



# THE Effect Of Work Environment And Discipline Work On Employee Performance At Cirebon District Transportation Office In New Normal Situation

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## ARTICLE INFO

## ABSTRACT

### Article history:

Received: 30 July 2021

Revised: 12 August 2021

Accepted: 30 August, 2021

### Keywords:

Work Environment, Discipline Work, Employee Performance

The purpose of this research is to know that the effect of work environment and discipline work on employee performance. The research location at Cirebon District Transportation Office. The population of this research is 60 employees. Saturated sample sampling is used to choose all the employees. This research type is quantitative with survey methods. Data collection used questionnaires. Data analysis techniques used multiple linear regression. The result showed that (1) Work environment had a positive and significant effect on employee performance, (2) Discipline work had a positive and significant effect on employee performance, and (3) Work environment and discipline work have a joint effect on employee performance.

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## 1. Introduction

At the Cirebon District Transportation Office has carried out the duties and functions that have been regulated, human resources are needed who always carry out their duties and functions properly by preparing quality human resources. This is because human resources are one of the important factors in an organization to achieve the planned goals. Therefore, human resources as one of the determinants of success in the organization. In practice, performance is divided into two types, namely individual performance and organizational performance. Individual performance is the performance that has been produced by a person, while for organizational performance is the overall organizational performance. However, individual employee performance will greatly support organizational performance.

Employee performance at Cirebon District Transportation Office is thought to be influenced by work environment. Work environment in Cirebon District Transportation Office is the cleanliness of the work environment is still not optimal. Some rooms seem to lack cleanliness and comfort, of course this is not in line with the established Work Operational Standards (SOP). Furthermore the air conditioners in some rooms do not work optimally due to delays in repair services on the air conditioners. Several regulations were added after the Covid-19 pandemic, such as not being allowed to travel outside the city for purposes other than the office's needs. Employee performance at Cirebon District Transportation Office is thought to be influenced by discipline work. Discipline work in Cirebon District Transportation Office is The purpose of discipline is to increase efficiency as much as possible by preventing wastage of time and energy. Work discipline at the Cirebon District Transportation Office at the level of attendance, not all employees participate to be able to attend on time. Some employees even leave the office during working hours. In addition, the motivation in employees to always be disciplined both in terms of time and work is still not optimal.

A supportive and conducive work environment can provide a sense of security and allow employees to work optimally, because the work environment can affect the emotions of employees. Employees who like the environment in which they work will carry out activities in working effectively, and good discipline will



basically be present on individual awareness. Good discipline also reflects the magnitude of the employee's responsibility for the tasks assigned by the leadership.

The work environment is part of a very important component when employees carry out work activities. With a good work environment and creating working conditions that are able to provide motivation to work, it will also have a good influence on employee morale at work. This work environment includes what is around the worker and can affect him in carrying out the tasks that have been given, for example, work facilities, Sunyoto (2015). The work environment is everything that is around the worker and that can affect him in carrying out the assigned tasks, Nitisemito (2019). The work environment is everything that is around employees that can affect the satisfaction, security, comfort, and performance of employees in carrying out their work. Work environment indicators: 1. Individual relationships, 2. Group relationships, 3. Clear and comprehensive rules, 4. Organizational regulations, 5. Lighting in the room, 6. Air conditioning, 7. A sense of security, 8. Comfort, Sunyoto (2015). Discipline is management action to enforce organization standards, Keith Davis (2017). Discipline is a management activity to implement organizational standards. Order is the main characteristic of an organization and discipline is one of the methods to be able to maintain that order, Handoko (2016). Work discipline is an attitude of willingness and willingness of employees to comply with all regulations or provisions that exist within the organization with respect.

Discipline Work indicators: 1. There is encouragement for self-discipline, 2. Responsibility at work, 3. Setting standards, 4. There is warning, 5. There is a consistent relationship, 6. There is immediate action, 7. Verbal warning, 8. Written warning, 9. Punishment heavy, Handoko (2016). The value of the set of employee behaviours that contribute, either positively or negatively, to organizational goal accomplishment, Colquitt (2016). Performance is how a person is expected to function and behave in accordance with the tasks that have been assigned to him. From these expectations about how a person should behave in carrying out tasks, this shows a role in the organization, J. Miner (2015). Performance is the result or level of success of a person as a whole during a certain period of time in carrying out tasks compared to various possibilities, such as work standards, work targets or predetermined criteria.

Employee Performance indicators: 1. Error rate, 2. Accuracy, 3. Amount of work, 4. Work according to target, 5. Attendance rate, 6. Effective working hours, 7. Willingness to help, 8. Communication with colleagues, J. Miner (2015).

## 2. Method

### 2.1 Research Approach

Quantitative methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the aim of testing predetermined hypotheses, Sugiyono (2018).

### 2.2 Types of research

Data collection techniques are the most important step in research, because the main purpose of research is to obtain data. Without knowing the data collection techniques, the researcher will not get data that meets the data standards set. Such as: distribution of questionnaires, interview, and so on. Sugiyono (2018).

### 2.3 Population and Sample

#### a. Population

The total employees at Cirebon District Transportation Office is 145 employee. But, which can be used as a population of only 60 employees, the rest cannot be used as a population because contract employees and employees are voluntary.

#### b. Sample

For the sample of this research, only 60 employees of the Cirebon District Transportation Office were taken. The sample in this research used the saturated sampling method. Where this sampling technique takes all samples of Cirebon Regency Transportation Service employees who have become permanent employees.

### 2.4 Data collection technique

The data collection technique used in this research was a questionnaire. A questionnaire is a data collection technique that is carried out by giving a set of written statement to the respondents to answer, Sugiyono (2018).

### 2.5 Types and Sources of research Data



This research used primary and secondary data. Primary data used in this research was taken by Cirebon District Transportation Office. Secondary data was taken by internet.

## 2.6 Research data analysis model

### a. Multiple Regression Analysis

Multiple regression analysis was used by the author to determine the magnitude of the influence of several independent variables (X1 and X2) on the dependent variable (Y).

### b. Coefficient of Determination

The coefficient of determination is used to measure how much influence the work environment and work discipline have on employee performance at the Cirebon District Transportation Office.

### c. Test F (Simultaneous)

The F test is used to measure the magnitude of the simultaneous (together) effect of X1 and X2 variables on Y. Simultaneous test is known by using a comparison of  $F_{count} > F_{table}$ , then the research hypothesis is partially accepted (significant) and if  $F_{count} < F_{table}$ , then the research hypothesis is partially rejected (not significant).

### d. T test (Partial test)

The T test is used to measure the partial effect of (each) variable X on Y. The partial test is known by using a comparison of  $t_{count} > t_{table}$ , then the research hypothesis is partially accepted (significant) and if  $t_{count} < t_{table}$ , then the hypothesis is the study was partially rejected (not significant).

## 3. Result and Discussion

### 3.1 Research result

**Table 1.**  
**VALIDITY TEST**

	Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
	P1	27.83	5.023	.348	.276
P2	27.68	4.423	.623	.517	.657
P3	28.03	4.372	.407	.377	.699
P4	28.02	4.084	.512	.332	.672
P5	27.98	4.491	.426	.370	.693
P6	27.92	5.095	.339	.289	.727
P7	27.97	4.846	.349	.222	.708
P8	27.87	4.728	.455	.288	.688

Based on tab. 1 Work environment is valid because  $r_{count} > r_{table}$  ( $r_{table} = 0,2542$ ).  $r_{count} > r_{table}$  for statements 1-8 where all statements for the work environment variable (X1) are valid. It can be concluded that all statements of the work environment variable instrument (X1) are valid to be used in the data analysis process.

**Table 2.**  
**ITEM-TOTAL STATISTICS**

	Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
	P1	28.90	9.210	.431	.588

P2	29.02	8.525	.580	.561	.672
P3	28.98	9.678	.496	.392	.693
P4	28.90	9.549	.468	.292	.697
P5	28.92	9.806	.452	.441	.701
P6	28.95	9.879	.437	.383	.703
P7	28.32	10.627	.455	.320	.708
P8	28.42	10.993	.278	.265	.736
P9	28.40	11.125	.257	.203	.746

Based on tab. 2 Discipline work is valid because  $r_{count} > r_{table}$  ( $r_{table} = 0,2542$ ).  $r_{count} > r_{table}$  for statements 1-9 where all statements for work discipline variable (X2) are valid. So it can be concluded that all statements of the instrument variable work discipline (X2) are valid to be used in the data analysis process.

**Table. 3**  
**EMPLOYEE PERFORMANCE VALIDITY TEST**

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
P1	29.08	4.993	.342	.426	.707
P2	28.90	4.736	.477	.472	.679
P3	28.88	4.613	.567	.435	.661
P4	28.80	4.773	.380	.296	.701
P5	28.98	4.830	.444	.426	.686
P6	28.87	5.101	.395	.531	.697
P7	28.73	4.707	.477	.482	.679
P8	28.63	5.219	.270	.280	.728

Based on tab. 3 Employee performance is valid because  $r_{count} > r_{table}$ . ( $r_{table} = 0,2542$ ).  $r_{count} > r_{table}$  for statements 1-8 where all statements for employee performance variable (Y) are valid. So it can be concluded that all statements of the instrument variable employee performance (Y) are valid to be used in the data analysis process. The work environment (X1) shows that the Cronbach Alpha value  $> 0.70$  or  $0.723 > 0.70$  so that the work environment variable (X1) is reliable. The discipline work (X2) shows that the Cronbach Alpha value  $> 0.70$  or  $0.732 > 0.70$  so that the work discipline variable (X2) is reliable. The employee performance variable (Y) shows that the Cronbach Alpha value  $> 0.70$  or  $0.720 > 0.70$  so that the employee performance variable (Y) is reliable.

**3.1 Classic assumption test**

**Table . 4 Normality Kolmogorov-Smirnov test**

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		60
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.18187695



Most Extreme Differences	Absolute	.077
	Positive	.077
	Negative	-.063
Test Statistic		.077
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based on tab. 4 it can be seen from the normality test with the Kolmogorov-Smirnov test, which is seen from the Asymp value. Sig (2-tailed) of  $0.200 > 0.05$ , which means the data is normally distributed.

**Table 5.**  
**MULTICOLLINEARITY TEST**

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Tolerance	VIF
	B	Std. Error	Beta					
1 (Constant)	18.145	3.879			4.678	.000		
LingkunganKerja	.278	.146	.271		1.904	.062	.672	1.487
DisiplinKerja	.184	.101	.260		1.825	.073	.672	1.487

a. Dependent Variabel: KinerjaPegawai

Based on tab. 5 the coefficient of the dependent variable is seen for the two independent variables, the independent variable has a Tolerance value of  $0.672 > 0.100$  and a VIF value of  $1.1487 < 10$ . It can be concluded that in testing the multicollinearity assumption there are no symptoms of multicollinearity.

**Table 6.**  
**RESULT OF RESEARCH DATA ANALYSIS**

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.145	3.879		4.678	.000
LingkunganKerja	.278	.146	.271	1.904	.062
DisiplinKerja	.184	.101	.260	1.825	.073

a. Dependent Variabel: KinerjaPegawai

Based on tab. 6 the linear equation above, it shows the direction of each independent variable on the dependent variable which can be described as follows:

1. The constant value obtained from the results of data processing on SPSS is 18.145, meaning that if the Work Environment and Discipline Work variables are assumed to be 0 then the employee's performance value is 18.145.

2. The regression coefficient value of the Work Environment variable is 0.278 which is positive, so what does it mean if there is a 1% increase in the Work Environment variable will cause an increase in employee performance of 0.278.
3. The regression coefficient value of the Discipline Work variable is 0.184 which is positive, meaning that if there is a 1% increase in the Discipline Work variable, it will cause an increase in employee performance of 0.184.

**Table 7. Coefficient of Determination**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.471 <sup>a</sup>	.222	.195	2.220

a. Predictors: (Constant), DisiplinKerja, LingkunganKerja

b. Dependent Variabel: KinerjaPegawai

Based on tab. 7 the coefficient of determination test can be seen and the Adjusted R Square value is 0.195, which means that the work environment and discipline work variables have a joint influence of 19.5% on the employee performance variable and the remaining 80.5% is influenced by other factors outside the research.

**Table 8. HYPOTHESIS F TEST**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	80.109	2	40.054	8.129	.001 <sup>b</sup>
	Residual	280.875	57	4.928		
	Total	360.983	59			

a. Dependent Variabel: KinerjaPegawai

b. Predictors: (Constant), DisiplinKerja, LingkunganKerja

Based on tab. 8 the significance value obtained from the results of data processing for the F test with a p-value (Sig) of  $0.001 < 0.05$  and the value of  $F_{count} > F_{table}$ , which is  $8.129 > 3.16$ , it can be concluded that the work environment and discipline work variables have a significant effect on simultaneously on employee performance variables.

**Table. 9 WORK ENIRONMENT HYPOTHESIS T TEST**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	19.244	3.908		4.924	.000
	LingkunganKerja	.431	.122	.420	3.525	.001



**Table. 10**  
**DISCIPLINE WORK HYPOTHESIS T TEST**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.456	2.756		8.510	.000
	DisiplinKerja	.295	.085	.415	3.476	.001

a. Dependent Variabel: KinerjaPegawai

Based tab. 9 the work environment has p-value significance of  $0.001 < 0.05$  and the value of  $t_{count} > t_{table}$  that is equal to  $3.525 > 1.671$  it can be concluded that the work environment variable has a significant effect on employee performance.

Based tab. 10 the discipline work variable has a p-value of significance of  $0.001 < 0.05$  and the value of  $t_{count} > t_{table}$  is  $3.476 > 1.671$ , so it can be concluded that the work discipline variable has a significant effect on employee performance.

### 3.2 Discussion

#### 1. Effect of Work Environment on Employee Performance

- Based on the results of testing the first hypothesis, the results obtained which state that leadership has a significant and positive effect on employee performance at the Cirebon district transportation office.
- This can be proven by the value of p-value ( $\text{sig}$ )  $< 0.05$ , namely  $0.001 < 0.05$  and the value of  $t_{count} > t_{table}$  which is  $3.525 > 1.671$  then  $H_0$  is rejected and  $H_a$  is accepted.
- Based on the results of previous research conducted by Yuan Badrianto and Muhamad Ekhsan from Journal of Business, Management, and Accounting about The Effect of Work Environment and Job Satisfaction on Employee Performance in PT. Nesinak Industries stated that the result of the analysis of the factors affecting employee performance indicate that work environment factors have a positive relationship with employee performance. This shows that the work environment factors significantly influence employee performance, meaning that in this case the work environment for employee performance needs to be improved to improve employee performance.

#### 2. Effect of Discipline Work on Employee Performance

- Based on the results of testing the second hypothesis, the results obtained which state that work stress can be proven by the p-value ( $\text{sig}$ )  $< 0.05$ , which is  $0.001 < 0.05$  and the  $t$  value  $> t_{table}$  which is  $3.476 > 1.671$ , then  $H_0$  is rejected. and  $H_a$  accepted.
- Previous research conducted by Reny Vera et al with the title The effect of work discipline, motivation, and compensation on employee performance at PT. Alfa Scorpii stated that the results of the study were that work discipline, motivation and compensation had a positive and significant effect on employee performance. Work discipline has a positive and significant effect on employee performance. This means that the higher work discipline, the higher the employee's performance. Employee performance is higher because company employees consistently follow company regulations and carry out the sanctions given by the company well, so that the goals set by the company are achieved effectively.

#### 3. Effect of Work Environment and Discipline Work on Employee Performance

- Based on the results of testing the third hypothesis, the results obtained which state that the work environment and work discipline together have a significant and positive effect on employee performance at the Cirebon district transportation office. This can be proven by the p-value ( $\text{sig}$ )  $< 0.05$ , which is  $0.001 < 0.05$  and the  $F_{count} > F_{table}$  which is  $8.129 > 3.16$ , then  $H_0$  is rejected and  $H_a$  is accepted.

- b. Previous research conducted by Yuan Badrianto and Muhamad Ekhsan from Journal of Business, Management, and Accounting about The Effect of Work Environment and Job Satisfaction on Employee Performance in PT. Nesinak Industries and conducted by Reny Vera et al with the title The effect of work discipline, motivation, and compensation on employee performance at PT. Alfa Scorpii. The research from both of them has a significant and positive effect for employee performance.

#### 4. Conclusion

After the result of the research and discussion are presented, the conclusions that can be describe are as follows The work environment variable has a significant and positive effect on employee performance at the Cirebon District Transportation Office employees. The variable of work discipline has a significant effect and positive effect on employee performance at the Cirebon District Transportation Office employees. The variables of the work environment and work discipline together have a significant and positive effect on the performance of the Cirebon District transportation Office employees.

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