

# The Influence of Work Discipline and Work Environment on Employee Performance at PT. Sumatera Jaya Agro Lestari Silaut Lunang subdistrict Silaut South Coast District

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## Abstract

The purpose of this study was to examine the effect of work environment discipline variables on employee performance at PT. Sumatera Jaya Agro Lestari Silaut, District of Lunang Silaut, Pesisir Selatan Regency. Collecting data by distributing questionnaires to 63 respondents using a saturated sampling technique, where all members of the population are sampled, using multiple linear regression testing with the help of the SPSS application. The results of the study show that work discipline has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance.

**Keywords:** work discipline and work environment, employee performance

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## I. Introduction

The decisive resources to achieve the company's vision and mission are human resources. Human resource management is an effort to mobilize and manage the organization so that organizational goals can be achieved (Husain, 2017). The important role of human resources is evidenced by the success of public organizations in the implementation determined by the quality of human resources. HR management must be carried out in such a way that it has the usability to successfully achieve the mission and goals of the organization.

The important thing in managing HR is about employee performance. Performance is a result achieved by an employee in his work according to certain criteria that apply to a job. Therefore, with the presence of employees who have high

performance, the company is able to achieve company targets and maintain the market kusumastuti et al, (2019). Suwatno (2008) states that employees are the main initiators of any company. Without employees, the company and other resources would never be anything meaningful. A good employee is an employee who has good work results.

The level of employee performance is the result of an excellent process derived from the employee's personal self (*internal factor*) and mature efforts from the company (*external factor*). Good employee performance is certainly an expectation for all companies and institutions that employ employees, because maximum employee performance can increase the company's overall output. Mangkunegara (2009) said that performance is the result of work in quality and quantity achieved by a person in carrying out his work in accordance with the responsibilities imposed on him.

Taurisa & Ratnawati (2012), argues that the performance of employees in carrying out their work is the same as the standards charged, both in quality and quantity called work results. In line with this opinion, Hidayat & Taufiq (2012) explained that performance is related to the actions of a person who carries out tasks within a certain period of time and can be measured called performance.

PT. Sumatera Jaya Agro Lestari Silaut is engaged in plantations and oil palm management. The head office is located in Padang-West Sumatra joining the head office of one group company and another group of PT. Sumatera Jaya Agro Lestari Silaut. Operationally, the company is supported by 7,000 hectares of oil palm plantations on the South Coast, West Sumatra and 1 mill in Padang-West Sumatra as well as an oil palm mill on the South Coast located in Lusi District.

Employees are an important resource for the company. Because it has the expertise, energy and ideas that are needed by the organization to achieve its goals. The success of an organization is influenced by employees in carrying out work and the responsibilities assigned. However, having high-performing employees is not an instant, as the results of observations that researchers found at PT. Sumatera Jaya Agro Lestari Silaut where there are still employees who are not present to work because the work location is too far from home, then if the weather is hot, then the access road to PT. Sumatera Jaya Agro Lestari Silaut becomes dusty as well as rainy weather, so the access road to PT. Sumatera Jaya Agro Lestari Silaut becomes wet so that the soil condition becomes muddy. So seeing this situation resulted in a decrease in performance achievement not in accordance with the target given by PT. Sumatera Jaya Agro Lestari Silaut where with the situasi

One of the indicators in determining employee performance is to look at attendance. Attendance or attendance rate is an activity or routine carried out by an employee to prove that he is present or absent from working in a company. Even in many companies, the presence of employees is one of the factors taken into account in the assessment of performance. The following is the attendance data and achievement

results at PT. Sumatera Jaya Agro Lestari Silaut, Lunang Silaut District, South Coast Regency.

**Table 1.1**  
**Monthly Report of PT. Sumatera Jaya Agro Lestari Silaut**  
**January to December 2020**

<b>Moon</b>	<b>Number of employees (people)</b>	<b>Effective Work (Days)</b>	<b>Attendance (People)</b>	<b>Target (Tons)</b>	<b>Achievements (Tons)</b>
<b>January</b>	63	25	9	33.080	15.030
<b>February</b>	63	25	13	177.870	120.330
<b>March</b>	63	25	18	54.020	77.190
<b>April</b>	63	25	15	145.680	125.180
<b>May</b>	63	25	14	168.100	129.850
<b>June</b>	53	25	13	188.860	145.550
<b>July</b>	63	25	14	173.630	137.080
<b>August</b>	63	25	11	148.870	99.880
<b>September</b>	63	25	5	118.400	85.500
<b>October</b>	63	25	15	61.920	1.460
<b>November</b>	63	25	7	60.240	61.260
<b>December</b>	63	25	6	142.800	140.950
<b>Sum</b>			<b>133</b>	<b>1.473.470</b>	<b>1.039.380</b>
<b>Average</b>				<b>122.789</b>	<b>86.615</b>

*source:PT. Sumatera Jaya Agro Lestari Silaut*

Based on table 1.1 above, it can be seen that the number of employees in PT. Sumatera Jaya Agro Lestari Silaut at the end of 2020 was 147 people with the achievement of one month working day 25 days. If you look at the level of absenteeism data for the month of the anuari period until December 2020 with the average level of employee absenteeism at PT. Anuari. Sumatera Jaya Agro Lestari Silaut reached 133 people, and the achievement of the work results was 1,039,380 tons while the target set was 1,473,470 tons. .

As is the case with other companies, PT. Sumatera Jaya Agro Lestari Silaut wants to get discipline and an optimal work environment in improving employee performance. In addition, alpha is the highest form of absenteeism compared to other absenteeism rates with a year-long gain of 55 people. Then the absenteeism rate occurred in March 2020, which was 18 days of absence.

Meanwhile, employees who work at PT. Sumatera Jaya Agro Lestari Silautseai in accordance with the SOP (Standard Operating Procedure) at the company, if the karaywan is caught committing a violation, the employee will be reprimanded orally, if the employee makes the same mistake up to 3 times then the employee will be given SP 1 (Warning Letter), SP 1 will be termed for 6 months and if the employee makes another mistake, the company will give SP 2, if the company has issued SP 3 then the employee

can be directly laid off. So the form of absence of employees and SOPs is suspected to be a lack of discipline and responsibility of employees to their work so that the resulting performance is less than optimal.

In addition, sources that researchers found on *the padangkita.com* site also found that the conflict between the Nagari Inderapura community began with the poor management of the activities of oil palm companies managed by PT. Sumatera Jaya Agro Lestari Silaut, which does not yet have a landfill, is a noise disturbance caused by the Incasi Raya factory which certainly aggravates the condition of the surrounding environment so that the community's economy becomes disrupted (Zikri, 2020). In addition, the area of the company is far from where employees live and the road to the company is not good. Poor working conditions in the work environment have the potential to cause employees to get sick easily, easily stressed, difficult to concentrate, easy to disagree (lack of communication) so that this can decrease employee performance.

Based on the description of the phenomenon above, at least there are several factors that can affect employee performance including work discipline and work environment. It is important for organizations to carry out discipline because most employees will follow suit and the work can be carried out better. In carrying out employee work, work discipline holds a very important contribution. This is in line with Afandi (2016), if employees obey all existing regulations with a high level of discipline, then the work can be the same as the established plan.

Siagian, (2014) argues that employee discipline is a form of training that seeks to change and shape the mindset and behavior of employees so that these employees sincerely try to work responsively with their colleagues. In addition, Rivai, (2014) argues that work discipline is a way used to interact with employees so that they want to replace a behavior and as an effort to cultivate one's awareness and willingness to comply with all company regulations with applicable social procedures.

Previous research related to work discipline including research from Pangarso & Susanti, (2017) work discipline variables have a positive effect on employee performance, then Husain's research , (2017) shows the results of work discipline variables have a positive effect on employee performance and Liyas & Primadi research, (2017) also shows that the results of work discipline have a positive effect on employee performance. So employee discipline in an agency or company plays a very important role in improving performance.

Pangarso & Susanti, (2017) presented work discipline in the Basic Social Services Bureau of the Regional Secretariat of West Java Province which involved 64 employees with multiple regression analysis as data analysis. The results showed that the variables of work discipline have a positive effect on employee performance, meaning that it is concluded that the existence of good work discipline will result in good employee

performance, on the contrary, if work discipline is not good, it will result in poor employee performance as well.

Husain's research, (2017) examined work discipline on employee performance of PT. Bank Danamon Tbk Bintaro Branch. Sampling was used as a *proportional random sampling* technique and a total sample of 100 respondents was obtained. The analysis of the study used simple linear regression. The results showed that work discipline has a positive effect on employee performance. So if there is a change in the increase in the variable of work discipline, it will result in the employee performance variable will also increase with a positive and significant influence contribution.

The opinion of Liyas & Primadi, (2017) examined the examination of employee discipline in the performance of the Regional Company of the People's Credit Bank Rokan Hulu. Where the sample consisted of 41 employees who worked in the company with simple regression analysis as the basis for data analysis. As a result, work discipline has a positive effect on employee performance. This study concluded that the better the Work Discipline (X) applied to employees of the Regional Company of the Rokan Hulu People's Credit Bank, the better the Employee Performance (Y) will be.

$H_1$  = it is suspected that work discipline has a positive and significant effect on Employee Performance.

The work environment can be said to be good if employees feel safe, happy, and calm in carrying out their work, then cleanliness, comfort, safety, and security can help progress in work. The improvement of work quality and morale is the influence of a good work environment for related organizations (Hidayat&Taufiq, 2012). A less attractive work environment will prevent employees from having decreased quality and the work achievement time that has been allocated can run not in accordance with the achievement given, resulting in the form of work used to be not on target (Sihaloho & Siregar, 2019).

Syafii & Lindawati, (2016) examined the work environment on employee performance in Perum Perhutani, Independent Business Unit of Gresik Wood Industry. With a specified number of 50 people and the selection of multiple linear regression as an analytical tool. The results showed that the work environment has a positive influence on employee performance. Where the unsupportive work environment will provide insecurity and discomfort for employees at work and vice versa.

Charli's research, et all, (2020) looked at the relationship of the work environment to employee performance at the Padang City Regional Drinking Water Company (PDAM) where the sample used in this study was 289 respondents with multiple regression analysis techniques as an analysis tool. The results showed that the work environment had a positive effect on employee performance. It is defined that with a conducive work environment, employee performance will increase (unidirectional continuity). Because the better and more effective the work of employees, the better the state of the company.

According to Praci, (2017) it was carried out in the work environment of Daima Padang Hotel which involved 43 employees with simple linear regression as a data analysis technique. The results showed that the work environment had a positive effect on employee performance. This means that the better the state of the work environment, the better the employee's performance.

H<sub>2</sub> =suspected Work environment has a positive and significant effect on employee performance

## II. Material and Method

The type of research used for this study is a quantitative method, with data obtained from respondents' answers based on questionnaires. The object of research is PT. Sumatera Jaya Agro Lestari Silaut, Silaut District, South Coast Regency. The population in this study was all employees of PT. Sumatera Jaya Agro Lestari Silaut, Silaut District, South Coast Regency. The technique used was to use a saturated sampling technique where the total population was made into a sample of 63 respondents. The data sources used for this study are 2 data sources, namely primary data sources and secondary data sources. Some of the primary data in this study are the answers to the PT employee questionnaire . Sumatera Jaya Agro Lestari Silaut Subdistrict Silaut Pesisir Selatan Regency, and secondary data is data that does not directly provide data to data collection, as long as through other people or documentation in this study, articles and books are secondary data sources.

Operational explanations and indicators of many studies are found in such tables as:

**Table 2**  
**Operational Definition of Research Variables**

Variable	Definition	Indicators	Source
Employee Performance (Y)	The level of execution of tasks that a person can achieve by using existing capabilities and boundaries that have been set to achieve organizational goals.	1. Quantity 2. Quality 3. Reliability 4. Presence 5. Ability to work together	(Mathis & Jackson, 2012)
Work Discipline (X1)	the attitude of a person or group who intends to follow the established rules.	a. Timeliness b. Utilization of means c. High responsibility	(Scarlet, 2013)

d. Observance of the rules

Working Environment (X3)	the place where the worker carries out his activities and everything that helps him in the work.	<ol style="list-style-type: none"> <li>1. Physical Work Environment             <ol style="list-style-type: none"> <li>a. Lighting</li> <li>b. Temperatures</li> <li>c. Noise</li> <li>d. Smells at work</li> <li>e. Job security</li> </ol> </li> <li>2. Non-Physical Work Environment             <ol style="list-style-type: none"> <li>a. Superior/subordinate working relationship</li> <li>b. Relationships with colleagues</li> <li>c. Working atmosphere</li> </ol> </li> </ol>	(Sedarmayanti, 2011)
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**Data Analysis Techniques**

**Validity Test**

Validity tests are carried out to measure the validity or invalidity of a questionnaire. A questionnaire is not valid if the questions on the questionnaire can be explained what is being measured. Validation is a research tool. In this case the questionnaire we ask is whether the question can measure what we want to measure (Ghozali, 2016).

The method used in testing validity is *Corrected Item-Total Correlation*. Then significant testing is carried out by using the calculated r value (*Corrected Item-Total Correlation*) r table at a significant level of 0.03 (with a 2-sided test). If the value is positive and r is greater than r in the array, then it can be declared valid. If it is smaller than r of the table, then it says invalid (Ghozali, 2016).

**Reliability Test**

Reliability test is a type of reliability test that aims to determine the reliability or credibility of measuring instruments. From the point of view of the stability of the answer/question or internal consistency (if repeated observations are made), reliability relates to the range of estimated measuring instruments. If the measuring instrument is

used repeatedly and the measurement results obtained are relatively consistent, the measuring instrument is considered reliable. The reliability test of all items / questions used in this study will use the formula alpha cronbach (alpha cronbach coefficient), if the value of alpha cronbach > 0.6 then the formula is generally considered reliable (reliable)(Ghozali, 2016).

### Normality Test

The goal is to examine whether the disruptive or residual variables are normally distributed in a regression model. If the variables are not normally distributed, then the statistical test results will be reduced. The data *normality* test can be carried out using *Kolmogrov Smirnov* and *Shapiro Wilk*, that is, if the significant value is greater than 0.05 then the data is normally distributed. Meanwhile, if the results of *Kolmogrov Smirnov* and *Shapiro Wilk* show a significant value below 0.05 then the data is not distributed normally (Ghozali, 2016).

### Multicholnearity Test

Aims to find correlations of fellow free variables. Yang ortogonal variables are variables that are not correlated (Ghozali, 2016). *Multicollinearity* can be tested using VIF (*variance inflation factor*) for free variables. Based on the results of this test, the VIF value of each free variable of 10 can be said to be an independent variable that does not occur  $\leq$  *multicollinearity*, to measure the *tolerance* > value of 0.10 jia *tolerance* value > of 0.10 then da *multicolority* against independent (Ghozali, 2016)

### Heteroskedasticity Test

According to Ghozali, (2016) the *heteroskedasticity* test is "to test whether in the regression model there is a variance inequality of the *residuality* of one observation of the covetousness of another. If the *variance* of the *residual* remains called *homoskedasticity*, if it is different it is called *heteroskedasticity* (*heteroskedasticity* does not occur). It is said to be free of *heteros* if it is significant from 0.05, but if it is 0.05 it has contained >  $\leq$  *heteroskedasticity problems*.

To determine the presence/absence of *heteroskedasticity*, do it by means of the *Gleser* Test, which is to regress the *residual absolute* value against independent variabe. If the variable is independent of significant and the confidence level reaches 5% then it says there is an indication of *heteroskedasticity*

### Multiple Linear Regression Test

In this multiple linear regression test to test the influence of independent variables on dependent variables, multiple regression analysis is used, the formula used in this test is:

$$Y = a + b_1x_1 + b_2x_2 + e$$

Where:  $Y$  = Employee performance,  $a$  = Constant of the regression equation,  $b_1$  = Regression coefficient of variable  $X_1$ ,  $b_2$  = Regression coefficient of variable  $X_2$ ,  $X_1$  = Work Discipline,  $X_2$  = Work Environment,  $E$  = Error Standard.

### Test Hypothesis

#### T test

In conducting hypothesis tests, the test tool used is a t-statistical test. To see the significant level in each independent variable statistically, and used to determine the significant proportion of the independent variable against the dependent variable individually or partially. To prove the influence of independent variables on dependent variables partially or individually. It can be seen from the probability of a free variable compared to its error rate, by using the probability number \ significance

If the significance value  $> 0.05$ , then  $H_0$  is accepted and  $H_a$  is rejected. This means that individual independent variables have a significant effect on dependent variables.

If the significance value of the  $< 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted. This means that individual independent variables have a significant effect on the variables

## III. Results and Discussion

### Validity test

#### Work Productivity

Validity test results for the Employee Performance ( $Y$ ) variable are presented in the following table:

**Table 5**  
**Employee Performance Validity Test ( $Y$ )**

	Corrected Item- total Correlation	Measurement Standards	Conclusion
Y1	0.610	0,300	Valid
Y2	0.586	0,300	Valid
Y3	0.492	0,300	Valid
Y4	0.579	0,300	Valid
Y5	0.594	0,300	Valid
Y6	0.451	0,300	Valid
Y7	0.658	0,300	Valid
Y8	0.618	0,300	Valid
Y9	0.670	0,300	Valid
Y10	0.473	0,300	Valid

Source : SPSS 21 Data (Data processed in 2021)

From table 5 above, it can be seen that from all questions regarding employee performance variables can be declared valid where *corrected item-total correlation* is greater than the *Role Of Thumb* value of 0.300, then further research can be continued.

### Work Discipline (X1)

The validity test results for the Labor Discipline variable (X1) are presented in the following table:

**Table 6**

**Work Discipline Validity Test (X1)**

Realization	Corrected Item-total Correlation	Measurement Standards	Conclusion
X1.1	0.652	0,300	Valid
X1.2	0.693	0,300	Valid
X1.3	0.710	0,300	Valid
X1.4	0.795	0,300	Valid
X1.5	0.776	0,300	Valid
X1.6	0.709	0,300	Valid
X1.7	0.738	0,300	Valid
X1.8	0.634	0,300	Valid

Source : SPSS 21 Data (Data processed in 2021)

From table 6 above, it can be seen that from all questions regarding the Variables of Work Discipline can be declared valid where *the Corrected Item-Total Correlation* is greater than the *Role Of Thumb* value of 0.300, then further research can be continued.

### Working Environment (X2)

Validity test results for the Work Environment (X2) variable are presented in the following table:

**Table 7**

**Work Environment Validity Test (X2)**

Realization	Corrected Item-total Correlation	Measurement Standards	Conclusion
X2.1	0.693	0,300	Valid
X2.2	0.768	0,300	Valid
X2.3	0.782	0,300	Valid
X2.4	0.776	0,300	Valid
X2.5	0.847	0,300	Valid
X2.6	0.769	0,300	Valid
X2.7	0.729	0,300	Valid
X2.8	0.630	0,300	Valid

Source : Spss 21 Data (Data diolah 2021)

From the table above, it is known that from all questions regarding the Work Environment variables can be declared valid where *corrected item-total correlation* is greater than the *Role Of Thumb* value of 0.300, then further research can be continued.

### Reliability test

After conducting a reliability test, it is then continued with a reliability test. The results of processing the data in the table:

**Table 9**  
**Reliability Test**

Research Variables	Cronbach's Alpha	Role Of Thumb	Conclusion
Employee Performance (Y)	0.862	0,600	Reliable
Work Discipline (X1)	0.912	0,600	Reliable
Working environment (X2)	0.926	0,600	Reliable

\ Source : SPSS 21 Data (Data processed in 2021)

From table 9 above, it can be stated that the value of *Cronbach's Alpha* on the variables Work Discipline (X1), Work Environment (X2) and Employee Performance (Y) is greater *Role Of Thumb* 0.600, then it can be concluded that the variables studied are declared Reliable

### Normality Test

After conducting a reliability test, it is then continued with a normality test. The results of processing the data are in the table.

**Table 10**  
**Normality Test**

Asymp. Sig. (2-tailed)	Alpha	Conclusion
0.572	0.05	Normally Distributed

Source : SPSS 24 Data (Data processed in 2021)

Based on table 10 , it can be seen from the processed data that the value of *Asymp.Sig. (2-tailed)*  $0.572 > 0.05$ , so it can be concluded that the processed data is normally distributed.

### Multicholineritas Test

Based on the Multicholinerity test using *Variance Inflation Factor (VIF)* and *Tolerance Value* for results can be seen in the table below:

**Table 11**  
**Multicholineritas Test Results**

Variable	VIF	Tolerance	Conclusion
Work Discipline	1.183	0.846	Symptom-Free Multicholineritas
Work Environment	1.183	0.846	Symptom-Free Multicholineritas

Source : SPSS 21 Data (Data processed in 2022)

Based on the results of the Multicholinerity Test in table 11 , it can be concluded that between the two variables there is no multicholinerity problem or commonly called Free from Symptoms of Multicholinerity.

### Heterochedasticity Test

Based on the Heterokedasticity test using the *glejser* method for results can be seen in the table below:

Table 12

#### Heteroskedasticity Test Results

Variable	Sign	Alpha	Conclusion
Work Discipline	0.258	0.05	Symptom-Free Heteroskedasticity
Work Environment	0.193	0.05	Symptom-Free Heteroskedasticity

Source : SPSS 21 Data (Data processed in 2022)

Based on the processed data from the Heteroskedasticity test in the table , it can be concluded that independent variables are free from Symptoms of Heteroskedasticity.

### Multiple Linear Regression Analysis

Multiple regression analysis can be used or used to determine the relationship between independent variables (free variables) and dependent variables (bound). Here is a test of the multiple regressions that have been performed on tabell 13 below:

Table 13

#### Multiple Regression Test Results

Information	Coefficient
Constant	24.279
Work Discipline	.282
Work Environment	.276

Source : SPSS 21 Data (Data processed in 2022)

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2$$

$$Y = 24,279 + 0.282 (X_1) + 0.276 (X_2)$$

The multiple linear regression equation above has the following meanings:

From the regression equation model above, it can be interpreted that the constant is worth 24,279 units, meaning that if the variables of work discipline ( $X_1$ ) and work environment ( $X_2$ ) are assumed to be equal to zero, then employee performance is worth 24,279 units.

The work discipline regression coefficient of 0.282 units means that every increase in the work discipline variable by 1 unit means that the employee performance variable increases by 0.282 units assuming other variables are considered constant.

The work environment regression coefficient of 0.276 units means that each increase in the work environment variable by 1 unit means that the employee performance variable increases by 0.276 units assuming other variables are considered constant.

### Hypothesis Test

#### Statistical Test (t test)

To determine the influence of work discipline and work environment on employee performance, a hypothesis was carried out through a t-test with the results of 14 below:

**Table 14**  
**T Test Results**

No.	Variable	t-count	t-table	A	Sign	Conclusion
1	Work Discipline (( $X_1$ ))	2.087	1,670	0,05	0.041	H1 diterima
2	Working Environment ( $X_2$ )	2.170	1,670	0,05	0.034	H2 accepted

Source : SPSS 21 Data (Data processed in 2021)

Based on the results of the partial t test table above, it can be done as follows:

The influence of labor discipline variables on employee performance ( $H_1$ ). The work discipline variable ( $X_1$ ) has a positive and significant effect on employee performance at PT. Sumatera Jaya Agro Lestari Silaut. Where the calculated t value is greater than the table t ( $2,087 > 1,670$ ) and the significance value is smaller than the alpha value ( $0.041 < 0.05$ ) then hypothesis one ( $H_1$ ) in this study is stated to be **accepted**

Effect of Work environment variables on Employee Performance ( $H_2$ ). Work environment variables ( $X_2$ ) have a positive and significant effect on employee performance at PT. Sumatera Jaya Agro Lestari Silaut. Where the calculated value of t is greater than the table t ( $2.170 > 1.670$ ) and the significance value is less than the alpha value ( $0.034 < 0.05$ ). then the second hypothesis ( $H_2$ ) in this study is stated to be **accepted**.

## Discussion

### **The Effect of Work Discipline on Employee Performance at PT. Sumatra Jaya Agro Lestari Silaut Kecamatan Silaut South Coast Regency.**

Based on the results of the first hypothesis test ( $H_1$ ), it was found that the variables of work discipline had a positive and significant effect on employee performance at PT. Sumatera Jaya Agro Lestari Silaut, with indicators of punctuality, utilization of facilities, high responsibility and observance of rules. Where the calculated value of  $t$  is greater than the table  $t$  ( $2.087 > 1.670$ ) and the significance value is smaller than the alpha value ( $0.041 < 0.05$ ). Thus, in this study the second hypothesis ( $H_1$ ) in this study was **accepted**.

This means that the better the level of employee work discipline such as punctuality in completing tasks, attendance rate according to specified working hours, sincerity of work, order in dress, obedience in carrying out applicable procedures and rules, perfection of work results, use of facilities with full responsibility, will be able to improve employee performance.

The results of this study are in accordance with the opinion of Liyas & Primadi, (2017) examined the examination of employee discipline in the performance of the Regional Company of the Rokan Hulu People's Credit Bank. Where the sample consisted of 41 employees who worked in the company with simple regression analysis as the basis for data analysis. As a result, work discipline has a positive effect on employee performance. This study concluded that the better the Work Discipline ( $X$ ) applied to employees of the Regional Company of the Rokan Hulu People's Credit Bank, the better the Employee Performance ( $Y$ ) will be. And also Husain Research, (2017) examined work discipline on employee performance of PT. Bank Danamon Tbk Bintaro Branch. Sampling was used as a *proportional random sampling* technique and a total sample of 100 respondents was obtained. The analysis of the study used simple linear regression. The results showed that work discipline has a positive effect on employee performance. So if there is a change in the increase in the variable of work discipline, it will result in the employee performance variable will also increase with a positive and significant influence contribution. And research by Pangarso, A., & Susanti, P. I., (2016), revealed that work discipline has a positive effect on employee performance in the Basic Social Services Bureau of the Regional Secretariat of West Java Province. Which means that the more disciplined the work, the more performance increases.

### **The Effect of the Work Environment on Employee Performance at PT. Sumatra Jaya Agro Lestari Silaut Kecamatan Silaut South Coast Regency.**

Based on the results of the first hypothesis test ( $H_2$ ), it was found that the Work Environment variable had a positive and significant effect on employee performance at PT. Sumatera Jaya Agro Lestari Silaut, with indicators of physical work environment and non-physical work environment. Where the calculated value of  $t$  is greater than the

table  $t$  ( $2.170 > 1.670$ ) and the significance value is less than the alpha value ( $0.034 < 0.05$ ). Thus, in this study the second hypothesis ( $H_2$ ) in this study was **accepted**.

This shows that a good work environment system is able to guarantee employee performance which ultimately allows the company to obtain a positive attitude and behavior will work productively for the interests of the company so that it will also have a good impact and can provide benefits for the company. The work environment has a positive impact on the performance of the employees. A comfortable working environment causes the level of concentration of employees in work to increase.

The results of this study are in accordance with the research of Charli, et all, (2020) looking at the relationship of the work environment to employee performance at the Padang City Regional Drinking Water Company (PDAM) where the sample used in this study was 289 respondents with multiple regression analysis techniques as an analysis tool. The results showed that the work environment had a positive effect on employee performance. It is defined that with a conducive work environment, employee performance will increase (unidirectional continuity). Because the better and more effective the work of employees, the better the state of the company. And Praci's opinion, (2017) was carried out in the work environment of Daima Padang Hotel which involved 43 employees with simple linear regression as a data analysis technique. The results showed that the work environment had a positive effect on employee performance. This means that the better the state of the work environment, the better the employee's performance. and (Sofia, D.K., 2013), Showing the results that the work environment has a positive and significant effect on the performance of BAPPEDA employees. This means that the environment greatly affects the performance of employees, the better Susana's work environment will definitely improve the performance of her employees. A good environment will affect improving employee performance

#### IV. Conclusion

In the results of the research that has been carried out, the conclusions in this study are made as follows:

1. Work Discipline ( $X_1$ ) has a positive and significant effect on Work Productivity at PT. Sumatera Jaya Agro Lestari Silaut, then the conclusion is that the first hypothesis is accepted. Which means if the work discipline is at PT. Sumatera Jaya Agro Lestari Silaut is carried out well, which will definitely improve the performance of its employees.
2. Work Environment ( $X_2$ ) has a positive and significant effect on Work Productivity at PT. Sumatera Jaya Agro Lestari Silaut, then the conclusion is that the second hypothesis is accepted. Which means that the work environment is very influential on performance if the work environment at PT. Sumatera Jaya Agro Lestari Silaut is good, it is certain that employee performance will increase

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