

On Employee Performance: The Impact Of Work Motivation, Work Discipline, And Work Environment

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Abstract.

This study aims to investigate the effects of work environment, work motivation, and work discipline on employee performance at PT Dayana Cipta in Manado. Using a judgment based, non-probability sampling strategy, a purposive sampling technique was used to include 97 employees in the sample. From here on, the analysis technique uses multiple linear regression analysis. According to the study's conclusions, (1) employee performance is unaffected by motivation at work; (2) employee performance is impacted by discipline; (3) employee performance is influenced by the workplace environment; and (4) employee performance is simultaneously impacted by motivation, discipline, and the workplace environment.

Keywords: *Work, Discipline Work, Environment Work, Performance Employee*

Abstrak.

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, motivasi kerja, dan disiplin kerja terhadap kinerja karyawan PT Dayana Cipta Manado. Dengan menggunakan strategi sampling non-probabilitas berbasis penilaian, teknik sampling purposive digunakan untuk memasukkan 97 karyawan dalam sampel. Dari sini, teknik analisis menggunakan analisis regresi linier berganda. Berdasarkan kesimpulan penelitian, (1) kinerja karyawan tidak dipengaruhi oleh motivasi kerja; (2) kinerja pegawai dipengaruhi oleh kedisiplinan; (3) kinerja pegawai dipengaruhi oleh lingkungan tempat kerja; dan (4) kinerja karyawan secara simultan dipengaruhi oleh motivasi, kedisiplinan, dan lingkungan tempat kerja.

Kata Kunci : Kerja, Disiplin Kerja, Lingkungan Kerja, Kinerja Pegawai

I. INTRODUCTION

Background Behind

Administration source a strongman which must be run from the start because later will significantly impact how an organisation operates. Realising the importance of management, a firm must be clever in integrating the viewpoints of its employees and customers so that cooperation may be developed as an efficient means of achieving the best possible business objectives and producing a performance that is flawless.

Work on employee discipline related to their presence at PT Dayana Copyright in Manado not quite ideal. The office must be entered at 9:00 WIB and must be left by 17:00 WIB with all work completed by 8:00 WIB. However, there are still some employees who arrive late and depart early. The number of workers that arrived late and left early in 2021–2022, as shown in lower This, can be noticed.

Table 1
Data Work Delay Employee Period 2021 -2022

Assessment Aspects	Time	202 1	202 2
Late	0	2 1	7
	>1 - 1 1	5 5	7 2
	>1 1	8	1 8
	Total	87	97
Go home Fast	0	1 7	1 2
	>1 - 1	6 2	7 8
	>1 1	5	7
	Total	87	97
Without explanation	0	6	3 4
	>1 - 1 1	6 2	4 7
	>1 1	1 6	1 6
	Total	87	97

Source: processed, 202 3

On the basis of Table 1, it is evident that the amount of delay at PT Dayana Cipta has increased, as has the number of employees who go home earlier. This is evident from the number of delays that occurred in 2021, where the number of employees who are late is less than 11 times as many as 55 employees and the number of employees who are late is more than 11 times as many as 8 employees, and the number of employees who go home starts not enough from 11 time as much 62 employee and the amount employee Which go home starts more from 11 time as much 5 employee.

In the meantime, there were greater delays in 2022, with only 7 individuals arriving on time. In addition, in 2021, there were more employees who arrived late less than once (72 people), while the remaining 18 people arrived more than once. Additionally, the number of workers who leave early is less than 11 times as many as 78 and the number of employees who leave early is more than 11 times as many as 7 employees starting in 2022 is higher than in 2021.

It can be claimed that workers who leave the office more frequently or leave too soon after 1 o'clock exert the most power. Finally, there are still a lot of employees who don't give adequate advance warning to arrive at work on time and leave on time. When workers arrive home from work, they often fail to report their absence, so getting home quickly is seen as an additional cause of early departure. In addition to discipline and work, Work, Bad The work environment is one factor that influences employee performance.

Considering the aforementioned description, the author is curious to understand and examine how work and discipline can influence motivation. Work and environment both contribute to employee performance. In light of that, the researcher wants to continue their investigation and write a thesis titled "Influence of Motivation, Discipline, and Work Environment on Employee Performance at PT Dayana Copyright in Manado."

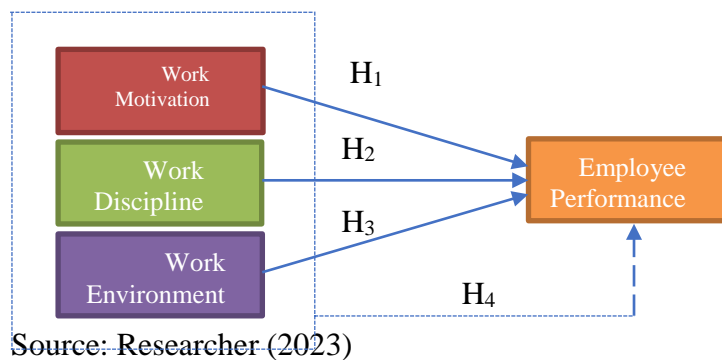
Objective Study

Objective research This aims to clarify the relationship between employee performance at PT Dayana Copyright in Manado and factors like as motivation, discipline, and environment.

Hypothesis

Testing the following hypothesis using the following framework of thought: Employee performance is the independent variable, while the dependent variables are motivation, discipline, and work environment.

Picture 1
Framework Thinking



II. REVIEW REFERENCES

Performance Employee

According to Gibson (1997), performance is a direct result of organisational goals like quality, efficiency, and other effectiveness factors. A corporation should evaluate performance in a quantifiable way based on a number of factors, including the need for an organisational job evaluation system that is objective and quantifiable. Additionally, there is a mechanism for performance evaluation that is accountable, allowing top managers to make decisions based on an objective assessment rather than on the basis of subjective factors. This mechanism is used to determine the level of performance compensation in accordance with the levels of accomplishments reported by each performance appraisal division to the company as a whole. All of this is done in an effort to increase each division's ability to perform productively and effectively in accordance with work efficiency and operational costs.

Work Motivation

According to Sedarmayanti (2017:154), "motivation is strength which push every employee Which in a manner direct aware For do something action in finish work or No Which on basically There is Good in a manner internal nor in a manner external Good Which positive nor negative" Hasibuan (2016:95) refers to "motivation as gift stimulus Which

produce excitement in Work from every employee, so that they in a manner aware Want to cooperate, Want to Work in a manner effective And carry out the work in an integrated manner with all the knowledge and abilities has For produce and reach a performance match hope".

Work Discipline

According to Hamali (2017: 214), "work discipline is a strength that expands in the body of an employee and triggers the employee to be able to condition themselves with the work environment voluntarily on various forms of regulation and work culture values from behaviour and work". Afandi (2018:12) refers to discipline as a tool for measuring how well each employee performs at work. This tool is used by management to change each employee's pattern of behaviour at work and to increase awareness of each employee's willingness to follow rules that are enforced by the company as well as social norms that are acknowledged at work. According to Sutrisno (2011:89), "work discipline as a behavioural attitude as well as the actions of each employee in accordance with the prevailing values of the organisation Good Which arranged in a manner Written nor Which arranged in a manner No Written"

Therefore, according to the researcher, work discipline refers to a person's attitude, behaviour, and behaviour in relation to a regulation or provision that is present within an organisation or corporation. The employee's awareness of following the rules coming in and out of the office on time, dressing in business attire, adhering to work procedures with excellence, and obeying all company rules and decrees is indicative of this attitude.

Environment Work

In essence, a firm's work environment serves a very important purpose that is continually managed by the environment company. There is a work atmosphere that supports direct comfort transmission to employees and also enables them to work as much as possible. Employees will feel at home and comfortable if they have a favourable work atmosphere where they can complete their tasks. feel at ease at work, engaging in a variety of work-related activities to ensure that their time is actually utilised effectively and efficiently.

III. METHODOLOGY STUDY

This study uses primary data collected using a questionnaire as opposed to secondary data collected through the use of form books and staff performance reports from PT Dayana Cipta in Manado. Scientific journal articles and studies that are pertinent to the subject of the inquiry are neither national nor international.

The writers perform a number of tests after gathering the data, the results of which are listed under This's results and conclusion.

IV. RESULTS AND CONCLUSION

Testing Autocorrelation

A link between confounding mistakes in period t and the error rate bully on period t-1 was discovered using autocorrelation testing, which is used to establish the linearity of the

regression model.

Table 6

**Durbin-Watson Test
Model Summary ^b**

Model	Durbin-Watson
1	1,181

a. Predictors:.(Constant), Environment Work, Motivation Work, Discipline Work

b. Dependent Variable:..Performance Employee

Source: Results Data *Software Spss* , (2022)

"Can explained that obtained mark durbin watson as big 1,181," she said, focusing on Table 6. Additionally, this value will be compared to the Durbin-Watson table value with a 5% level of significance, a sample size of 97, and an amount variable independent of 3 or $K=3$, or 3.97. Mark dU was thus found to be 1.7364. Mark DW of 1.181 is less than $(4-dU)$, that is, $4 - 1.7364 = 2.2636$, and less than the upper limit (dU), which is 1.7364. Therefore, it may be said that the data in this study do not support the hypothesis of symptom autocorrelation.

Testing Multiple linear Regression Analysis

The results of testing the multiple linear regression analysis using partial testing and simultaneous testing, or the like, which acted as further testing, are listed below.

Table 7

**Coefficient Unstandardized
Coefficients ^a**

Model	B	Unstandardized Coefficients		Standardized Coefficients Betas	t	Sig.
			std. Error			
1	(Constant)	7.178	1.799		3.990	0.000
	Motivation Work	0.043	0.071	0.055	0.606	0.546
	Discipline Work	0.416	0.066	0.615	6.346	0.000
	environmentn Work	-0.322	0.094	-0.347	-3.409	0.001

a. dependent Variables: Performance Employee

Source: Results Data *Software Spss* , (2022).

The work motivation variable has a value probability significance of 0.546 at a level of 0.05, as shown in Table 7 above. It is possible to conclude that employee performance is not significantly impacted by work motivation. Since direction causality is not important, unstandardized beta coefficients of 0.043 cannot be evaluated.

The significant probability value for the work discipline variable is 0.000, which is 0.05. It is conceivable that employee performance is significantly impacted by workplace discipline. The beta unstandardized coefficients value is 0.416, which means that if employee performance grows by 0.416 times and the work discipline variable increases by one unit, the opposite is also true.

The significant probability value for the work environment variable is 0.001 0.05. It is possible to conclude that the workplace atmosphere positively affects employee performance. The employee's performance will improve by 0.322 times and matter if the work environment variable has reduced by one unit, according to the unstandardized beta coefficients of -0.322. Contrarily, this is true.

Testing Hypothesis

The results of the hypothesis testing were in line with the hypothesis that was raised in the study, i.e., the hypothesis that was used to decrease This.

Table 9
Test Result Hypothesis

No	hypothesis	Conclusion
1	"Motivation work. against performance employee"	Rejected
2	"Discipline Work towards. performance employee"	Accepted
3	"Work environment to performance employee"	Accepted
4	"Motivation Work, discipline Work and... the environment Worksimultaneously to performance employee"	Accepted

Source: Data Software Results Spss , (202 3)

V. CONCLUSION

Employee performance is not much impacted by work motivation. Employee performance is significantly impacted by workplace discipline. Employee performance is significantly impacted by the work environment. motivation for work, discipline Workplace atmosphere and employee performance are both strongly influenced.

Results of testing that were conducted for the research in this condition PT Dayana Copyright were not autocratic. The number of employees as a sample of observations and factors independent of one another can be replicated For see results which more holistic and comprehensive, so can obtain equality which better explained condition in fact in subsequent research.

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