

The Effect of Work Discipline, Position Mutation and Work Environment on Employee Performance at the Secretariat Padang Pariaman Regency

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Abstract

This study aims to determine the effect of work discipline, position transfer and work environment on employee performance at the Regional Secretariat of Padang Pariaman Regency. The sample in this study amounted to 146 employees or respondents. Research data were collected from respondents' results and analyzed by multiple linear regression and hypothesis testing. The results of this study indicate that work discipline has a positive effect and job transfer has a positive effect and the work environment has a positive and significant effect on employee performance. It can be seen that the significant value of work discipline, job transfer and work environment on employee performance is a value of $0.000 < 0.05$ and a t-count of 4.999 from a t-table of 1.97681.

Keywords: Work Discipline, Position Transfer, Work Environment, Employee Performance

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I. Introduction

Despite globalization as it is now, various organizations are responding the success or failure of a company in achieving its goals is largely determined by the human resources owned by the company. management of employees within the company is not an easy thing because it requires special thought and strategy for the company. (Setiyawan et al., 2017).

Performance is the foundation for the achievement of the goals of an organization. The success of the organization in improving its performance depends largely on the quality of the human resources concerned in working while in the organization. Furthermore, the role of human resources in organizational performance is very

important, human resource decisions must be able to increase efficiency and even be able to provide improvements organizational results and also have an impact on increasing community satisfaction (Logahan, 2009).

Employee performance has an important role for the company, if the performance displayed by employees is low, it will result in the company in achieving its goals being hampered (Gunastri & Oka Pradnyana, 2018). Performance is the achievement of the results of employee work based on quality and quantity as a prestof work in a certain period of time that is adjusted to their duties and responsibilities (Mangkunegara, 2013).

The office environment of the Regional Secretariat of Padang Pariaman Regency as one of the government agencies that plays an important role in realizing the wheels of development in Padang Pariaman Regency and becoming one of the vital agencies that can realize development success in an effort to improve community health. Human resources work professionally in accordance with the sistem until it comes to arguments about the need for government agencies to pay special attention from being consistent with civil servants. The performance of government employees does not always show encouraging targeted results, both related to the overall performance of the organization and the performance of individual employees, the following is the performance data of employees of the Regional Secretariat of Padang Pariaman Regency As shown in table 1 below:

Table 1
Employee Performance List
Regional Secretariat of Padang Pariaman Regency

Activities	Target			Realization		
	2017	2018	2019	2017	2018	2019
Secretariat Field	100%	100%	100%	91%	94%	96%
Regional Budget Planning	100%	100%	100%	91%	90%	96%
Field of Regional Property Management	100%	100%	100%	93%	93%	95%
Accounting and Reporting	100%	100%	100%	94%	92%	96%
Regional Treasury	100%	100%	100%	93%	91%	93%

Source: Regional Secretariat of Padang Pariaman Regency

Employee performance problems can be seen from the undisciplinedness carried out by employees. Employee regulations are required to arrive at 07.15 WIB but in fact many employees come to the office after the required hours, so many employees do not follow morning apple activities, even though the morning apple coach has given directions to employees not to arrive late, but there are still many employees who have died.

Based on the background of the problem, the problem can be formulated as follows: Apakah of work discipline affects the performance of employees at the Regional Secretariat of Padang Pariaman Regency and whether the mutation of position affects the performance of employees at the Regional Secretariat of Padang Pariaman Regency and whether the work environment affects the discipline of employee performance at the Regional Secretariat of Padang Pariaman Regency. The objectives of this study are as follows: Uto assess the implementation of work discipline on employee performance at the Padang Pariaman Regency Regional Secretariat and to examine the effect of position mutations on the performance of employees at the Padang Pariaman Regency Regional Secretariat and to test the influence of the kerja environment on the performance of employees at the Padang Pariaman Regional Secretariat.

Sedarmayanti, (2001) stated that the work environment is the entire range of tools and materials faced, the surrounding environment where a person works, his work methods, and good work arrangements as individuals and as a group, it can be concluded that good work environment conditions will support employee productivity which ultimately has an impact on increasing the level of performance employees.

Research from Agusno & Choiriyah, (2018) with the title The Effect of Compensation, Work Environment, and Leadership Style on The Performance of Muba Electric Power Employees. The results of the analysis show that the work environment has a positive and significant influence on performance. The work environment is either physical or non-physical are factors outside of human beings in the company. The better the work environment of a company, the better the performance of its employees.

H3: Work Environment has a positive and significant effect on employee performance

Hypothesis Test

Uji hypothesis used is a partial test, where with the aim of proving the correctness of the probability of a free variable compared to its error rate, the researcher will use probability significance figures as follows (Ghazali, 2013):

If the signification value obtained from the data processing results is greater than >0.05 , then H_0 will be accepted and conversely an alternative H_1 is rejected. This means that the free variables one by one do not have a significant influence on the bound variables. If the signification value obtained from the results of data processing

is smaller <0.05 , then H_0 will be rejected and an alternative H_1 is accepted. This means that the variables are free one by one by having a significant influence on the bound variables.

II. Material and Method

The type of research used in this study is the quantatif method. The object of this study was carried out at the Regional Secretariat of Padang Pariaman Regency, namely on Parit Malintang road, Six Contexts of Kapubaten Padang Pariaman, West Sumatra.

The population in this study was all employees who worked in all parts of the Regional Secretariat of Padang Pariaman Regency which amounted to 146 people. The sampling technique in this study is the Total Sampling technique, which is a sample determination technique where all members of the population are used as samples (Sugiyono, 2017). So, the final sample used in this research was 146 People.

III. Results and Discussion

Multiple Regression Analysis

Multiple Regression Analysis in this multifaceted linear regression test is to test the effect of independent variables on dependent variables. The following is a table of multiple linear regression analysis:

Table 8

Multiple Linear Regression Test

Bound Variables	Constants and Free Variables	Regression Coefficient
Employee Performance (Y)	Constant (a)	20,840
	Work Discipline (X1)	0.185
	Position Mutation (X2)	0.536
	Working Environment (X3)	0.204

SPSS 2022 processed data sources

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

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3$$

$$Y = 20.840 + 0.185 X_1 + 0.536 X_2 + 0.204 X_3$$

Where artinya the regression equation above shows the relationship between the independent variable and the dependen variable partially, from the namean it can be concluded that.

The value of the coefficient of the work discipline variable is 0.185 which states that each addition of one-unit work discipline will increase employee performance by 0.185 assuming mutations in the position and environment. The value of the variable coefficient of position mutation is 0.536 which states that each addition of one-unit mutation of the position will increase employee performance by 0.536 assuming work discipline and work environment. The value of the coefficient of the work environment variable is 0.204 which states that each addition of one-unit work environment will increase employee performance by 0.204 assuming variabel labor discipline and position mutation.

Hypothesis Testing

T Test

The t test is used to determine whether in the regression model an independent variable partially has a significant effect on the dependent variable (Y). The basis for the decision is that if the significant value of the < 0.05 and the calculated t value $>$ of the table t then the independent variable has a significant effect on the dependent variable. Here is the t test table:

Table 9

T test

Free Variables	T Table	T count	S ig.	Conclusio n
Work Discipline (X1)	1.97 681	2.029	. 044	H1 accepted
Position Mutation (X2)	1.97 681	4.999	. 000	H2 accepted
Working Environment (X3)	1.97 681	2.520	. 013	H3 accepted

SPSS 2022 processed data sources

Based on the table above, it can be seen that it is as follows:

From the calculation of the work discipline t test on employee performance, it has a calculated t value of 2.029 with a significant $0.044 < 0.05$ and t count 2.029 from t table 1.97681. Thus, H1 is accepted, meaning that work discipline has a positive and significant effect on employee performance at the Regional Secretariat of Padang Pariaman Regency.

The results of the calculation of the position mutation t test on employee performance have a calculated t value of 4.999 with a significant $0.000 < 0.05$ and t count 4.999 dari t table 1.97681. Thus, H_2 is accepted, meaning that the position mutation has a positive and significant effect on employee performance at the Regional Secretariat of Padang Pariaman Regency.

Furthermore, the calculation of the work environment t test on employee performance has a calculated t value of 4.999 with a significant $0.013 < 0.05$ and t count 4.999 from t table 1.97681. Thus, H_3 is accepted, meaning that the work environment has a positive and significant effect on employee performance at the Regional Secretariat of Kabupaten Padang Pariaman.

The Effect of Work Discipline on Employee Performance

Based on the tests that have been carried out, it can be concluded that the first hypothesis that states the variables of work discipline have a positive and significant effect on employee performance, this can be seen in the tests that have been carried out with a greater nilai t -count with the value of the t -table and the significance value smaller than the alpha value then for the first hypothesis it is acceptable.

Work discipline is one of the important factors in creating and improving employee performance. Because work discipline has a direct influence on employees in completing their work which will ultimately improve organizational performance (Sinungan, 2005) Awareness and willingness of a person to obey all applicable organizational regulations and social norms. Discipline which is the most important operative function of human resource management because the more disciplined the worker, the higher the work performance will be (Hasibuan, 2016)

This result is in line with Research from Pereira, (2019) with the title The Influence of Work Discipline, Work Environment, and Work Motivation on Employee Performance. With the results of the research, the Work Discipline variables have a positive and significant effect on the Performance of Work in Field II of the South Sulawesi BBKSDA.

Then this result is also in line with research from Karnadi & Pradana, (2019) with the title The Effect of Position Promotion, Mutation and Work Discipline Terhadap Employee Performance at Bank Rakyat Indonesia (Persero) Tbk. Situbondo Branch. The results of the analysis show that work discipline has a significant positive effect on employee performance. This result indicates that if work discipline is improved, employee performance will also increase, and vice versa if employee work discipline decreases then employee performance will also be declining.

The Effect of Position Mutation on Employee Performance

Based on the tests that have been carried out, it can be concluded that the second hypothesis which states the variable of position mutation has a positive and significant effect on employee performance, it can be seen in the tests that have been carried out with a t-count value greater with a t-table value and a significance value smaller than the Alpha value then for the second hypothesis it is acceptable.

It is important as the main driver of the organization to pay more attention to its employees by means of mutation. By doing mutations, it is hoped that it can foster morale. To reveal the relationship between mutations and employee morale, according to Sastrohadiwiryo (2005) mutations or transfers are labor activities related to the process transfer of functions, responsibilities, and employment status, so that the labor concerned obtains the maximum morale and work achievements.

This result is in line with research from Runtuwene et al., (2016) with the title The Effect of Job Placement, Mutation and Workload on Employee Performance at PT. Bank Solutgo Manado. Based on the results of the hypothesis test, it was found that the mutation had a positive and significant influence on the performance of bank Solut Manado employees. This indicates that mutation is one of the important variables or predictors of employee performance, especially the performance of Employees of Bank Solut Manado.

Then this result is also in line with research from Karnadi & Pradana, (2019) with the title The Effect of Position Promotion, Mutation and Work Discipline on Employee Performance at Bank Rakyat Indonesia (Persero) Tbk. Situbondo Branch. The results of the analysis show that mutations have a significant positive effect on employee performance. These results indicate that if the mutation is carried out according to the needs of the employee in their field, then the employee's kiner ja will increase, and vice versa if the mutation is not based on the needs employees, then performance will decrease.

The Effect of the Work Environment on Employee Performance

Based on the tests that have been carried out, it can be concluded that the third hypothesis that states the variables of the work environment have a positive and significant effect on employee performance, it can be seen in the tests that have been carried out with nilai t-count greater with a t-table value and a significance value smaller than an Alpha value then for the third hypothesis it is acceptable.

Sedarmayanti, (2001) stated that the work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods, and work arrangements both as individuals and as a group can be concluded that good working environment conditions will support employee productivity which ultimately has an impact on increasing the level of employee performance.

This result is in line with research from Agusno & Choiriyah, (2018) with the title The Effect of Compensation, Work Environment, and Leadership Style on the Performance of Muba Electric Power Employees. The results of the analysis show that the work environment has a positive and significant influence on performance. The work environment both physical and non-physical are factors outside of human beings in the company. The better the work environment of a company, the better the performance of its employees.

The results are also in line with The Research from Khasifah, (2016) with the title The Effect of Work Discipline, Workload and Work Environment on Employee Performance. The results showed that the work environment had a positive and significant effect on the performance of the work. This means that the work environment is one of the important things to pay attention to because it can affect employee productivity at work both from technical aspects and social aspects.

IV. Conclusion

Based on the results of research and discussion processed using SPSS, several research conclusions can be presented as follows:

Work Discipline Affects Employee Performance at the Regional Secretariat of Padang Pariaman Regency. Where the calculated value of t is greater than t tabel and the significance value is smaller than the alpha value. Thus, in this study the first hypothesis was accepted.

Position Mutation Affects Employee Performance at the Regional Secretariat of Padang Pariaman Regency. Where the calculated value of t is greater than t of the table and the value of significance is less than the value of alpha. Thus, in this study the second hypothesis was accepted.

The Work Environment Affects Employee Performance Discipline at the Regional Secretariat of Padang Pariaman Regency. Where the value of t counts more besar than t of the table and the value of significance is less than the value of alpha. Thus, in this study the third hypothesis was accepted

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