



The Influence Work Environment and Labor Discipline Regarding the Performance of Employees in the Production Division of PT Berkat Ganda Sentosa

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ABSTRACT

The purpose of this study is to investigate how the workplace environment affects assess employee performance and the impact of employee work discipline. This research collects data by distributing questionnaires to the employees of the production department at PT. Berkat Ganda Sentosa. Variables used in this study include: The independent variables are work environment (X1) and work discipline (X2), and the dependent variable is performance (Y). Partial Least Squares Analysis Model (PLS) is used in this study. It is a method of creating a model that is conceivable when several factors are considered. The results of this study indicate that work environment does not contribute to employee performance, and that appropriate work discipline may improve PT Berkat Ganda Sentosa performance.

INTRODUCTION

Human resources are part of the continuity of the company's activities. HR plays a very important role in the operation of any company because people are the planners, operators and achievers of company goals. To achieve this, employees must have a high level of discipline and a willingness to follow company regulations. (Officer Saka Hadi, 2021). According to Ganyang (2018: 1), HRM consists of two meanings, namely management and HRM. The word control is often interpreted the same as the word control which means control. The word management includes the meaning of planning, organizing, investing, directing and controlling for achieving company goals and with and through the work of others. Human resources are every individual, group and all entities related to the company. Therefore, the existing staff must be able to move the organization in such a way that the goals are achieved, the company runs well and has a good impact. An organization must be able to lead its workers in order to accomplish the necessary goals. of the organization's goals. Therefore, improving the performance of personnel is the biggest management issue because the success or failure of achieving goals and the survival of a company depend on the quality of work of its employees. "Performance is a complete demonstration of changing conditions over Over a specific time period, the company's operational operations' resource utilization have an impact on the outcome or achievement. (Veitzhal Rivai, 2013), where the activity is the success rate of a person as a whole in carrying out tasks within a certain period. certain time, of course, every organization pays attention to the efficiency of personnel to determine evaluations within predetermined goals. Employee performance is an important and urgent issue for industrial success. For Mangkunegara (2013) in Ferawat (2017), performance is the acquisition of work results, both qualitatively and quantitatively, by the achievements of employees in fulfilling the responsibilities imposed by the company.

Factors that influence employee performance include work environment factors where A worker's immediate surroundings, such as the temperature, humidity, lighting, ventilation, noise, cleanliness, and suitability of the workspace, can have an impact on how well they complete the job at hand. Workplace tools are enough or not for the current infrastructure (Afandi, 2016). The work environment, according to Nitisemito (2000: 183) in (Klaudia et al., 2021), is everything that affects how employees do their duties at work. The work environment itself is also closely related to the activities of certain employees or institutions in producing work, this is because the work environment can be an influence on employee performance. The work environment is a comfortable or unpleasant space for carrying out daily work in the company where they work according to Benjamin et al. (2017).

On the other hand besides the work environment, The company must also take into account work discipline. so that employees can work comfortably and in an orderly manner. According to Veitzhal Rivai Zainal (2017), labor discipline is a tool managers use to communicate with their employees and try to change their behavior and strive to increase awareness and willingness to comply with all applicable company rules and social norms. From this, we can conclude that work discipline is the attitude of a person's awareness, readiness

and willingness to follow and comply with rules and social norms. apply in the surrounding environment.

This study was carried out at PT. Berkat Ganda Sentosa, a convection business that specializes on the production of local and export shoes located on Mount Gangsir, Pasuruan, East Java. The company was founded in 1989. At first, the company only produced sports shoes, but over time it began to develop its production into casual shoes. As with most other companies, employee performance is a problem that occurs at PT. Berkat Ganda Sentosa. In surveys and interviews looking at customer and partner satisfaction survey form data as a performance measurement tool, researchers obtained information that the performance of employees of PT. Berkat Ganda Sentosa, especially in the production division, it is still not optimal enough. From the table above, it was found that there were complaints or suggestions regarding the performance results of PT. Berkat Ganda Sentosa. One of these complaints relates to the result of the goods, specifically the shoe's quality as observed from the point of view of the sewing, sometimes it goes off the rails and is not too tightly locked, so that when it is delivered to the store, the sole of the shoe comes off, the shoe product is in poor condition. must be returned and repaired by the company. From these inputs, it is assessed that there are still deficiencies in terms of employee performance related to the quality of shoe products. Finally, what is in the spotlight is the timeliness of delivery, it is hoped that when sending goods it can be on time according to the planned schedule. The occurrence of a decrease in performance is indicated by one of them, namely the work environment, here workers hear the noise of sewing machines which are quite noisy in the ears. This noise can be a problem for workers, especially those who work in factories and have direct contact daily. with machine. Hearing loss can be experienced by workers in the long term. So that it can affect the concentration of work and will affect the final result of production, if these conditions occur, the performance of workers can be disrupted.

Second Indication of Work Discipline, disciplining employees is something that must be done to improve employee performance so that work goes according to plan. In addition to factors of the workplace that affect how well employees perform, namely aspects of work discipline also influence the performance of employees employee. It was found that there were employees who did not follow or comply with the SOP, so this was considered to be a danger to themselves and others. This condition was found during the process of combining materials, which the machine is quite hot and large, if there are problems that occur in the machine and require checking using both hands without wearing gloves or complete PPE, it can be dangerous and injury will occur to workers. So there is still the possibility of an accident while working while at work if you do not comply with existing safety rules which can hamper the production process and causes a decrease in employee performance. Finally, from the attendance recapitulation data above, it can be seen that the attendance rate of PT. Berkat Ganda Sentosa are still quite changeable, from January to December there are ups and downs every month. The data shows that there are still many workers who lack discipline in terms of attendance at

work, employees who lack discipline at work can especially be seen from the number of employees who do alpha each month. Based on these data a conclusion can be drawn, the level of employee discipline is still not optimal enough, especially in the observance of work rules and punctuality in work.

There is a situation as described above, so the author is interested in knowing how much the workplace culture and rules of conduct affect employees' performance so that companies can make improvements in improving employee performance so that the desired targets will be achieved, with that researchers are interested in conducting research with the title "The Influence of the Work Environment and Work Discipline on the Performance of Production Division Employees of PT. Berkas Ganda Sentosa".

THEORETICAL REVIEW

Theoretical Basis

1. Human Resources

Hasibuan (2012: 7) argues that what is meant by human resource management is an art or science in which it regulates roles and connects the workforce so that they can do their work more efficiently and effectively in helping realize operational performance such as companies, employees and society.

2. Performance

According to Swasto (2011: 43) what is meant by performance is an individual or organizational group that has completed a quantity and quality work.

3. Work Environment

The working environment includes all the equipment and resources, according to (Sedarmayanti, 2017). with which people come into contact, the environment in which they work, their working methods and working arrangements individuals and as a group.

4. Work Discipline

According to (Esthi & Marwah, 2020: 132), work discipline is an assessment of activities within a company that is measured by assessing the level of individual ability to achieve goals and comply with all the norms set by the company.

Research Model

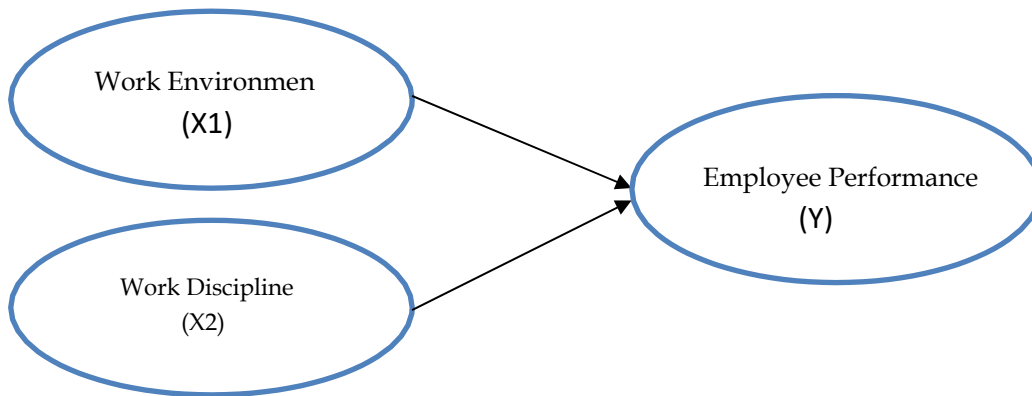


Figure 2. Conceptual Framework

Hypothesis

Based on the theoretical foundation and conceptual framework above, The following are the study's hypotheses.

H1: The workplace has a favorable impact on employee performance.

H2: Workplace discipline improves employee performance.

METHODOLOGY

This study includes quantitative studies. The variables linked by the experimenters are the independent factor is the working atmosphere (X1) and work conduct (X2), while the outgrowth variable is productivity (Y). This disquisition collects data by distributing questionnaires to employees of the production division of PT. Berkant Ganda Sentosa As many as 95 questionnaires were given to the employees of the production division of PT Berkant Ganda Sentosa. The analysis method used in this study is in the form of a PLS, or partial least squares. When there are redundant components in a model, PLS is a technique for building predictable models. indicators.

RESULTS

Validity and Reliability Test

The independent variable with reflective indicators in this study uses the Performance serves as the dependent variable, together with the work environment and work ethics.

The AVE results, the AVE results, are the results that display the results of the variance of the containment indicator on the latent variable. With the convergence of the AVE gain, which is higher than 0.5, it can be seen that there is good validity for latent variables. In the reflective indicator variables, it can be seen that the AVE gain for each variable. It can be seen from the results of a good model if the value of the AVE for each variable is higher than 0.5.

Average Variance Extracted (AVE), namely A value that shows how much indicator variance is present in the latent variable. Additionally indicating appropriate validity of the latent variables is a converged AVE value greater than 0.5. This information can be gleaned from the values of the AVE (extracted

mean variance) for each component (variable) for reflecting indicator variables. If each configuration's AVE value is greater than 0.5, then a suitable model is required. The test results show that the configuration (variable) work environment, work discipline, and employee performance have AVE values greater than 0.5, which is effective.

Construct reliability is measured by the composite reliability value, the construct is reliable if the composite reliability value is above 0.70 then the indicator is called consistent in measuring its latent variables. The test results show that the construct (variable) Work Environment, Work Discipline has a composite reliability value greater than 0.7, as does Employee Performance. So dependable.

Structural Model Test Results (Inner Model)

Tabel 1. R-Square

R Square	
	R Square
KINERJA KARYAWAN (Y)	0.275

The value of $R^2 = 0.275$ This model can be interpreted as being able to explain phenomena/problems in employee work performance by 27.50%. While the rest (72.50%) were by other variables (other than Work Environment and Work Discipline) that not in the simulation and has an error . This means that employee performance is influenced by work environment and work discipline by 27.50% while 72.50% is influenced by variables other than work environment and work discipline. Other variables in question are Work Stress, Work Motivation, Compensation Etc.

Hypothesis Test

The results of hypothesis testing are shown from the results of the coefficients and T-statistics which can be seen in Table 3.

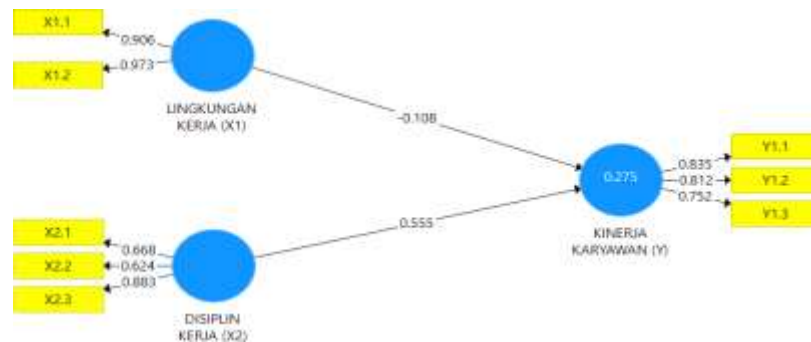


Figure 2. Outer Model with Factor loading, Path Coefficient and R-Square

Table 2. Path Coefficients (Mean, STDEV, T-Values, P-Values)

Path Coefficients					
Mean, STDEV, T-Values, P-Values					
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
DISIPLIN KERJA (X2) -> KINERJA KARYAWAN (Y)	0.555	0.565	0.087	6.364	0.000
LINGKUNGAN KERJA (X1) -> KINERJA KARYAWAN (Y)	-0.108	-0.087	0.114	0.950	0.342

Based on table 3 it can be concluded with the hypothesis:

1. The work environment a path coefficient of -0.108 has little impact on employee performance, p-value = 0.342, which is more than = 0.05 (5%), indicates that the work environment is not the dominant factor in improving a worker's performance.
2. Workplace Discipline has A path coefficient of 0.555 has a significant favorable impact on worker performance, and This number, = 0.05 (5%) is smaller than p-value = 0.000., meaning that the Work Discipline variable has a significant effect on employee performance. It means getting better discipline possessed by an employee, the resulting performance will also increase.

DISCUSSION

Work Environment on Performance

Based on the research results, it can be seen that the work environment has no significant effect on the work results of employees of PT. Berkas Ganda Sentosa. Although Ernanda et al. (2020) argue that the Employee performance is influenced by the workplace. This implies that the atmosphere surrounding the workplace can support employee performance. but The use of the workplace environment in this study is not necessarily able to improve employee performance.

Thus these findings agree with Nurjanna's research (2020) which shows that some work environments do not have a significant effect on employee performance, because these institutions only focus on employee skills, without paying attention to the fact that the work environment. It is also important to improve employee performance. Based on the results of this study, the biggest loading factor of this variable is lighting, but the work environment has no significant effect, because working time is only from morning to evening, light does not really affect sewing and sunlight. So it doesn't depend too much on the lighting perspective, meaning that The office atmosphere has little effect on employee performance. when compared to other factors.

Work Discipline on Performance

Based on the results of this study, the results obtained are by the hypothesis proposed that work discipline has a significant effect on the performance of employees of PT. Berkas Ganda Sentosa's blessing is acceptable.

Therefore the discipline of the workers themselves still does not show respect for their duties, meaning that there are still workers who extend their working hours so they don't work immediately, this is evidenced by the indicators of existing responsibilities. quite dominant, so that in general many disciplines are not disciplined, as evidenced by the condition of employees who are responsible for their duties. Employees who are not disciplined at work can be seen especially in the number of alphas that change every month, work rules and timeliness. Good discipline can be shown when all employees can follow company regulations, complete assignments on time and do not interfere with other work tasks.

This research is in line with research conducted by Apfia Ferawat (2017) entitled "The Impact of the Workplace and Workplace Discipline on Employee Performance at PT Cahaya Indo Persadas Surabaya". The findings of this study show that employee performance at PT is positively and significantly impacted by work discipline. Cahaya Indo Persada in Surabaya, this is supported by Indra Permadi's research (2017) concerning the impact of discipline and the workplace climate at CV Alam Hijau Sukabumi, it can be concluded that the work discipline variable has a positive and significant effect on performance variables.

CONCLUSIONS AND RECOMMENDATIONS

Based on the research process that has been done with PLS analysis to calculate the influence of variables on performance at PT. Berkat Ganda Sentosa it can be concluded as follows, Employee performance is not significantly impacted by the workplace. the office setting does not contribute, so the work environment is not the dominant factor in improving employee performance. It's a different form Work Discipline, Work discipline has a considerable positive impact on employee performance, proving that it is important for workplace behavior. It follows that The resultant performance will also improve with an employee's level of discipline.

The suggestions that can be given are as follows when the weather or conditions cannot be determined and it is raining, the room may be dark, of course, lighting is needed, the intended lighting can keep the work area adequate, even though this lighting does not have a big effect on performance employees because they work only from morning to evening, but affect lighting, so the company still has to pay attention to the condition of the room with sufficient lighting. The second suggestion is that companies should be more assertive in imposing sanctions on employees who are negligent in their responsibilities to have a deterrent effect on negligent employees so that employees are aware of the importance of accountability for the responsibilities entrusted to you. so that workers can understand and use the best possible time for their work compared to personal matters. As well as providing an understanding of the rules while working at the company and also imposing sanctions if there is a violation of these regulations. However, if there is an increase in performance, an award needs to be given to achieve the expected discipline.

FURTHER STUDY

For further researchers it is recommended to be able to use the variables of work stress, work motivation and Compensation.

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