

The Influence of Discipline and Work Environment on Employee Performance on PT. Indogrosir Pekanbaru

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ABSTRACT

This research aims to investigate whether discipline and work environment have a significant impact on the performance of PT employees. Indogrosir Pekanbaru. This research uses quantitative methods, namely by observing research objects and distributing research questionnaires. This research is explanatory in nature which explains the relationship between variables through hypothesis testing. The data analysis carried out was data quality testing, classical assumption testing and multiple linear regression analysis. The results of this research show that discipline has a positive and significant influence on employee performance, then the work environment also has a positive and significant influence on employee performance. So it can be concluded that these two variables have a positive influence on employee performance, where when these two variables increase, employee performance will increase.

Keywords : Employee performance, discipline, and work environment.

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INTRODUCTION

Index Competition in the business world is now increasingly strong, so every company must be able to maintain its business. An important role in a company in carrying out its survival lies in its human resources. This statement is supported by Hillebrandt in Malau (2020) who states that to determine goals in an organization the role of human resource management is very influential, namely by conducting regular evaluations to see that the company is on the right track. In the effective application of human resources and company regulations, the inherent strengths of each individual are needed which are shaped by nature and character. Hasibuan (2019) said that human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the company, employees and society.

Employees are valuable assets that need to be cared for and nurtured well, so companies must pay attention to every detail of programs related to human resource development in order to produce employees who are competent and highly competitive Putra (2021). This shows that there is a positive relationship between employees and the company where they work. That way employees will provide good performance to the company.

PT. Indogrosir Pekanbaru is a company engaged in wholesale trading (wholesale traders) which sells and distributes basic necessities and other merchandise, in order to serve the needs of traders (modern and traditional retailers) and direct consumers (end users). PT. Indogrosir Pekanbaru was founded on December 22 2012. Until now, PT. Indogrosir Pekanbaru has 153 employees.

Employee performance clearly has a big influence on the continuity of the company itself. If the performance of employees in the company is good, then the company will get good results too, both in terms of quality and quantity. Based on observations made by researchers at PT. Indogrosir Pekanbaru, this company has a number of problems which are quite hampering employee performance. Evaluation of employee performance at PT. Indogrosir Pekanbaru from 2017 to 2021 is in Table 1. Below.

Table 1. Employee Performance Assessment 2017-2021

Year	PERFORMANCE ASSESSMENT				NUMBER OF EMPLOYEES
	A (9-10)	B (8-8.9)	C (6-7.9)	D (<6)	
2017	50	80	55	4	189
2018	48	95	40	6	189
2019	51	88	41	9	189
2020	43	90	43	13	189
2021	49	80	45	15	189

Source : PT. Indogrosir Pekanbaru, 2022

If we look at the results of the performance assessment over the last 5 years at PT. Indogrosir Pekanbaru, it can be seen that from year to year employees with a D rating or the lowest rating are increasing every year. If this is left unchecked, this can have fatal consequences for the continuity and productivity of the company.

Basically there are many factors that can influence employee performance, factors that can influence employee performance at PT. Indogrosir Pekanbaru includes selection, placement, training (education and training), compensation, work discipline, leadership, work environment, motivation, job analysis, and career development. Work discipline is one of the factors that can influence employee performance. Lack of discipline, non-compliance with applicable regulations and norms will affect work efficiency and effectiveness. If

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employee work discipline is not enforced, it is possible that the goals that have been set cannot be achieved effectively and efficiently.

Based on observations made during pre-research, it appears that employee discipline is one of the problems that occurs at PT. Indogrosir Pekanbaru. This can be seen from the employee attendance recap of PT. Indogrosir Pekanbaru from 2017 to 2020.

Table 2. Annual attendance data of PT. Indogrosir Pekanbaru 2017-2021

Period	Sick (person)	Permissi on (person)	Alpha (Person)	Amount (person)	Number of delays	Total
2017	37	19	28	84	6	90
2018	35	25	20	85	7	92
2019	30	20	26	76	8	86
2020	40	25	20	88	10	98
2021	37	21	28	86	11	97

Source : PT. Indogrosir Pekanbaru (2022)

Based on the table above, it can be seen that the level of employee attendance has fluctuated and has decreased. The lowest number of attendance occurred in 2020 with a total of 98 people. However, if we look again in 2021, the number of absences with alpha information has actually increased.

Research on the influence of discipline on employee performance has been carried out by Dika et al (2023) and Husain (2018) where there are results that discipline variables have a significant influence on employee performance variables. However, this is contrary to the research results from Herawati (2015) and Prayudiawan (2016) where the research results state that discipline variables do not have a significant effect on employee performance variables. There are research gaps and inconsistencies between research conducted by Dika et al (2023) and Husain (2018) with Herawati (2015) and Prayudiawan (2016) So it is necessary to conduct further research on the influence of discipline variables on employee performance variables to complement previous research.

Apart from work discipline factors that can influence employee performance, the work environment can also influence employee performance. The work environment is something around employees that can influence employees in carrying out their tasks. Based on the results of observations made at PT. Indogrosir Pekanbaru, it appears that the work environment at the company still feels uncomfortable and inadequate, as an example of the problems that exist in the physical work environment of PT. Indogrosir Pekanbaru, it can be seen that the lighting there still looks a bit dim, cleanliness is still lacking even though there are employees who specifically handle cleanliness issues. Then there are also inadequate facilities such as only 1 bathroom on 1 floor. This causes employees to pile up in one bathroom at the same time and make their work neglected. Meanwhile, non-physical work environment problems can be seen from the less harmonious relationship between employees and superiors. Many Muslim employees complain because they are not given free time to carry out the five daily prayers and Friday prayers for men.

By seeing this, companies must immediately improve the physical work environment which includes indicators (lighting, air temperature, noise, coloring, space for movement, cleanliness and facilities) and the non-physical work environment which includes

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(harmonious relationships, opportunities for advancement, security). at work) so that employees can be more optimal at work.

Research on the influence of the work environment on employee performance has been conducted by Rahmawanti (2014) and Bakaruddin et al (2023) who stated that work environment variables have a significant influence on employee performance variables. Contrary to research results from Hanafi (2017) and Massie (2017) which state that work environment variables do not have a significant effect on employee performance variables. There is a research gap and inconsistent results between research conducted by Rahmawanti (2014) and Bakaruddin et al (2023) with Hanafi (2017) and Massie (2017), it is necessary to conduct further research on the influence of work environment variables on employee performance variables.

Based on the background description consisting of the phenomenon and research gap above, the researcher is interested in conducting research with the title. "The Influence of Discipline and Work Environment on PT Employee Performance. Indogrosir Pekanbaru". This research was conducted with the aim of completing previous studies. The difference between this research and previous studies is the time period. Where this research does not provide a benchmark for the time period. Then also from previous studies, no one has used two independent variables (discipline and work environment) directly in one study.

LITERATURE REVIEW AND HYPOTHESIS FORMULATION**Human Resource Management**

The definition of human resource management according to Marwansyah (2012), is as the utilization of human resources within the organization, which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, providing compensation and welfare. , occupational safety and health and industrial relations. Meanwhile, what was stated by Mangkunegara (2015) stated that planning, organizing, coordinating, implementing and supervising the procurement, development, provision of services, integration, maintenance and separation of workforce in order to achieve organizational goals.

Employee performance

According to Sutrisno (2016) Performance is the result of employee work seen from the aspects of quality, quantity, working time and cooperation to achieve the goals set by the organization. Meanwhile, the definition put forward by Mangkunegara (2015) states that performance is the result of work in terms of quality and quantity that can be achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Based on the definitions above, it can be said that performance is the result of work carried out in quality and quantity or actual behavior achieved by a person in carrying out their duties in accordance with their responsibilities and role within the company.

Work Discipline

Keith (2011) revealed that discipline is a management action to provide enthusiasm for the implementation of organizational standards, this is a training that leads to efforts to justify and involve employee knowledge, attitudes and behavior so that there is a desire in employees to lead to better work and performance. Again. Furthermore, according to Hasibuan (2016), discipline is the sixth operative function of Human Resource Management.

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Discipline is the most important operational function of HRM because the better the employee's discipline, the higher the work performance that can be achieved.

Apart from that, according to Sutrisno (2016) employee discipline is "A person's behavior in accordance with existing regulations, work procedures or discipline is attitudes, behavior and actions that comply with the organization's regulations, both written and unwritten." From the opinions above, it can be concluded that work discipline is a person's behavior in obeying work rules and procedures in accordance with those set by the organization, both written and unwritten, so that each job can run smoothly and employees can achieve better work performance.

Work environment

The work environment is everything that is around workers and that can influence them in carrying out the tasks they are assigned or responsible for. To increase productivity, the work environment greatly influences performance because a good work environment will create ease in carrying out tasks. The work environment itself consists of physical and non-physical work environments.

Sedarmayanti (2019) explains that the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group. From the opinions above, it can be concluded that the work environment is all the conditions around the workplace, both involving physical and non-physical aspects and can make employees feel comfortable and do their work well.

The Effect of Discipline on Employee Performance

According to Dharmawan (2011), the more disciplined the higher the employee's performance and the easier it will be for the organization to achieve its goals. Without good employee discipline, it is difficult for organizations to achieve optimal results. Discipline is always a positive measure and is usually used as an indication of someone who is successful in achieving their goals. Good work discipline will influence the employee's performance.

Simanjuntak (2016) obtained research results that the work discipline variable had a positive and significant influence on employee performance. Work discipline can bring strength or behavior that develops within an employee's personality and causes the employee to adapt voluntarily to the policies issued by the company. This shows that there is a connection between work discipline and employee performance. A high level of discipline will help employees complete their work within the specified time and be able to minimize delays in collecting assignments given by the company. Sutrisno (2016) stated the relationship between work discipline and employee performance, namely that the better an employee's work discipline, the higher the work results (performance) that will be achieved. Thus, the first hypothesis proposed by this research is:

H₁ : Discipline has a significant effect on employee performance.

The Influence of the Work Environment on Employee Performance

The work environment is related to or influences employee performance because a pleasant work environment for employees through increasing harmonious relationships with superiors, colleagues and subordinates, and supported by adequate facilities and infrastructure in the workplace will have a positive impact on employees, so that performance employees can improve.

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This is also supported by the theory expressed by Rahmawati, et al., (2014), which states that a comfortable, safe and enjoyable work environment is one way for companies to improve employee performance. This is supported by research conducted by Nuryasin, et al., (2016), which states that work environment variables have a significant effect on employee performance. If we look at the theoretical results of the literature review and research conducted by other people, it can be concluded that the work environment and employee performance have a positive and unidirectional relationship because a work environment that is pleasant and provides satisfaction and a sense of security tends to influence increased performance. Meanwhile, if the work environment is inadequate, it can disrupt employee concentration in carrying out work and cause errors at work and result in decreased performance. Thus, the second hypothesis proposed by this research is:

H₂ : Work environment has a significant effect on employee performance

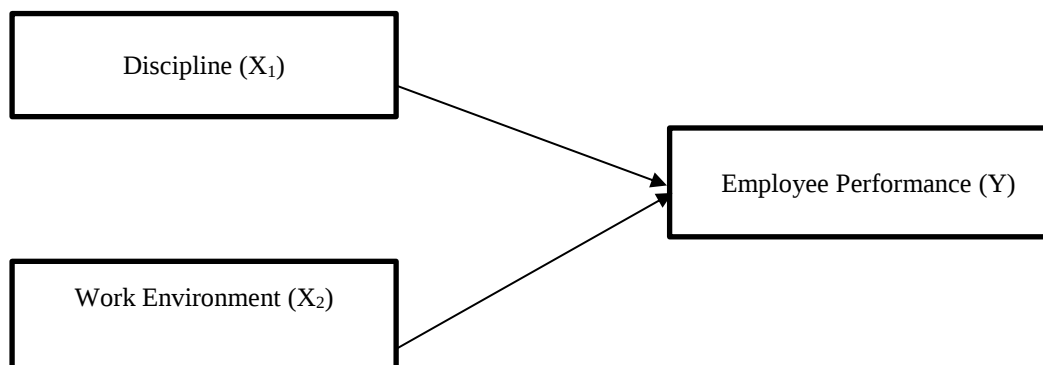


Figure 1. Research Framework

METHOD

Types of research

The research approach used is quantitative research. A quantitative approach is used because the data used will analyze the relationship between variables expressed in numbers. This research links the influence of discipline and work environment on employee performance. The use of this quantitative method is very helpful for researchers who are directly involved in the field to obtain data related to survey techniques for distributing questionnaires, where the object of this research is construction services businesses so that quantitative methods can be applied because this method places more emphasis on proving hypotheses by describing phenomena through numbers and statistics.

Time and Location of Research

This research began after the researcher completed the proposal seminar, namely in May 2022. The thesis preparation was carried out from May 2022 to November 2022. This research was carried out at PT. Indogrosir Pekanbaru, located on Jalan Soekarno Hatta, Pekanbaru-Riau.

Population and Sample

The population in this study were all employees at PT. Indogrosir Pekanbaru, numbering 189 people. The sampling method uses purposive sampling, namely with the

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requirement that workers have at least 2 years of experience working at PT. Indogrosir Pekanbaru. This is because the sample used must really know about the conditions existing in the PT. Indogrosir all this time. The number of samples in this study was 153 people.

Research variable

The dependent variable used in this research is employee performance, while the independent variables used in this research are discipline and work environment

Data Types and Sources

The data used in this research is primary data. Primary data in this research include documents obtained directly from PT. Indogrosir Pekanbaru, books, journals, etc.

Data collection technique

The data collection techniques used in this research are as follows:

1. Questionnaire/Questionnaire

According to Sugiyono (2014), a questionnaire is a data collection technique by means of researchers providing a list of questions or written statements for respondents to answer. This question or statement instrument will produce a total score for each sample member which is represented by each score value as in the instrument below (Likert scale)

Table 3. Measurement Scale

No	Choice	Score
1	Strongly Agree (SS)	5
2	Agree (S)	4
3	Neutral (N)	3
4	Disagree (TS)	2
5	Strongly Disagree (STS)	1

Source : Sugiyono, 2017**2. Documentation**

According to Sugiyono (2015), documentation is a method used to obtain data and information in the form of books, archives, documents, written numbers and images in the form of reports and information that can support research. Documentation is used to collect data and then review it. The documentation in this research is in the form of results from interviews and observations conducted at PT. Indogrosir Pekanbaru.

Data analysis technique

Data analysis techniques in quantitative research use statistics. So this research uses statistical inference. Inference statistics is a part of statistics that studies the interpretation and drawing of generally applicable conclusions from available data. Misbahudin (2013). In quantitative research, data analysis is an activity after data from all respondents or other data sources has been collected. Activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, carrying out calculations to test the hypotheses that have been proposed. In this research, the data analysis technique used is SPSS 22.

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RESULT AND DISCUSSION

Descriptive Statistical Analysis

Below are presented the results of descriptive statistics on discipline, work environment and employee performance which have been processed using SPSS version 22.

Table 4. Descriptive Statistics on Discipline, Work Environment, and Employee Performance

		Discipline	Work environment	Employee performance
N	Valid	153	153	153
	Missing	0	0	0
Mean		52.10	110.53	56.39
Std. Deviation		8,275	25,203	11,906
Variance		68,484	635.172	141,753
Range		31	90	45
Minimum		39	71	35
Maximum		70	161	80

Source : Processed SPSS Data (2022)

From the results of the above calculations with a total of 153 respondents, it can be seen that the lowest scores for discipline, work environment and employee performance are 39, 71 and 35 respectively, while the highest scores for discipline, work environment and employee performance respectively are 70, 161, and 80. The average value of the discipline is 52.10 with a standard deviation of 8.275. The average value of the work environment is 110.53 with a standard deviation of 25.203. The average employee performance score is 56.39 with a standard deviation of 11.906. Judging from the results above, it shows that the standard deviation values of the three variables are smaller than the average value. This shows that the data from the three variables does not have too much variation or is homogeneous.

Inferential Statistical Analysis

Normality Test Results

Table 5. Normality Test Results

		Unstandardized Residuals
N		153
Normal Parameters a	Mean	.0000000
	Std. Deviation	5.18551955
Most Extreme Differences	Absolute	,056
	Positive	,042
	Negative	-.056
Kolmogorov-Smirnov Z		,693
Asymp. Sig. (2-tailed)		,723

Source: SPSS Processed Data, 2022

Based on the results of the normality test above, it is known that the significance value is $0.723 > 0.05$, so it can be concluded that the residual value is normally distributed.

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Hypothesis Test Results

The t test is carried out to determine the influence of the independent variable partially (individually) on the dependent variable and to find out which independent variable has a more dominant influence on the dependent variable. Following are the t test results:

Table 6. T Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,558	2,716		,206	,837		
	Discipline	,404	,080	,281	5,049	,000	,408	2,448
	Work environment	,315	,026	,666	11,968	,000	,408	2,448

a. Dependent Variable: Performance.employee

Based on the results of the regression analysis above, it can be interpreted as follows:

1. First Hypothesis Testing (H 1)

It is known that the significance value for the influence of discipline on employee performance is $0.000 < 0.05$ and the calculated t value = $5.049 > t \text{ table} = 1.975$, so it can be concluded that H 1 is accepted, which means discipline has a positive and significant influence on employee performance.

2. Second Hypothesis Testing (H 2)

It is known that the significance value for the influence of the work environment on employee performance is $0.000 < 0.05$ and the calculated t value = $11.968 > t \text{ table} = 1.975$, so it can be concluded that H 2 is accepted, which means the work environment has a positive and significant influence on employee performance.

The Influence of Discipline On Employee Performance

Based on the results of partial test research that has been carried out between discipline and employee performance, it can be concluded that discipline has a positive and significant effect on employee performance. This can be seen from the significance value of discipline which is $0.00 < 0.05$ and the calculated t value = $5.049 > t \text{ table} = 1.975$.

These results are in line with research conducted by Syafrina (2017) and Husain (2018), where there are results that discipline variables have a significant influence on employee performance variables. However, the results above contradict the results of research conducted by Herawati (2015) and Prayudiawan (2016) where the research results stated that discipline variables did not have a significant effect on employee performance variables. Discipline greatly influences the performance of employees and the company, with good work discipline from employees such as arriving on time, carrying out work in accordance with what has been determined by the company, obeying company regulations, the employee's performance will be able to improve so that the company's targets will be achieved.

The Influence of the Work Environment on Employee Performance

Based on the results of partial test research that has been carried out between the work environment and employee performance, it can be concluded that the work environment has a positive and significant effect on employee performance. This can be

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seen from the significance value of discipline which is $0.00 < 0.05$ and the calculated t value = $11.968 > t \text{ table} = 1.975$.

This is in line with the results of research conducted by Rahmawanti (2014) and Munparidi (2012), where there are results that work environment variables have a significant influence on employee performance variables. However, the results above contradict the results of research from Hanafi (2017) and Massie (2017) which stated that work environment variables do not have a significant effect on employee performance variables. A comfortable work environment will influence the level of employee concentration at work. If the workplace is far from noise, the place is safe, comfortable, clean and tidy, then employees will focus on the work they are doing. This will also have a positive impact on the company, because employees who produce good performance will increase the company's targets.

RESEARCH LIMITATIONS

This research still has many shortcomings and limitations, including:

1. In this research, the variables used to measure employee performance are limited to discipline and work environment variables
2. There is a lack of official and complete documents of the companies studied regarding human resource management strategies and programs. Most of the data obtained is based on interviews with key informants.

CONCLUSION

Discipline has a positive and significant influence on the performance of PT employees. Indogrosir Pekanbaru. Discipline greatly influences the performance of employees and the company, with good work discipline from employees such as arriving on time, carrying out work in accordance with what has been determined by the company, obeying company regulations, the employee's performance will be able to improve so that the company's targets will be achieved.. The work environment has a positive and significant influence on employee performance. A comfortable work environment will influence the level of employee concentration at work. If the workplace is far from noise, the place is safe, comfortable, clean and tidy, then employees will focus on the work they are doing. This will also have a positive impact on the company, because employees who produce good performance will increase the company's targets.

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