

The Influence Of Work Environment And Work Motivation To Employees Work Discipline At PT. Alido Poultry Shop

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ABSTRACT

Environment and work motivation on employee work discipline. The population in this study were employees of PT. Alido Poultry Shop Kuningan. Research using a questionnaire with a sample of 50 respondents with an interval scale. The research method used is using saturated sampling which is a sampling technique, if all members of the population are sampled. Test the validity of the instrument using the correlation technique, while the reliability test uses the Cronbach's Alpha coefficient. The technique used is quantitative data analysis technique. The results of the study indicate that the work environment has a positive and significant effect and also has the greatest influence on employee work discipline. Work Motivation has a positive and significant influence on Employee Work Discipline. Work Environment and Work Motivation together using the f test shows that these variables have a positive and significant influence on Employee Work Discipline.

Keywords: Work environment, Work motivation, Work Discipline

Jel Classification Codes: N30,O15,Q56

INTRODUCTION

Human resources are an important factor in an organization, because Human resources are a collection of groups of people or individuals who interact with each other work together to achieve certain goals that have been set. The success of an organization depends on the human resources in it and also

role source power very human important in an organization.

Based on the results of research in the field on employees of PT. Alido Poultry Shop Kuningan, shows that there is still employee behavior that is not in line with expectations, such as unstable absenteeism. Those conditions show low Employee Work Discipline, served data in table the following:

Table 1
Employee Attendance Recapitulation PT. Alido Poultry Shop Year 2019 s/d 2021

No	Year	JK	HK	JHK	Roll call				Quantity	%	Late (person)	%
					S	I	A	C				
1.	2019	50	251	12550	69	79	220	11	379	3.0%	380	3.0%
2.	2020	50	251	12550	55	80	250	13	398	3.1%	400	3.1%
3.	2021	50	251	12550	45	77	265	15	402	3.2%	414	3.2%

Source : PT. Alido Poultry Shop Kuningan Year 2019 s/d 2021 (processed)

The data above shows that, there is a percentage of absence and lateness employee. For absence in year 2019 with number 3.0% , year 2020 with number 3.1% , and year 2021 with number 3.2%. For employee delays in 2019 with a figure of 3.0%, in 2020 with a figure of 3.1% , and the year 2021 with number 3.2%.

Data for absence and tardiness from year to year has increased 0.1%, meaning that there has been an increase in absence or lack of employee work discipline. Then it is clear that as long as 3 years in a row numbers percentage Employee absence and tardiness has increased. Standard or tolerance absence determined by PT. Alido Poultry Shop Kuningan is if employee for 3 consecutive days does not come to work without explanation, it will be get sanctions in the form of admonishment.

LITERATURE REVIEW

Employee Work Discipline Definition

According to Rivai in Rizal & Radiman (2019), work discipline is one of the form influence which used by a manager company for communicate with employees so that created atmosphere environment which could change something behavior which no in accordance as well as various effort in Thing

increase awareness and willingness an employee, with method obey regulation and norm which apply. According to Sumadhinata (2018), discipline work is a tool used by superiors to establish communication with their employees with the hope of improving behavior and awareness so that they always obey rules and norms applicable in company.

Dimension Discipline Employee Work

According to Son in (Gide, 2016), dimensions for measure work discipline include:

1. Work Rule
2. Work Ethics

Indicator Employee Work Discipline

Indicator for measure discipline work According to Son in (Gide, 2016) include:

1. Work rule : a) Level presence employee with standard presence which has set company; b) Provision o'clock work c) Instructions from superior; d) Working in accordance with SOUP which has set by the company.
2. Work ethic , with indicators: a) Employee behavior towards superiors and colleagues work; 2) Honesty of employees at work; c) Responsibilities of employees towards assigned work.

Work Environment Definition

According to Mangkunegara (2017:336), the work environment is equipment and materials that need to be faced in the surrounding environment, such as when people work, with have method work as well as Settings work which good as personal and group. Next Work Environment is something which relate with buildings and attitudes both visible and invisible that will have an effect towards its employees. (Wursanto, 2009).

Work Environment Dimension

According to Sedarmayanti (2011), dimensions Work Environment divided Becomes two part, that is Work Environment physical and non-physical work environment:

1. Environment physical work
All conditions that exist around the company that affect the way it works good employees real or not real.
2. Work Environment non physical
All conditions related to the way of communicating, such as being in a relationship with superiors, subordinates, or with fellow coworkers. Non-work environment Physical is also an environmental group that cannot be ignored. Like the company must be able to provide a positive impact that supports, so that when in work all employees can establish a family.

Work Environmental Indicators

According to Sedarmayanti (2011), there is indicator Work Environment, among others :

1. Physical environment :
 - a. Light

- b. Temperature air
 - c. Noise
 - d. System Color
 - e. Security

2. Environment non-physical work :

- a. Connection employees with superior
 - b. Connection employees with colleagues work

Work Motivation Definition

According to Veithzal (2005), that motivation is a series of attitudes and values that influence individuals to achieve specific things according to goals individual. According to Kadarisman (2012:27), work motivation is a move or individual encouragement to behave well and work earnestly in accordance with obligation charged to him.

Work Motivation Dimension

According to Ardana (2012), put forward that dimensions Work Motivation consist of:

1. Internal factors
Is the motivation that is directly associated with the performance of tasks, which includes: recognition, achievement, possibility for growth, possibility for go ahead and the job itself.
2. External factors
It is the driving force of work which essentially comes from outside the individual itself. For example, conditions that require them to do the task in stages which is getting increase.

Work Motivation Indicators

According to Ardana (2009), there is indicator Work Motivation, Among other:

1. Factor Internal

- a. Existence satisfaction in profession
- b. design task/job
- c. giver confession to performance
- d. Existence development and progress in profession

2. Factor External

- a. Wages and benefits which received
- b. Policies company
- c. Connection between people
- d. Condition profession like o'clock work

Research Framework

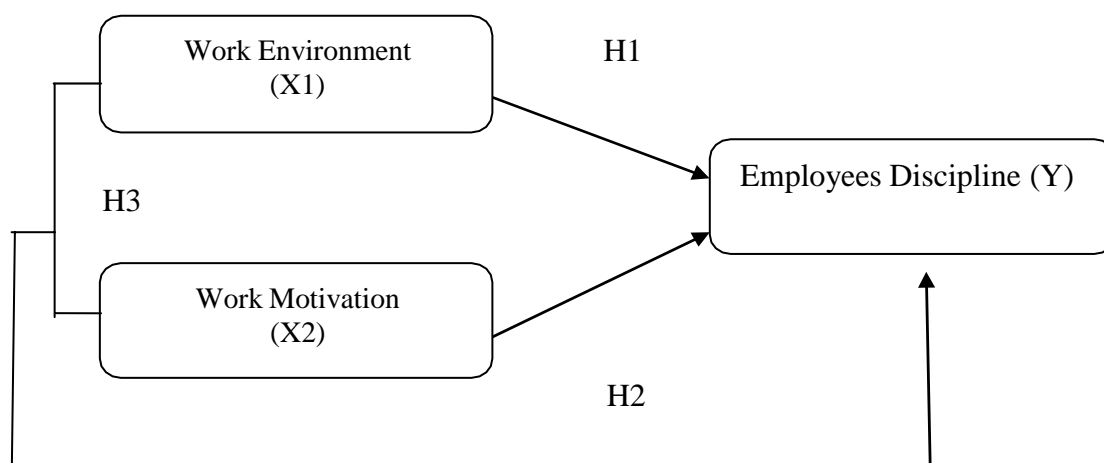


Figure 1 Research Framework

Hypothesis

Based on problem and destination study, so in study this writer will put forward a hypothesis as follows :

- H1 : The work environment has a positive and significant effect on employee work discipline.
- H2 : Work motivation has a positive and significant effect on employee work discipline.
- H3 : Work Environment and Work Motivation simultaneously affect to employee work discipline.

Research methods

Method study which used

Study this prove existence influence that Work Environment and Work Motivation affect work discipline employees, with use quantitative method. According to Creswell in (Kusumastuti, Adhi

Khoiron Ahmad Mustamil, 2020), explains that quantitative research methods are methods a method for testing a particular theory by looking at the relationship between the variables alone. The variables were measured using a research instrument, so that data which consist of a number could in analysis based on statistical provisions.

Population and Sample

The population in this study amounted to 50 respondents to employees of PT. Alido Kuningan Poultry Shop. In this study the determination of the sample using the method sampling fed up. Sampling fed up is technique determination sample, if all member population made sample. So sample which used is whole employees of PT. Alido Poultry Shop Kuningan as much

50 people.

DISCUSSION

Analysis Regression linear multiple

Table 2
Results Analysis Regression linear multiple
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.318	4,577		2.036	.047
	Work Environment	.445	.138	.421	3.221	.002
	Work motivation	.395	.105	.492	3.770	.000

a. Dependent Variables: Discipline Work

Source: Results SPSS output ver.25.0 year 2022

From the table above, it can be seen that the regression equation obtained is: $Y = 9,318 + 0.445X_1 + 0.395X_2 + e$

1. Constant as big as 9,318 state that if without influenced Work Environment and Work Motivation so big score Discipline Work with constant as big as 9,318.
2. The regression coefficient of 0.445 states that every one-point difference in the value of Work

Environment will increase Work Discipline by 0.445 at constant 9,318 if other variables are held constant.

3. The regression coefficient of 0.395 states that every one-point difference in the value of Work Motivation will increase Discipline Work as big as 0.395 on constant 9,318 if other variables are held constant.

Determination Coefficient (R^2)

Table 3
Results Test Coefficient Determination (R^2)
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.877 a	.769	.759	1,867

a. Predictors: (Constant), Work Motivation, Work Environment

b. Dependent Variables: Discipline Work

Source: Results Output SPSS ver.25.0 year 2022

Based on table on simultaneously influence of Work Environment (X1) and Work Motivation (X2) to Employee Work Discipline (Y) is $R Square = 0.769$

it means that the influence of the work environment (X1) and work motivation

(X2) variables on Employee Work Discipline (Y) $0.769 \times 100\% = 76.9\%$. While other variables that has an effect on Employee Work Discipline (Y) but is not examined in the study it's as big as $e = 1 - R Square = 1 - 0.769 = 0.231$ or $0.231 \times 100\% = 23.1$

Hypothesis test Partial Test (t Test)

Table 4
Results Calculation Test t
Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.318	4,577		2.036	.047
	Work Environment	.445	.138	.421	3.221	.002
	Work motivation	.395	.105	.492	3.770	.000

a. Dependent Variables: Discipline Work

Source: Results Output SPSS ver.25.0 year 2022

Results calculation obtained score t count variable Work Environment as big as 3,221 and Work motivation of 3,770. Provision : level significant 0.05

and degrees freedom (df) = $n - 2$ or $50 - 2 = 48$. From the conditions obtained t table value show as big as 2,01 Test Simultaneous (F test)

Table 5
Results Calculation Test F
ANOVA ^a

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	546,143	2	273,072	78.327	.000 b
	Residual	163.857	47	3.486		
	Total	710,000	49			

a. Dependent Variables: Discipline Work

b. Predictors: (Constant), Work Motivation, Work Environment

Source: Results Output SPSS ver.25.0 year 2022

Results calculation obtained score F_{count} variable Discipline Work 78,327. Provision : level significant 0.05 and dk numerator (k) = 2. $df = (nk-1) df = 50-2-1 = 47$. With conditions that, obtained score F_{table} of 3.20.

Influence of Work Environment To Employee Work Discipline

Based on the results of the analysis of work environment variables on Employees work discipline At PT. Alido Poultry Shop Kuningan obtained the results of research that Work Environment variables have a positive and significant effect on Employee work Discipline. Thing this strengthened with score t_{count} Work Environment as big as 5,660 whereas t_{table} with degrees freedom (df) = $n-2 = 50-2 = 48$ on level significant

0.05 is 2.010. With a significance value of $0.000 < 0.05$ and $t_{\text{count}} > t_{\text{table}}$ that is $3,221 > 2,010$. So H_0 is rejected and H_a is accepted.

So, with results observation show that Work Environment there seen clean, comfortable, arranged neat, and large. Thing the show that work environment has a positive effect on employees. Reinforced by the results Oktaria and Nugraheini's research (2017), shows that the environmental variable work have positive effect and significant to discipline employee work.

Influence of Work Motivation To Employee Work Discipline

Based on results analysis variable Work Motivation To Employee Work Disciplines At PT. Alido Poultry Shop Kuningan obtained the results of research that Work Motivation variable has a positive and

significant effect on Work Discipline. Thing This is reinforced by the t_{value} of Work Motivation of 3.298 while the t_{table} with degrees of freedom (df) = $n-2 = 50-2 = 48$ at a significant level of 0.05 of 2.010. With a significance value of $0.002 < 0.05$ and $t_{\text{count}} > t_{\text{table}}$ that is $3.770 > 2.010$. Then H_0 rejected and H_a is accepted.

So, the results of observations show that salaries, relationships between employees, work performance, work responsibilities are very good, so work motivation has an effect positive to its employees. With emphasized based on results study Elvasusanti, Syamsudduha, and Ulfiani Rahman (2019) showed that Motivation Influential work positive and significant against Employee Work Discipline.

Influence of Work Environment and Work Motivation To Employee Work Discipline

Based on the results of the calculation obtained the value of the F coefficient that is equal to 78.327. Next score F_{count} consulted with F_{table} based on dk numerator (K) = 2 and $df = 47$, if the error rate is set at 5%, then F_{table} is obtained of 3.20. Thus, H_0 is rejected and H_a is accepted. It shows that there is an influence between the Work Environment and Work Motivation together same take effect to Employee Work Discipline. From results which obtained it is known that the calculated $F > F_{\text{table}}$ is $78.327 > 3.20$. Then it can be stated that the coefficient correlation double the significant.

So it can be concluded that there is a joint influence between the variables Work Environment and

Work Motivation on Work Discipline. It can be seen from the salary, relations between employees, work performance, a clean, comfortable, well-organized environment and large, could make influence positive which big to discipline work his employee. Confirmed based on the research results of Mhd Alfajar and Youmil Abrian (2021), shows that the work environment and motivation together same affect Employee Work Discipline.

CONCLUSION

Based on research results and discussion the influence of Work Environment (X1) and Work Motivation (X2) on Employee Work Discipline (Y) research on PT. Alido Poultry Shop Kuningan, then can concluded as following:

1. Work Environment variable has positive and significant influence to Employee Work Discipline. This explains that Employee Work Discipline PT. Alido Poultry Shop Kuningan could determined by Work Environment. the more comfortable. So, when in Work Environment feel more comfortable so will the more increase too Work Discipline its employees.
2. Work Motivation Variable has a positive and significant influence on Employee work Discipline. This explains that the Discipline of Employees at PT. Alido Poultry Shop Kuningan can be determined by Work Motivation. The higher it is The given work motivation, the work discipline will also increase.
3. Work Environment and Work Motivation simultaneously have a positive and significant effect on Employee Work Discipline. This

shows that the work environment and work motivation provided in accordance with the needs of the employee, the employee will be more discipline towards his work.

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