



Employee Performance is Reviewed from Work Environment, Work Discipline, and Work Performance

Yulianah

Bina Sarana Informatika University, Indonesia

Email: Yulianah.fachrudin@yahoo.com

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ABSTRACT

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The purpose of this study is to see how work environment, discipline, and performance affect employee performance at PT.Mitra bisnis keluarga ventura. A sample of 30 respondents was used in the procedure. Quantitative data in the form of basic information was acquired by distributing questionnaires to PT.Mitra bisnis keluarga ventura staff on duty. The SmartPLS 3 application is used to process the data. The outer model, inner model, and hypothesis testing are the equation models studied. The results showed that the work environment and work performance proved to have a good impact on staff performance, while work discipline did not affect staff performance.

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1. Introduction

In the study, there were more than 50% of employees resigned because the activity area was not good or did not support. A good industrial management can increase the power of the industry. There is also the power of something industry can succeed well as a result of being able to compete with other industries, so from that the basis of people's energy is one of the meaningful aspects and has a considerable position in the company. How in the industry it has a very meaningful position and is focused on employees to achieve their goals, namely by producing efficient activity areas, both activity areas by raga or non-physical activity areas. A kind of assumption from employees about the area of activity they have as a result of employees can share different evaluations of all views of the activity area, if the assumptions directed by the employees are good to want to influence good way ability as well because it can make employees feel safer and exciting with efficient activity area conditions. Conversely, if the assumption directed by the employee is not good until the ability of the carwayan is also not maximal.

Citing Bold Sky, there are some simple causes that can create a good office environment that leads to company productivity (Prawira, 2018). With a friendly environment, a saturated office becomes more enjoyable even if you work more than 8 hours a day. Workplace comfort is essential, and supervisory limitations can affect employee comfort. With the freedom to work independently with the right guidance, the work environment is even better.

Employee discipline, in other words, is a type of training that aims to improve and shape employees' understanding of attitudes and behaviors, allowing them to work cooperatively with those around them as well as improving the employee's work performance.

Not only discipline that affects employee performance, the results of employee activities are also one aspect that also affects the ability. The result of the activities of the large employees of each employee is a matter that is very desired for the industry. Continue to be a lot of employees who excel, until the ability or productivity of the body in a way that totality wants to increase and the industry can survive in competition with other industries.

For (Sunyoto, 2015, subject. 18 and Prawira et al., 2012) The results of activities are the result of activities achieved by a person in completing the profession that is focused on him. Without the results of



large activities, the quality of professional work carried out is poor. The lack of good implementation of employee obligations indicates the low performance of employees who want to generate industrial profits.

PT. Family business partners (MBK) are Venture Capital Industries (PMV) supervised by the financial services authority (OJK). MBK uses Grameen Bank's methodology to provide investment activities to women from small-income families on the island of Java, Kalimantan, Sumatra with the aim of increasing income and living standards by enabling them to access official financial services (financial inclusion), reduce vulnerability, and reduce vulnerability. Since its establishment in 2003, MBK has grown to become one of the largest replicars of Grameen Bank in Indonesia. MBK aspires to be part of the government's efforts to achieve the Millennium Development Goals, especially in the fields of poverty alleviation and women's empowerment. The following is a table of customer recruitment targets at PT. Venture family business partners:

Year	Target
2018	1.120.034 Customers
2019	1.299.665 Customers
2020	1.170.369 Customers
2021	1.344.042 Customers

PT Mitra bisnis keluarga ventura

Target perekrutan Nasabah



In the table and diagram above shown in 2020 there was a drastic decrease in customer recruitment, this is because in that year many employees who performed less optimally so that the company's achievement target also decreased drastically.

2. Method

By sending questionnaires to employees of the family company PT Mitra Bisnis keluarga, the study collected primary data. SEM-PLS with Smart PLS Version 3.0 software to analyze data in this study.

2.1 Location and research objects

This study was conducted at PT Mitra bisnis keluarga ventura, with the research object of Environmental Influence, work discipline, and work performance on Employee Performance at PT Mitra bisnis keluarga ventura

2.2 Population and Research Samples

Employees of the family company PT. Venture family business partners constitute the research population. The sampling method used in this study was to distribute questionnaires to 30 employees at PT Mitra bisnis keluarga ventura.

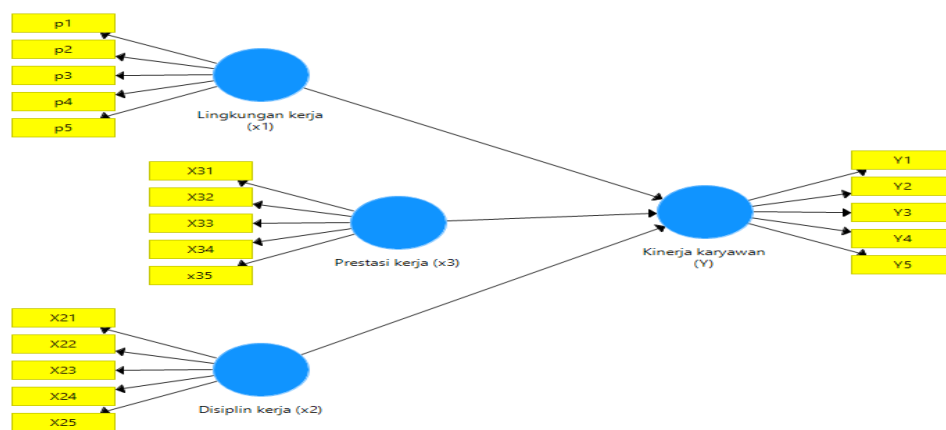
2.3 Data Analysis Methods

Quantitative data is a description in the form of numbers sourced from calculations and measurements, for example data from questionnaire responses. Research data sources that are based on original data. Data collected directly from respondents at the research site is referred to as primary data (Sugiyono, 2012) and

Supardi et al (2022). The study utilized information gathered from the spread of questionnaires, i.e. up to 30 responses. Five indicators of variable x1 (Work Environment), five indicators of variable x2 (Work Discipline), five indicators of variable x3 (Work Performance), and three indicators of variable y are included in the questionnaire (Employee Performance). The data is generated from the collection of questionnaires, and processed using the SEM PLS3 program in the following processes:

- a. Outer model measurements
- b. Analysis of inner models
- c. Hypothesis Test

3. Results and Analysis

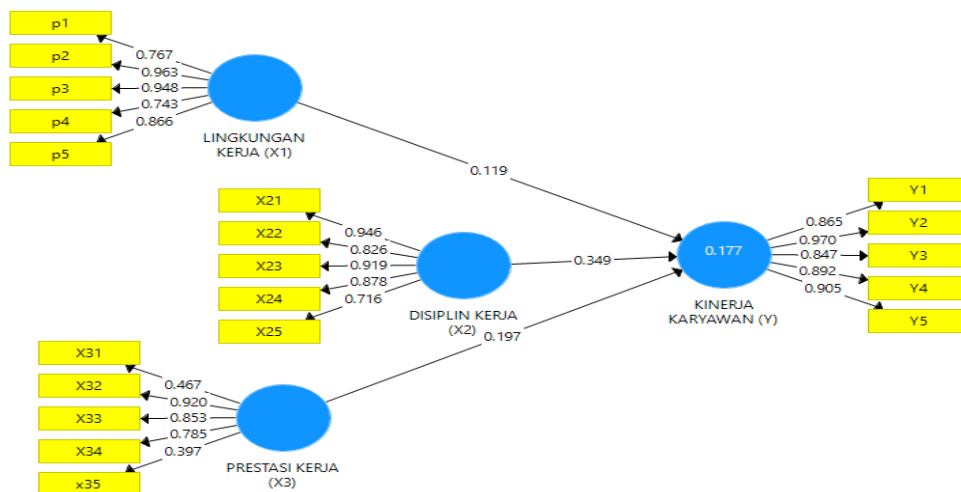


3.1 Outer Model Measurement

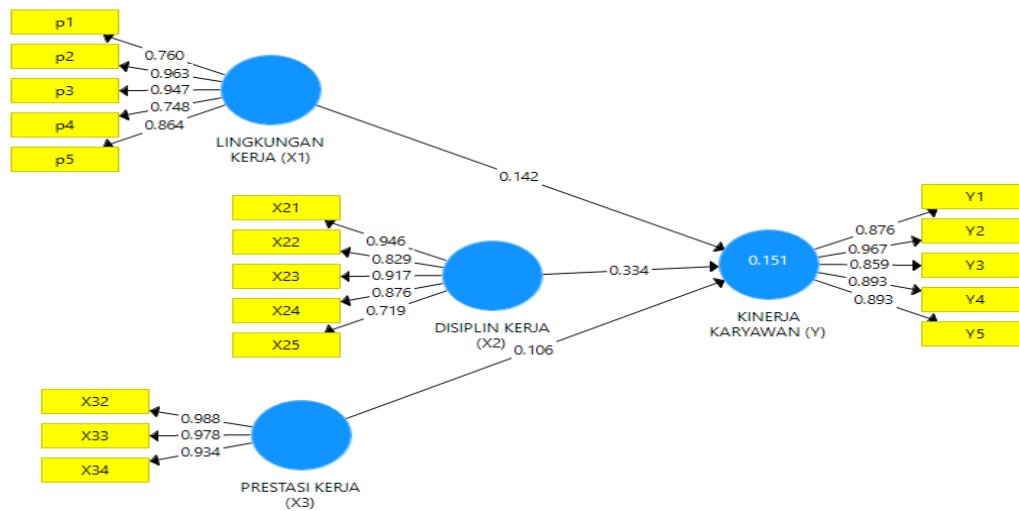
In the outer model this is done with the aim to see the validity and rehabilitation of a model. The data that has been generated from the questionnaire of each varibel is processed using SmartPLS3 software and then calculated to produce its validity and rehabilitation. From the outer measurement of this model can be known from the influence of Factor Loading, Average Variance Extracted (AVE), Discriminant Validity, and Composite Reliability.

a. Factor Loading

Factor Loading is the initial stage in measuring a validity model. Factor Loading has a condition that must be > 0.7 an indicator can be said to be valid. If it does not qualify, it must be removed from the model. Qualifying first will have an effect on the AVE value. Measurement analysis can be seen from the image below:



Based on the results of the data analysis in Figure 2, there are indicators that must be removed from the model because the factor loading value < 0.7 , namely the latent variable of the work performance of the X31 indicator in the first analysis (0.467) and X35 in the first analysis (0.397). Because there are indicators (manifest variables) that are removed from the model, a new influence model is formed as below:



b. Average Variance Extracted (AVE)

The Extracted Variance Average Value (AVE) is used to verify convergent validity, and the predicted AVE value is greater than 0.5. If the AVE value is more than 0.5, it means that the variation of the indicator obtained by the construct is greater than the error variant.

Latent Construct	Average Variance Extracted (AVE)
Employee Performance (Variable Y)	0.804
Working environment (variable X1)	0.743
Work discipline (Variable X2)	0.741
Work performance (Variable X3)	0.513

Based on the results of the Outer Loading and Average Variance Extracted (AVE) calculations, the indicators used in this study have met the convergent validity test.

c. Discriminant Validity Test

Cross Loading values are used with Discriminant Validity. If the cross loading indicator value on a variable $>$ when compared to the value of other variable indicators, then the indicator is said to be valid discriminantly.

Here are the findings of the cross loading value study for each indicator:

	Employee performance (variable Y)	Work environment (Variable X1)	Work discipline (Variable X2)	Performance (Variable X3)
P1	0.044	0.767	0.289	0.405
P2	0.226	0.963	0.163	0.198
P3	0.266	0.948	0.191	0.252
P4	0.138	0.743	0.065	0.042
P5	0.126	0.866	0.084	0.204
X21	0.352	0.175	0.946	-0.132
X22	0.172	0.038	0.826	-0.377
X23	0.385	0.129	0.919	-0.015
X24	0.269	0.248	0.878	-0.193
X25	0.126	0.075	0.716	-0.111
X32	0.099	0.198	-0.172	0.920
X33	0.080	0.172	-0.153	0.853
X34	0.026	0.124	-0.236	0.785
Y1	0.865	0.124	0.393	-0.045
Y2	0.970	0.158	0.291	0.219

Y3	0.847	0.050	0.219	-0.048
Y4	0.892	0.228	0.297	0.057
Y5	0.905	0.318	0.219	0.366

d. Composite Reliability Test

If the Composite reliability value > 0.7 and Cronbach's Alpha value > 0.7 then a variable is said to have strong reliability, according to Sarwono & Narimawati (2015:18).

Latent construct	Cronbach's Alpha	Composite Value	Reliability Information
Employee Performance (Variable Y)	0.941	0.953	Reliabel
Working Environment (Variable X1)	0.915	0.935	Reliabel
Work Discipline (Variable X2)	0.914	0.934	Reliabel
Work Performance(Variable X3)	0.955	0.828	Reliabel

All latent constructs tested in the study had Composite Reliability and Cronbach's Alpha values > 0.7, according to the calculations in the table above. As a result, all latent construction can be considered reliable..

3.2 Structural Model Testing (Inner Model)

Modeling Structure models on PLS SEM in SMARTPLS are performed using the R-Squared Test (R2), which is a method to determine how much endogenous and exogenous constructs can be explained to each other. Strong, medium, and weak are Chin's criteria for R-Squared (R2) values of 0.67, 0.33, and 0.19 respectively (Chin, 1998 in Ghozali and Latan, 2015).

The R Square number that has been corrected based on the standard error value is called Adjusted R Square. In testing the ability of an exogenous construct to describe endogenous variables, the Adjustment value of R Square provides a stronger picture than R Square.

The investigation calculated R-Squared (R2) yielded the following results:

a. R Square Value

	R Square	R Square Adjusted
Employee Performance (Variable Y)	0.355	0.364

As seen in the table above, variable Y has an r-square value of 0.364 or 36.4 percent which is greater than 0.33 indicating that the modeling is moderate or moderate.

b. Path Coefficients

Patch Coefficients	P-Values
Work environment > Performance	0.021
Work disciplined > Performance	0.320
Performance > work performance	0.003

It can be seen in the table above, from the test results it can be concluded that the work environment significantly has no effect on strategy choices with a p-values of 0.021 because it basically has a value of >0.05. Disiplin also significantly has no effect on the choice of strategy with a p-values value of 0.320 because it basically has a value of >0.05. Then, Achievement significantly affects performance choices with a p-values of 0.003 because they basically have a value of <0.05. It can be predicted that the three factors in the model significantly work environment and discipline have no effect on performance choices , the achievement of influential performance choices.

3.3 Hypothesis Test

The purpose of hypothesis testing on the PLS SEM model is to find out how exogenous variables affect endogenous variables. The T-Statistics value and the P-Values value were used to conduct hypothesis testing in this study. If the T-Statistical value > t table (1.701) with a significance level of P-Values of 0.5 then the research hypothesis can be considered approved. The following is the results of the hypothesis testing analysis.

	Value T statistic	Value P Values	Result
Work environment - > employee performance	2.234	0.021	Accepted
Work discipline - > employee performance	1432	0.320	Rejected
Work performance -> employee performance	2.220	0.003	Accepted



We can see in the table above, Below the hypothesis to be tested for each latent variable relationship:

- a. Employee Performance Variables and Hypothesis Testing Work Environment Variables The t-statistical value for the work environment variable on the employee performance variable is 2,234 > t-table (1,701), with a p-values of 0.021 > 0.05, according to the test results. The hypothesis is accepted based on these findings, which show that work environment variables affect employee performance.
- b. Testing the Disciplinary Variable Hypothesis against employee performance variables The t-statistical value for the work discipline variable on the employee performance variable is 1432 t-tables (1.701) with a p-value of 0.320 > 0.05, according to the test results. The hypothesis was rejected as a result of these findings, which showed that work discipline variables had no effect on employee performance.
- c. Work Performance Variables and Employee Performance Hypothesis Testing The t-statistical value for the work performance variable against employee performance is 2,220 > t-table (1,701) with a p-value of 0.003 > 0.05, according to the test results. Hypotheses are accepted and prove that work performance variables affect employee work performance variables based on these findings.

4. Conclusion

In this study, three hypotheses were given based on the results of processing questionnaire data by producing 30 respondents and data processing using SEM-PLS using SmartPLS 3 software. Below is the conclusion of the results of the hypothesis testing analysis:

- a. At PT Mitra Bisnis Keluarga, the work environment is proven to have a good impact on staff performance; the more positive the work environment, the higher the employee performance.
- b. Employee performance at PT Mitra family business is not affected by work discipline.
- c. At PT. Family business partners have been shown to have a beneficial impact on employee performance. The greater the work performance, the higher the performance of the employee

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