

## The Influence of Work Discipline and Work Environment on Employee Performance at Palma Shop Majalengka

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### Abstract

Palma Shop Majalengka is a business entity engaged in retail trade in clothing. Located on Jl. Raya Heuleut-Weragati, Tanjungsari Village, Leuwimunding District, Majalengka Regency. This study aims to determine the effect of work discipline and work environment on employee performance. This study uses descriptive and verification methods with a quantitative approach. The population amounted to 30 employees, the sampling technique was a census technique so that the sample amounted to 30 employees. The data collection technique used a questionnaire method. Data analysis was carried out by descriptive and verification analysis in the form of multiple regression coefficients, determination coefficients and hypothesis testing. The results of this study are work discipline has a positive and significant effect on employee performance, work environment has a positive and significant effect on employee performance and work discipline and work environment simultaneously have a positive and significant effect on employee performance.

### Keywords

work discipline; work environment; employee performance

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## 1. INTRODUCTION

The main objective of a company being established is to provide welfare for all members involved in every company activity, both directly and indirectly (Rahmah, 2022). To achieve the company's goals and ideals, a series of activities are needed in the form of planning, organizing, implementing and controlling or often referred to as management activities. A series of management activities can be carried out through human resources and other resources (Rahmah, 2022). Human resource management are activities carried out so that human resources in the company can be utilized effectively and efficiently to achieve various goals (Samsudin, 2006).

At this time, business competition is experiencing rapid progress with the increasing number of new companies making the business world increasingly comparative, especially in trading companies, especially in the clothing retail trading company group where companies compete with each other to survive and be the best. Managing human resources is one of the main goals, namely to produce good



performance. Performance is the result of a person's work, where the overall results can be measured to achieve the work results of an employee's performance in carrying out their duties in accordance with the responsibilities given to them (Mangkunegara, 2016). One way to improve employee performance is that work discipline must be improved within employees, so that employees comply with all applicable rules within the company.

Work discipline in companies was also stated by Hariandja (in June Novita 2014) who said that all companies are carried out in relation to work, whether written or not, and wants employees to comply with it in order to increase work productivity. The more disciplined the higher the employee's work productivity and company performance, apart from an employee's work discipline it is also determined by the environment in which they work (Edy. Sutrisno. (2016).

The work environment has a direct influence on employees, where the work environment can improve employee performance (Nabawi, 2019). A good work environment can support employee work implementation so that employees have enthusiasm for work and improve employee performance. The work environment must be better and more conducive because a good and conducive work environment makes employees feel at home in the room and feel happy and enthusiastic about carrying out their duties so that job satisfaction will be formed and from employee job satisfaction, employee performance will also increase.

Likewise with the Palma Shop Majalengka Company, Palma Shop Majalengka is a business entity that operates in the clothing retail trade sector. Located on Jl. Raya Heuleut-Weragati, Tanjungsari Village, Leuwimunding District, Majalengka Regency. With a total of 30 employees, it consists of several sections, namely head employee, warehouse head, shop head and cashier. There are several problems that still need to be fixed. Observations show that the level of employee work discipline is still less than optimal, especially related to frequent late arrivals to work. In addition, security aspects in the workplace, especially in parking areas, are a concern due to the lack of adequate supervision. Apart from that, work facilities such as indoor air conditioning are also inadequate, which can affect employee comfort and productivity.

To improve employee performance, the Palma Shop Majalengka company provides supporting facilities to support their work such as work equipment, parking, prayer room, work uniforms, lockers/rest areas, and bathrooms. Apart from that, employees also receive social benefits such as timely salary payments and additional wage bonuses for employees who arrive at work at the earliest and do not exceed the time limit set by the company.

## 2. METHODS

The research method used is a quantitative method with descriptive and verification methods. In this research, data was obtained on the Palma Shop Majalengka employee population of 30 employees. The sampling method used is a non-probability sampling method with a saturated sample technique or census so that the total population is made up of sample respondents, namely 30 employees. The data collection techniques used were the observation method, interview method and questionnaire distribution method. The results of data collection were analyzed using instrument tests in the form of validity and reliability tests, carrying out descriptive analysis and verification analysis in the form of normality tests, simple and multiple correlation coefficient tests, simple and multiple regression coefficient tests, coefficient of determination and hypothesis testing.

## 3. FINDINGS AND DISCUSSION

### Research result

#### Test Research Instruments

**Table 1. Research Instrument Test Results**

Validity test											
Work Discipline (X1)				Work Environment (X2)				Employee Performance (Y)			
Item No	rcount	rtable	Ket.	Item No	rcount	rtable	Ket.	Item No	rcount	rtable	Ket.
1	0.707	0.361	Valid	1	0.740	0.361	Valid	1	0.782	0.361	Valid
2	0.625	0.361	Valid	2	0.772	0.361	Valid	2	0.850	0.361	Valid
3	0.659	0.361	Valid	3	0.780	0.361	Valid	3	0.579	0.361	Valid
4	0.393	0.361	Valid	4	0.707	0.361	Valid	4	0.572	0.361	Valid
5	0.784	0.361	Valid	5	0.811	0.361	Valid				
6	0.830	0.361	Valid	6	0.489	0.361	Valid				
7	0.598	0.361	Valid	7	0.817	0.361	Valid				

8      0.528   0.361   Valid      8      0.757   0.361   Valid  
d

Reliability Test					
Work Discipline (X1)		Work Environment (X2)		Employee Performance (Y)	
<i>Cronbach' Alpha</i>	Information	<i>Cronbach' Alpha</i>	Information	<i>Cronbach' Alpha</i>	Information
0.800	Reliable	0.870	Reliable	0.658	Reliable

Source: Questionnaire output, processed in SPSS 26.0, 2023

Based on table 1 of the instrument test above, it can be concluded that the value of  $r$  The count for each statement item is greater than the  $r$  table value, so that each statement item for each variable can be declared valid. This is in accordance with the opinion of Sugiyono (2016) if the validity index value is positive and the magnitude is 0.30 and above. Then, it can be seen from the Cronbach' Alpha that each variable is greater than the critical point, namely 0.60, so that each variable can be declared reliable, which means it is able to produce consistent answers. This is in accordance with Ghazali's (2018) statement that a questionnaire is said to be reliable if a person's answers to statements are consistent.

### Descriptive Analysis

**Table 2. Descriptive Analysis Results**

Work Discipline (X1)				Work Environment (X2)			Employee Performance (Y)		
Item No	Actual Score	Ideal Score	(%)	Actual Score	Ideal Score	(%)	Actual Score	Ideal Score	(%)
1	139	150	92.67	140	150	93.33	137	150	91.33
2	133	150	88.67	138	150	92.00	133	150	88.67
3	138	150	92.00	130	150	86.67	134	150	89.33
4	144	150	96.00	134	150	89.33	141	150	94.00
5	133	150	88.67	137	150	91.33			
6	133	150	88.67	137	150	91.33			
7	140	150	93.33	139	150	92.67			
8	138	150	92.00	139	150	90.67			
$\Sigma$	1,098	1,200	91.5	1,094	1,200	90.92	545	600	90.83

Source: Primary research data, processed in Microsoft Excel, 2023

Based on table 2. Results of the Descriptive Analysis above, it can be seen that the respondents'

responses regarding work discipline (X1), work environment (X2) and employee performance (Y) are in the very good category, namely at a percentage of 91.5%, 90.92% and 90.83% because it is in the interval between 84.01%-100% which refers to the guidelines according to (Narimawati, 2010).

#### Normality test

**Table 3. Normality Test Results**  
**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		30
Normal Parameters <sup>a, b</sup>	Mean	,0000000
	Std. Deviation	,96601653
Most Extreme Differences	Absolute	,103
	Positive	,103
	Negative	-,057
Statistical Tests		,103
Asymp. Sig. (2-tailed)		,200 <sup>CD</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: Questionnaire output, processed in SPSS 26.0, 2023

Based on table 3. Normality Test Results above, a significant Asymp value was obtained. Sig. (2-tailed) of 0.200, this is greater than 0.05, which means the residual value is normally distributed, so it is in accordance with Ghozali's (2018) opinion and subsequent statistical testing can be continued.

#### Multiple Regression Coefficients

**Table 4. Multiple Regression Coefficient Test Results**

		Coefficients <sup>a</sup>				
		Unstandardized		Standardized		
		Coefficients		Coefficients		
	Model	B	Std. Error	Beta	Q	Sig.
1	(Constant)	2,076	2,761		,752	,459
	Work Discipline	,214	,078	,381	2,746	,011
	Work environment	,226	,061	,513	3,694	,001

a. Dependent Variable: Employee

Performance

Source: Questionnaire output, processed in SPSS 26.0, 2023

Based on the calculation results in table 4. Results of the Multiple Regression Coefficient Test above, it can be concluded that the equation is  $Y = 2.076 (\alpha) + 0.214 (X1) + 0.226 (X2)$  which can be interpreted as follows:

- 1) A constant of 2.076 means that if work discipline and work environment are zero, then employee performance is 2.076.
- 2) The work discipline regression coefficient is 0.214, which states that every additional one (1) unit of discipline score will increase employee performance by 0.214 assuming the independent variable work environment is constant.
- 3) The work environment regression coefficient is 0.226 which states that for every addition of one
- 4) The work environment score unit will increase employee performance by 0.226 assuming the independent variable work discipline is constant.

#### Hypothesis Testing t Test (Partial)

**Table 5. T Test Results (Partial)**

Model		Coefficients <sup>a</sup>			
		Unstandardized		Standardized	
		Coefficients		Coefficients	
		B	Std. Error	Beta	Q
1	(Constant)	2,076	2,761		,752
	Work Discipline	,214	,078	,381	2,746
	Work environment	,226	,061	,513	3,694

a. Dependent Variable: Employee Performance

Source: Questionnaire output, processed in SPSS 26.0, 2023

Based on table 5. The t test results (partial) above, can be explained as follows:

- 1) Work discipline variable ( $X1$ ), obtained  $t_{value} 2,746 > t_{table} 1.701$  and a significance value of  $0.000 < 0.05$  in accordance with the opinion of Sugiyono (2019). So  $H_0$  rejected and  $H_a$  accepted means discipline Work ( $X1$ ) has a positive and significant effect on employee performance ( $Y$ ).
- 2) Work environment variable ( $X2$ ), obtained  $t_{value} 3,694 > t_{table} 1.701$  and a significance value of 0.000

$< 0.05$  in accordance with the opinion of Sugiyono (2019). So  $H_0$  is rejected and  $H_a$  is accepted, meaning that the work environment ( $X_2$ ) has a positive and significant effect on employee performance ( $Y$ ).

#### F Test (Simultaneous)

**Table 6. F Test Results (Simultaneous)**

ANOVA						
a						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	37,104	2	18,552	18,509	,000 <sup>b</sup>
	Residual	27,062	27	1,002		
	Total	64,167	29			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Environment, Work Discipline

Source: Questionnaire output, processed in SPSS 26.0, 2023

Based on table 6. F Test Results (Simultaneous) above, the F value will be compared count 18,509 > F value table 3.354 and a significance value of 0.000 < 0.05 in accordance with the opinion of Sugiyono (2019). So  $H_0$  rejected and  $H_a$  accepted which means work discipline ( $X_1$ ) and work environment ( $X_2$ ) simultaneously positive and significant effect on employee performance ( $Y$ ).

#### Coefficient of Determination ( $R^2$ )

**Table 7. Coefficient of Determination Results**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,760 <sup>a</sup>	,578	,547	1.0012

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

b. Dependent Variable: Employee Performance

Source: Questionnaire output, processed in SPSS 26.0, 2023

Based on the calculations in table 7. Results of the Coefficient of Determination above, it can be seen that  $R^2$  is 0.760 or 57.8%. It can be concluded that the percentage contribution of the influence of work discipline variables ( $X_1$ ) and work environment ( $X_2$ ) simultaneously on employee performance ( $Y$ ) is 57.8%, while the remaining 42.2% is the amount of contribution of influence from other factors not examined in the research this (epsilon).

## Discussion

### The Influence of Work Discipline on Employee Performance

Based on the research results, it can be seen that the percentage score of respondents regarding work discipline is 91.5%, including in the Very Good category. From these results it can be concluded that work discipline at the Palma Shop Majalengka, Majalengka Regency is classified as very good.

Based on the results of partial hypothesis testing,  $t$  results were obtained  $t_{count} 2.746 > t_{table} 1.701$  and significance value  $0.000 < 0.05$ . Shows that work discipline has a positive and significant effect on employee performance. This shows that work discipline on employee performance is very important. The more disciplined, the higher the employee's work productivity and company performance. This is in line with research results from N Illanisa, W Zulkarnaen and Suwana (2019) which stated that work discipline has a positive and significant effect on employee performance.

### The Influence of the Work Environment on Employee Performance

Based on the research results, it can be seen that the percentage score of respondents regarding the work environment is 90.92%, including in the Good category. From these results it can be concluded that the work environment at Palma Shop Majalengka, Majalengka Regency is classified as very good.

Based on the results of the partial hypothesis test, the results obtained are  $t_{count} 3.694 > t_{table} 1.701$  and significance value  $0.000 < 0.05$ . Shows that the work environment has a positive and significant effect on employee performance. This shows that the work environment is one of the factors that influences the performance of an employee in a company. A work environment that is appropriate to the conditions, such as a comfortable atmosphere when carrying out work, will be able to influence employees in carrying out tasks effectively and efficiently. This is in line with research results from Sihalo and Siregar (2020) which state that the work environment has a positive and significant effect on employee performance.

### The Influence of Work Discipline and Work Environment on Employee Performance

Based on the research results, it can be seen that the percentage score of respondents regarding employee performance is 90.83%, which is in the very good category. From these results it can be concluded that the performance of employees at the Palma Shop Majalengka, Majalengka Regency is classified as very good.

Based on the results of simultaneous hypothesis testing, the result  $F$  is obtained  $F_{count} 18.509 > F_{table} 3.354$  and significance value  $0.000 < 0.05$ . Shows that work discipline and work environment simultaneously have a positive and significant effect on employee performance. This shows that if the company pays attention to work discipline and the work environment, employees will have good performance so that the company's goals can be achieved (Mangkunegara, 2013).

#### 4. CONCLUSION

Based on the results of the research that has been carried out, the following conclusions can be drawn:

- 1) Work discipline has a positive and significant effect on employee performance at Palma Shop Majalengka.
- 2) The work environment has a positive and significant effect on employee performance at Palma Shop Majalengka.
- 3) Work discipline and work environment have a positive and significant effect on employee performance at Palma Shop Majalengka.

The results of the research show that work discipline and work environment have a positive and significant effect on employee performance. Therefore, companies must pay more attention to the work discipline of their employees, in order to create satisfactory performance in the future. And the work environment for companies needs to improve work facilities which have not been met so that employees and consumers feel comfortable and safe. For future researchers, it is hoped that the scope of researchers will be further expanded and the number of respondents will be increased so that research results can be maximized as well as exploring other factors that can moderate employee performance variables.

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