

## The Influence of the Work Environment and Work Discipline on Employee Performance in the Karawaci District, Tangerang City

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### ABSTRACT

This research aims to determine the influence of the work environment and work discipline on employee performance in the Karawaci District, Tangerang City. The research method used in this research is descriptive quantitative. The sample method used was the Simple Random Sampling technique, with a total of 87 employees. The work environment variable (X1) obtained a coefficient of determination value of 9.7%. Hypothesis testing obtained calculated t value > ttable or (3.025 > 1.988) p This strengthened by a significance value of 0.03 <0.05. then Ho1 is rejected and H1 is accepted, meaning that the work environment has a partial influence on employee performance. The results of the work discipline variable (X2) obtained a coefficient of determination value of 54.5%. Hypothesis testing obtained t value > t table or (10.0091 > 1.988) p This strengthened by a significance value of 0.00 <0.05. With Thus , H02 is rejected and Ha2 is accepted It means that discipline Work own influence in a way Partial to performance employee . As for from variable environment work and discipline Work in a way simultaneous obtained mark coefficient determination of 57.2%, the simultaneous F hypothesis test was obtained The value obtained is fcount>ftable or (56.141 > 3.11), this is also reinforced by a significance value <0.05 or (0.00 <0.05). Thus, H03 is rejected and H03 is accepted, this shows that there is a significant simultaneous influence between the work environment and work discipline on employee performance in the environment. Subdistrict Karawaci, Tangerang City.

## INTRODUCTION

### *Background of the problem*

In the current era of modernization, the progress of an institution in achieving its stated goals cannot be separated from the work of the human resources that each organization has. The human resources within an institution are the main capital that must be owned. That way, organizations must prepare their resources to be able to compete with others.

Human resources are also a very important factor that cannot be separated from an institution to carry out all its activities in order to achieve a goal. As the main factor, the human resources within the institution will determine the success of all institutional activities. Therefore, it must be ensured that these human resources are managed as well as possible so that they are able to provide optimal contributions.

To increase the productivity of an institution, good employee performance is needed. Employee performance is how well an employee carries out his duties and carries out his duties as an employee in accordance with the specified tasks. According to Ajabar (2020:28), "employee performance is the result of the work or work performance of a person or group of people in achieving organizational goals." Furthermore, according to Rismawati and Mattalata (2018:2) employee performance is a condition that must be known and socialized at each particular meeting in order to determine the level of achievement of an institution's results related to the vision applied to an institution or business as well as knowing the positive and negative impacts on more practical system. The following is data from the results of a pre-survey that researchers have conducted regarding aspects of employee performance in Karawaci District, Tangerang City with 20 respondents.

**Table 1. 1**  
**Pre-Survey Results of Employee Performance Variables**  
**Karawaci District, Tangerang City**

No	Statement	Indicator	Answer				
			Agree		Don't agree		Total
1	Work according to the skills I have	quality	14	70%	6	30%	
2	I always work to the specified quality		15	75%	5	25%	20
3	I can complete the job carefully and perfectly		18	90%	2	10%	20
4	I achieve the goals that have been set with the performance that I produce.	quantity	20	100%	0	0%	20
5	The work guidelines established so far have been implemented well		18	90%	2	10%	20
6	I achieve the goals I have set with the work I produce		20	100%	0	0%	20

7	All targets that have been set have been achieved effectively		17	85%	3	15%	20
8	The processing time so far is faster than the specified time	punctuality	16	80%	4	20%	20
9	All work efforts thus far have been completed successfully		18	90%	2	10%	20
10	So far all work has been completed on time		19	95%	1	5%	20

Source: Results of data processing from the 2023 pre-survey questionnaire

Based on the description of the problem, researchers are interested in carrying out research activities with the title " **The Influence of the Work Environment and Work Discipline on Employee Performance in the Karawaci District, Tangerang City** ".

## RESEARCH METHODS

### *Population and Sample*

#### 1.4.1 Population

According to Sugiyono (2019:145), regarding population, population is all the elements that will be used as an area of inference/generalization. The population element is the entire subject to be measured, which is the unit under study. From this definition, it can be concluded that population is the totality of characteristics or traits possessed by objects that can be drawn as samples. In this study, the population was employees of the Karawaci District Office, Tangerang City with a total of 112 people

#### 1.4.2 Sample

According to Sugiyono (2019:128) defines that sampling technique is a sampling technique that will be used in research. This research used a simple random sampling technique. The random sampling technique is a sampling technique from members of a population that is carried out randomly without paying attention to the level of education in the population.

#### 3.1 Data analysis technique

Data analysis is a research process that is carried out after all the data needed to solve the problem under study has been completely obtained, with the aim of simplifying the data in a form that is easier to interpret or understandable for people who will read it. Sugiyono (2019:206) explains that in quantitative research, data analysis is an activity after data from all respondents or other data sources have been collected.

#### 1. Normality test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. As is known, the T test assumes that the residual values follow a normal distribution. The normality test used is as follows:

##### a. One Sample Kolmogorov-Smirnov Test Method

Normality test with Kosmogorov-Smirnov using the SPSS version 25 application. With the basis for normality test decision making as follows:

- 1) Data is normally distributed, if the sig (significance) value is  $\geq 0.05$ .
- 2) Data is not normally distributed, if the sig (significance) value is  $< 0.05$ .

b. Graphic Method

The Normality Test can also be tested using a graphic method by looking at the distribution at the points and on the diagonal axis on the probability plot graph. The basis for decision making is as follows:

- 1) If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model meets normality.
- 2) If the data spreads far from the diagonal line and does not follow the direction of the diagonal line, then the model does not meet normality.

**2. Multicollinearity test**

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. A good regression model should have no correlation between independent variables. If the independent variables are correlated with each other, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables is equal to zero. According to Imam Ghozali (2018: 105) "detecting the presence or absence of multicollinearity in the regression model can be seen from the size of the *Variance Inflation Factor* (VIF)". Multicollinearity testing can be done as follows:

- a.  $VIF \geq 10.00$  means this variable experiences multicollinearity with other variables.
- b.  $VIF < 10.00$  means this variable does not experience multicollinearity.

**3. Heteroscedasticity Test**

The heteroscedasticity test is carried out to test whether in the regression model there is inequality of variance from the residuals of one observation to another. A good regression model is one where heteroscedasticity does not occur. According to Ghozali (2018: 105) "Whether or not there is heteroscedasticity, the graph plot method is used between the predicted value of the dependent variable, namely ZPRED, and the residual SRESID." The basis for heteroscedasticity analysis is as follows:

- a. If there is a certain pattern, such as the points forming a certain regular pattern, this indicates that heteroscedasticity has occurred.
- b. If there is no clear pattern, and the points spread above and below 0 on the Y axis, then heteroscedasticity does not occur.

**1.6.5 Hypothesis testing**

Hypothesis testing is used to determine whether a hypothesis should be accepted or rejected. According to Sugiyono (2019:213), the hypothesis is a temporary answer to the formulation of a research problem, therefore the formulation of a research problem is usually prepared in the form of a question sentence. Thus, a research hypothesis can be interpreted as a temporary answer to a research problem, until proven through collected data and must be tested empirically. So hypothesis testing is carried out through:

**1. Hypothesis testing By Partial (t Test)**

To be able to measure how far the influence of an independent variable individually is in explaining the dependent variable, a test is needed which is

called the T statistical test (partial test). According to Sugiyono (2019:248) explains that significance testing involves calculating the t statistic as follows:

$$t = \frac{r\sqrt{n-2}}{2\sqrt{1-r^2}}$$

Information:

$r$  : Correlation coefficient

$n$  : Number of respondents

In this research, it was carried out by looking at the significance level of 0.05 with the following test criteria:

- a) If the significance level is  $<0.05$  or  $t_{\text{count}} > t_{\text{table}}$ , then  $H_0$  is accepted and  $H_{aa}$  is rejected, which means there is no influence between the independent variable and the dependent variable.
- b) If the significance level is  $<0.05$  or  $t_{\text{count}} > t_{\text{table}}$ , then  $H_0$  is rejected and  $H_{aa}$  is accepted, which means there is an influence between the independent variable and the dependent variable.

## 2. Hypothesis testing By Simultaneous (Test F)

To be able to find out whether the independent variables simultaneously have a significant effect on the dependent variable, a test is needed which is called the F test (simultaneous significance test F). According to Imam Ghozali in (2018: 13), the F statistical test shows whether all the independent variables referred to in the research have a simultaneous influence on the dependent variable. Carrying out the F test is carried out by comparing the calculated F value with the F table at a degree of error of 5% ( $\alpha = 0.05$ ). To test this hypothesis, the F statistic is used with the following decision making criteria:

a) table F values with calculated F :

If  $F_{\text{calculated}} \leq F_{\text{table}}$  then  $H_0$  is accepted and  $H_a$  is rejected.

If  $F_{\text{count}} \geq F_{\text{table}}$  then  $H_0$  is rejected and  $H_a$  is accepted.

b) Using significance probability figures:

If you use a significance probability  $> 0.05$  then  $H_0$  accepted and  $H_a$  rejected and if the significance probability  $<0.05$  then  $H_0$  is rejected and  $H_a$  accepted.

## RESEARCH RESULTS AND DISCUSSION

### 1.1 Research result

#### 1. Normality test

Table 4. 1  
 Normality test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residuals
N		87
Normal Parameters <sup>a, b</sup>	Mean	,0000000
	Std. Deviation	3.13648763
Most Extreme Differences	Absolute	,058
	Positive	,058
	Negative	-,052
Statistical Tests		,058
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

Source: SPSS 25 output results

Table 4.7 shows that the significant value is  $0.200 > 0.05$ . This can be said that the research data is normally distributed.

2. Multicollinearity Test

- a. If the tolerance value is  $< 1$  and the variance inflation factor (VIF) value is  $< 10$ , then there is no multicollinearity interference.
- b. If the tolerance value is  $> 1$  and the variance inflation factor (VIF) value is  $> 10$ , then multicollinearity interference occurs.

The following researchers present the results of the multicollinearity test as follows:

**Table 4. 2**  
**Multicollinearity Test**

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	,958	1,044
	X2	,958	1,044

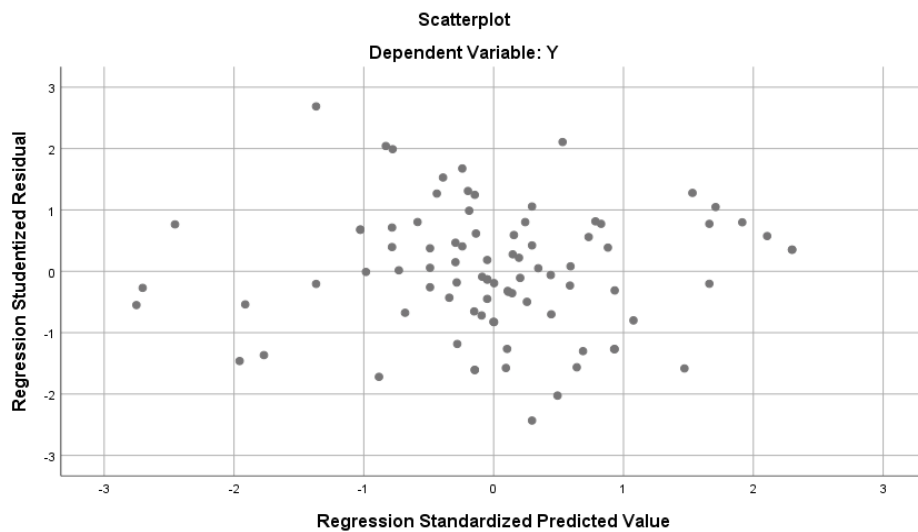
a. Dependent Variable: Y

Source: SPSS 25 output results

Based on the table above, it can be interpreted that:

- a. For the work environment variable ( $X_1$ ) because the VIF value is smaller than 10 or 1.044  $< 10$ , and has a resistance value greater than 0.1 or  $0.958 > 0.1$ , multicollinearity does not occur which is proxied by employee performance (Y).
- b. For the work discipline variable ( $X_2$ ) which is proxied by employee performance (Y), multicollinearity does not occur because the VIF value is smaller than 10 or  $1.044 < 10$  and has a resilience value greater than 0.1 or  $0.958 > 0.1$ .

3. Heteroscedasticity Test



Source: SPSS 25 output results

The figure shows that the points on the Y axis are evenly distributed below and above the number 0 randomly, and do not follow a particular pattern, as

depicted in the graph above. This explains that heteroscedasticity is not used, so the research data model is suitable for use.

It is possible that this examination recurrence model will be able to provide the right solution to the side effects of speculative testing, especially regardless of whether there is an impact between the work environment and work discipline, either partially or simultaneously, on employee performance in Karawaci District.

### 1.1.1 Hypothesis testing

Therefore necessity test reality something planned assertion in a way measured and decided is will confess or ignore it, then study This need use testing hypothesis. Testing speculation in inspection This consists on:

#### 1. Hypothesis testing By Partial (t Test)

##### 1) Variable Environment Work ( $X_1$ )

**Table 4. 3**  
**T  $X_1$  Statistical Test**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27,825	4,250		6,546	,000
	X1	,323	,107	,312	3,025	,003

a. Dependent Variable: Y

Sumber: Hasil output SPSS 25

The test results show the t value  $t_{count} > t_{table}$  ( $3.025 > 1.988$ ) and also strengthened by obtaining a significance value of  $0.03 < 0.05$ . With so then  $H_{01}$  is rejected and  $H_{a1}$  is accepted. So you can concluded that there is a significant influence in a way Partial between the work environment and employee performance in the environment Subdistrict Karawaci, Tangerang City.

##### 2) Variabel Dipilin Kerja ( $X_2$ )

**Tabel 4. 4**  
**Uji Statistik T  $X_2$**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,261	3,027		3,390	,001
	X2	,747	,074	,738	10,091	,000

a. Dependent Variable: Y

Sumber: Hasil output SPSS 25

The results of the T test carried out obtained a t value  $t_{count} > t_{table}$  ( $10.0091 > 1.988$ ), and also obtained The significance value is  $0.00 < 0.05$ . With so then  $H_0$

$H_0$  is rejected and  $H_a$  is accepted. So you can conclude that discipline Work own influence to performance employee in the environment Subdistrict Karawaci, Tangerang City.

2. Hypothesis testing By Simultaneous (F Test)

**Table 4. 5**  
**F Statistical Test**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1130,890	2	565,445	56,141	,000 <sup>b</sup>
	Residual	846,030	84	10,072		
	Total	1976,920	86			

Source: SPSS 25 output results

Table 4.19 shows that the calculated  $f_{count} > f_{table}$  ( $56.141 > 3.11$ ), and also obtains a significance value  $< 0.05$  ( $0.00 < 0.05$ ). In this way, this shows that there is a simultaneous influence between the work environment and work discipline on employee performance in the environment Subdistrict Karawaci, Tangerang City.

**1.2 Discussion of Research Results**

This research aims to determine the influence of the work environment and work discipline on employee performance. The following is a discussion of each variable in this research:

1. Influence of Work Environment Variables ( $X_1$ ) on Employee Performance (Y)

The test results above explain that the work environment has a partial influence on the performance of Karawaci District employees, confirmed by questionnaire statement no. 2 "The lighting in the room is good and adequate" this statement has a total score of 386 with a percentage of 4.43% in the very good category, more than different explanations. Specifically, the conclusion is that the environmental employees of Karawaci District. In general, the response to this statement was agree/strongly agree, according to the respondents' opinion that the work environment, especially workplace lighting indicators, can be used as motivation to improve employee performance results both in quality and quantity. .

2. Influence of Work Discipline Variables ( $X_2$ ) on Employee Performance (Y)

From the test results above, it can be concluded that work discipline, confirmed through questionnaire answers, has an impact on employee performance in Karawaci Regency. 4 "I always try to carry out my obligations well and according to the guidelines" this statement has a total score of 369 with a score of 4.24%, higher than the other statements. This means that it tends to be reasonable that the natural representatives of the Karawaci area generally responded to the proclamation with answers of agree/strongly agree, so that the ASN felt that their work discipline could be used as inspiration to further develop their exhibitions both in terms of quality and quantity.

3. The Influence of Work Environment Variables ( $X_1$ ) and Work Discipline ( $X_2$ ) on Employee Performance (Y)

On results exploratory F test produces conclusion that place work (X1) and discipline work (X2) has influence real to variable (Y) with obtain condition relapse  $Y = (4.792) + 0.174X1 + 0.712X2 + e$ . amount coefficient connection own influence between factor free with variable dependent is of 0.756, that is have degrees very good relationship . Other 42.8 % is influenced by factors else , and coefficient determination or donation influence in a way simultaneous amounting to 0.572 or 57.2 percent . The results of F calculated  $> F$  table ( 56.141  $> 3.11$  ), and obtained significance with  $0.00 < 0.05$ . With thereby variable environment work and discipline Work influential significant in a way simultaneous to performance employees in the environment Subdistrict Karawaci, Tangerang City.

## CONCLUSIONS AND RECOMMENDATIONS

### 5.1 Conclusion

In the description previous , and results analysis as well as discussion on research this , then researcher outlines the Conclusion as following :

1. Environment Work own significant influence in a way Partial to performance Environmental employees Subdistrict Karawaci . Hypothesis testing The test results obtained the t value  $t_{count} > t_{table}$  or (3.025  $> 1.988$ ) p This strengthened with a significance value of  $0.03 < 0.05$ . With so then  $H_{01}$  is rejected and  $H_{a1}$  is accepted . Total average score indicators on variables environment Work of 3.96. Based on guidelines evaluation can concluded that variable environment Work classified in category Good . Indicator with the average score highest The statement that was highly perceived by respondents was the indicator "workplace lighting" in table no. 2 with an average score of 4.43.
2. Discipline Work own significant influence in a way Partial to performance Environmental employees Subdistrict Karawaci . Hypothesis testing The test results obtained the t value  $t_{count} > t_{table}$  or (10.0091  $> 1.988$ ) p this is also obtained there is a significance of  $0.00 < 0.05$ . So  $H_{01}$  is rejected and  $H_{a1}$  is accepted . Total average score indicators on variables discipline Work of 4.06. Based on guidelines evaluation can concluded that variable discipline Work classified in category Good . Indicator with the average score highest . The statement that was highly perceived by respondents was the "work procedures" indicator in table no. 4 with an average score of 4.24.
3. Environment work and discipline Work there is significant influence in a way simultaneous to performance employee in the environment Subdistrict Karawaci, Tangerang City. Hypothesis testing the calculated f value  $> f_{table}$  or (56.141  $> 3.11$ ), other things also obtained a significance value of  $< 0.05$  or (0.00  $< 0.05$ ). The total average indicator score for employee performance variables is 4.06. The statement that was highly perceived by respondents was the "time" indicator in table no. 7 with an average score of 4.24.

### 5.2 Limitations Study

Although researcher has do your best and carry out study with carefully and appropriately procedure scientific , however There is a number of limitations of the researcher feel it in the moment do study This :

1. Inspection This utilise factors autonomous influence implementation representation , especially : discipline work and take responsibility answer .

It's still there a number of variable independent possible additions explain variable performance employees and maybe impact towards him .

2. Limitations researcher For get data against agency Subdistrict Karawaci Tangerang City makes researcher feel not enough maximum in do study .

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