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The Influence Of Motivation, Discipline And Work Environment On Employee Performance On CV. Gino Guruputra Kab. Tangerang

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This study assessed the influence of motivation, discipline, and work environment on employee performance at CV. Validity tests, reliability tests, normalcy tests, descriptive statistical analysis tests, simple linear regression tests, multicollinearity tests, heteroscedasticity tests, multiple regression analysis, determination test, t (partial) test, and f test were used. Results showed that the t test tcount value is greater than ttable, which is equal to tcount motivation of 2.957, Discipline 3.284, Work environment 3.676, and ttable of 1.354. This suggests that motivation, discipline and work environment have a positive and significant effect on employee performance. This study seeks to establish the effect of motivation, discipline, and work environment on the performance of employees at CV. Validity tests, reliability tests, normalcy tests, descriptive statistical analysis tests, simple linear regression tests, multicollinearity tests, heteroscedasticity tests, multiple regression analysis, determination test, t (partial) test, and f test were used. Results showed that motivation, discipline and work environment have a positive and significant effect on employee performance at CV, as demonstrated by a partial test (t test). The F test found a value of 65,947 and a probability value of 0.80, indicating that Motivation, Discipline, and Work Environment all influence Employee Performance at CV simultaneously.

Keywords: Employee Performance, Work Environment, Disciplin

1. Introduction

Globalisasi currently a company and organization is obliged to continue to prepare strategies to compete in running a company so that it continues to grow, this must continue to run in any conditions in order to meet consumer demand and consumer satisfaction. One of the economic developments in Indonesia is in the industrial sector, so company leaders must achieve the goal of msdm to improve skills, foster, evaluate, and welfare of employees, because the role of employees cannot be replaced because MSDM is very influential in a company or organization.

In the current pandemic outbreak, it must have made a deep enough mark for some workers. Conditions that are not good during the Covid pandemic can make workers stressed, and can make workers lose their enthusiasm for work. Meligat from CNBC, Wednesday (3/11/2021), research from the continent (US) saw employees experiencing mental health problems. More than half of workers, or about 55%, said that these mental problems have occurred since the pandemic outbreak. covid is coming. (detikfinance, n.d.).

SDM management is a resource that determines the success of an organization as well as manages relationships well, roles Human resources must be loyal to people or groups effectively and efficiently and can be used effectively so that they can achieve company goals. Companies and organizations are essentially used as a means for workers to work together to achieve the desired goal. (Garaika, 2020)

Therefore, every company requires each of its employees to do their work according to what the company wants. Because nowadays there are a lot of employees who are not enthusiastic at work due to many things, one of which is during the current pandemic, that's why work motivation is very important for every employee, because when there is motivation from superiors, employees will indirectly occur work discipline that makes comfort in the work environment, this is what makes employee performance better for the company.

In a company, MSDM is the most important thing in a company, managers who are said to be successful are those who can manage everything in the business world well and are able to develop the business that is being managed in the company. The success of a company is seen from the good work of the employees. (Ilmiah et al., 2022)

Any group or business can accomplish its goals if its members are inspired, their work is structured, and they have a pleasant place to do it. Organizations and businesses will benefit from the increased work knowledge that will result from these four variables. As employment knowledge wanes, it will become increasingly difficult for the business to reach its goal. The business needs to pay closer attention to its work in order to motivate its employees to work with greater zeal, which is essential if it is to accomplish its goals.

Performance comes from the term actual performance. This means performance or results of work. A person's actual performance. Performance (work output) is the result that has been given by workers who have the quality and quantity of work done by employees to carry out their roles in accordance with the tasks assigned to them (Prasetyo et al., 2021)

Performance of employees on the CV. Gino Guruputra has not been fully satisfactory when viewed from the services performed by CV employees. Gino Guruputra, in terms of

quality, has not fulfilled what consumers want, which is due to the lack of motivation provided by superiors, poor work discipline, one of which is caused by the lack of responsibility for their respective workers, and the lack of supporting things in work environment on CV. Gino Guruputra.

In a company, there is work motivation that must be followed by everyone or workers in management science when workers have motivation will encourage workers to be more enthusiastic about completing various tasks given by superiors. In accordance with the responsibilities held by employees will make employee performance better in carrying out their duties. (Garaika, 2020)

Activation is very important for employees because motivation can encourage, and support employee behavior, agar work well and really in order to get optimal results. That motivation has an effect on someone entering organizations and companies so that everyone has a higher level of confidence. (Hasibuan & Bahri, 2018).

In a company, disiplin in work is a very important thing that can affect the level of productivity of employee performance in the company, because disiplin at work is a form of regulation for employees in carrying out regulation within the company because when employees are disciplined will make productivity in the company increase. (Prasetiyo et al., 2021)

Harlie in (Wahyudi, 2019) explained that discipline is considered to be able to guarantee quality job performance. Discipline provides certainty / clarity in carrying out tasks, gives confidence to employees in what employees do and what is the employee's goal. Discipline is a non-physical way for employees to continue to carry out their duties as given by the company that functions to avoid various risks or mistakes that harm themselves and the company.

According to Sedarmayanti, in (Wahyudi, 2019) In terms of all situations in the work environment (Wahyudi, 2019) the outcomes of employee performance are profoundly impacted by the direct and indirect physical work environment. The work environment in a business has a significant and positive effect on the productivity of its employees. When workers are provided with a pleasant and adequate workplace, they are more likely to do their best job.

Prior researchers have studied the effects of factors like employee motivation, management style, and the office setting on productivity, but their findings have been questioned on the basis of constitutionality. Those in charge of the study, Muhammad Andi Prayogi and Nursidin (2019) (Garaika, 2020)

Literature review

According to Drs. Malayu S. P Hasibuan in (Busro, 2018) Defining that MSDM As a science and art that manages the relationships and roles of employees to effectively and efficiently help businesses, employees, and society achieve their goals. According to Barry Cushway, MSDM is a set of activities, processes, and strategies. Designed to support what the company has planned by integrating organizational and personal wishes (Barry, 2012:5). Barry's definition is clearly Aligning management strategy with company goals. However, this is not the case That is, this definition cannot be used in the organizational space. Because in

reality the Company is also an organization that deals with financial issues, one of them. However, there is something topay attention to in managingh SDM. (HRM) is different from human resource management. (Fitri Anggreani, 2021).

Employee performance is one of the success factors of a government agency or organization in achieving its goals. Therefore, the performance of employees determines the profitability of the enterprise. (Nabawi, 2019). Achievement is a group of individuals or groups that achieve their goals and comply with existing regulations. Employee performance is the result of the work of an employee. Payaman (2005:2) in (Ardian, 2019) describes the results for the achievement of the implementation of the assigned tasks. Employee performance can also be said to be the result of achieving employee performance in realizing company goals.

According to Moeheriono (2012, p. 95) in (Prayogi & Nursidin, 2018) Performance is a description of the level of achievement of achievements of a policy aimed at obtaining the desired results through planning a strategy that has been made by the company.

2. Material and Method

The method used in conducting this research is with quantitative methods, this method can be said to be also with the new science and technology discovery method, how to use this method, namely by How to use the number data that has been collected by the researcher from the results of the respondents studied. Researchers have several techniques such as random sempel technique or also called simple sample, in sampling was carried out randomly with 52 respondents out of 106 employees.

3. RESULTS OF RESEARCH AND DISCUSSION

a. Research Results

a) Simple Linear Regression Analysis

The connection between independent (free) and dependent (constrained) (linear) variables is known as simple linear regression (Y). It is important to examine how the value of a dependent variable changes as the value of an independent variable changes (to see if there is an influencing circuit) and to distinguish between the two.

Table 1. Simple Regression Test X1 Against Y

Model	Coefficients ^a			t	Itself.
	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta		
1	(Constant)	9.314	3.554	2.621	.012
	MOTIVATION	.795	.078	.822	.000

a. Dependent Variable: PERFORMANCE

Source : Processed by researchers (2022) SPSS Version 25 respondents 52

According to the data in the chart above, the constant is 9.314, and the value of the Motivation regression coefficient to worker productivity is 0.795. These findings demonstrate that the motivational component positively impacts productivity in the workplace.

Table 2. Simple regression test x2 against y

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	15.783	3.583		4.405
	DISCIPLINE	.659	.079	.762	8.314

a. Dependent Variable: PERFORMANCE

Source : Processed by researchers (2022) SPSS Version 25 respondents 52

According to the data in the table above, the regression coefficient for Discipline on worker productivity is 0.659, and the constant number is 15,783. These findings demonstrate that the Discipline component contributes to higher productivity in the workplace.

Table 3. Simple Regression Test X3 Against Y

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	6.268	4.068		1.541
	MILIEU	.856	.089	.807	9.658

a. Dependent Variable: PERFORMANCE

Source : Processed by researchers (2022) SPSS Version 25 respondents 52

In light of the data presented above, we can conclude that the constant equals 6,268 and that the value of the external regression coefficient on employee performance is 0.856. These findings indicate that the environmental factor has a beneficial impact on productivity in the workplace.

b) Multiple Regression Analysis

Multiple regrence analysis test is a relationship between two or more independent variables and dependent variables. In reviewing this study, the formula that needs to be used in the test (Priyono, 2008) is multiple regression, namely:

Table 4. Multiple regrence Analysis Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	.866	3.227		.268
	MOTIVATION	.312	.106	.323	2.957
	DISCIPLINE	.260	.079	.301	3.284
	MILIEU	.408	.103	.385	3.974

a. Dependent Variable: PERFORMANCE

Source : Processed by researchers (2022) SPSS Version 25 respondents 52

$$Y = 0.866 + b_1 0.312 + b_2 0.260 + b_3 0.406 + e$$

Source : Sugiono (2019 : 207)

Information:

Y = Employee performance

A = Constant value

b₁, b₂, b₃ = Regr esi coefficient

X₁ = Work Motivation Variable

X₂ = Work Discipline Variable

X₃ = Work Environment Variable

e = Fall

Based on the equations that have been made, it can be known:

1. The magnitude of the constant value of 0.866 concludes that if all independent variables are considered constant i.e. Work motivation, work discipline and work environment then the value of the dependent variable performance employees amounted to 0.866.
2. The value of the regression coefficient of work motivation of 0.312 means that if there is an increase of 1 point of the work motivation variable (Work Motivation Variable is considered constant or fixed) then the employee's performance value will rise by 0.312.
3. The value of the regression coefficient of Work discipline of 0.260 means that if there is an increase of 1 point of the work discipline variable (Work Discipline Variable is considered constant or fixed) then the employee's performance value will rise by 0.260.
4. The value of the work environment regression coefficient of 0.408 means that if there is an increase of 1 point of the work environment variable (the Work Environment Variable is considered constant or fixed) then the employee's performance value will rise by 0.312.

c) Hypothesis Test

1. Determination Test

The Dertermination test is used to analyze the contribution of independent variables (X₁, X₂, and X₃) to the dependent variable Y.

Table 5. Determination Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.897 ^a	.805	.793	1.696
a. Predictors: (Constant), ENVIRONMENT, DISCIPLINE, MOTIVATION				
b. Dependent Variable: PERFORMANCE				

Source : Processed by researchers (2022) SPSS Version 25 respondents 52

The above table's reasoning leads us to infer that the Adjusted R Square value is 0.793, which means that the impact of the independent variables (X) Motivation, Regulation, and Work Environment on the dependent variable (Y) Employee Performance is explained by 79.3% of the variance in Y. The remaining 20.7% is not affected by MDE but rather by a variety of other factors.

2. t-test (Persial)

The purpose of this t-test was to examine the null hypothesis that there is no relationship between Work drive, Work discipline, and Work environment and the independent factors of employee success at a significance level of 5%.

Table 6. t-test (Persial)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	.866	3.227		.268
	MOTIVATION	.312	.106	.323	2.957
	DISCIPLINE	.260	.079	.301	3.284
	MILIEU	.408	.103	.385	3.974

a. Dependent Variable: PERFORMANCE

Source : Processed by researchers (2022) SPSS Version 25 respondents 52

1. Test t Work Motivation Variables

Based on the table above , it can be calculated that Work Motivation has a value of 2,957. When compared to t table with a significance level of 5% which is 1.67655, then t count is greater than t table ($2.957 > 1.67655$). With the demiquan Ha1 accepted, it means that t e rdapat p e positive and significant impact between Work Motivation partially tefacing KaryawanPerformance n (Y).

2. t-Test of Work Discipline Variables

The Work Ethic has a number of 3,284 according to the data we just saw in the chart. The t-count is larger than the t-table at the 5% threshold of significance ($3,284 > 1,67655$). Assuming the demiquan Ha2 is true, we can conclude that there is a favorable and substantial relationship between Work Disciplines and Employee Performance (Y).

3. Test Work Environment Variables

The Work Environment has a number of 3,974 according to the data in the chart above. t count is larger than t table ($3.974 > 1,67655$) at the 5% threshold of significance. Demikian Ha3 acceptance indicates a favorable and substantial relationship between the workplace and worker productivity (Y).

b. Analysis and discussion

a) The Relationship of Work Motivation to Employee Performance

The hypothesis testing indicates that the Work Drive variable is significantly different from zero at the 0.005 level. Because work motivation will give workers a sense of purpose and pride in their job, accepting Ha1 allows us to conclude that the study variable Work motivation positively affects employee performance. In addition to the findings of the statistically relevant t-Test.

The hypothesis of this study is consistent with previous research conducted by (Hasibuan and Bahri 2018) which explained that motivation and work environment have a positive and significant effect on employee performance. Thus the work motivation given can contribute , especially in terms of a considerable enthusiasm for work to employee performance.

b) The Relationship of Work Discipline to Employee Performance

According to the results of the hypothesis, it shows that the Work Discipline variable has a significance level of 0.002. This means that Ha2 is accepted so that it can be said that the research of variables Work discipline has a positive effect on employee performance, because work discipline will make employees more aware of Sometimes things that are his responsibility such as work and regulations that apply in the company where the employee works. As well as the results of the t Test which has a result of significance.

The hypothesis of this study is consistent with previous research conducted by (Abdul Hanafi, 2018) which explained that the work environment, work discipline, and motivation simultaneously and continuously affect employee performance. Thus the work discipline given can contribute, especially in terms of employee discipline at work.

c) The Relationship of the Work Environment to Employee Performance

The hypothesis testing indicates that the Work Setting variable is statistically insignificant ($p=.000$). It follows that Ha3 is approved, and that variable studies can proceed. A good work environment has a beneficial influence on employee performance because it encourages workers to carry out their duties diligently and in accordance with the company's declared goals. Also, based on the outcomes of the t test for statistical relevance.

Previous studies (Hasibuan & Bahri, 2018) support the study's premise by showing that the Impact of Leadership, Work Environment, and Work Motivation on Performance positively and significantly affects employee performance. Therefore, if you want productive employees, provide them with a pleasant place to work.

d) The Effect of Motivation, Discipline and Work Environment on Employee Performance

The hypothesis testing reveals that when all three factors—Motivation, Discipline, and Work Environment—are considered together, the resulting significance level is (X1) 0.005, (X2) 0.002, (X3) 0.000. This could be taken as an indication that Ha4 is accepted and that the relationship between motivation, discipline, and the quality of the work environment at CV is good and statistically significant. Test F findings are consistent with Gino Guruputra's Motivation, Discipline, and Work Environment factors, so they are statistically significant.

4. Conclusion

The effectiveness of an employee's curriculum vitae is impacted by their level of motivation. Mr. Gino Guruputra. Calculations show that Job Inspiration is 2,957. T count is larger than t tables at the 5% threshold of significance (1.67655), so t counts are preferred. Therefore, H1 is approved, as there is a favorable and statistically substantial relationship between Work Motivation and Employee Performance (Y).

Worker productivity is impacted by discipline, according to Gino Guruputra's research. A total of 3,284 points can be attributed to Professional Ethic. The t count is larger than the t table ($3.284 > 1.67655$) when compared to a 5% threshold of significance. Therefore, H2 is approved, as there is a favorable and statistically significant relationship between Work Disciplines and Employee Performance (Y).

Employee Success on Resume Is Affected By Their Work Environment. The value of Gino Guruputra is calculable. The total worth of the Workplace is 3,974. T count is bigger than t table ($3.974 > 1.67655$) when 5% significance threshold is used. Therefore, H3 is approved, as there is a favorable and statistically substantial relationship between the Work Environment and Employee Performance (Y).

Employee Success on CV is significantly and positively impacted by three factors at once: intrinsic motivation, workplace discipline, and overall work environment. The regent of Tangerang is Gino Guruputra. It's safe to say that employees' output in CV is significantly influenced by a combination of intrinsic motivation, supervisory support, and the quality of the working environment. Since Gino Guruputra's findings from Test F are consistent with the relevance level he found for Motivation, Discipline, and Work Environment, he can conclude that H4 is true.

Recommendations

For Resume. Gino Guruputra, of the Tangerang Province, needs to give close attention to his staff in the areas of Motivation, Control, and Work Environment. Its ultimate objective is to boost efficiency in the workplace. Good performance from employees is a result of the combined efforts of management and the CV team. Gino Guruputra needs to keep an eye on its staff if it wants to keep everyone happy.

Directors at CV. Gino Guruputra, Tangerang Regency, please read this to learn how you can better direct your workers to work diligently, be on time, and feel comfortable working indoors so that they can take instructions from their superiors and produce the outcomes you need.

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