

The Influence of the Work Environment on Employee Performance with Work Discipline as a Mediating Variable (Study of Public Works and Spatial Planning Department Employees in Central Halmahera Regency)

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Abstract

This study aims to determine the effect of the work environment on performance which is mediated by work discipline in employees of the Department of Public Works and Spatial Planning in Central Halmahera Regency. This type of research is quantitative. The population in this study were 49 respondents, this study used a saturated sampling technique where all populations were sampled. The analytical tool used is path analysis with the help of the SPSS 29 program. The results showed that the work environment has no significant effect on employee performance, the work environment has a positive and significant effect on work discipline, work discipline has a positive and significant effect on employee performance and work discipline can mediate the influence of the work environment on employee performance.

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja terhadap kinerja yang dimediasi oleh disiplin kerja pada pegawai Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Halmahera Tengah. Jenis penelitian ini adalah kuantitatif. Populasi dalam penelitian ini adalah 49 responden, penelitian ini menggunakan teknik sampling jenuh dimana semua populasi dijadikan sampel. Alat analisis yang digunakan yaitu analisis jalur (*path analysis*) dengan bantuan program SPSS 29. Hasil penelitian menunjukkan bahwa lingkungan kerja tidak berpengaruh signifikan terhadap kinerja pegawai, lingkungan kerja berpengaruh positif dan signifikan terhadap disiplin kerja, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dan disiplin kerja dapat memediasi pengaruh lingkungan kerja terhadap kinerja pegawai.

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1. INTRODUCTION

Human resources occupy an important position in efforts to achieve organizational goals. The role of an organization is to develop human resources by participating in employee training and development so that they have competence and competitiveness, providing adequate facilities and infrastructure to support organizational achievements. Competent human resources with good performance will certainly support the success of the organization, conversely if human resources are incompetent and whose performance is not good then it will become a problem that can put an organization in a bad condition. To achieve good employee performance, organizations must create a work environment for employees in order to improve employee performance. A comfortable work environment that provides employees with opportunities to develop themselves will automatically focus their attention and also show good work performance in the work they do (Sari, 2018:23).

Employee performance is the result of work achieved by a person from his activities and behavior which are directed at carrying out tasks according to the position and job description that has been determined by the organization, to achieve organizational goals. Employee performance is an action carried out by employees in carrying out work assigned by the company (Handoko 2008:180). Every company always expects its employees to have achievements,

because by having employees with achievements the company can improve the company's performance.

Work environmental factors are one of the important factors that need to be considered in improving employee performance, because the work environment is directly related to the work processes carried out by employees at work (Manullang, 2019). According to Rahman (2017:45-46) the work environment is one of the causes of success in carrying out a job, but it can also cause failure in carrying out a job, because the work environment can affect workers, especially the psychological work environment.

Another factor that influences employee performance in carrying out their duties is work discipline. According to Harlie (2022:16) work discipline is a person's knowledge and readiness to comply with all existing company regulations and social norms. Apart from that, various policies and regulations made by an institution play a very important role in building discipline for employees to obey and comply with these rules. Siagian (2006) states that discipline is a management action to encourage organizational members to fulfill the demands of various provisions.

The Public Works and Spatial Planning Service (PUPR) of Central Halmahera Regency is a pioneer organization for infrastructure in Central Halmahera Regency such as roads, bridges, drainage and so on and always provides the best in every job, this is not without reason, it will but all thanks to good organizational management, ensuring high quality and commitment of employees in achieving the organization's vision and mission. In completing their duties, employees should have good work capacity. However, there are still problems related to the work environment, work discipline and employee performance. There is a problem regarding the work environment where the road infrastructure in Central Halmahera Regency still has damaged roads in several sub-districts, this is due to the lack of attention of the local government in repairing road infrastructure, in this case the PUPR Service of Central Halmahera Regency, so that at several points the roads are still damaged and have not been carried out. repair. In road maintenance, it is not only the road that must be considered, but several parts of the road construction must also be considered, such as the structure of the road pavement, road shoulders, sidewalks, drainage and other supporting structures. Apart from that, relationships between employees also need to be paid attention to to avoid undesirable things such as social jealousy, conflicts in the workplace, and other less than harmonious relationships. The work environment in companies and government agencies such as the Central Halmahera Regency PUPR service is very important to pay attention to in terms of performance. Having an adequate work environment will certainly make employees feel at home working, so that employee enthusiasm and work enthusiasm will arise in carrying out their work. The work environment is a working condition that provides a comfortable atmosphere for employees to achieve the goals set by the agency. Then, problems regarding work discipline are still found in employees who are not punctual when they come to work and when they leave work, employees also often leave earlier than the time specified by the PUPR service. From the problems above, this can affect employee performance in carrying out their duties.

Based on the background of wrong above, then the objectives of the problem in this research are: (1) To find out how the work environment affects employee performance, (2) To find out how the work environment affects employee work discipline, (3) To find out how work discipline affects employee performance, (4)) To find out how the work environment influences performance which is mediated by work discipline.

2. THEORETICAL FRAMEWORK AND HYPOTHESIS DEVELOPMENT

Work environment

The work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group Sedarmayanti (2017).

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Performance

Robbins (2016:260) defines performance as a result achieved by employees in their work according to certain criteria that apply to a job. Employee performance is very important in the company's efforts to achieve its goals.

Work Discipline

According to Hasibuan (2014) it is a person's awareness and willingness to obey agency regulations and applicable social norms. Every institution or agency definitely has regulations that every employee must comply with. Regulations are made to regulate all rules and regulations in the agency.

Hypothesis

1. The work environment has a positive and significant effect on employee performance at the Public Works and Spatial Planning (PUPR) Department of Central Halmahera Regency
2. The work environment has a positive and significant effect on the work discipline of employees at the Public Works and Spatial Planning (PUPR) Department of Central Halmahera Regency
3. Work Discipline has a positive and significant effect on employee performance at the Public Works and Spatial Planning (PUPR) Department of Central Halmahera Regency
4. Work discipline can mediate the influence of the work environment on the performance of Central Halmahera Regency Public Works and Spatial Planning (PUPR) employees.

3. RESEARCH METHOD

To obtain data and information in this research, researchers used data collection techniques using questionnaires. This type of research is a quantitative approach using SPSS 29. The population in this research was 49 employees. Using saturated sampling techniques, where the entire population is sampled. The data analysis technique used is path analysis.

4. RESULTS AND DISCUSSION

Validity and Reliability Test

Instrument item	Corrected Item Total Correlation	Cronpach's alpha	Note
X1 illumination or light	0.651	0.754	Valid and Reliable
X2 Air Temperature	0.701		
X3 Sound Noise	0.737		
X4 Space required	0.758		
X5 work safety	0.510		
X6 physical environment	0.639		
Y1 Quantity	0.691	0.707	Valid and Reliable
Y2 Quality	0.664		
Y3Determination of Time	0.727		
Y4 Effectiveness	0.634		
Y5 Independence	0.695		
Z1 Goals and Capabilities	0.602	0.856	Valid and Reliable
Z2 Role model	0.722		
Z3 Payback	0.681		
Z4 Justice	0.791		
Z5 Attached supervision or clairvoyance	0.724		

Z6 Sanctions or punishment	0.737		
Z7 Firmness	0.795		
Z8 Human Relations	0.621		

Source: data processed 2023

Based on the table above, it shows that 6 work environment variable question items, 5 performance question items, and 8 work discipline question items, the Corrected Item Total Correlation value is greater than r table (0.281), which means that the items are declared valid and can be used. as a research instrument. Apart from that, the table shows that the Cronbach's alpha coefficient is greater than 0.600. This can be stated that all the statement items for each variable have been tested for reliability so that they can be declared to be acceptable reliability.

T Test Equation I

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,643	3,907		3,236	0.002
	Work environment	0.783	0.159	0.582	4,910	0,000

a. Dependent Variable: Work discipline

Source: data processed 2023

Based on the table above can be explained in equation I for the Work Environment variable, the t value obtained is 4.910 with a significance level of 0.000, so the hypothesis is accepted. So it can be concluded that the work environment has a significant influence on work discipline.

T Test Results Equation II

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,790	2,248		2,131	0.038
	Work environment	0.163	0.102	0.200	1,596	0.117
	Work Discipline	0.355	0.076	0.587	4,680	0,000

a. Dependent Variable: Performance

source: data processed 2023

Based on the table above, it can be explained in equation II for the work environment variable that the t value is obtained 1.596 with a significance level of 0.117, then the hypothesis is rejected. So it can be concluded that work environment variables have no influence on performance. For the work discipline variable, the t-count value was 4.680 with a significance

level of 0.000, so the hypothesis was accepted. So it can be concluded that work discipline has a significant influence on performance.

Testing of the mediating influence between work environment (X) on performance (Y) mediated by work discipline (Z) was carried out using Sobel calculations, with the following results:

$$Z = \frac{ab}{\sqrt{(b^2SEa^2) + (a^2SEb^2)}}$$

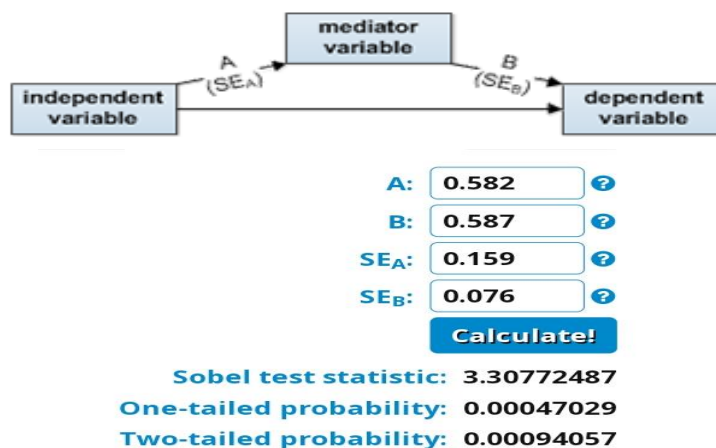
$$= \frac{0,582 \times 0,587}{\sqrt{(0,587^2 \cdot 0,159^2) + (0,582^2 \cdot 0,076^2)}}$$

$$sab = \frac{0,341634}{\sqrt{0,0106675}}$$

$$Z = \frac{ab}{sab} = \frac{0,341634}{0,103283} = 3,307$$

If $Z_{count} > Z_{table}$ value, it can be concluded that there is a mediation effect, but if $Z_{count} < Z_{table}$ value, it can be concluded that there is no mediation effect. It is known that the Z count value is 3.307 with a significance of 0.05. So it can be concluded $3.307 > Z_{table}$ value 1.679, this means that work discipline can mediate the work environment on employee performance. The following is the Sobel calculation using the online Sobel test

Figure 4.7 Online Sobel Test



The Influence of the Work Environment on Employee Performance

Based on the results of research that has been carried out, it is known that the work environment has no effect on the performance of Central Halmahera Regency PUPR Service employees. This is meaningful work environment t created in the PUPR Department of Central Halmahera Regency it has been well established so that it does not affect employee performance. The work environment has a big influence on workers in carrying out their duties, because the work environment is everything around the workers that will interact directly with them. The work environment basically consists of the physical environment such as the facilities and work equipment used and the workers themselves as well as the non-physical environment such as relationships between co-workers and regulations.

The Influence of the Work Environment on Work Discipline

This research found that the work environment had a positive and significant effect on the work discipline of the Central Halmaherea Regency PUPR Service. This means that a conducive work environment can be achieved increase in good level of discipline. According to Nitisemito (1982; 184), who states that the work environment is everything that is around the worker and that can influence him in carrying out the assigned tasks. Therefore, employees pay great attention

to their work environment, both in terms of personal comfort and ease of doing work well and being disciplined at work.

The Influence of Discipline Work against Employee Performance

Based on the results of research that has been carried out, it is found that work discipline has a positive and significant effect on employee performance at the Central Halmahera Regency PUPR Service. So that the more a high level of employee work discipline will also provide high performance. Work discipline can emerge if employees feel happy and satisfied with the work they do.

The Influence of the Work Environment on Employee Performance Mediated by Work Discipline

Based on the results of the mediation test through the Sobel test, it can be seen that there is an influence of the work environment on employee performance through work discipline. This means that work discipline can mediate the work environment on the performance of Central Halmahera Regency PUPR Service employees. This means that a conducive work environment can create work discipline so that an environment is created like this will enable employees to increase their work productivity so as to create good employee performance in the Central Halmahera Regency PUPR service.

5. CONCLUSION

From the results of the research and analysis that has been carried out, it can be concluded that:

1. The research results show that the work environment has no effect on the performance of Central Halmahera Regency PUPR Service employees. This is meaningful the work environment created at the Central Halmahera Regency PUPR Service has been well established so that it does not affect employee performance.
2. The results of the research show that the work environment has a positive and significant effect on the work discipline of Central Halmahera Regency PUPR Service employees. This shows that the creation of this work environment will create good employee discipline in the agency or company.
3. The research results show that work discipline has a positive and significant effect on the performance of Central Halmahera Regency PUPR service employees. So the higher the level of employee work discipline, the higher the performance will be. Work discipline can emerge if employees feel happy and satisfied with the work they do.
4. The research results show that work discipline can mediate the influence of the work environment on employee performance. This means that a conducive work environment can create work discipline so that creating such an environment will enable employees to increase their work productivity so as to create good employee performance in the Central Halmahera Regency PUPR service.

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