

The Effect of Work Motivation, Work Environment and Work Discipline on Employee Performance at PT Sucofindo Gatot Subroto Medan Branch

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ABSTRACT

The declining of employee performance at PT Sucofindo Medan is due to several factors. The objective of this research is to examine / to analyze whether work motivation, work environment and work discipline affect the Employee Performance at PT Sucofindo Medan. The type of this research is descriptive quantitative. The sample of the research amounted to 90 respondents. The analysis technique used is multiple linear regression. The result shows that Work Motivation, Work Environment, and Work Discipline have positive and significant impact on Employee Performance.

Keywords: Work Motivation, Work Environment and Work Discipline

INTRODUCTION

Performance is the result of work achieved by a person based on the responsibilities assigned to him. Good performance is important for both the company and the employees themselves. Increased employee performance can be used as a consideration for the company to develop human resources and by increasing employee performance it will also have an impact on the stability of the company in the process of achieving predetermined goals. Achieving good performance must be supported by employees who have high motivation and work discipline to improve the abilities of these employees. So that employees will be able to work in

accordance with the skills and abilities they have and produce satisfactory performance for the company. For this reason, work motivation, work discipline and work environment have a close relationship with the performance of employees in a company or organization.

Apart from motivation and work environment, employee performance can also be influenced by work discipline. Obedience in implementing the rules determined or expected by the company at work, with the intention that workers carry out their duties in an orderly and smooth manner, including restraint from committing actions that deviate from the regulations. Someone who has discipline tends to work in accordance with the rules and obligations imposed on him. So discipline is a serious obedience supported by the awareness to carry out its duties and obligations and to behave that should apply in the work environment.

Employee performance

Performance is a goal or as a result of individual behavior. The expected results can be both the goals of the individual and the demands of the organization where the individual works. According to Setiawan (2014) to measure performance can use the following indicators:

- a. The accuracy of completing tasks; It is the management of time at work and also the accuracy of employees in completing work

- b. Suitability of working hours; Willingness of employees to comply with company regulations relating to timeliness of entry / return from work and attendance
- c. Attendance rate; The number of employee absences from a company during a certain period.
- d. Cooperation between employees; The ability of employees to cooperate with others in completing a specified task so as to achieve maximum efficiency and utility.
- e. Job satisfaction; Employees are satisfied with the type of work for which they are responsible in the company.

Work motivation

According to Hasibuan (2003) motivation is employee motivation or employee mental attitude that leads or encourages behavior towards achieving satisfying needs. Motivation indicators can be used according to McClelland's Achievement Motivation Theory (Robbins, 2006), among others:

a) Need for achievement

1. Have the opportunity to excel
2. Opportunities for education and training
3. Proud that the work is a reference for colleagues

b) The need for power

1. Have the authority and responsibility for the success of the company
2. Have the authority to complete the work with its own method
3. Get a better position by competing fairly

c) The need for affiliation

1. Maintain relationships with fellow employees and superiors.
2. Have the opportunity to help colleagues
3. Receive recognition from the community for their work.

Work environment

The work environment is something that is around the workers and which

influences them in carrying out their assigned tasks (Nitisemito, 1992). The company should be able to reflect conditions that support cooperation between the levels of superiors, subordinates and those who have the same position in the company. The conditions that should be created are a family atmosphere, good communication and self-control. The work environment indicators put forward by Nitisemito (1992) are as follows:

- 1) Work atmosphere
- 2) Relationships with colleagues
- 3) The relationship between subordinates and leaders
- 4) Availability of work facilities

Work Discipline

Discipline as stated by Nitisemito (2002) is as an attitude, behavior and actions in accordance with written or unwritten company regulations. Thus, discipline is an attitude of obedience to the rules. This trait is the basis of discipline regardless of the good or bad of the rules. According to Hasibuan (2003) indicators that affect the level of discipline of employees of an organization are:

- 1) Attendance on time
- 2) Timely completion of work
- 3) Comply with work regulations
- 4) Carry out work procedures
- 5) Use office equipment properly

However, there is a research gap found in the object of research, namely the absentee level of employees of PT Sucofindo, Medan Branch, which shows a high tendency which results in undiscipline in the responsibilities they carry. This becomes a reference for researchers to justify problems experienced by employees at the company.

The pre-survey results showed that 65% of respondents stated that their work environment was uncomfortable because there was no collaboration between one team and another. More than 50% stated that their work environment does not have togetherness as a team. Broadly speaking,

more than 50% of respondents also stated that their work was not based on high motivation from their superiors. This is also exacerbated by the employee discipline rate which 70% states that they cannot complete their work on time. And this is also supported by high employee absenteeism so that they do not have a contribution in achieving the targets of employees.

Conceptual Framework

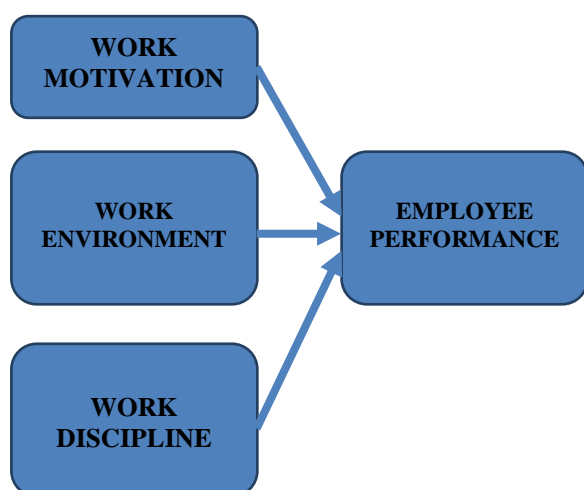


Figure 1. Conceptual Framework

Hypothesis

1. There is an effect of work motivation on employee performance at PT Sucofindo.
2. There is an influence of the work environment on employee performance at PT Sucofindo.
3. There is an effect of work discipline on employee performance at PT Sucofindo.

RESEARCH METHODS

This type of research is based on the method used is associative research and based on the type of data used is a quantitative approach. Associative research is research that aims to determine the effect or relationship between two or more variables. This type of research is based on the method used is associative research and based on the type of data used is a quantitative approach. Associative research is research that aims to determine the effect or relationship between two or more variables. To analyze the research problem, the population that became the object of this study were 116 employees of PT.Sucofindo Gatot Subroto Medan. Determination of the sample size of the population using the Slovin formula, amounting to 90 people with simple random sampling technique.

RESULT & DISCUSSION

Multiple Regression Test

Table 1 Multiple Regression Test

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	1,283	2,107		0,609	0,544
	Work motivation	0,553	0,083	0,527	6,638	0,000
	Work environment	0,153	0,062	0,181	2,473	0,015
	Work Discipline	0,243	0,062	0,278	3,913	0,000

a. Dependent Variable: Employee performance

The regression equation obtained is

$$Y = 1,283 + 0,553 X_1 + 0,153X_2 + 0,243X_3 + e$$

The regression interpretation above is as follows:

Work Motivation (X1) towards beta (Y)

The coefficient value of work motivation for variable X1 is 0.553 and is

positive, this shows that the work motivation variable has a direct relationship with employee performance. This implies that every one unit increase in Work Motivation, the Beta (Y) variable will increase by 0.553 with the assumption that the other independent variables of the regression model are fixed.

Work Environment (X2) against beta (Y)

The coefficient value of the work environment for variable X2 is 0.153 and is positive, this shows that the Work Environment variable has a direct relationship with employee performance. This implies that every one unit increase in the Work Environment, the Beta (Y) variable will increase by 0.153 with the assumption that the other independent variables of the regression model are fixed.

Work Discipline (X3) against beta (Y)

The coefficient value of work discipline for variable X3 is 0.243 and is positive, this shows that the work discipline

variable has a direct relationship with employee performance. This implies that every one unit increase in Work Discipline, the Beta (Y) variable will increase by 0.243 assuming that the other independent variables of the regression model are fixed.

Hypothesis Testing

Coefficient of Determination (R - Square)

The results of testing the coefficient of determination can be seen in the model summary table. So it can be seen the correlation between the dependent variable and the independent variable through the magnitude shown by the value of R and Adjusted R Square as in Table 2.

Table 2 Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.837 ^a	0,701	0,690	2,259
a. Predictors: (Constant), Work Discipline, Work Environment, Work motivation				
b. Dependent Variable: Employee Performance				

The correlation coefficient value is 0.837, which indicates that the correlation / relationship between the dependent variable (Y) and the independent variable (X1; X2 and X3) is high. If $R > 0.05$, the correlation is high (Sufre 2014).

The value of the adjusted coefficient (R Square) is 0.690. This means that 69% of employee performance is influenced by the variables of work motivation, work environment and work discipline in this study, while the remaining 31% is

influenced by other variables outside the independent variables used in the study.

Test Simultaneously (Test F)

ANOVA (F test) is a part and process in linear regression that is used to see whether the regression model can be used to predict the correlation and influence between the dependent variable and the independent variable. If $F \text{ count} < F \text{ table}$ or $\text{probability} > 0.05$ then H_0 is accepted. If $F > F \text{ table}$ or $\text{probability} < 0.05$ then H_0 is rejected.

Table 3. ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1026,832	3	342,277	67,059	,000 ^b
Residual	438,957	86	5,104		
Total	1465,789	89			
a. Dependent Variable: Employee Performance					
b. Predictors: (Constant), Work Discipline, Work Environment, Work motivation					

H₀: there is no significant effect jointly from the independent variables Work Motivation, Work Environment and Work Discipline on Employee Performance.

H₁: there is a significant influence jointly from the independent variables Work Motivation, Work Environment and Work Discipline on Employee Performance.

From Table 3, the calculated F value obtained is 67.059 greater than F table 2.71 ($F \text{ count} > F \text{ table}$) with a significance level of 0.05. With a probability of 0.00 or less than 0.05. Then H_0 is rejected H_1 is accepted. In other words, there is an influence of Work Motivation, Work Environment and Work Discipline on Employee Performance.

Partial Test (t test)

This test is used to determine whether in the regression model the independent variable (X) partially has a significant effect on the dependent variable

(Y). To determine whether or not the independent variable partially influences the dependent variable, a significant standard value is determined at alpha 5%.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1,283	2,107		0,609	0,544
	Work motivation	0,553	0,083	0,527	6,638	0,000
	Work environment	0,153	0,062	0,181	2,473	0,015
	Work Discipline	0,243	0,062	0,278	3,913	0,000

a. Dependent Variable: Employee performance

Based on Table 4 it can be explained that:

Constant (e): if all independent variables have a value of zero (0) then the value of the dependent variable (beta) is 1.283.

Work Motivation Variable (X1): it can be seen that t count for X1 is 6.638 where t count is greater than t table (t count > t table; t table = 1.98) and a significant level of 0.05. This means that the work motivation variable has a significant effect on the employee performance variable.

Work Environment Variable (X2): it can be seen that t count for X1 is 2.473 where t count is greater than t table (t count > t table; t table = 1.98) and a significant level of 0.05. This means that the Work Environment variable has a significant effect on the Employee Performance variable.

Work Discipline Variable (X3): it can be seen that t count for X1 is 3,913 where t count is greater than t table (t count > t table; t table = 1.98) and a significant level of 0.05. This means that the work discipline variable has a significant effect on the employee performance variable.

The effect of work motivation on employee performance

The results of this study obtained that the t value partially from the work motivation variable (X1) obtained the results, namely the t value of the work motivation variable was 6.638 and the t

table value was 1.98 so that the t value > t table (6.638 > 1.98) and the sig < 0 value. 05 (0.000 < 0.05) so it can be concluded that work motivation partially has a significant effect on the employee performance of PT Sucofindo Medan, which is 6,638. Giving good work motivation and being accepted by employees will make employees more professional by working seriously and making various efforts to achieve better work results so that their performance can be improved.

The influence of the work environment on employee performance

The partial t value of the work environment variable (X2) shows that the t count value of the work environment variable is 2.473 and the t table value is 1.98 so that the tcount > t table (2.473 > 1.98) and the sig value < 0.05 (0.015 < 0.05) so it can be concluded that the work environment partially has a significant effect on the performance of the employees of PT Sucofindo Medan, namely 2.473.

Effect of work discipline on employee performance

The partial t value of the work discipline variable (X3) shows that the t count value of the work discipline variable is 3.913 and the t table value is 1.98 so that the tcount > t table (3.913 > 1.98) and the sig value < 0.05 (0.000 < 0.05) so it can be concluded that work discipline partially has a significant effect on the performance of

the employees of PT Sucofindo Medan, which is 3,913.

CONCLUSION

1. Work motivation has a positive and significant effect on employee performance.
2. The work environment has a positive and significant effect on employee performance
3. Work discipline has a positive and significant effect on employee performance

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