja, lingkungan kerja dan motivasi kerja terhadap kinerja karyawan CV Dila Utama Purbalingga. Populasi pada CV Dila Utama Jaya Purbalingga sebanyak 37 dan sampel yang digunakan adalah sampel jenuh sehingga sampel dalam penelitian ini berjumlah 37 orang. Hasil uji-t variabel Disiplin Kerja (X1) memperoleh t hitung sebesar 3,570 dengan nilai signifikan sebesar 0,001. Hasil uji-t variabel Lingkungan Kerja (X2) memperoleh t hitung sebesar 3,283 dengan nilai signifikan sebesar 0,002. Hasil uji-t variabel Motivasi Kerja (X3) memperoleh t hitung sebesar 2,544 dengan nilai signifikan sebesar 0,016. Disimpulkan bahwa ketiga variabel tersebut secara parsial berpengaruh positif dan signifikan. Lebih lanjut, disiplin kerja, lingkungan kerja, dan motivasi kerja secara simultan berpengaruh terhadap kinerja karyawan. Koefisien determinasi sebesar 0,662 menunjukkan bahwa variabel penelitian ini memiliki pengaruh sebesar 66,2% terhadap kinerja karyawan. Peneliti selanjutnya disarankan untuk memperluas pengaruh variabel yang diteliti dan memilih subjek penelitian yang berbeda.

Kata Kunci: Disiplin kerja, lingkungan kerja, dan motivasi Kerja

INTRODUCTION

The manufacturing industry is a process that transforms raw materials into finished products. This process of transforming raw materials into a product includes product design, material selection, and the stages in which the product is made (Supriyanto, 2020). Global market competition and technological advancements have led to the rapid development of the manufacturing industry in Indonesia. One example is Purbalingga Regency, where the wig or toupee manufacturing industry has developed with all its advantages and has achieved exports to international markets, earning it the title of a global industrial city (Amaliyah et al., 2018). Therefore, advancing a manufacturing industry requires optimal human resource management to support a company's goals.

Human resources within a business organization are an inseparable entity. Human resources are a crucial asset for every company because they determine the company's success in achieving its business objectives. Companies desperately need high-potential employees because they are the driving force behind achieving company goals. Furthermore, a

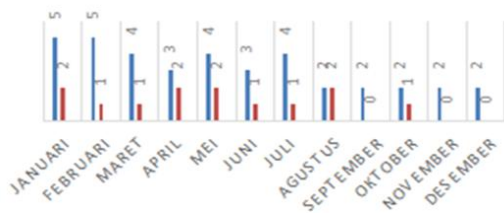
company must have highly disciplined, competent, experienced, and high-achieving employees. The importance of human resources in an organization requires monitoring employee performance and providing supporting facilities to improve it (Ibrahim & S, 2021).

Employee performance is the result of a process measured over a specific period of time based on previously established decisions or agreements. Poor employee performance is also evidenced by inaccurate production completion targets due to a lack of supervision. Many factors must be considered to improve employee performance, including compensation, work environment, organizational culture, leadership, work motivation, work discipline, job satisfaction, and communication (Akbar, 2018). Researchers have limited their analysis of these factors by only considering work discipline, work environment, and work motivation as factors that influence employee performance.

CV Dila Utama Jaya Purbalingga is a manufacturing industry in Purbalingga that produces wigs. Initial observations revealed issues related to employee performance that have not yet

achieved targets. This phenomenon occurs due to declining employee discipline, where employees tend to procrastinate due to reluctance to wait for stock to be produced, resulting in a decline in employee discipline.

Employee absence data for 2023



The attendance data above shows that some employees are still late and absent from work. The highest rate of lateness was in January and February, at five times. This indicates that employee discipline remains very low. Poor work discipline can lead to decreased performance. Besides work discipline, the environment also influences employee performance.

The next problem is regarding the work environment where each company has a different work environment that can affect employee performance (Thomas Stefanus Kaihatu et al., 2015) . The problem found in this research is that the company must evaluate aspects of work and the work environment with the aim of knowing where in the company CV Dila Utama Jaya does not have a main door or gate before entering the room so that it can

make pollution or dust enter the room, because the location of the company is right on the side of the road. This indicates that CV Dila Utama Jaya needs to evaluate aspects of the work environment in order to get the best results.

Based on the results conducted by this study, two independent variables, such as work discipline and work environment, have a positive and significant effect on team member performance, and suggest that further research be developed with other variables so that they can help achieve company goals, but with a different object selection. In this study, work motivation was added as a development suggestion to overcome these limitations. Supported by research conducted by (Kartini & Nurhidayati, 2023) which states that work motivation has a positive and significant effect on employee performance, work motivation is very important for companies to pay attention to for the success of the organization, this is supported by research explaining that work motivation has a positive and significant effect on employee performance . Other research also shows that partial work motivation has a

positive and significant effect on employee performance.

Based on the problems above, the researcher is interested in taking the research theme of the influence of work discipline, work environment, and work motivation on the performance of employees of CV Dila Utama Jaya Purbalingga.

METHODS

Types of research

This study uses a quantitative research method with a descriptive design. The object of this research is CV Dila Utama Jaya Purbalingga, located at JL. Pemuda No. 10, Panaruban Dusun 2, RT 001/003, Bukateja District, Purbalingga Regency .

Population and Sample

The population used in this study was 37 respondents sourced from data on the number of employees of CV Dila Utama Jaya in 2023. The sample used in this study is a non-probability sampling method using a saturation technique, which uses all members, consisting of 37 respondents, taken from all the employees of CV Dila Utama Jaya Purbalingga.

Data collection technique

The data sources used for this research were primary data obtained directly from the source, interviews, and

observations. Secondary data was also collected from books, the internet, journals, and other sources. The data collection technique used was a questionnaire with a Likert scale of 1-5.

Data Analysis Techniques

The researcher used instrument tests consisting of validity tests, reliability tests, classical assumption tests consisting of normality tests, multicollinearity tests, and heteroscedasticity tests. In addition, the researcher also used multiple regression analysis consisting of partial t-tests, simultaneous f-tests, and coefficients of determination (R^2).

RESULTS AND DISCUSSION

The results of the research conducted by the researcher are as follows :

1. The Influence of Work Discipline on Employee Performance

The results of the t-test of the Work Discipline variable (X_1) obtained a calculated t of 3.570 with a significant value of 0.001. The t-table obtained from $df = nk-1$ ($df = 37-3-1 = 33$) is 2.034. Thus, the calculated t-value $>$ t-table ($3.570 > 2.034$). Then the significant value of t < 0.05 ($0.001 < 0.05$). So the hypothesis (H_1) of this study is accepted, with the results of the Work Discipline variable

partially (X1) having a positive and significant effect on the performance of CV Dila Utama Jaya Purbalingga employees.

The results of this study align with research conducted by Agustriani et al., 2022, which showed that work discipline has a positive and significant effect on team member performance. Research conducted by Prasetyo M., 2022, showed that work discipline partially has a positive and significant effect on team member performance. Research conducted by Saeful Ulum & Wasman, 2023, showed that work discipline partially has a significant positive effect on team member performance.

Good work discipline is essential, as research shows the positive and significant impact of work discipline on team member performance. It has been concluded that implementing good work discipline within a company can significantly impact employee performance, thereby achieving company goals.

2. The Influence of Work Environment on Employee Performance

The results of the t-test of the Work Environment variable (X2) obtained a calculated t of 3.283 with a

significant value of 0.002. Then the t table obtained from $df = nk - 1$ ($df = 37 - 3 - 1 = 33$) 2.034. Thus the calculated t value $> t$ table ($3.283 > 2.034$). Then the significant value of $t < 0.05$ ($0.002 < 0.05$). So, the hypothesis (H2) of this study is accepted, with the results of the Work Environment variable partially (X2) having a positive and significant effect on the performance of CV Dila Utama Jaya Purbalingga employees.

The results of this study align with research conducted by Muhammad Algessa Pratama (2023), which showed that the work environment has a positive and significant effect on team member performance. Research conducted by Prasetyo M (2022) showed that the work environment partially has a positive and significant effect on team member performance. Research conducted by Farhan (2023) showed that the work environment partially has a significant positive effect on team member performance.

The work environment at CV Dila Utama Jaya Purbalingga has been proven to significantly influence team member performance, meaning a conducive work environment is a determining factor in supporting employee activities. If employees feel

uncomfortable due to a poor work environment, such as the absence of a front gate that allows dust to enter the work area, this can negatively impact team member performance and hinder the achievement of company goals. Therefore, creating a good work environment is an essential step to ensure that employees can work optimally and that company goals can be achieved effectively.

3. The Influence of Work Motivation on Employee Performance

The results of the t-test of the Work Motivation variable (X3) obtained a calculated t of 2.544 with a significant value of 0.016. Then the t table obtained from $df = nk-1$ ($df = 37-3-1 = 33$) 2.034. Thus, the calculated t value $>$ t table ($2.544 > 2.034$). Then the significant value of $t < 0.05$ ($0.016 < 0.05$). So the hypothesis (H3) of this study is accepted, with the results of the Work Motivation variable partially (X3) having a positive and significant effect on the performance of CV Dila Utama Jaya Purbalingga employees.

The results of this study align with research conducted by Prasetyo M (2022), which showed that work motivation has a positive and significant effect on team member performance. Research conducted by Farhan (2023)

showed that work motivation partially has a positive and significant effect on team member performance. Research conducted by Kusumayanti et al. (2020) showed that work motivation partially has a significant positive effect on team member performance.

The implementation of appropriate and consistent work motivation within a company environment has been proven to significantly improve employee performance, which in turn supports the achievement of company goals. Therefore, it can be concluded that the work motivation provided by CV Dila Utama Jaya Purbalingga to employees has a positive and significant impact on their overall performance. This underscores the importance of a well-designed motivational strategy to ensure employees remain motivated and committed to their tasks, ultimately leading to increased productivity and company success.

CONCLUSION

Based on the data analysis and discussion that the researcher has described, the following conclusions were obtained:

1. Work discipline partially has a positive and significant effect on

team member performance at CV Dila Utama Jaya Purbalingga. These results indicate that a good level of discipline, such as being punctual and carrying out tasks correctly, leads to better results. Therefore, one way to improve work discipline is to issue warnings or sanctions to employees who are late or absent without a clear reason, as well as to strictly monitor work discipline.

2. The work environment partially has a positive and significant effect on employee performance at CV Dila Utama Jaya Purbalingga. These results indicate an optimal work environment, which encompasses several important aspects. Adequate lighting is crucial for employees to work efficiently without experiencing visual disturbances. A stable room temperature is a crucial factor that can provide comfort for employees while working. A conducive work environment is a determining factor in supporting employee activities.
3. Work motivation partially has a positive and significant effect on employee performance at CV Dila Utama Jaya Purbalingga. These results demonstrate the need for effective work motivation to

encourage employees to be more enthusiastic about their work, thereby improving their overall performance. One way to achieve this is by providing rewards to employees who optimally meet targets.

SUGGESTION

Based on the conclusions and limitations of the research above, the researcher's suggestions are as follows:

1. Work discipline at CV Dila Utama Jaya Purbalingga must be further improved by minimizing absenteeism, as this study found that work discipline impacts employee performance. Furthermore, warnings or sanctions should be imposed on employees who are late or absent without a clear reason.
2. The work environment at CV Dila Utama Jaya Purbalingga needs to be further improved because it significantly impacts the work process by providing a sense of comfort. The absence of a front gate, which allows dust to enter the work area, requires further evaluation to ensure employee comfort.
3. Work motivation at CV Dila Utama Jaya Purbalingga needs to be further improved, as this study found that work motivation influences

employee performance. One way to improve employee performance is by providing incentives in the form of rewards commensurate with their performance.

4. It is hoped that future researchers will expand the influence of the variables studied and replace them with different research objects.

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