
THE EFFECT OF DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN PELANJA SEJAHTERA



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Abstract

This study aims to analyze the influence of Discipline and Work Environment on Employee Performance at PT. Laksana Sejahtera. The study uses a quantitative method with an associative approach, using primary data obtained from 60 employees of PT. Laksana Sejahtera. The independent variables in this study are Discipline and Work Environment, while the dependent variable is Employee Performance. The results of the study indicate that, partially, Discipline has a significant influence on Employee Performance with a t- t-count value of 3.053 greater than the t-table (1.672) and a significance value of 0.003 <0.05. The Work Environment also partially has a significant influence on Employee Performance, with a t-count value of 5.631 greater than the t table and a significance value of 0.000 <0.05. Simultaneously, Discipline and Work Environment together have a significant effect on Employee Performance, as evidenced by the F-count value of 23 greater than the F table and a significance value of 0.000 <0.05. This indicates that both Discipline and Work Environment are important factors in improving Employee Performance at PT. Laksana Sejahtera.

Keywords: Discipline, Work Environment, Employee Performance

INTRODUCTION

In achieving goals, organizations need various resources such as natural, financial, technological, and human. Among all, human resources (HR) are the most important. HR plays a significant role in supporting the productivity and sustainability of the organization. According to Mangkunegara (2016), good HR management is needed to improve employee performance and achieve company goals. Every organization, including PT. Laksana Sejahtera needs professional and high-performing employees. Although digital technology is developing, the existence of employees remains irreplaceable. Therefore, companies need to maintain and manage HR as valuable assets. PT. Laksana Sejahtera, a subsidiary of PT. PLN Pusat cooperative focuses on HR development, procurement of goods and services, electrical installations, to building and transportation management. This company excels thanks to its professional team, cutting-edge technology, and inclusive work culture. In carrying out its operations, PT. Laksana Sejahtera upholds integrity, innovation, and sustainability. However, to maintain the quality of performance, the company needs to evaluate employee performance periodically. This is done to ensure that performance remains optimal following the vision, mission, and principles of good governance. Based on employee performance data from PT. Laksana Sejahtera for the 2021-2023 period, there was a significant decline. For example, the quality of work, which in 2021 reached 85.55, dropped to 69.45 in 2023. Other indicators such as work quantity, time efficiency, initiative, and creativity also showed a similar trend. This phenomenon indicates a problem that affects employee performance. Initial observations indicate a decline in work discipline as one of the causes. Work discipline includes frequency of attendance, compliance with regulations, and work responsibilities.

Poor discipline can be seen from high levels of absenteeism, mismatched tasks, and disobedience to work regulations. In addition, the work environment is also an important factor. An uncondusive environment, such as poor lighting or noise, can hinder employee productivity and comfort. Organizational culture at PT. Laksana Sejahtera is also a factor that needs to be considered. Organizational culture includes basic patterns that shape employee behavior, such as adaptability, problem-solving, and team integration. However, initial observations indicate that the organizational culture in this company is not yet optimal. This can be seen from the low initiative of employees to provide creative ideas and the lack of supervision of work results. In addition, employee competence is also an important aspect in improving performance. Competence includes knowledge, skills, and attitudes needed to complete work optimally. However, initial observations indicate that the competence of PT. Laksana Sejahtera employees is still lacking, as seen from the less-than-optimal completion of work and low initiative in work. To improve performance, PT. Laksana Sejahtera needs to focus on improving work discipline, work environment, organizational culture, and employee competence. With the right approach, companies can increase productivity, efficiency, and effectiveness, so that they are able to achieve organizational goals sustainably. Further research on this matter is expected to provide concrete solutions to overcome performance problems in the company.

REVIEW OF LITERATURE

Employees

Employees, in general, are individuals within an organization tasked with achieving specific standards and goals. Robbins (2016) defines performance as "the result of the employee's achievement in work," emphasizing its alignment with set standards. Similarly, Afandi (2018) views performance as the individual's ability to achieve goals within legal and ethical boundaries. According to Kaswan (2017), employee performance reflects behaviors in the workplace, involving skills, competencies, and knowledge that add value to the organization. Sutrisno (2018) highlights performance as a combination of qualitative and quantitative outcomes based on time and resources allocated.

McCloy (1994) defines work performance as goal-relevant actions, emphasizing that it is the behaviors contributing to organizational objectives rather than just outcomes. Wibowo (2014) and Moeheriono (2014) stress the importance of performance evaluation, which helps organizations make critical decisions regarding salary increases, employee development, and overall welfare.

Masram (2017) identifies factors influencing performance, including effectiveness, efficiency, authority, discipline, and initiative. Effectiveness ensures goals are achieved, while efficiency focuses on optimal resource use. Authority governs organizational communication, discipline ensures adherence to rules, and initiative drives creative ideas aligned with organizational objectives. Collectively, these factors shape an employee's contribution to achieving organizational success.

Work Discipline

According to Flippo Atmodiwirjo (2000), discipline is an effort to coordinate future behavior using rules and rewards. Siswanto (2001) emphasizes discipline as a management activity to regulate employee behavior, ensuring adherence to organizational standards for achieving company goals. Sastrohadiwiryo (2002) adds that workplace discipline fosters order, loyalty, and compliance among employees, enhancing organizational effectiveness and efficiency.

Supomo and Nurhayati (2018) outline workplace discipline objectives, such as maintaining workplace norms and labor regulations. Handoko (2008) categorizes discipline into preventive (encouraging rule adherence), corrective (addressing violations), and progressive (escalating punishments for repeated misconduct). Rivai adds retributive, corrective, individual rights, and utilitarian perspectives to discipline types.

Factors influencing discipline include leadership style, reward systems, employee capabilities, and fair compensation, as noted by Afandi (2016). Organizational culture, penalties, decisiveness, and human relations also play crucial roles in maintaining discipline, ensuring a harmonious and productive work environment.

Work Environment

According to Schultz & Sydney (2020), the work environment encompasses workplace characteristics that influence employee behavior and attitudes. Afandi (2018) highlights that it includes factors like temperature, humidity, ventilation, lighting, cleanliness, and equipment availability. Sedarmayanti (2017) adds that the work environment comprises physical and non-physical aspects affecting individual and group performance.

Nitisemito (2013) emphasizes the influence of workplace conditions such as air conditioning, lighting, and interaction between employees and leaders.

Afandi (2018) identifies physical factors such as workspace design, equipment layout, lighting, noise levels, and privacy, which impact employee comfort and productivity. Psychological factors include work pressure, ineffective supervision, lack of recognition, and frustration from unmet expectations. Organizational changes, such as job restructuring or leadership transitions, can disrupt workflows. Individual and group conflicts also arise from competition over shared goals, affecting workplace harmony. These factors collectively shape employee satisfaction and performance.

RESEARCH METHOD

This study uses an associative quantitative design to test the relationship between variables. The population of the study was all employees of PT. Laksana Sejahtera totaling 60 people, and because the number was less than 100, the entire population was sampled. Data collection techniques involved structured interviews to obtain in-depth information, supported by literature studies referring to documents such as company productivity reports and employee performance evaluations. Data measurement was carried out using a questionnaire that was tested for validity and reliability using Pearson Correlation and Alpha Cronbach's through SPSS software, with valid criteria if $r_{count} > r_{table}$ and reliable if Alpha Cronbach's > 0.6 . Classical assumption tests, such as normality and heteroscedasticity tests, were carried out to ensure that the data met the requirements for multiple linear regression. The data were analyzed using a computer program to test hypotheses and draw conclusions about the relationship between work discipline, work environment, and employee performance.

RESULTS AND DISCUSSION

The characteristics of respondents in this study, derived from a survey of 60 employees at PT. Laksana Sejahtera reveals significant demographic and professional insights. Regarding gender, 32 respondents (49.23%) are male, while 33 respondents (50.77%) are female. Age-wise, the majority are 18-25 years old, comprising 52 employees (80%), followed by 11 employees over 25 years old (16.92%), and 2 employees aged 17 (3.08%). In terms of education, most employees hold a bachelor's degree (S1), accounting for 44 individuals (73.33%), followed by high school graduates (SMA) at 13 employees (21.7%) and diploma holders (D3) at 2 employees (3.33%). The smallest group, with a master's degree (S2), consists of only one employee (1.67%). Work tenure also varies: 8 employees (12.31%) have less than one year of experience, 51 employees (78.46%) have worked for 1-3 years, and 6 employees (9.23%) have 3-4 years of experience. These characteristics suggest that the workforce at PT. Laksana Sejahtera is dominated by young, educated professionals with a high proportion of bachelor's degree holders, reflecting the company's emphasis on skilled human resources to support its operations effectively.

Instrument Test Results

Validity Test

This test is used to determine whether a questionnaire is valid or not. A model is considered valid if the significance value is below 0.05 or 5%. The testing criterion is that if the calculated r is greater than the table value, the statement instrument is significantly correlated with the total score (valid). The number of data (n) is used, and with df 2, the table r value is obtained.

Table 1.
Validity Test Results (Work Discipline X1)

Instrument 3	491	254	Valid
Instrument 4	587	254	Valid
Instrument 5	592	254	Valid
Instrument 6	588	254	Valid
Instrument 7	556	254	Valid
Instrument 8	304	254	Invalid
Instrument 9	466	254	Valid
Instrument 10	496	254	Valid
Instrument 11	491	254	Valid
Instrument 12	587	254	Valid
Instrument 13	592	254	Valid
Instrument 14	588	254	Valid
Instrument 15	556	254	Valid

Source: SPSS 20 Data Processing Results

Based on Table 4.5, it can be seen that the results, by comparing the calculated r and the table r with a significance value of < 0.05 , which is 0.254, indicate that the result obtained shows that the work discipline statement is declared valid because the calculated r is greater than the table r.

Table 2.
Work Environment Validity Test Result (X2)

Question Item	Calculated r Value	Table r Value	Remarks
Instrument 1	352	254	Valid
Instrument 2	501	254	Valid
Instrument 3	659	254	Valid
Instrument 4	628	254	Valid
Instrument 5	370	254	Valid
Instrument 6	704	254	Valid
Instrument 7	626	254	Valid
Instrument 8	380	254	Valid
Instrument 9	499	254	Valid
Instrument 10	533	254	Valid

Source: SPSS 20 Data Processing Results

Based on Table 4.6, the results show that by comparing the calculated r value and the table r value at a significance level of < 0.05 , which is 0.254, the result obtained is that the statement regarding the Work Environment is valid. This is because all the calculated r values are greater than the table r value.

Table 3.
Employee Performance Validity Test Results (Y)

Question Item	Calculated r Value	Table r Value	Remarks
Instrument 1	467	254	Valid
Instrument 2	425	254	Valid
Instrument 3	639	254	Valid
Instrument 4	604	254	Valid
Instrument 5	693	254	Valid
Instrument 6	263	254	Valid
Instrument 7	688	254	Valid
Instrument 8	678	254	Valid
Instrument 9	639	254	Valid
Instrument 10	603	254	Valid
Instrument 11	639	254	Valid
Instrument 12	603	254	Valid
Instrument 13	693	254	Valid
Instrument 14	263	254	Valid
Instrument 15	688	254	Valid

Source: SPSS 20 Data Processing Results

Based on Table 4.7, it can be seen that the results, when comparing the calculated r value and the table r value at a significance level of < 0.05 , which is 0.254, show that all employee performance statements are declared valid because all the calculated r values are greater than the table r value.

The Influence of Work Discipline on Employee Performance

Based on the research findings regarding the relationship between work discipline and employee performance at PT. Laksana Sejahtera, the t-value for the Discipline variable is greater than the table value ($3.053 > 1.672$). In addition, the significance value for the work discipline variable is 0.003, which is smaller than 0.05 (5%). This indicates that work discipline has a positive and significant influence on employee performance. These findings are consistent with the research conducted by Am F. & Santoso, B. (2018, pp. 21-29), which found that work discipline showed a positive influence at a significant level.

The Influence of Work Environment on Employee Performance

Based on the research findings regarding the influence of the work environment on employee performance at PT. Laksana Sejahtera, the t-value for the Work Environment variable is greater than the table value ($5.631 > 1.672$). Moreover, the significance value for the work environment variable is 0.000, which is smaller than 0.05 (5%). Since the t-value

exceeds the table value of 1.670, with a significance level of 0.000, it can be concluded that the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. This means that the work environment variable significantly influences employee performance. This finding is consistent with the research conducted by Demaz Adithya Widharma (2021), which found that the work environment has a positive and significant impact on employee performance.

The Influence of Work Discipline and Work Environment on Employee Performance

Based on the research findings on the influence of work discipline and the work environment on employee performance at PT. Laksana Sejahtera, the F-test value ($F_{\text{calculated}} = 23.283$) is greater than the F-table value ($23.283 > 3.159$), with a significance value of 0.000, which is smaller than 0.05 (5%). Therefore, the null hypothesis (H_0) is rejected, and the alternative hypothesis (H_a) is accepted. This indicates that both work discipline and the work environment together have a positive and significant influence on employee performance at PT. Laksana Sejahtera. This finding aligns with the research which states that consistently applied work discipline can enhance employee effectiveness in achieving company goals, further supported by a conducive work environment, leading to significant performance improvements.

CONCLUSION

Basically, various factors can influence employee performance, and each organization has its own key and dominant elements that shape this performance. Based on the results of this study, it can be concluded that work discipline and the work environment significantly influence the performance of employees at PT. Laksana Sejahtera, both individually and collectively. These findings highlight the importance of maintaining strict discipline and fostering a conducive work environment to enhance overall employee performance within the organization.

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