

Vol. 4 • No. 1 • Desember 2023

Page (Hal.) : 525 – 530

ISSN (online) : 2746 - 4482

ISSN (print) : 2746 - 2250

© LPPM Universitas Pamulang

JL. Surya Kencana No.1 Pamulang, Tangerang Selatan – Banten

Telp. (021) 7412566, Fax (021) 7412491

Email : humanisproceedings@gmail.com



Special Issue:

ICOMS2023
The 4th International Conference on Management and Science

Website :

<http://www.openjournal.unpam.ac.id/index.php/SNH>

The Influence Of The Physical Work Environment And Work Discipline On The Employee Performance In The Polyurethane Department Of PT Pratama Abadi Industri In Serpong.

Sarjan ¹⁾; Sugiyanto ²⁾

Master of Mangement Postgraduate Program, Pamulang University, Indonesia

E-mail: ^{a)} sarjansam@outlook.com, ^{b)} dosen00495@unpam.ac.id

Abstract: This study aims to determine the Influence of Physical Work Environment and Work Discipline on Employee Performance in the Polyurethane Department of PT Pratama Abadi Industri in Serpong either partially or simultaneously. This type of research uses descriptive quantitative methods. The sampling technique uses a saturated sample of 54 respondents. Data analysis techniques using, data instrument test, classic assumption test, simple linear regression, multiple linear regression, correlation coefficient, coefficient of determination. Test the hypothesis using the t test and F test. The results of the analysis show: Physical Work Environment partially affects employee performance with a simple linear regression equation $Y = 8.609 + 1.014X_1$. The correlation coefficient value is 0.807 meaning that it has a strong relationship level and a determination coefficient of 0.651 means that performance is influenced by the Physical Work Environment by 65.1%. This is evidenced by the t test obtained t count > t table (9.857 > 2.00758) and reinforced by a significant value <0.05 (0.000 <0.05). Work Discipline partially has a positive effect on employee performance, shown by the simple linear regression equation $Y = 0.786 + 0.977X_2$. The correlation coefficient value is 0.926, meaning that it has a strong relationship and a determination coefficient of 0.860 means that performance is influenced by competence by 86%. This is evidenced by the t test obtained t count > t table (17.838 > 2.00758) and reinforced by a significance value <0.05 (0.000 <0.05). The results of the study of the Physical Work Environment and Work Discipline simultaneously on employee performance are shown by the multiple linear regression equation $Y = 1.003 + 0.194 X_1 + 0.844 X_2$, the correlation coefficient value is 0.931 meaning that it has a strong relationship level and the determination coefficient is 0.867%, meaning that performance is influenced by Work Environment and Work Discipline of 86.7%. This is evidenced by the results of the F test hypothesis test obtained by F count > F table (166.392 > 3.18) and reinforced by a significance value <0.05 (0.000 <0.05). Thus it is proven that H_0 is rejected and H_a is accepted.

Keywords: Physical Work Environment, Work Discipline, Employee Performance

INTRODUCTION

A company is an entity with specific goals to achieve. In pursuit of these goals, a company requires effective human resource management to work efficiently and competently, enabling it to compete successfully. Human resources are a direct and crucial factor in a company's operations and performance. Therefore, human resources are

expected to overcome obstacles and leverage opportunities to meet the company's demands.

In the business world, especially in the manufacturing industry, the government issued Presidential Regulation No. 37/2014, which includes various indicators aimed at enhancing the country's competitiveness and preparing for global trade beginning in 2015. Furthermore, through Presidential Regulation No. 6/2014 on Strengthening Competitiveness Toward the ASEAN Economic Community, the Indonesian government is preparing the industrial sector to compete in the ASEAN free market.

PT. Pratama Abadi Industri in Serpong is a foreign (Korean) direct investment company engaged in the manufacture of sport shoes under the Nike brand in Indonesia. The company continually strengthens its market share, a strategy to face global competition and contribute to domestic industrial growth.

Performance is a crucial component in measuring the success achieved. Companies must continually improve their performance over time. Good performance indicates increased accomplishments and high-quality work, the ability to support work optimally, confidence in task completion, and full responsibility for tasks and duties. Additionally, employees should possess problem-solving skills to enhance the company's competitiveness, in line with Mangkunegara's theory (2020:75), which suggests that employee work results in quality and quantity based on their responsibilities.

One factor that can lead to declining employee performance is a lack of discipline. Undisciplined employees hinder the company's objectives. Disruptive behavior affects a company's business growth. Company rules are in place for employees to comply with working hours, adherence to all company rules, compliance with behavior in performing tasks and responsibilities, and compliance with legal norms and other regulations.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Management knowledge can be applied to all types of organizations, including businesses, government, education, society, religion, and other academic disciplines. According to Rivai (2019:2), management is defined as 'the science and art of efficiently, effectively, and productively orchestrating the utilization of various resources to achieve a goal.' Hasibuan (2020:9) states that 'management is the science and art of efficiently and effectively organizing the utilization of human and other resources to achieve a specific goal.'

Robbins and Coulter (2019:8) define management as 'involving the coordination and supervision of work activities to ensure they are completed effectively and efficiently.' Efficiency means achieving the highest output with the least input, while effectiveness means 'doing the right thing' to help the organization achieve its goals.

According to Schuler in Sutrisno (2020:6), 'human resource management recognizes the importance of an organization's workforce as a crucial human resource contributing to the organization's goals. It employs various functions and activities to ensure that human resources are utilized effectively and fairly for the benefit of individuals, the organization, and society.'

Hery (2018:1) emphasizes that 'management is the process of working efficiently and effectively through and with others.' Managers undertake planning, organizing, leading, and controlling activities to meet organizational goals.

Abdullah (2018:2) defines management as 'all activities related to carrying out organizational work through the functions of planning, organizing, directing, and controlling to efficiently and effectively achieve predetermined organizational goals with the help of organizational resources (man, money, material, machine, and method).'

In conclusion, management is the process of planning, organizing, implementing, and monitoring efficiently in an organization to achieve predetermined goals.

Stoner, as cited in Wijayanto (2019:5), states that 'management goals can be achieved through a series of planning, organizing, directing, and controlling efforts of organizational members and the use of other organizational human resources to achieve established organizational goals.'

Robbins and Coulter (2019:9) define management functions as including planning, organizing, directing, and controlling. Safroni (2019:47) shares a similar view, stating that 'management functions include planning, organizing, directing, coordinating, and controlling.'

Human resource management is the science and art of managing labor relations and roles effectively and efficiently to assist organizations in achieving their goals. Managing human resources is often referred to as personnel management or personnel management that applies to organizations aiming to achieve their desired goals.

According to Sedarmayanti (2020:6), human resource management is 'the art of planning, organizing, directing, and monitoring human resource or employee activities in order to achieve organizational goals.'

Human resource management differs from general management or management of other resources because it deals with people. The success or failure of human resource management can have a widespread impact. The primary objective of human resource management is to enhance employees' contribution to the organization in order to achieve the organization's performance. This is understandable because all organizational activities depend on the people who run the organization. Therefore, these individuals need to be managed efficiently and effectively to achieve the organization's objectives.

METHODS

This type of research is quantitative. According to Sugiyono (2019:8), quantitative research is a method based on positivism philosophy, used to study a specific population or sample. Data is collected using research instruments, and data analysis is quantitative or statistical in nature, with the goal of testing predefined hypotheses. This research is an empirical study aimed at determining the influence of the work environment and work discipline on employee performance.

RESULT AND DISCUSSION

Descriptive Analysis of Respondents

The description of respondents' characteristics includes gender, age, highest education, and length of employment. Respondents with less than 1 year of employment are 1 person, accounting for 1.9%, while respondents with more than 10 years of employment are 17 respondents, accounting for 31.5%. Furthermore, respondents with employment between 2-5 years are 25 respondents, representing 46.3%, and respondents with employment between 6-10 years are 11 respondents, accounting for 20.4%

The Influence of Physical Work Environment (X_1) on Employee Performance (Y)

Based on the analysis results, the regression equation is obtained as $Y = 8.609 + 1.014 X_1$, and the correlation coefficient is 0.807, indicating a strong relationship between the Physical Work Environment variable and Employee Performance. The determination coefficient (R-squared) is 0.651, which means that 65.1% of the variation is explained by the model, while the remaining 34.9% is influenced by other factors. In the hypothesis test, the calculated t-value (9.857) is greater than the tabulated t-value (2.00758), and the Sig. value (0.000) is less than 0.05. Therefore, H_0 is rejected, and H_a is accepted. This means that,

partially, the Physical Work Environment variable has a significant influence on Employee Performance in the Polyurethane Department of PT Pratama Abadi Industri in Serpong.

The Influence of Work Discipline (X_2) on Employee Performance (Y)

Based on the analysis results, the regression equation is obtained as $Y = -0.786 + 0.977 X_2$, and the correlation coefficient is 0.926, indicating a strong relationship between the Work Discipline variable and Employee Performance. The determination coefficient (R-squared) is 0.860, which means that 86% of the variation is explained by the model, while the remaining 14% is influenced by other factors. In the hypothesis test, the calculated t-value (17.838) is greater than the tabulated t-value (2.00758), and the Sig. value (0.000) is less than 0.05. Therefore, H_02 is rejected, and H_a2 is accepted. This means that, partially, the Work Discipline variable has a significant influence on Employee Performance in the Polyurethane Department of PT Pratama Abadi Industri in Serpong.

The Influence of Physical Work Environment (X_1) and Work Discipline (X_2) on Employee Performance (Y)

Based on the results of multiple linear regression analysis, the regression equation can be obtained as $Y = -1.003 + 0.194 X_1 + 0.844 X_2$. The correlation coefficient or the level of relationship between the independent variables and the dependent variable is 0.931, indicating that both the Physical Work Environment and Work Discipline variables have a strong simultaneous relationship. The coefficient of determination or the contribution of the simultaneous effect is 0.867, which means that 86.7% of the variation is explained by the model, while the remaining 13.3% is influenced by other factors.

In the hypothesis test, the calculated F-value (166.392) is greater than the tabulated F-value (3.18), and the Sig. value (0.000) is less than 0.05. Therefore, H_03 is rejected, and H_a3 is accepted. This means that, simultaneously, both the Physical Work Environment and Work Discipline variables have a significant influence on Employee Performance in the Polyurethane Department of PT Pratama Abadi Industri in Serpong.

CONCLUSIONS

In the final section of the riset, the author will present conclusions, research limitations, and recommendations based on the research findings and discussions conducted in the study regarding the impact of the Physical Work Environment (X_1) and Work Discipline (X_2) on Employee Performance (Y) at PT Pratama Abadi Industri in Serpong as follows:

1. The physical work environment, in partial terms, has a positive influence on employee performance with a simple linear regression equation of $Y = 8.609 + 1.014 X_1$. This is supported by the t-test results, which show that the calculated t-value is greater than the tabulated t-value ($9.857 > 2.00758$), and further supported by the significance value being less than 0.05 ($0.000 < 0.05$).
2. Work discipline, in partial terms, has a positive influence on employee performance with a simple linear regression equation of $Y = 0.786 + 0.977 X_2$. This is supported by the t-test results, which show that the calculated t-value is greater than the tabulated t-value ($17.838 > 2.00758$), and further supported by the significance value being less than 0.05 ($0.000 < 0.05$).
3. The physical work environment and work discipline, simultaneously, have a positive influence on employee performance, as indicated by the multiple linear regression equation $Y = 1.003 + 0.194 X_1 + 0.844 X_2$. The coefficient of determination is 86.7%, meaning that performance is influenced by the physical work environment and work discipline by 86.7%, while the remaining 13.3% is influenced by unexamined factors. This is supported by the hypothesis test results, where the calculated F-value is greater than the tabulated F-value

(166.392 > 3.18), and further supported by the significance value being less than 0.05 (0.000 < 0.05).

REFERENCE

- Abdullah, M. Ma'ruf. (2014). *Manajemen dan Evaluasi Kinerja Karyawan*. Jakarta: Aswara Pressindo.
- Dian, Wijayanto. (2019). *Pengantar Manajemen*. Jakarta: PT Gramedia
- Edi, Sutrisno. (2012). *Sumber Daya Manusia*. Surabaya: PT Gramedia.
- Febrianti, F. D., Sugiyanto, S., & Fitria, J. R. (2020). Green Intellectual Capital Conservatism Earning Management, To Future Stock Return As Moderating Stock Return (Study Of Mining Companies In Indonesia Listed On Idx For The Period Of 2014-2019). *The Accounting Journal Of Binaniaga*, 5(2), 141-154.
- Hasibuan, Malayu. (2020). *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.
- Hery. (2018). *Auditing dan Asuransi*. Jakarta: Grasindo.
- Husain, T., & Sunardi, N. (2020). Firm's Value Prediction Based on Profitability Ratios and Dividend Policy. *Finance & Economics Review*, 2(2), 13-26.
- Kadim, A., & Sunardi, N. (2022). Financial Management System (QRIS) based on UTAUT Model Approach in Jabodetabek. *International Journal of Artificial Intelligence Research*, 6(1).
- Kadim, A., Sunardi, N & Husain, T. (2020). The modeling firm's value based on financial ratios, intellectual capital and dividend policy. *Accounting*, 6(5), 859-870.
- Mangkunegara, AA Anwar Prabu. (2013). *Manajemen Sumber Daya Manusia*. Bandung: PT Remaja Rosdakarya, Bandung.
- Mangkunegara, AA Anwar Prabu. (2019). *Evaluasi Kinerja SDM*. Bandung: PT Refika Aditama: Bandung.
- Nardi Sunardi Et Al (2020). Determinants of Debt Policy and Company's Performance, *International Journal of Economics and Business Administration* Volume VIII Issue 4, 204-213
- Rivai, Veithzal. (2020). *Manajemen Sumber Daya Manusia Untuk Perusahaan*. Jakarta: PT Raja Grafindo Persada.
- Robbins, Stephen. P. dan Mary Coulter. (2019). *Manajemen*. Jakarta: PT Indeks Kelompok Gramedia.
- Safroni, Ladzi. (2019). *Manajemen dan Reformasi Pelayanan Publik dalam Konteks Birokrasi Indonesia*. Surabaya: Aditya Media Publishing.
- Sedarmayanti. (2020). *Sumber Daya Manusia dan Produktivitas Kerja*. Bandung: CV. Mandar Maju.
- Sugiyanto, S. (2022). The effect of the audit opinion, financial distress, and good corporate governance on audit delay. *Keberlanjutan : Jurnal Manajemen dan Jurnal Akuntansi*, 7(1), 72-82
- Sugiyanto, S., & Febrianti, F. D. (2021). The effect of green intellectual capital, conservatism, earning management, to future stock return and its implications on stock return. *The Indonesian Accounting Review*, 11(1), 93.
- Sugiyono. (2016). *Metode Penelitian Kuantitatif dan Kualitatif*. Bandung: Alfabeta.

- Sunardi, N. (2017). Determinan Intellectual Capital dengan Pendekatan iB-VAIC™ Terhadap Efisiensi Biaya Implikasinya Pada Profitabilitas Perbankan Syariah di Indonesia. *JIMF (Jurnal Ilmiah Manajemen Forkamma)*, 1(1).
- Sunardi, N. (2022). Liquidity and Asset Growth on Telecommunications Companies Value. *Jurnal SEKURITAS (Saham, Ekonomi, Keuangan dan Investasi)*, 5(3), 299-307.
- Sunardi, N., & Lesmana, R. (2020). Konsep Icepower (Wiramadu) sebagai Solusi Wirausaha menuju Desa Sejahtera Mandiri (DMS) pada Masa Pandemi Covid-19. *JIMF (Jurnal Ilmiah Manajemen Forkamma)*, 4(1).
- Sunardi, N., & Tatariyanto, F. . (2023). The Impact of the Covid-19 Pandemic and Fintech Adoption on Financial Performance Moderating by Capital Adequacy . *International Journal of Islamic Business and Management Review*, 3(1), 102–118. <https://doi.org/10.54099/ijbmr.v3i1.620>
- Syafrizal, S., & Sugiyanto, S. (2022). Pengaruh Capital Intensity, Intensitas Persediaan, dan Leverage terhadap Agresivitas Pajak (Studi pada Perusahaan Pertambangan Terdaftar Idx 2017-2021). *SCIENTIFIC JOURNAL OF REFLECTION: Economic, Accounting, Management and Business*, 5(3), 829-842.
- Widarnaka, W., Sunardi, N., & Holiawati, H. (2022). Pengaruh Pertumbuhan Perusahaan, Ukuran Perusahaan Dan Likuiditas Terhadap Nilai Perusahaan Dengan Kebijakan Hutang Sebagai Variabel Moderasi. *Jurnal Syntax Admiration*, 3(10), 1341-1352.