

The Effect of Work Environment, Work Discipline on Employee Performance with Communication as an Intermediate Variable in Government Agencies

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Abstract

The population in this research is all employees, so the total population for this research is 129 people. The sample in this study was 129 employees. This research uses census sampling techniques. In preparing this research, data collection techniques were obtained, including interviews and questionnaires. The test results show that the relationship between the work environment and communication is negative and not significant. Thus, it can be said that the work environment hypothesis has a negative influence on communication and is not significant or rejected. There is a relationship between work discipline and communication that is both negative and significant. Thus, it can be said that the hypothesis that work discipline has a negative and significant influence on motivation is accepted. There is a relationship between communication and performance that is positive and significant. Thus, it can be said that the hypothesis that communication has a positive and significant influence on performance is accepted. There is a relationship between work environment and performance that is positive but not significant. Thus, it can be said that the hypothesis that the work environment has a positive and significant influence on performance is accepted. A good work environment encourages employee morale, which can improve employee performance. There is a relationship between work discipline and performance that is positive and significant. Thus, it can be said that the hypothesis that work discipline has a positive and significant influence on performance is accepted.

Keywords: work environment, communication, performance, work discipline.

INTRODUCTION

Basically, performance is an individual thing because each employee has a different level of ability to carry out their duties. The performance produced by employees in a company is determined by several factors and conditions that either originate from within the employee or from outside the individual employee. Performance depends on a combination of ability, effort, and opportunities obtained. This means that performance is the result of the employee's work in working for a certain period of time, and the emphasis is on the results of the work completed by the employee in a certain time period. Performance is the result

produced by a specific job function or activity during a specific period. Overall performance on the job is equal to the sum or average of performance on the essential job functions. Functions related to the job will be performed, not with individual performance characteristics.

The work environment is the social, psychological, and physical life in a company that influences workers in carrying out their duties. Human life cannot be separated from various environmental conditions; between humans and the environment, there is a very close relationship. In this case, humans will always try to adapt to the various environmental conditions around them. Likewise, when doing work, employees as humans cannot be separated from the various conditions around where they work, namely the work environment. While carrying out work, each employee will interact with various conditions found in the work environment.

Work discipline is an important factor in increasing productivity. However high the level of education and ability of an employee, the amount of motivation given by the leadership or the amount of compensation given will not have much meaning or influence if the employee is not disciplined in carrying out his duties. Therefore, this discipline factor needs to receive great attention, both from the leadership and the employees concerned. As with providing work motivation, instilling employee discipline is generally good. This can be seen from the high awareness of employees in carrying out organizational tasks, paying attention to working hours, wearing uniforms, using equipment, and the quality of employee work being quite adequate. Discipline can be defined as an attitude, behavior, and action that are in accordance with the written and ordinary regulations of a company or agency. Thus, each company establishes or formulates rules that are enforced to ensure the implementation of the agency's work mechanisms and to create orderly work procedures so as to achieve organizational goals.

METHOD

The population is the entire research object. The number of employees is 131. The population in this research is all employees, so the total population for this research is 129 people. The sample in this study was 129 employees. This research uses a census sampling technique, meaning that the entire population is sampled. In preparing this research, data collection techniques were obtained, including interviews and questionnaires. In research, data has a very important position. Therefore, whether the data is correct or not really determines whether the data is accurate or not. This depends on whether the data collection process is good or not. To find out to what extent this research instrument can be trusted, a validity test and a reliability test were carried out.

RESULT AND DISCUSSION

Based on the research results, Hypothesis 1 (first) was obtained, namely that the work environment has an influence on communication. Assumption testing is carried out using path model analysis (path analysis) with the help of the AMOS version 23 program. Based on the first assumption model test, which states that the estimated regression value is -0.0402410,

the standard error is 0.0653288, and the critical ratio (t-table) is -0.6159759, the probability significance value (P-value) is 0.5379104 > 0.05. So, it can be concluded that the test results show that the relationship between the work environment and communication is negative and not significant. Thus, it can be said that the work environment hypothesis has a negative influence on communication and is not significant or rejected.

The results of this research contradict previous research entitled "The Influence of Work Discipline, Organizational Culture, and Work Environment on Employee Satisfaction and Performance." Based on the analysis of research results and discussion, the results show that the independent variables consisting of work discipline (X1), organizational culture (X2), and work environment (X3) simultaneously (together) have a significant effect on employee performance (Y) at the village office in Sekarputih District Tegalampel, Bondowoso." This is shown by F count > F table, namely 48.752 for F count and 3.444 for F table. The work discipline variable (X1) has a significant effect on employee performance (Y) at the Sekarputih Subdistrict Office. This is shown by the calculated t value (4.158) > t table (2.074).

Based on the research results, it was found that H2: Work discipline has an influence on communication. Hypothesis 2 (two), namely that work discipline has an influence on communication. Assumption testing is carried out using path model analysis (path analysis) with the help of the AMOS version 23 program. Based on the first assumption model test, which states that the estimated regression value is -0.0826202, the standard error is 0.0633008, and the critical ratio (t-table) is -1.3051995, then the probability significance value (P-value) is 0.0418249 < 0.05. So, it can be concluded that the test results show that the relationship between work discipline and communication is negative and significant. Thus, it can be said that the hypothesis that work discipline has a negative and significant influence on motivation is accepted. The results of this research are relevant to previous research entitled "The Influence of Work Discipline and Communication Climate on the Performance of Yogyakarta City Transportation Service Employees, With Work Motivation as an Intervening Variable." The results of this research show that there is a significant influence between work discipline and communication climate on the work motivation of employees, both partially and simultaneously. There is a significant influence between work discipline and communication climate on the performance of employees, both partially and simultaneously. There is a significant influence between work motivation and employee performance. The direct influence (work discipline and communication climate on performance) is greater than the indirect influence (work discipline and communication climate on performance through work motivation).

Hypothesis 3 (three) is that communication has an influence on performance. Assumption testing is carried out using path model analysis (path analysis) with the help of the AMOS version 23 program. Based on the first assumption model, it states that the estimated regression value is 0.4641031, the standard error is 0.2196673, the critical ratio (t-table) is 2.1127548, and the probability significance value (P-value) is 0.0346218 < 0.05. So, it can be concluded that the test results show that there is a positive and significant relationship between communication and performance. Thus, it can be said that the hypothesis that communication has a positive and significant influence on performance is accepted. The

results of this research are in accordance with research entitled "The Influence of Work Discipline and Communication Climate on the Performance of Yogyakarta City Transportation Service Employees with Work Motivation as an Intervening Variable." The results of the regression analysis show that the work discipline variable has a significant influence on employee performance (t-calculated probability value $(0.001) < \text{level of significance } (0.05)$). The results of the regression analysis show that the communication climate variable has a significant influence on employee performance (probability value t-count $(0.039) < \text{level of significant } (0.05)$). The results of the regression analysis show that the probability value of f-count $(0.000) < \text{level of significant } (0.05)$ leads to the conclusion that work discipline and communication climate have a simultaneous effect on employee performance.

Based on the research results, Hypothesis 4 (four) was obtained, namely that the work environment has an influence on performance. Assumption testing is carried out using path model analysis (path analysis) with the help of the AMOS version 23 program. Based on the first assumption model test, which states that the estimated regression value is 0.3309511, the standard error is 0.1625989, the critical ratio (t-table) is 2.0353839, and the probability significance value (P-value) is $0.0418123 > 0.05$. So, it can be concluded that the test results show that the relationship between the work environment and performance is positive and not significant. Thus, it can be said that the hypothesis that the work environment has a positive and significant influence on performance is accepted. A good work environment encourages employee morale, which can improve employee performance. Ultimately, the success of an organization is largely determined by its ability to design the work environment so that it can increase work motivation, which can ultimately lead to achieving profitable results or performance. The work environment is basically very good and also has modern facilities and infrastructure that make employees feel comfortable and do their work comfortably, so that work is completed on time.

Based on the research results, it was found that H5: Work discipline has an influence on performance. Hypothesis 5 (five) is that work discipline has an influence on performance. Assumption testing is carried out using path model analysis (path analysis) with the help of the AMOS version 23 program. Based on the first assumption model, it states that the estimated regression value is -0.5164883, the standard error is 0.1583619, the critical ratio (t-table) is -3.2614431, and the probability significance value (P-value) is $0.0011085 < 0.05$. So, it can be concluded that the test results show that there is a positive and significant relationship between work discipline and performance. Thus, it can be said that the hypothesis that work discipline has a positive and significant influence on performance is accepted.

Discipline is a form of employee self-control and regular implementation that shows the level of seriousness of the work team in an organization. Work discipline is very important for organizational growth and is used primarily to motivate employees to be able to discipline themselves in carrying out work both individually and in groups. Apart from that, work discipline is useful in educating employees to comply with and enjoy existing regulations, procedures, and policies so that they can produce good performance. Employee work discipline needs to be handled clearly because it basically reflects an employee's work

performance. The application of work discipline in an organization is a very important element because this discipline will make it easier to achieve organizational goals. Therefore, the organization certainly has rules to be obeyed by everyone in the organization. Because work discipline in an organization is very important, the government has been instructed to implement national discipline, which includes a culture of order, a culture of cleanliness, and a culture of employee work in their respective work units continuously with a sense of responsibility.

CONCLUSION

The work environment has an influence on communication. Based on testing the first assumption model, which states that the estimated regression value is -0.0402410, the standard error is 0.0653288, the critical ratio (t-table) is -0.6159759, and the probability significance value (P-value) is $0.5379104 > 0.05$. So, it can be concluded that the test results show that the relationship between the work environment and communication is negative and not significant. Thus, it can be said that the hypothesis that the work environment has a negative and insignificant influence on communication is rejected. Work discipline has an influence on communication. Based on testing the first assumption model, which states that the estimated regression value is -0.0826202, the standard error is 0.0633008, the critical ratio (t-table) is -1.3051995, then the probability significance value (P-value) is $0.0418249 < 0.05$. So, it can be concluded that the test results show that the relationship between work discipline and communication is negative and significant. Thus, it can be said that the hypothesis that work discipline has a negative and significant influence on motivation is accepted.

Communication has an influence on performance. Based on the first assumption model testing, it states that the estimated regression value is 0.4641031, the standard error is 0.2196673, the critical ratio (t-table) is 2.1127548, and the probability significance value (P-value) is $0.0346218 < 0.05$. So, it can be concluded that the test results show that there is a positive and significant relationship between communication and performance. Thus, it can be said that the hypothesis that communication has a positive and significant influence on performance is accepted. Based on the research results, it was found that the work environment has an influence on performance. The work environment has an influence on performance. Based on testing the first assumption model, which states that the estimated regression value is 0.3309511, the standard error is 0.1625989, the critical ratio (t-table) is 2.0353839, and the probability significance value (P-value) is $0.0418123 > 0.05$. So, it can be concluded that the test results show that the relationship between the work environment and performance is positive and not significant. Thus, it can be said that the hypothesis that the work environment has a positive and significant influence on performance is accepted. Work discipline has an influence on performance. Hypothesis 4 (four), namely that work discipline has an influence on performance. Based on testing the first assumption model, which states that the estimated regression value is -0.5164883, the standard error is 0.1583619, the critical ratio (t-table) is -3.2614431, and the probability significance value (P-value) is $0.0011085 < 0.05$. So, it can be concluded that the test results show that there is a positive and significant

relationship between work discipline and performance. Thus, it can be said that the hypothesis that work discipline has a positive and significant influence on performance is accepted.

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