



**THE IMPACT OF WORK DISCIPLINE AND PHYSICAL WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT INKAPRIMA JAYA,
SOUTH JAKARTA**

Andika Afriansyah¹, Budhi Prabowo^{2*}

Universitas Pamulang, Tangerang Selatan, Banten, Indonesia
andikaafriansyah20@gmail.com, dosen02034@unpam.ac.id

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Abstract

The purpose of this study was to determine the effect of work discipline and physical work environment on employee performance at PT Inkaprima Jaya South Jakarta, both partially and simultaneously. The research method used is a quantitative method with a descriptive approach. The sampling technique used is saturated sampling technique, which uses a sample of 75 respondents from the entire population. The data analysis techniques used are instrument testing, classical assumption testing, linear regression analysis, correlation coefficient analysis, determination coefficient analysis, hypothesis testing. This is evidenced by the results of the work discipline hypothesis test, the t-value obtained is $4.763 > t\text{-table } 1.293$ and is strengthened by the ρ value $< \text{Sig}.0.05$ or significance value < 0.05 ($0.000 < 0.05$) physical work environment obtained a t-value of $0.778 > t\text{-table } 1.293$ and is strengthened by the ρ value $< \text{Sig}.0.05$ or significance value < 0.05 ($0.439 > 0.05$). The results of the study of work discipline and physical work environment simultaneously have a positive and insignificant effect on employee performance at PT Inkaprima Jaya South Jakarta are shown by the multiple linear regression equation $Y = 19,557 + 0.427X_1 + 0.012X_2$. This is proven by the results of the simultaneous hypothesis test obtained the F count value ($11,200 > F$ table 3.12) and is strengthened by a significance value < 0.00 ($0.000 < 0.05$). The results of the determination coefficient test of the work discipline and physical work environment variables have an effect of 23.7% on employee performance at PT Inkaprima Jaya South Jakarta. Thus H_{01} is accepted and H_3 is rejected. This means that there is a simultaneous insignificant effect between work discipline (X_1) work absent-mindedness (X_2) on employee performance (Y)

Keywords: Work Discipline and Physical Work Environment on Employee Performance

INTRODUCTION

Competition in the business world today is increasingly tight, creating a sharper competition between companies. This condition is caused because companies are faced with demands to have a competitive advantage both in the products produced and in their human resources. The existence of competition makes economic growth even faster, this is proven by the increasing number of companies that have

emerged, forcing these companies to compete with each other and making the world demand reliable and qualified workers.

Human Resource Management (HR) is an important thing in achieving goals. Generally, company leaders expect good performance from each employee in carrying out tasks given by the company. The company realizes that Human Resources (HR) is the basic capital in the process of company and even national development, therefore the quality of HR must always be developed and directed in order to achieve the goals set by the company. The activities of human resource management consist of human resource planning, procurement, direction, development, maintenance, and termination. This is intended so that the company can manage good human resources effectively and efficiently.

Sutrisno (2019:86) argues that "Discipline shows a condition or attitude of respect that exists in employees towards agency regulations and provisions."

According to Sedarmayanti, (2017:9) "the physical work environment is all the tools and materials encountered, the surrounding environment in which a person works, their work methods, and their work arrangements both as individuals and as a group",

According to Manguprawira (2015:4) performance is a function of motivation and ability. To complete a task or job, a person must have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear request about what to do and how to do it.

The results of data, pre-surveys and observations at PT. Inkaprima Jaya South Jakarta show that work discipline and physical work environment are important aspects in a company or organization. Work discipline and physical work environment are the main capital in a company to achieve success and achievement. The employees expected are qualified employees to achieve optimal performance. The existence of a disciplined attitude that arises from employees and is supported by a good physical work environment is expected to encourage employees to work well so that it can improve employee performance. Work discipline and physical work environment are the main capital in a company to achieve success and achievement. The employees expected by the company are qualified employees to achieve optimal performance.

This study highlights the importance of improving work discipline and a better work environment to improve employee performance. With more effective work discipline and a comfortable work environment, companies can achieve better goals and increase employee productivity.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Work Discipline

According to Sutrisno (2019:86), "Discipline shows a condition or attitude of respect that exists in employees towards agency regulations and provisions."

Singodimedjo in Sutrisno (2019:86) "discipline is an attitude of willingness and willingness of a person to comply with and obey the norms that apply around him and employee discipline greatly influences the goals of the agency".

Physical Work Environment

According to Sedarmayanti, (2017:9) "the physical work environment is all the tools and materials encountered, the surrounding environment in which a person works, their work methods, and their work arrangements both as individuals and as a group",

According to Danang, (2017:43) "the physical work environment is everything that is around workers and that can influence them in carrying out the tasks assigned, for example cleanliness, music, lighting and so on".

Employee performance

According to Manguprawira (2015:4) performance is a function of motivation and ability. To complete a task or job, a person must have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear request about what to do and how to do it.

According to Henry Simamora (2015:16), performance assessment is a process used by companies and organizations to evaluate the performance of individual employees.

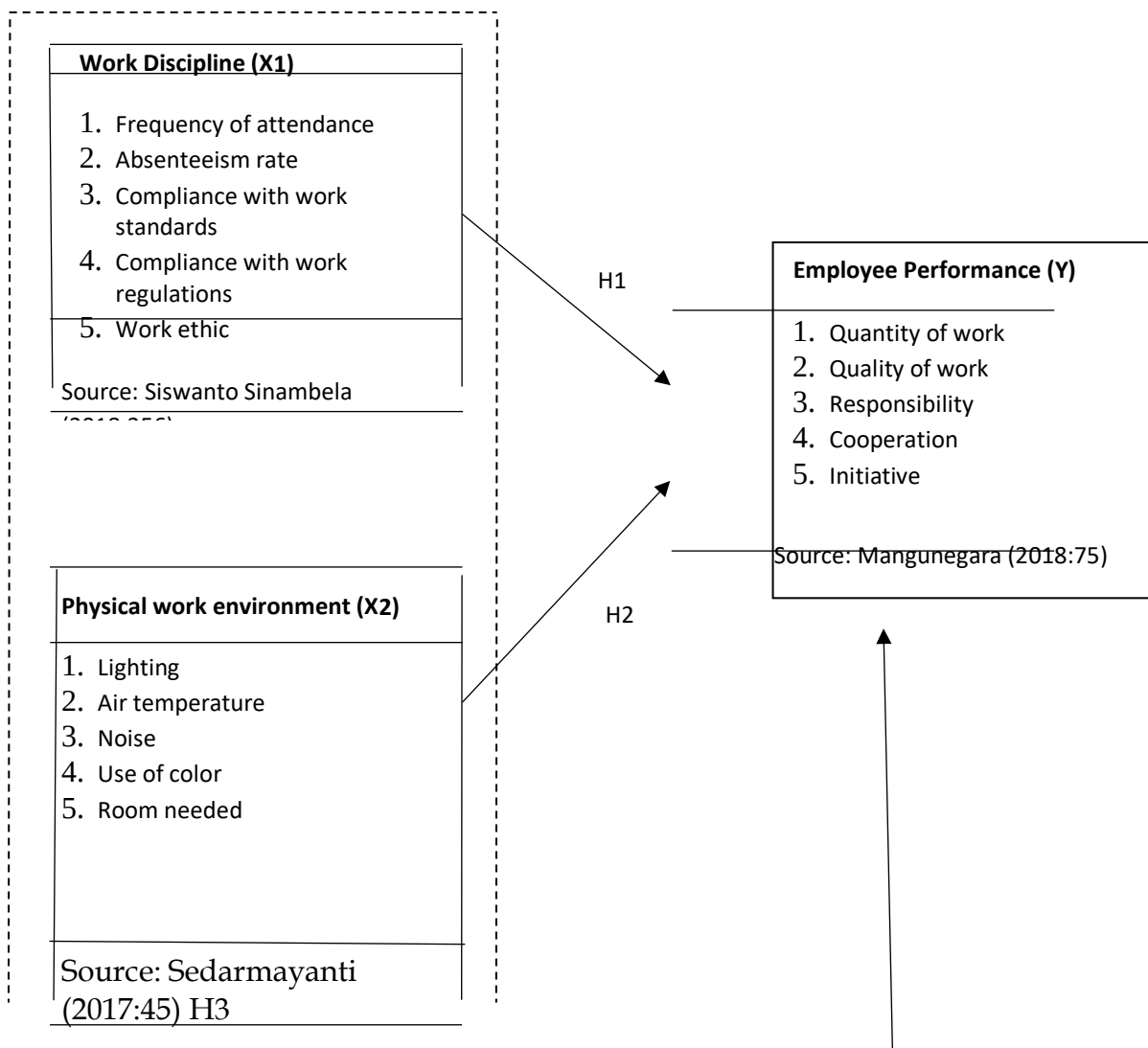


Figure 1 Thinking Framework

Research Hypothesis

1. H0 1: It is suspected that there is no influence of work discipline on performance.
employees at PT Inkaprima Jaya South Jakarta
Ha 1: It is suspected that there is an influence of work discipline on employee performance.
at PT Inkaprima Jaya South Jakarta
2. H0 2: It is suspected that there is no influence of the physical work environment on performance.
employees at PT Inkaprima Jaya South Jakarta
Ha 2: It is suspected that there is an influence of the physical work environment on performance.
employees at PT Inkaprima Jaya South Jakarta
3. H0 3: It is suspected that there is no influence of work discipline and physical work environment.
on employee performance at PT Inkaprima Jaya South Jakarta
Ha 3: It is suspected that there is an influence of work discipline and physical work environment.
on employee performance at PT Inkaprima Jaya Jakarta

RESEARCH METHODS

The type of research used in this study is quantitative research with a descriptive approach. Quantitative research is a type of research whose specifications are systematic, planned and clearly structured.

Sugiyono (2017: 13) defines quantitative research methods as research methods based on the philosophy of positivism, used to research certain populations or samples, certain sampling techniques, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative static with the aim of testing the established hypothesis. To conduct the research that will be discussed, the method that will be used is quantitative descriptive which is carried out by means of a survey. As the information collected from respondents is obtained using a questionnaire.

Survey research is a research that is taken using samples from a population using a questionnaire as the main collection tool. The reason the author uses this method is because the unit analyzed in this study is an individual, not a society, which is then compared to each individual.

While the other reason is to find out how much influence work discipline and physical work environment have on employee performance of PT Inkaprima Jaya South Jakarta. What will be discussed is limited to how much influence work discipline and physical work environment have on employee performance of PT Inkaprima Jaya South Jakarta. As an independent variable in this study is the one symbolized by Work discipline (X1) and Physical work environment (X2) while the dependent variable in this study is employee performance (Y).

RESEARCH RESULT

Simple Regression Results of Variable X1 against Y Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19,884	3.290		6,044	.000
	Work discipline	.429	.090	.487	4.763	.000

a. Dependent Variable: Employee performance

Source: Data processed by SPSS v.26 2024

Based on the table above, the results of the simple linear regression analysis of X1 against Y can be applied to the regression equation value, namely $Y = 19.884 + 0.429 X_1$. The results show that the constant value is 19,884 which shows that the work discipline variable is considered constant, then the change in employee performance is 19,884 so it can be concluded that work motivation has a significant effect on the performance of PT Inkaprima Jaya employees, where an increase of 1% will result in an increase of 19,884.

Simple Regression Results of Variable X2 against Y Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33.122	3,040		10,894	.000
	Physical work environment	.068	.088	.091	.778	.439

a. Dependent Variable: Employee performance

Source: Data processed by SPSS v.26 2024

Based on the table above, the results of the simple linear regression analysis of X2 against Y, can be applied in the value of the regression equation, namely $Y = Y = 33.122 + 0.068 X_2$. The results show that the constant value of 33.122 indicates that the physical work environment variable is considered constant, then changes in employee performance by 33.122 so it can be concluded that work motivation has a significant effect on the performance of PT Inkaprima Jaya employees, where an increase of 1% will result in an increase of 33.122.

Multiple Regression Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		

Work discipline	.429	.090	.487	4.763	.000
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a. Dependent Variable: Employee performance

Source: Data processed by SPSS v.26 2024

Based on table 4.24 above, by using the t-distribution table searched for at $\alpha = 5\%$ 2-sided test, with df (degree of freedom) $n-2$ or $75-2 = 73$, the t-table obtained is 1.293, based on the test results of variable X1 against Y, the t-count value is obtained $> t\text{-table}$ ($4.763 > 1.293$) and the value (sig) $0.000 < 0.05$ that work discipline (X1) has a partial positive and insignificant effect on employee performance (Y).

Results of the t-test (partial) of the physical work environment variable (X2) on the employee performance variable (Y)

Results of the t-test (partial) of variable X2 against Y Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33.122	3,040		10,894	.000
	Physical work environment	.068	.088	.091	.778	.439

a. Dependent Variable: Employee performance

Source: Data processed by SPSS v.26 2024

Based on table 4.25 above, by using the t-distribution table searched for at $\alpha = 5\%$ 2-sided test, with df (degree of freedom) $n-2$ or $75-2 = 73$, the t-table obtained is 1.293, based on the test results of variable X1 against Y, the t-count value is obtained $> t\text{-table}$ ($0.778 < 1.293$) and the value (sig) $0.439 > 0.05$ that the physical work environment (X2) partially does not have a positive and significant effect on employee performance (Y).

F Test Results (Simultaneous) ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	200.911	2	100,455	11,200	.000b
	Residual	645,756	72	8,969		
	Total	846,667	74			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Physical work environment, Work discipline

Source: Data processed by SPSS v.26 2024

From table 4.26 above, the F count value is greater than the F table of 11,200 with a significance value smaller than the probability value of 0.000 by looking at the F table, namely the degree of $df_1 = k-1$ ($4-1$) and $df_2 = nk$ ($75-3$) = 72 at a significance level of 0.05, the F count value is obtained $> F\text{ table}$ or $11,200 > 3.12$ and significant < 0.05 ($0.000 < 0.05$), then H_0 is rejected and H_a is accepted, which means that the work discipline variable (X1), physical work environment (X2) simultaneously have a

positive and insignificant effect on the employee performance variable (Y) in PT..

Work Discipline (X1) on Employee Performance (Y)

Based on the partial hypothesis test, work discipline (X1) has a significant positive effect on employee performance (Y), the calculated t value is $> t\text{-table}$ ($4763 > 1.293$), the magnitude of the effect of work discipline (X1) on employee performance (Y) is 23.7% and the remaining 76.3% is influenced by other factors.

Physical Work Environment (X2) on Employee Performance (Y)

Based on the partial hypothesis test, the physical work environment (X2) has a significant positive effect on employee performance (Y), the calculated t value is $> t\text{-table}$ ($0.778 < 1.293$), the magnitude of the influence of the physical work environment (X2) on employee performance (Y) is 0.08% and the remaining 99.02% is influenced by other factors.

Leadership Style (X1) and Work Discipline (X2) on Employee Performance (Y)

Based on the hypothesis test that simultaneously work discipline (X1), physical work environment (X2) simultaneously have a significant positive effect on employee performance variables (Y) obtained F-count value $> F\text{-table}$ or $11,200 > 3.12$ with a significance value of $0.000 < 0.05$. The magnitude of the simultaneous influence of work discipline (X1), physical work environment (X2), has a contribution to employee performance (Y) of 23.7% and the remaining 76.2% is influenced by other factors, with the regression equation above having $Y = 19,557 + 0.427X1 + 0.012X2$ States that if the independent variable is considered a constant because it has a positive value, then it has a good effect on the level of employee performance at PT Inkaprima Jaya.

CONCLUSION

Based on the description in the previous chapters, and from the results of the analysis and discussion regarding the influence of work discipline, physical work environment on employee performance, as follows:

1. The influence of work discipline variable (X1) on employee performance (Y), is shown by a simple linear regression equation, namely $Y = 13,884 + 0.0429 X1$. This is proven by the calculated t ($4,763 > t\text{ table } 1,293$), this is also reinforced by the ρ value $< \text{Sig.}0.05$ or ($0.000 < 0.05$).
2. The influence of physical work environment variables (X2) on employee performance (Y), is shown by a simple linear regression equation $Y = 33.122 + 0.068 X2$. This is evidenced by the calculated t value ($0.778 < t\text{table } 1.293$), this is also reinforced by the ρ value $< \text{Sig.}0.05$ or ($0.439 > 0.05$).
3. The simultaneous influence between work discipline and physical work environment on employee performance is shown by the multiple linear regression equation $Y = 19,557 + 0.427X1 + 0.012X2$. The correlation coefficient value of 0.487 means that the independent variable with the dependent variable has a moderate level of relationship with a coefficient of 48.7 or 48.7%. And the hypothesis test obtained the F count values ($11,200 > F\text{ table } 3.12$), this is also strengthened by the probability significance ($0.000 < 0.05$). Thus H_0 is rejected

and H3 is accepted. This means that there is no significant simultaneous influence between work discipline (X1) physical work environment (X2)) on employee performance (Y).

Suggestion

Based on the conclusions above as research results, the author provides the following suggestions:

1. The weakest statement of work discipline is statement 1 with the smallest value in the statement "I work according to the working hours that have been determined" has an average score of 3.32 which has the criteria of "less good" with the assumption of the smallest average score. The researcher suggests for the smallest point of statement 1, where the company must be more assertive in taking action in making decisions regarding employees handling the working hours that have been determined
2. The weakest statement of the working environment is the 3rd statement with the smallest value in the statement "I feel that the air temperature conditions in the workplace provide comfort and are in accordance with my needs" with an average score of 3.04 which has the criteria of "less good" with the assumption of the smallest average score. The researcher suggests that for the smallest point of the 2nd statement, the company must be able to create a comfortable and healthy working environment, which in turn can increase worker productivity and welfare.
3. The weakest statement of employee performance is statement 1 with the smallest value in statement 1 "I do my job well" has an average score of 3.27 with the assumption of the smallest average score. Researchers suggest for the smallest point of statement 1, where in statement 1, where the quality of work can be significantly improved regarding work, the company will feel the impact in the form of higher productivity, fewer errors, and better results overall.
4. For further research, it is better to develop it by combining strong discipline and a conducive work environment, employee performance will increase significantly, and company goals can be achieved more effectively.

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