
THE ROLE OF WORK DISCIPLINE, FACILITIES, AND WORK ENVIRONMENT IN EFFORTS TO INCREASE EMPLOYEE PERFORMANCE

Oleh

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Abstract: *The problem faced by PT. Sarana Sinar Sulawesi, especially in the production department, is the low performance of its employees. This research aims to determine the effect of work discipline, facilities, and work environment on employee performance at PT. Sarana Sinar Sulawesi. This research is quantitative, using primary data and secondary data. The total population of 127 employees, with the sample using as many as 91 people. The data analysis method used multiple linear regression. The study results show that partially work discipline, facilities, and work environment positively affect employee performance, as indicated by the number of positive counting results. Simultaneously, work discipline, facilities, and work environment also positively affect employee performance.*

INTRODUCTION

A company needs effective and efficient employee performance because it will advance a company. Therefore, every company is required to continuously monitor the performance of its employees to continue to improve their performance better (Jufrizen & Hadi, 2021). Performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization (Moeherino, 2012). The outcome of someone's hard effort is their performance a person in carrying out his duties assigned to him based on experience, skills, sincerity, and time; performance is a combination of three important factors, namely the ability and interest of a worker, acceptance of the explanation of task delegation and role and level of participation. motivation of a worker (Wulandari & Agussalim, 2021).

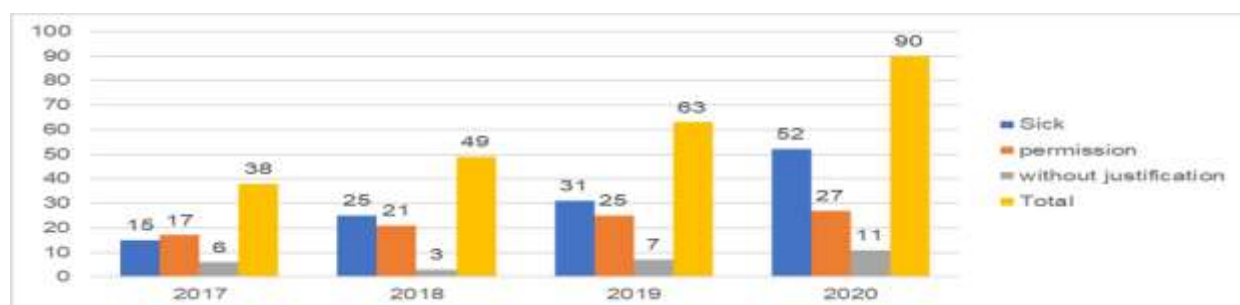
During the increasingly fierce competition, companies must survive and win the competition. For this reason, companies must seek competitive advantage through the performance of their employees. Good performance individually is crucial to help companies achieve company goals. Without good individual performance, it will not be possible to attain good firm performance. To achieve company goals, employees must have good performance. Individual performance can be seen from whether employees can do something with specific skills. So, the employee's performance needs to be known because performance can be seen how far the employee's ability to do something (Sinambela, 2021).

Employees who can do something according to specific skills are said to have a good performance which will make the leadership performance also be good and, in the end, will make the company's performance will be good so that the company's goals will be achieved. Nevertheless, employee performance will remain low even though the employee actually has the ability and skills because there are other factors that are not included, namely work discipline (Sucipto & Gunawan, 2021).

The work of an organization's personnel determines its performance. However, superiors can play a role in planning, implementing, and controlling an organization. In this case, managers must have an important role in motivating and managing their employees. Employee achievements must be given much importance by organizations achievements obtained by employees by giving gifts, rewards, and rewards and motivation to work passionately for high responsibility for their duties so that an organization will easily fulfill the planned goals (Lina, 2014). Company goals will be easily achieved if employees can work together because company goals cannot be achieved by employees who work individually. Disciplined employees will voluntarily try to work cooperatively with other employees and improve their work performance (Siagian et al., 2004).

A person's performance can be influenced by several factors, including work facilities, work discipline, and work environment. Facilities are defined as one of the factors supporting an employee's work in carrying out the tasks assigned by a company; good work facilities with appropriate tools support more conducive employee performance, thereby making work more effective and efficient (M. S. P. Hasibuan, 2019). Adequate facilities can support employee performance, while service recipients can provide a sense of comfort and satisfaction when the service process takes place. Meanwhile, according to (Mulyadi & Pancasasti, 2022), an attitude/action must be given (pleasant or unpleasant) to other parties. In addition to work facilities, other factors affect performance, namely work discipline that is managed properly can result in employee compliance with various organizational regulations that aim to produce performance.

For this reason, company leaders need to monitor every behavior and action taken by all employees at work. Discipline is a person's awareness and willingness to obey all company, agency, or organization regulations and applicable social norms. The existence of a good level of work discipline reflects the credibility of employees in achieving an optimal work result for the company's success (Hasibuan, 2019). In addition to work discipline, the work environment can also affect employee performance. A good work environment can encourage employee enthusiasm and enthusiasm at work (Nurjaman, 2014).



Source: HRD PT. Sarana Sinar Sulawesi

Figure 1. Employee Attendance Data

PT. Sarana Sinar Sulawesi is a company located in Makassar City. This company is industrial processing and sales of plastic material products to share types of goods for food and beverage packaging that is both safe and hygienic. The problem faced by this company is the decline in employee performance from 2017 to 2020. This is based on the findings of interviews with the Human Resources Department's leadership. Indications of this decline in employee performance are shown by reports of employee absenteeism from 2017 to 2020.

The figure one depicts the number of workers who are not working due to sick, permission, and without justification. In 2017 there were 38 employees who did not work, with details of 15 people being sick, 17 people having authorization, and six people without information. In 2019, the total unemployed increased to 63 employees, with a percentage increase of 22.44%. Then in 2020, there was an increase again with details for sick employees as many as 52 people, employees with permission as many as 27 people, and employees without information as many as 11 people. When viewed from the percentage side, there was an increase of 30% from 2019 to 2020.

Based on the data and phenomena seen, the facilities that employees get when moving departments are not yet available fast, so they have to fulfill them themselves or wait to get the facilities needed. This reduces the discipline of employees in completing their duties which results in inefficient performance of employees, and the work environment to complete their tasks quickly becomes uncomfortable.

LITERATURE REVIEW

Work Discipline

Work discipline is the ability and attitude to control oneself to obey a rule that the company has given to achieve the goal. According to (Nurrofi, 2012), discipline is a form of employee self-control and regular implementation. It shows the level of seriousness of the work team within an organization, and organizations use disciplinary action to provide sanctions for violations of work rules or expectations. According to (Siswadi, 2017), Discipline is the most important operative function of human resource management because the better the employee's discipline, the higher the level of productivity of the employee. It is difficult for corporate organizations to achieve optimal results without good discipline.

Meanwhile, according to (Andi Prayogi & M Nursidin, 2018), work discipline is the attitude of a person or group who is obedient and obedient to applicable rules or regulations in carrying out their duties and obligations in an organization to achieve goals. Work discipline, according to (Afandi, 2016), includes (1) leadership factors; (2) reward system factors; (3) ability factor; (4) remuneration factor; (5) the factor of justice; (6) the inherent control factor; (7) Punishment sanction factor; (8) Firmness factor; (9) Human relations factors. Meanwhile, according to (Fathoni, 2006), the factors that influence work discipline are goals and abilities, leadership role models, remuneration (salary and welfare), justice, financial and social security, was at (supervision attached). Punitive sanctions, firm leadership, and harmonious human relations. According to (Harlie, 2016), the indicators of work discipline are as follows: 1) Always present on time, 2) Always prioritize the percentage of attendance, 3) Always obey the provisions of working hours, 4) Always prioritize efficient and effective working hours, 5) Have skills work in the field of duty, 6) Have high morale, 7) Have a good attitude, 8) Always be creative and innovative at work.

Indicators of work discipline according to (Wahyudi, 2019), namely:

1. Employee compliance during working hours.
2. Service compliance with orders/instructions from the leadership and complying with applicable rules and regulations.
3. Use and maintain office equipment and materials with care.
4. Dress well, politely, and use agency identification signs.
5. Work by following the rules that the organization has determined.

Meanwhile, according to (Sanusi Hamid, 2014), work discipline indicators can be described as follows: a) Attendance level; b) Work procedures, c) Obedience to superiors; d) Work awareness; and e) Responsibility.

Work Facilities

In achieving company goals, tools or supporting facilities are needed that are used in daily activities within the company. The facilities used in various forms, types, and benefits are adjusted to the needs and capabilities of the company. Work facilities are one of the factors supporting the achievement of company goals and can help smooth the tasks carried out so that work can be carried out as expected and provide job satisfaction for employees (Ratag, 2016).

Facilities are enjoyable in a simple and natural form. In the world of work, the facilities provided by the company are in physical condition, are used in normal company activities, have a relatively permanent term of use, and provide benefits for the future. Facilities provided by the company as a form of remuneration to employees in the form of non-cash that can be enjoyed individually or in groups (Mulyapradana & Hatta, 2016).

Work facilities are facilities provided by the organization to support the organization's wheels in achieving the goals set by the control holder, and the available work facilities will have a positive impact on employees in improving employee performance (Asri et al., 2019).

Work Environment

An employee can carry out his activities well to achieve an optimal result if an appropriate working environment condition supports it. An environmental condition is excellent or reasonable if humans can carry out their activities optimally, healthy, safe, and comfortable (Sedarmayanti, 2018). The work environment refers to the entire work facilities and infrastructure surrounding employees who are doing work and might influence how the task is completed. This work environment includes a place of work, facilities and work aids, cleanliness, lighting, tranquility, and working relationships between people (Sutrisno, 2019).

The work environment is the state around the workplace, both physically and non-physically, that can give a pleasant impression, secure, reassure employees, which can affect employees in carrying out their duties (Aruan & Fakhri, 2017). A comfortable impression of the work environment can reduce feelings of boredom and boredom at work. This comfort will certainly have an impact on increasing motivation and producing employee job satisfaction. On the other hand, discomfort from the work environment experienced by employees can be fatal, namely decreasing employee motivation and producing employee job dissatisfaction which affects employee performance at work.

According to (Sedarmayanti, 2018), the workplace is classified into two categories, namely: 1. Physical Work Environment is all physical conditions around the workplace that can affect employees either directly or indirectly. 2. Non-Physical Work Environment is all conditions related to work relations, both relationships with superiors and co-workers, or

relationships with subordinates. A comfortable impression of the work environment can reduce boredom and boredom at work. This comfort will certainly impact increasing motivation and producing employee job satisfaction. On the other hand, discomfort from the work environment experienced by employees can be fatal, namely decreasing employee motivation and creating employee job dissatisfaction which affects employee performance at work.

Employee Performance

The performance comes from the word Job Performance or Actual Performance as a result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (DR HA Rusdiana, 2022). Conceptually, performance is the work achieved by a person within a certain period of time-based on predetermined work standards, operational variables of employee performance, namely a work achieved by an employee within a certain period of time-based on predetermined work standards (Supatmi et al. , 2013).

Performance is the result of an employee's work during a certain period compared to various possibilities, such as standards, targets/targets, or criteria that have been determined in advance and mutually agreed upon (Arda, 2017). Performance is equated with the work of an employee, to achieve good performance, a good element is human resources even though the planning has been well and neatly arranged if the people or personnel who do it are not qualified and do not have high morale. The planned planning will be in useless (JS Hasibuan & Silvya, 2019).

Employee performance is determined by the quality and amount of work completed by an employee while carrying out his responsibility. (Mangkunegara et al., 2013). Employee performance is determined by an employee's quality or quantity of work in accomplishing duties assigned to him by his superior or leader depending on his position in the firm. (Jufrizen, 2016).

Hypothesis

H1: Work discipline affects employee performance.

Good employee discipline will accelerate the company's goals while declining discipline will hinder and slow down the company's achievements. Based on the results of previous studies (Safitri et al., 2013); (Faustyna & Jumani, 2017); (J. S. Hasibuan & Silvya, 2019); (Arda, 2017); (Arif et al., 2020) and (Jufrizen & Hadi, 2021) which state that there is an influence between work discipline on employee performance.

H2: Work facilities affect employee performance.

Work facilities can affect directly or indirectly the organization or company, which will have a good or bad impact on employee performance (Lukiyana & Tualaka, 2016). This is also reinforced by the results of research (Fitriani, 2013) and (Listyani, 2016) that work facilities have a significant effect on employee performance. Because the existence of work facilities in a company that employees can enjoy in the form of tools, equipment, objects, and space to work will lead to job satisfaction for employees, of course, this has a good impact on the company.

H3: The work environment affects employee performance.

A good work environment can improve employee performance to achieve company goals optimally. This is by research (Sofyan, 2013), (Aruan & Fakhri, 2017), and (Laksono & Wilasittha, 2021), which state that the work environment has a significant and significant

effect on improving employee performance so that the company must pay attention to the conditions of a comfortable environment for its employees.

H4: Work Discipline, Facilities and Work Environment Simultaneously Affect Employee Performance

Work Discipline, Facilities and Work Environment Simultaneously Affect Employee Performance. This is in accordance with research conducted by (Sofyan, 2013), (Nabawi, 2020), and (Trisnawaty & Parwoto, 2021).

METHODOLOGY

This research was conducted at PT. Sarana Sinar Sulawesi stands at Kima 3 No.3 Kav.N4/B3 Makassar City. PT. Sarana Sinar Sulawesi is an industrial company that processes and sells plastic material products to share products for safe and clean food and beverage packaging. This research is quantitative. The researcher makes a hypothesis and then conducts tests to accept or reject the hypothesis, namely, the effect of work discipline (X1), facilities (X2), and work environment (X3) on employee performance (Y) either partially or simultaneously. The data used in this research are primary data and secondary data. The primary data used in this study is data obtained from respondents using questionnaires and data from interviews. In comparison, secondary data was obtained from other sources. The population in this study were employees of PT. Sarana Sinar Sulawesi in the Production Department, amount 127 people. By using the Slovin formula, a sample of 91 people was accepted. The sampling process uses simple random sampling. The questionnaire used to collect data contains statements to obtain responses. The data analysis method used to determine the effect of work discipline, facilities, and work environment on employee performance either partially or simultaneously is multiple linear regression using the SPSS version 22 statistical application.

RESULT AND DISCUSSION

The characteristics of respondents in this study can be seen in the table below.

Table 1. Characteristics of Respondents by Gender

Gender	Employees	Percentage
Man	63	69 %
Woman	28	31%
Total	91	100%

Source: PT. Sarana Sinar Sulawesi

Table one shows that the majority of employees are 69% male. Meanwhile, female employees are 31%.

Table 2. Characteristics of Respondents by Age

Age (years)	Employees	Percentage
20 - 23	10	11%
24 - 27	36	40%
28 - 31	28	31%
31 - 34	17	18%
Total	91	100%

Source: PT. Sarana Sinar Sulawesi

It can be seen that the majority of employees aged 24-27 years with a percentage of

40% and employees aged 28-31 years with a percentage of 31% are the most employees who work in the production department.

Table 3. Characteristics of Respondents Based on Education

Education	Employees	Percentage
High School	21	23%
Associate	32	36%
Bachelor's Degree	38	41%
Graduate	0	0
Total	91	100%

Source: PT. Sarana Sinar Sulawesi

Table three shows that most employees with Bachelor's Degree education are 38 people with a percentage of 41%. Associate with a percentage of 36% there are 32 people and for high school level or equivalent as many as 21 people with a percentage of 23%.

Reliability

Table 4. Reliability Test

Variable	Cronbach'Alpha	significant	Status
Work Discipline	0,728	0,06	Reliability
Facilities	0,759	0,06	Reliability
Work environment	0,861	0,06	Reliability
Employee performance	0,772	0,06	Reliability

The reliability test in this study used the Cronbach's Alpha value which was compared to 0.60. If the value of Cronbach's Alpha is more significant than 0.60, then the measuring instrument used is reliable. Of all the variables used in this study, namely the work discipline variable (X1), facilities (X2), work environment (X3), and employee performance (Y), the Cronbach's Alpha value of each variable is more significant than 0.60. So the measuring tool used is reliable. This means that the measuring instrument used is consistent or stable from time.

Heteroscedasticity

his test is carried out to determine whether there is an inequality of variance from the residual value from one observation to another. If the variance from one observation's residual value to another remains, it is called homoscedasticity. A good regression model does not occur heteroscedasticity. The heteroscedasticity test in this study used the Glejser test. If the value of sig. More significant than 0.05, then there is no heteroscedasticity. On the other hand, if the value of sig. Smaller than 0.05, then heteroscedasticity occurs. From the calculation results, the sig value is 0.392 for the work discipline variable, the sig value is 0.417 for the facility variable, and the sig value is 0.329 for the work environment variable. Because the sig value of the two variables is greater than 0.05, there is no heteroscedasticity.

Multicollinearity

This test was conducted to determine whether there is a correlation between the independent variables. To find out whether there is multicollinearity is to look at the tolerance value or VIF. If the tolerance value is more significant than 0.10, there is no multicollinearity. Alternatively, if the VIF value is less than 10.00, there is no multicollinearity. From the calculation results, the tolerance value is 0.852 for the work discipline variable, and the tolerance value is 0.816 for the facility variable and 0.873 for the

work environment variable. Because the tolerance value is more significant than 0.10, there is no multicollinearity. The VIF value obtained is 1.375 for the work discipline variable, the VIF value is 1.473 for the facility variable, and 1.492 for the work environment variable. In this way, it can also be seen that there is no multicollinearity because the VIF value is smaller than 10.00.

Multiple Linear Analysis

Table 5. Multiple Linear Analysis

Model	Coefficient ^b		t	Sig.
	Unstandardized	Standardized		
	B	Beta		
1 (Constant)	3.987	.735	8.432	.000
Work Discipline	.521	.095	2.789	.002
Facilities	.368	.032	2.236	.000
Work Environment	.436	.078	3.903	.000

a. Dependent Variable: Employee performance

Source: SPSS Results

Based on the results in table 4 above, it is known that the multiple linear regression equation formed is as follows: $Y = 3.987 + 0.521X_1 + 0.368X_2 + 0.436X_3$.

The regression coefficient value for the work discipline variable (X_1) is 0.521, facilities (X_2) is 0.368, and the work environment (X_3) variable is 0.436, meaning that there is a positive influence on the employee performance variable (Y).

Hypothesis test

Partial Test (T test)

Table 5 above shows that the t count for work discipline is 2.789, more significant than the t table of 1.985 with a sig value. 0.002 is smaller than 0.05, then H_1 is accepted. That is, there is an effect of work discipline on the performance of employees of PT. Sarana Sinar Sulawesi in the Production Department. The results of this study support the results of research conducted by (Safitri et al., 2013); (Faustyna & Jumani, 2017); (J. S. Hasibuan & Silvya, 2019); (Arda, 2017); (Arif et al., 2020) and (Jufrizen & Hadi, 2021) which state that there is an influence between work discipline on employee performance.

It is also known that the t count of work facilities is 2.236. more significant than the t table of 1.985 with a sig value. 0.002 is less than 0.005. Then H_2 is accepted. There is an effect of work facilities on PT employees' performance. Sarana Sinar Sulawesi in the Production Department. The results of this study support the results of research conducted by (Lukiyana & Tualaka, 2016), (Fitriani, 2013), and (Listyani, 2016).

While the t value for the work environment is 3.903, which is greater than the t table of 1.985 with a sig value. 0.000 is less than 0.005. Then H_3 is accepted. That is, there is an influence of the work environment on the performance of PT. Sarana Sinar Sulawesi's employees in the Production Department. The results of this study support the results of research conducted (Sofyan, 2013); (Aruan & Fakhri, 2017) and (Laksono & Wilasittha, 2021).

Simultaneous Test (F Test)

Table 6. Simultaneous Test

ANOVA

Model	Sum of	DF	Mean	F	Sig.
Regression	14.369	3	6.074	9.186	.000b
Residual	3.124	84	.536		
Total	8.763	87			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Facilities, Work Environment

Source: SPSS Results

Able six above shows that the calculated F is 9,186, more significant than the F table (3.793) with a sig value. Smaller than 0.05, then H4 is accepted. That is, there is a simultaneous influence of work discipline, facilities, and work environment on the performance of PT. Sarana Sinar Sulawesi's employees in the Production Department. The results of this study support the results of research conducted by (Sofyan, 2013), (Nabawi, 2020), and (Trisnawaty & Parwoto, 2021).

Coefficient of Determination

Table 7. Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the
1	.471	.795	.743	3.279

a. Predictors: (Constant), Work Discipline, Facilities, Work Environment

Source: SPSS Results

Based on table 7 above, the calculation results of the coefficient of determination contained in the Adjusted R Square column are 0.743. This means the performance of employees at PT. Sarana Sinar Sulawesi in the Production Department is influenced by the variables of work discipline, facilities, and work environment by 74.3%.

The results of this study indicate an effect of work discipline on employee performance, and the effect is positive because a positive number indicates it. This means that if the company improves the work discipline of its employees, the performance of PT. Sarana Sinar Sulawesi's employees in the Production Department will increase. This is because employees who have work discipline will always be organized. He will maintain his presence properly, arrive on time, leave when office hours have arrived, follow the work procedures that have been set, and all the rules made by the company to maintain order. Companies need regularities in their efforts to achieve goals.

Based on the study results, it is known that there is a positive and significant influence between work facilities on employee performance at PT. Sarana Sinar Sulawesi in the Production Department. This finding means that a positive value indicates that if work facilities are adequate, employee performance also increases. The significant value is means that work facilities affect employee performance as one of the supporting factors for employee work.

From the results of this study, it can also be seen that the work environment influences employee performance and the effect is positive. This means that if the company PT. Sarana Sinar Sulawesi improves its working conditions or environment for the better. Because a company needs to create a comfortable working atmosphere, of course, it is supported by adequate working environment conditions, both a physical work environment which includes workspace, work equipment, cleanliness of the workplace and also a non-physical

work environment which provides for relationships between leaders and subordinates as well as relationships between people.

Simultaneously work discipline, facilities, and work environment on employee performance positively influence. This means that if work discipline is applied correctly and the facilities provided are maximal, a condition will be created in which employees are willing to work together. At the same time, the work environment is designed so that it can stimulate the enthusiasm and passion of the employees, and then employee performance will improve.

CONCLUSION

Based on the analysis and discussion of the research results, the researcher concludes that work discipline has a positive and significant effect on employee performance, facilities have a positive and significant impact on employee performance, and the work environment has a positive and significant impact on employee performance. Simultaneously work discipline, facilities, and work environment on employee performance.

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