

# The Effect Of Work Environment, Work Motivation, And Work Discipline On Employee Performance At CV. Surya Wannas Cilacap

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**ABSTRACT.** This research is to analyze the influence of work environment, work motivation and work discipline on employee performance in CV. Surya Wannas Cilacap on the influence of work environment, work motivation, and work discipline on employee performance on CV. Surya Wannas Cilacap. The results obtained show that the work environment has a significant effect on employee performance, this can be proven by the sig value. the count is greater than 0.05 ie  $0.595 > 0.05$ . Motivation of work has a significant effect on employee performance, this can be proved by the value of sig. the count is greater than 0.05 ie  $0.727 > 0.05$ . Work discipline has a significant effect on employee performance, this can be proven with sig value. the count is greater than 0.05 ie  $0.056 > 0.05$ . work environment, work motivation and work discipline has a proportion of influence on employee performance of 39.7% while the remaining 60.3% is influenced by other variables that are not in the linear regression model.

Keyword: work environment; work motivation; work discipline and employee performance

JEL Classification: MM1, MM2

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## INTRODUCTION

Organization is a place for everyone to give their aspirations for the progress of the organization. Activities in the organization are called organizing. Organizing according to Hasibuan (2008: 23) is "a process of determining, grouping and arranging various activities needed to achieve goals, placing people in each of these activities, providing the necessary tools, determining the relative authority delegated to each individual who will carry out these activities". According to Wright: 1977 in Muhammad, (2009: 24) an organization is "a form of open system of activities coordinated by two or more people to achieve common goals".

Performance is a function of the ability of workers to accept work goals. The level of goal achievement and interaction between goals and worker abilities according to Gordon in Nawawi (2006: 63). With this definition, it can be said that employees play an important role in carrying out all company activities so that they can grow and develop to maintain the survival of the company.

A good and satisfying work environment for employees will certainly minimize or suppress the performance of employees who do not serve consumers or the community well. Likewise, a comfortable, safe and supportive work environment will make employees in the production department increasingly friendly, enthusiastic and passionate in serving consumers and the surrounding community. This can have a positive effect on the psychological condition of employees.

Employee discipline is needed in every work activity so that employees work in accordance with the regulations set by the relevant agency. According to Moenir (1987:181), "discipline is an effort made to create conditions in a work environment that is orderly, efficient and effective through an appropriate regulatory system".

A contractor is a company that enters into a work contract with a person or government or other company to supply goods or complete certain services. Their field of work may be building construction, highway construction, electrical installation construction, and the provision of thousands of generators. In practice, a contractor company does not complete the project work alone. In fact, if the project value is large, the contractor looks for dozens or hundreds of other contractors to complete the project. In short, the company subcontracts the work to other companies.

CV. Surya Wannas Cilacap is a company engaged in the service sector (contractor) in the form of providing building construction work and providing facilities for buildings that require the company's services.

### Employee Performance

Performance in an organization is an answer to the success or failure of the organization's goals that have been set. According to Mangkunegara (2009: 67), "performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him".

Rivai and Basri in Sinambela (2012: 6) state, "performance is the result or level of success of an individual or the whole during a certain period in carrying out tasks compared to various possibilities, such as work result standards, targets or goals or criteria that have been determined in advance and have been agreed upon together".

Handoko (2008: 135) states "performance appraisal is a process through which organizations evaluate or assess employee performance". Furthermore, according to Wirawan, (2009: 105) states "that performance appraisal is carried out formatively and summatively". Formative performance appraisal is a performance assessment when employees are carrying out their duties. Summative assessment is carried out at the end of the assessment period. In this case, the assessment compares the employee's final performance with performance standards. Employees fill out the performance evaluation instrument as the final result of the performance assessment. The final result is submitted to the assessee and discussed by the assessee in the performance evaluation interview.

### **Work Environment**

The work environment of employees will have a significant influence on the course of the company's operations. This work environment will affect the company's employees, so that both directly and indirectly it will affect the company's productivity. A good and satisfying work environment for employees will certainly increase the work productivity of employees. Conversely, a bad work environment will decrease the company's productivity.

### **Work Motivation**

According to Hasibuan (2007: 95), "motivation is the provision of driving force that creates a person's work enthusiasm, so that they are willing to work together, work effectively and integrate with all their efforts to achieve satisfaction".

Harold Koontz in Hasibuan (2007: 95) states, "motivation refers to the drive and effort to satisfy needs or a goal". Stephen P. Robbins in Hasibuan (2007: 96) defines, "motivation as a willingness to try as optimally as possible in achieving organizational goals that are influenced by the ability of efforts to satisfy several individual needs". "Motivation is a state within a person that drives the individual's desire to carry out certain activities in order to achieve goals" (Handoko, 2003: 252).

The opinions above can be concluded that motivation is a form of encouragement and effort within a person in achieving certain desires so that individual needs can be met.

The motivation theory used in this study is the satisfaction theory proposed by Abraham Maslow, namely the hierarchy of needs theory. According to Abraham Maslow in Mangkunegara (2009: 94) the theory of needs is defined as "a gap or conflict experienced between a reality and the drive within oneself".

### **Work Discipline**

Discipline is an attitude that is needed and gets the attention of every village apparatus in an effort to improve performance. Discipline is the most important operative function of human resource management because the better the employee discipline, the higher the work performance that can be achieved. Without good discipline, it is difficult for a company organization to achieve optimal results (Fathoni, 2006: 126). According to Sinambela (2012: 239), "work discipline is a person's ability to work regularly, diligently continuously and work in accordance with applicable regulations without violating the established rules". Wirawan added (2009: 138), "discipline is an attitude and behavior of compliance with organizational regulations, work procedures, codes of ethics, and other organizational cultural norms that must be adhered to in producing a product and serving the organization's consumers".

Reviewed from the opinions of these experts, it can be concluded that discipline is an effort to instill values in creating an attitude of obedience to certain work rules and being responsible for their work.

According to Wirawan, (2009: 138) "discipline is an organizational action that does not result in an employee losing something from the organization". Discipline is constructive or corrective because discipline is part of the learning process.

**METHODS**

The population in this study were permanent employees, contract employees and freelance workers at CV. Surya Wannas Cilacap as many as 33 people. The number of samples in this study was 33 respondents. Data collection using a list of questions provided to answer questions in writing by respondents. The questionnaire contains questions, each question is opened to the possibility of five possible answers. Of the five answers, respondents are expected to choose one answer that is considered most appropriate for them. Each answer has a score value, where 1 strongly disagrees to 5 strongly agrees. Data analysis was carried out by Regression Analysis using the SPSS program.

**RESULT AND DISCUSSION**

**Validity Test**

**Tabel 1. Validity Test**

Variable/Item	r Calculate	R Table ( <i>One Tale</i> )	Valid / Not
Work Environment Variables			
X1.1	0,527	0,1663	Valid
X1.2	0,871	0,1663	Valid
X1.3	0,784	0,1663	Valid
X1.4	0,656	0,1663	Valid
X1.5	0,924	0,1663	Valid
X1.6	0,527	0,1663	Valid
Work Motivation Variables			
X2.1	0,833	0,1663	Valid
X2.2	0,789	0,1663	Valid
X2.3	0,824	0,1663	Valid
X2.4	0,824	0,1663	Valid
X2.5	0,833	0,1663	Valid
Work Discipline Variables			
X3.1	0,483	0,1663	Valid
X3.2	0,434	0,1663	Valid
X3.3	0,435	0,1663	Valid
X3.4	0,634	0,1663	Valid
X3.5	0,769	0,1663	Valid
X3.6	0,483	0,1663	Valid
Employee Performance Variables			
Y1.1	0,948	0,1663	Valid
Y1.2	0,795	0,1663	Valid
Y1.3	0,948	0,1663	Valid

From the results of the test above, all question indicators are said to be valid so that the test can be continued to the next stage.

## Reliability Test

**Table 2. Reliability Test**

Variable	<i>Cronbach's Alpha Based on Standardized Item</i>	Information
X1.1	0,978	Reliabel
X1.2	0,977	Reliabel
X1.3	0,977	Reliabel
X1.4	0,978	Reliabel
X1.5	0,978	Reliabel
X1.6	0,977	Reliabel
X2.1	0,977	Reliabel
X2.2	0,978	Reliabel
X2.3	0,977	Reliabel
X2.4	0,977	Reliabel
X2.5	0,977	Reliabel
X3.1	0,980	Reliabel
X3.2	0,978	Reliabel
X3.3	0,978	Reliabel
X3.4	0,979	Reliabel
X3.5	0,977	Reliabel
X3.6	0,978	Reliabel
Y1.1	0,977	Reliabel
Y1.2	0,978	Reliabel
Y1.3	0,977	Reliabel

From the analysis, *Cronbach's alpha value* is above 0.600, meaning that the questionnaire is reliable because it is greater than 0.600.

## Normality Test

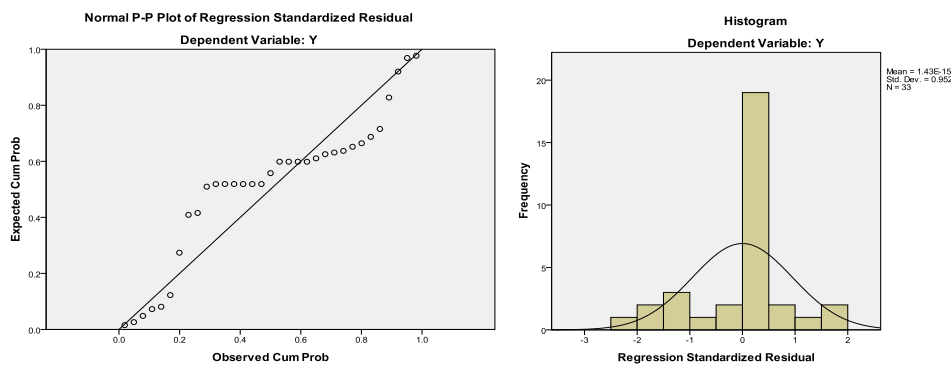


Figure 1. Normality test

In the figure, it can be seen that the normal probability *plot* chart shows a normal chart pattern. This can be seen from the dots that spread around the normal chart. This can be seen from the points that spread around the diagonal line and the spread follows the diagonal line. Therefore, it can be concluded that the regression model is worth exploring because it meets the assumption of normality.

### Multicollinearity Test

Table 3. Multicollinearity Test

Model		Coefficients <sup>a</sup>						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.953	2.531		.377	.709		
	X1	.029	.054	.088	.538	.595	.703	1.423
	X2	.069	.197	.090	.353	.727	.288	3.467
	X3	.371	.186	.544	1.988	.056	.252	3.969

a. Dependent Variable: Y

Judging from the table above, it can be seen that the VIF value of all variables is not greater than 10, meaning that there is no multicollineity symptom.

### Heterokedasticity Test

Table 4. Heterokedasticity Test

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.051	1.771		.593	.558
	X1	.031	.038	.177	.815	.422
	X2	.103	.138	.252	.745	.463
	X3	-.125	.130	-.348	-.960	.345

a. Dependent Variable: ABRESID

From the table above, the probability value is greater than the alpha value (0.05), so this research model does not contain heterokedasticity elements.

### Test F

Table 5. Test F

		ANOVA <sup>b</sup>				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.619	3	12.540	8.019	.000 <sup>a</sup>
	Residual	45.350	29	1.564		
	Total	82.970	32			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

From the results of the F test in this study, the F value was calculated at 8.019 with a significance number (P value) of 0.000. With a significance level of 95% ( $\alpha = 0.05$ ). The significance number (P value) is  $0.000 < 0.05$ . Or by looking at the value of F, the condition is accepted if F calculates  $>$  from the F Table. It can be seen that in the calculation of the value of F Count is 8.019 and the value of F Table is 2.934 which means F Count  $>$  from F Table or  $8.019 > 2.934$ .

On the basis of this comparison, H0 is rejected or means that the variables of work environment, work motivation and work discipline have a significant influence together on the variables of employee performance.

**Multiple Linear Regression Test**

Tabel 6. Multiple Linear Regression Test

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.953	2.531		.377	.709
	X1	.029	.054	.088	.538	.595
	X2	.069	.197	.090	.353	.727
	X3	.371	.186	.544	1.988	.056

a. Dependent Variable: Y

Based on the table above, the multiple linear regression equation is obtained as follows:

$$Y = 0,088 X1 + 0,090 X2 + 0,544 X3$$

**Discussion**

**H1: The work environment has a positive and significant effect on employee performance.**

The first hypothesis statement that the work environment has a significant effect on employee performance is not proven. This can be shown by a significance value (*P Value*) of 0.595 which is greater than 0.05 and a regression coefficient value of 0.088. It can be concluded that the higher the work environment, the higher the employee performance. This is because workers feel unsupported by their work with their work environment in the field and have a large enough employment risk that will reduce the level of employee performance.

**H2: Work motivation has a positive and significant effect on employee performance.**

The second hypothesis statement that work motivation has a significant effect on employee performance is not proven. This can be shown by a significance value (*P Value*) of 0.727 which is greater than 0.05 and a regression coefficient value of 0.090. It can be concluded that the higher the work motivation, the higher the employee's performance. This is because workers feel that they do not have high motivation in working because they still do not know the true meaning of the company's vision and mission, thus lowering the level of performance. In addition, employees are not motivated because their work has a fairly high risk but there is already a labor guarantee from the company.

**H3: Work discipline has a positive and significant effect on employee performance.**

The third hypothesis statement that work discipline has a significant effect on employee performance is not proven. This can be shown by a significance value (*P Value*) of 0.056 which is greater than 0.05 and a regression coefficient value of 0.544. It can be concluded that the higher the work discipline, the higher the employee's performance. This is because workers do not know the character of the company in the field of contractors so they need a high discipline attitude in working so. In addition, workers actually know that the risks of working in contractor companies have greater risks than other companies so that a greater level of vigilance must be applied to employees, but in reality workers do not have a sense of discipline in working such as incomplete use of Personal Protective Equipment (PPE).

## CONCLUSION

Based on the results of the research and discussion above, in this study it can be concluded that the work environment does not have a significant effect but has a positive effect on employee performance. Work motivation does not have a significant effect but has a positive effect on employee performance. Work discipline does not have a significant effect but has a positive effect on employee performance.

Improving the work environment so that it can affect employee performance at CV. Surya Wannas Cilacap by providing a decent resting place for workers in the field.

Increase work motivation so that it can affect employee performance in CV. Surya Wannas Cilacap by rewarding workers for their work completed less than the specified target.

Improvement of work discipline so that it can affect employee performance in CV. Surya Wannas Cilacap by providing *punishment* to employees who are not disciplined.

This study has a proportion of variables such as work environment, work motivation and work discipline on employee performance of 39.7% while the remaining 60.3% is influenced by other variables that are not in the linear regression model. Future research will not only examine the relationship between work environment, work motivation and work discipline on employee performance but there are still other variables that affect employee performance such as compensation and leadership style

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