

The Effect of Work Discipline and Work Environment on Employee Performance Through Work Motivation in the Police Environment

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Abstract

This study aims to determine the effect of work discipline and work environment on employee performance through work motivation. The population in this study is all employees or staff. Totaling 500 employees, the sample was taken based on random sampling of 145 from various elements of organizational units and positions. The data in this study are divided into two types: primary and secondary. Collecting data using observation, interviews, and the results of distributing questionnaires to employees. Based on the results of the study, it was found that there was no influence of work discipline variables on employee performance processes through work motivation. This means that if H0 is accepted by work discipline, there is no effect on employee performance processes through motivation. There is no effect of work discipline variables on employee performance processes through work motivation. This means that H0 is accepted by work discipline and has no effect on employee performance through work motivation. There is no effect of work environment variables on employee performance through work motivation. This means that if H0 is accepted by the work environment, there is no effect on employee performance through work motivation. There is no effect of work environment variables on employee performance through work motivation. This means that if H0 is accepted by the work environment, there is no effect on employee performance through work motivation.

Keywords: work discipline, work environment, employee performance, work motivation.

INTRODUCTION

In the global era, human resources have a big contribution to make in determining the progress of an organization. Personnel management becomes very important for organizations in order to manage, organize, and utilize employees so that they can function productively to achieve organizational goals. This applies to both private and government organizations. For government organizations, effective and efficient staffing management is

expected to provide services to the public in an appropriate, fast, and professional manner. Improving the performance of employees in an agency is not an easy thing. Employee performance shows how much employees contribute to the organization, which includes output quality, output quantity, workplace attendance, and cooperative attitude. Based on information from an interview with one of the leaders at the Polres, the condition of the performance of the police in the environment shows low performance, such as late arrivals, ineffective use of working hours, completion of assignments not on time, leaving work ahead of working hours, and even being absent during working hours. This is thought to be caused by a lack of work discipline, not creating a good communication climate, and an uncomfortable work environment in the internal environment of the organization.

The level of employee attendance in the police environment is unstable, as evidenced by the fact that every month there are employees who are absent. Meanwhile, based on information from one of the superiors, there are still many employees who come to the office just to provide fingerprints as proof of attendance without carrying out their duties and functions properly. Employees only rely on administrative skills, and only a few have specific expertise. So, it is undeniable if they are not able to work optimally, which causes employee performance to decrease. On the other hand, the more disciplined an employee is, the higher the work performance that can be achieved. Without good work discipline, it is difficult for organizations to achieve optimal results. Good work discipline reflects the magnitude of a person's sense of responsibility for the tasks assigned to him. Work discipline can be defined as an attitude of respect, obedience, and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not shy away from accepting sanctions if he violates the duties and authority given to him. Discipline is the most important HRM operative function because the better the employee discipline in the company, the higher the work performance that can be achieved. In addition to work discipline, the workplace environment also influences employee performance. The success of public organizations is also largely determined by their ability to design a work environment that improves employee performance. The theory used in examining the influence of the work environment on employee performance is the work environment theory, which states that the work environment is composed of outside forces that have the potential to affect organizational performance and a series of factors that affect performance. Consistency in the work environment is a key contributor to improving organizational performance.

The work environment still needs a lot of improvement. In some of the existing rooms, the color of the room that creates a feeling of coolness is still lacking. Furthermore, the existing air circulation is not optimal. In terms of spatial tidiness, it is still not optimal because there are still untidy work file arrangements, office facilities are still lacking, such as chairs and tables for employees who are not fit enough, and office computers. The office design and space for each room have not been renovated to suit a modern and comfortable workplace design. It can be seen that the work desks between employees are too close together so that space for free movement is limited. Many documents and other items are placed on and around the desk work, often disturbing employees in completing their tasks. Besides that, the lighting is lacking because the building design is still in the form of an alley, so this will affect employee performance. Besides work discipline, the work environment, which can affect employee performance as well as employee work motivation, is also not aroused. due to the condition of employees who are not motivated to excel because there is no opportunity to develop a career and there is no award given to employees. Besides that, the work environment is not conducive, so employees are not motivated to work. Employee motivation is seen as an

indicator that is not very visible because it arises from within each employee. Therefore, the authors try to use work motivation as an intervening variable in writing this thesis in order to be able to test the extent to which the influence of employee competence on employee performance. Work motivation can also be influenced by the work environment. The work environment is divided into two types: the physical work environment and the non-physical work environment. A good physical work environment is a workplace environment that can influence or increase work motivation, namely in the form of proper work space layout, sufficient light in the room, proper air temperature, and sound that does not interfere with work concentration.

METHOD

Population and sample are a combination of all elements in the form of events, things, or people who have similar characteristics and are the center of attention for a researcher because they are seen as a study. The population in this study is all employees or staff. Totalling 500 employees, the sample was taken based on random sampling (random sampling) of 145 from various elements of organizational units and positions. The data in this study are divided into two types: primary and secondary. Primary data is obtained from the results of observations, interviews, and the results of distributing questionnaires to employees. The data obtained will then be processed for research purposes. Secondary data is primary data that has been processed into a table, graph, or image that can be used as information for other parties. The analysis technique used with the help of a computer program, namely utilizing the SPSS program to facilitate the calculation and testing of research hypotheses. The stages in data analysis and hypothesis testing consist of: research instrument calibration, carried out to measure the validity and reliability of the instrument.

RESULT AND DISCUSSION

Based on the results of the study, it was found that work discipline and work environment simultaneously affect motivation, with a significant level value of $0.000 < 0.05$. Therefore, the H1 hypothesis, which states that work discipline and the work environment simultaneously influence motivation, is acceptable or significant at an error rate of 1%. Work discipline and work environment partially affect motivation, with a significant level value of $0.000 < 0.05$. It can be seen that the effect of the work discipline variable has a work effect of 0.742 with a significance level of $0.000 < 0.005$, which means that work discipline has a significant influence on motivation. This means that H1 accepts that work discipline has a significant effect on work motivation. while the work environment variable is 0.192 with a significance level of $0.000 < 0.005$, which means that the work environment has a significant influence on motivation. This means that H1 is accepted by the work environment, which has a significant effect on work motivation.

The results of this study 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 study indicate that there is a significant influence between work discipline and communication climate on the work motivation of DPKY employees, either partially or simultaneously. There is a significant influence between work discipline and communication climate on the performance of DPKY employees, either partially or simultaneously. There is a significant influence between work motivation and the performance of DPKY employees. The direct effect (work discipline and communication

climate on performance) is greater than the indirect effect (work discipline and communication climate on performance through work motivation).

Based on the results of the study, it was found that motivation was 0.065 with a significance level of $0.074 > 0.005$, which means that motivation has no significant effect on performance. This means that H_0 is accepted and that work motivation does not significantly influence performance. This shows that employee performance is not influenced by motivational factors but can be influenced by other factors. In this study, the factors that influence employee performance are work discipline and work environment, but it is undeniable that there are other factors or variables that were not examined in this study. Based on the results of the study, it was found that the significance level of the simultaneous test was $0.000 < 0.005$, so it can be said that simultaneously, work discipline and the work environment affect performance. Thus, H_1 is accepted, which means that there is an influence of work discipline and work environment variables on performance.

Based on the research results, it was found that the effect of work discipline was 12.462, with a significance level of $0.000 < 0.005$ and a standard beta coefficient of 0.708, which means that work discipline has a significant influence on performance. This means that H_1 accepts that work discipline has a significant effect on performance. while the effect of the work environment is 4.924 with a significance level of $0.000 < 0.005$ and a standard beta coefficient of 0.280, which means that the work environment has a significant influence on performance. This means that H_1 accepts that the work environment has a significant effect on performance. Work discipline is a management action to encourage members of the organization to meet the demands of various provisions. Meanwhile, work discipline is the attitude, behavior, and actions that are in accordance with organizational regulations, both written and unwritten. The work environment is the overall facilities and materials that exist around a person working, his work methods, and his work arrangements, both as individuals and as a group.

A good work environment encourages employee morale, which can improve employee performance. Finally, organizational success is largely determined by the ability to design a work environment in order to increase work motivation, which can ultimately lead to the achievement of profitable results or performance. The work environment is basically very good and also has modern facilities and infrastructure that make employees feel comfortable and work comfortably, so that work is also completed on time. The results of this study are relevant to previous research entitled "The Influence of Work Discipline and Physical Work Environment on Employee Performance Through Work Motivation as an Intervening Variable." The results of the study show that there is a significant direct effect of the work discipline variable (X_1), which has a significant effect on work motivation in the production division of PT. Pertamina EP Asset 5. There is a direct but not significant effect of the motivation variable (Z) on employee performance (Y) in the production department of PT. Pertamina EP Asset 5. The value of the indirect effect of work discipline variables on employee performance variables through work motivation variables is 0.075.

Based on the results of the study, it was found that if the standard value of the beta coefficient on the work discipline variable is multiplied by the value of the standard beta coefficient on the motivation variable, then $0.742 \times 0.065 = 0.048$ (0.05) means that there is no effect of the work discipline variable on employee performance processes through work motivation. This means that H_0 is accepted by work discipline and has no effect on

employee performance through work motivation. Work discipline has an influence on employee performance, with motivation as an intervening variable. The test is carried out by multiplying the work discipline variable with the value of the motivation variable, so $-0.49 \times 0.07 = -0.034$, meaning that there is no influence of the work discipline variable on the process of employee performance through work motivation. This means that H0 is accepted by work discipline and has no effect on employee performance through work motivation. Based on the research results, it was found that if the standard value of the beta coefficient on the work environment variable is multiplied by the value of the standard beta coefficient on the motivational variable, then $0.192 \times 0.065 = 0.012$, which means that there is no effect of the work environment variable on employee performance processes through work motivation. This means that if H0 is accepted by the work environment, there is no effect on employee performance through work motivation. The test is carried out by multiplying the work environment variable with the value of the motivational variable, so $1.28 \times 0.08 = 0.089$ (0.1), meaning that there is no influence of the work environment variable on the process of employee performance through work motivation. This means that if H0 is accepted by the work environment, there is no effect on employee performance through work motivation.

CONCLUSION

Based on the results of the study, it was found that work discipline and work environment simultaneously influence motivation, which is acceptable or significant at an error rate of 1%. Work discipline and work environment partially and significantly affect motivation. Motivation has no significant effect on performance. Work discipline and work environment simultaneously affect performance. Thus, H1 is accepted, which means that there is an influence of work discipline and work environment variables on performance. Work discipline has a significant influence on performance. The work environment has a significant effect on performance. There is no influence of work discipline variables on employee performance processes through work motivation. This means that if H0 is accepted by work discipline, there is no effect on employee performance processes through motivation. There is no effect of work discipline variables on employee performance processes through work motivation. This means that H0 is accepted by work discipline and has no effect on employee performance through work motivation. There is no effect of work environment variables on employee performance through work motivation. This means that if H0 is accepted by the work environment, there is no effect on employee performance through work motivation. There is no effect of work environment variables on employee performance through work motivation. This means that if H0 is accepted by the work environment, there is no effect on employee performance through work motivation.

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