

The Influence of Work Discipline, Work Environment, and Work Productivity, on Employee Performance at the Youth and Sports Office, Culture and Tourism of Labuhanbatu Regency

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Abstract

The aim of this research is to examine the effect of work discipline, work environment, work productivity on employee performance, work discipline has a positive and significant effect on employee performance. To find out the work environment on employee performance has a positive and significant partial effect on employee performance. And also to find out the work productivity of employees has a positive and significant effect on employee performance. To find out work discipline, work environment, work productivity together (simultaneously) have a positive and significant effect on employee performance. The total population of this study were all employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency, 70 people by using a saturated sampling technique. The data collection method is using a questionnaire. Data analysis using multiple regression analysis with SPSS software. This study shows the results that: Work discipline, work environment and work productivity together have a positive and significant effect on employee performance. Likewise, Work Discipline, Work Environment and Work Productivity have a positive and significant effect on Employee Performance. The leadership of the Department of Youth and Sports, Culture and Tourism should focus more on aspects of work discipline, work environment and work productivity, in order to provide good and maximum service. Work environment and work productivity together have a positive and significant effect on employee performance. Likewise, Work Discipline, Work Environment and Work Productivity have a positive and significant effect on Employee Performance. The leadership of the Department of Youth and Sports, Culture and Tourism should focus more on aspects of work discipline, work environment and work productivity, in order to provide good and maximum service. Work environment and work productivity together have a positive and significant effect on employee performance. Likewise, Work Discipline, Work Environment and Work Productivity have a positive and significant effect on Employee Performance. The leadership of the Department of Youth and Sports, Culture and Tourism should focus more on aspects of work discipline, work environment and work productivity, in order to provide good and maximum service.

Keywords: Work Discipline, Work Environment, Work Productivity, Performance.

1. Introduction

Human Resources is a very important part in achieving organizational goals to develop employees. Because the office in managing is expected to be able to use human resources well. One of the offices of youth and sports, culture and tourism. Currently, all aspects of human life are required to compete to show the best, because the best will be chosen. So that many employees prepare themselves to accept the challenges that exist, in fact humans take a big role in an organization/institution. Therefore, employee performance is always interpreted as the achievement of tasks where the level of organizational performance is shown through the suitability of work programs carried out by employees to achieve the vision, mission, and goals of the organization. If high morale can be created from employees, then the organization can run smoothly with the support of something called performance. So it takes reliable humans in the interest. Human resources must be arranged in a management, namely Human Resource Management (HRM).

Human resources are those who have the ability to analyze management problems. To be able to follow all existing developments and achieve goals, an organization/institution needs a discipline so that employees are able to work well,

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and one of those disciplines is, among others: arriving on time, working according to the specified time, salary or wages good, safe work, conducive working atmosphere, fair and wise leadership.

In addition to work discipline, work environment factors and work productivity can affect employee performance. The work environment plays an important role in the company's activities, because the work environment is a place for employees to carry out daily work activities. With a comfortable and conducive work environment, it is hoped that it will be able to provide comfort and will encourage employees to be more enthusiastic about work and automatically the productivity expected by the company can be achieved.

However, employee productivity always increases if the employee is always present at the company, works well, wants to work hard, or is never absent, and also the employee never takes time off. Employee productivity can also decrease if the employee cannot compete with other employees, is often absent, even works carelessly. So if there is one or several employees whose productivity is continuously decreasing and the employee cannot improve their work productivity, it is very big the company will close. As for causing the emergence of employee work productivity assessments are to monitor and see employee performance achievements and provide information about the attendance of employees,

Therefore, this study wants to know how much influence work discipline, work environment and employee performance have on their performance? And how does work productivity affect employee performance? So this study conducted a study entitled "the influence of work discipline, work environment, work productivity on employee performance at the youth and sports department, culture and tourism in Labuhanbatu Regency.

2. Literature Review

2.1. Discipline

Work discipline is a very important part/variable in the development of human resources, therefore discipline is needed in an organization so that there is no negligence, deviation or negligence and ultimately waste in doing work (Nurcahyo, 2011). Work discipline is the attitude, behavior and actions of a person in accordance with organizational regulations as an effort to increase a person's awareness and willingness not to make negligence, deviations or negligence in doing work. The definition is in accordance with the phenomenon that occurs in the company. According to (Ferawati, 2017) and (Sutrisno, 2019) explained that good work discipline will improve employee performance in this case employees so as to accelerate the achievement of organizational goals, while low discipline will reduce employee performance so that it becomes a barrier and slows the achievement of organizational goals.(Harahap & Tirtayasa, 2020)Discipline is an attitude of respect for company rules and regulations, which exist within employees, which causes employees to conform voluntarily to company rules and regulations.

2.2. Environment

According to (Pasaribu, 2019)The work environment can be interpreted as the forces that influence, either directly or indirectly, on the performance of the organization or company. The work environment also means the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group (Siagian & Khair, 2018). According to(Pasaribu, 2019)The work environment can be interpreted as the forces that influence, either directly or indirectly, on the performance of the organization or company. The work environment also means the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group (Siagian & Khair, 2018).

2.3. Employee performance

According to (Ciptoningrum, 2013), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Runtuuwu, Lapijan, and Dotulong (2015), everything that is physical or non-physical around employees that can affect employee performance is called the work environment (Ichsan et al., 2020). Performance is basically determined by three things, namely ability, desire and environment. If high morale can be created from employees, then the organization can run smoothly with the support of something called performance (Pohan, 2022).

3. Methods

The type of research used in this study is a type of quantitative research. To examine the effect of work discipline, work environment, and work productivity on employee performance at the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency. The design carried out in this study is aimed at testing the hypothesis. This research was conducted at the Department of Youth and Sports, Culture and Tourism, Labuhanbatu Regency. Considering every possibility that will happen, the time of this research is designed for 3 (three) months, starting from March to May 2022. The population carried out by the researcher was all employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency with a total of 70 employees. The sample used by the researcher is a saturated sample where the entire population of employees is used as a sample, so many samples are used by 70 employees.

The method used to collect data in this study is the questionnaire method, which is a data collection technique carried out by giving a set of questions or written statements to respondents to answer. The questionnaire was made using open-ended questions, which consist of questions to explain the identity of the respondents, and closed questions, namely questions that ask respondents to choose one of the available answers from each question. The analytical method used in this research is data quality test consisting of validity and reliability test, classical assumption test consisting of normality test, multicollinearity test, multiple regression analysis and hypothesis testing.

4. Result and Discussions

4.1. Validity Test Result

Validity test is used to measure the validity or validity of a questionnaire. To measure the validity can be done by comparing the correlation value of each question by measuring the variables studied by research. To find out whether the score of each question item is valid or not, the following statistical criteria are set:

- 1) If the result of $r_{\text{arithmetic}} > r_{\text{table}}$ and positive value, then the variable is valid
- 2) If the result of $r_{\text{arithmetic}} < r_{\text{table}}$ and negative value, then the variable is not valid

Table 1. Validity Test Result

Variable	Inquiry Code	Corrected Item-Total Correlation	r Table	Information
Discipline X1	P1	0.680	0.1954	Valid
	P2	0.538	0.1954	Valid
	P3	0.516	0.1954	Valid
	P4	0.600	0.1954	Valid
Environment Work	P1	0.437	0.1954	Valid
	P2	0.792	0.1954	Valid
	P3	0.748	0.1954	Valid
	P4	0.583	0.1954	Valid
Productivity	P1	0.546	0.1954	Valid
	P2	0.656	0.1954	Valid
	P3	0.619	0.1954	Valid
	P4	0.511	0.1954	Valid
Performance	P1	0.629	0.1954	Valid
	P2	0.686	0.1954	Valid
	P3	0.771	0.1954	Valid
	P4	0.789	0.1954	Valid

Source: primary data processed by researchers (2022).

Based on the table above, it can be seen from the variables used in this study consisting of 16 statements, having r_{table} (0.1954). The results of the validity test show that the value of the correlation coefficient $r_{\text{count}} > r_{\text{table}}$, which means that each statement item on each variable is valid. The way to get the value of r_{table} is $df = n - 2$, then $70 - 2 = 68$, then the number 68 is searched for its value in table r , and the value of r_{table} is 0.1954.

4.2. Reliability Test

Reliability test is a tool to measure a questionnaire which is an indicator of a variable. Which when measuring the same object will produce the same data. Measuring the level of reliability of a research variable can be seen from the statistical results of Cronbach's Alpha (α). A variable is said to be reliable if it gives Cronbach's Alpha value > 0.60

The results of the reliability tests conducted on This research instrument can be seen in the table 2.

Table 2. Reliability Test Result

Variable	Cronbach's Alpha if Item Deleted	Cronbach's Alpha standard	Decision
Discipline	0.487	0.60	Reliable
Environment	0.481	0.60	Reliable
Productivity	0.281	0.60	Reliable

Source: primary data processed by researchers (2022).

Based on the table above, the reliability test shows that Cronbach's Alpha of all research variables, which are used in the study, are declared reliable. because Cronbach's Alpha value of each variable is greater than the comparison Alpha. And it can be concluded that all variables in this study can have good measurement consistency so that they can continue to be used for further research.

4.3. Normality Test

Normal P-P Plot of Regression Standardized Residual

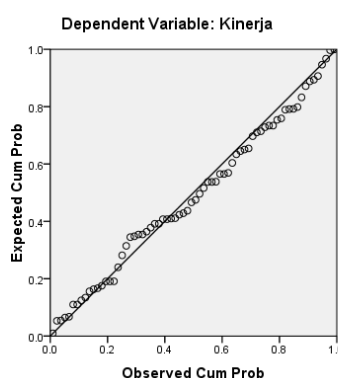


Figure 1. Normality Test Result

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. As it is known that the t and f tests assume that the residual value follows a normal distribution.

Based on Figure 1, it can be concluded that the graph showing the model meets the modern assumption of normality, it can be seen that each plot point follows a diagonal line which indicates that the data is normally distributed.

4.4. Multicollinearity Test

Multicollinearity test aims to test how the regression model found a correlation between independent variables. Based on table 3 the magnitude of the tolerance value obtained the results of all variables does not exceed 1, it is concluded that this model meets the multicollinearity requirements because the tolerance value of all variables does not exceed 1. Meanwhile, the VIF value of each variable shows a VIF value < 10 so that this multiple regression model meets the multicollinearity assumption.

Table 3. Multicollinearity Test Results

Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	Discipline	.978	1.023
	Environment	.984	1.016
	Productivity	.992	1.008

a. Dependent Variable: Performance

Source: primary data processed by researchers (2022).

4.5. Heteroscedasticity Test Results

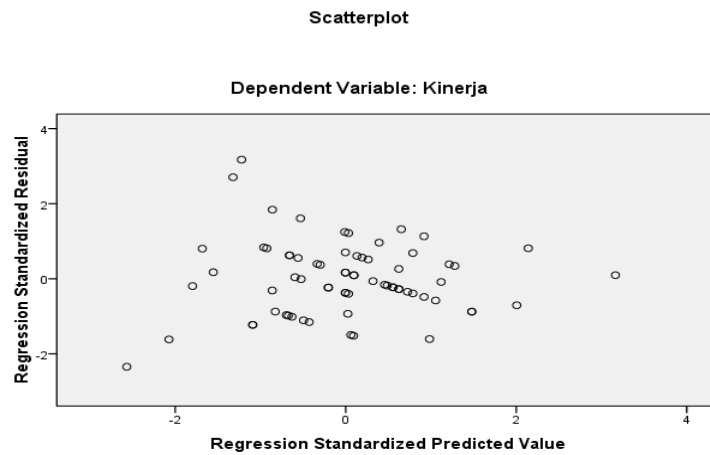


Figure 2. Heteroscedasticity Result

Figure 2 shows that the points contained in the scatterplot graph spread randomly or do not form a certain pattern. This shows that there is no heteroscedasticity in the regression model, so the regression model can be used to predict the dependent variable based on input from the independent variable. If the value of sig < 0.05 then there is an indication of heteroscedasticity, but if the value of sig > 0.05 then there is no heteroscedasticity.

4.6. Multiple Regression Analysis Testing

Furthermore, multiple linear regression analysis aims to predict the magnitude of the influence of the independent variables, namely brand awareness (X1), brand association (X2), perceived quality (X3), and brand loyalty (X4) with the dependent variable purchasing decision (Y).

Table 4. Results of Multiple Regression Analysis

Coefficients ^a		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	-5.618	3.848		-1,460	.149
	Discipline	.515	.156	.334	3,300	.002
	Environment	.385	.106	.365	3,622	.001
	Productivity	.432	.147	.296	2,945	.004

a. Dependent Variable: Performance

Source: primary data processed by researchers (2022).

Based on the results of multiple linear regression testing from table 4, it shows the beta coefficient (β) for each variable, the resulting multiple regression equation is as follows:

$$Y = 5.618 + 0.515 X_1 + 0.385 X_2 + 0.432 X_3 + e$$

The multiple regression equation can inform that: $a = 5.618$ is a constant number which means that if the independent variables, namely X_1 , X_2 and X_3 are equal to zero, then the employee performance is 5.618. The coefficient of $b_1 = 0.515$ is the magnitude of the regression coefficient X_1 , which means that every an increase in one unit score of the X_1 variable will increase employee performance by 0.515 with the assumption that the other variables studied are constant. The coefficient $b_2 = 0.385$ is the magnitude of the regression coefficient X_2 , which means that every increase in one unit of X_2 score will increase employee performance by 0.385 with the assumption that other variables in this study are constant. The coefficient $b_3 = 0.432$ is the magnitude of the regression coefficient X_3 , which means that every increase in one unit of X_3 score will increase employee performance by 0.

4.7. T Test

The purpose of this (partial) t test is to find out how much influence the independent variable has with the dependent variable partially. Then the results of the t-table value that will be used in the study is the t-value with a significance of 5%, then $df = n-k-1 = 92-5-1 = 86$, which is 1.663.

Table 5. Results of T Test

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	-5.618	3.848		-1,460	.149
	Discipline	.515	.156	.334	3,300	.002
	Environment	.385	.106	.365	3,622	.001
	Productivity	.432	.147	.296	2,945	.004

a. Dependent Variable: Performance

Source: primary data processed by researchers (2022).

Based on table 5, it can be seen that the significance value (sig.) t for work discipline is known that the value of 0.002 < 0.005 means that it partially has a positive and significant effect on performance. Thus the hypothesis can be accepted, t for the work environment is known that the value of 0.001 < 0.005 means that it partially has a positive and significant effect on performance. The hypothesis can be accepted, t for work productivity that the value is 0.004 < 0.005 which means partially positive and significant effect. And the hypothesis is accepted.

4.8. F Test

The purpose of the F test is to predict the effect of the independent variable (free) with the dependent variable (bound) simultaneously (simultaneously).

Table 6. F test result

ANOVA					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	117.116	3	39,039	11,321	.000 ^a
Residual	227,584	66	3.448		
Total	344700	69			

Source: primary data processed by researchers (2022).

Based on table 6 shows that the F number is 11.321 with a sig value of 0.000. And the Ftable value is carried out, namely the distribution value of F with df_2 ($nk = 70-2 = 68$) and $\alpha = 0.05$ which is 3.13. Thus the significant level of $0.000 < 0.05$. This shows that the variables of work discipline, work environment, work productivity simultaneously (together) have a positive and significant effect on employee performance. Thus the hypothesis can be accepted.

4.9. Determinant Test

The coefficient of determination (R^2) is between zero or one. A small value of R^2 means that the ability of the independent variables in explaining the variation of the dependent variable is very limited. On the other hand, if the value is close to 1, it means that the independent variables provide all the information needed to predict the dependent variables.

Table 7. Determinant test result

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.583a	.340	.310	1.85694

Source: primary data processed by researchers (2022).

The results from table 7 model summary can be seen that the value of Adjusted R square is 0.583. Because of this multiple determination coefficient test from multiple linear regression calculations, the coefficient of determination of $0.583 \times 100\%$ is 58.3%. This value implies that the variables of Discipline, Environment, and Productivity affect performance by 58.3%, and the remaining 41.7% is influenced by other variables.

4.10. Discussion

1) The Effect of Work Discipline on Employee Performance

The results of the calculation of the hypothesis test simultaneously found that the work discipline variable (X1) showed a positive and significant influence between work discipline on employee performance. The answers to the questionnaire filled in by the respondents used a significant test with a significant level of $0.02 < 0.05$ with a t count of $3.300 >$ where t table was 1.667, it can be concluded that there is a positive and significant effect of discipline (X1) on employee performance at the Department of Youth and Sports, Culture, and Tourism of Labuhanbatu Regency. The results of this study are also supported by previous researchers, namely: (Pangarso & Susanti, 2016) which shows that work discipline has a positive and significant effect on performance

2) The Influence of the Work Environment on Employee Performance

The results of the calculation of this hypothesis test indicate that there is a positive and significant influence simultaneously. It is found that the work environment variable (X2) has an effect on the performance variable. The answers to the questionnaire filled in by the respondents used a significant test with a significant level of $0.02 < 0.05$ with a t count of $3.622 >$ with a T table of 1.667, it can be concluded that the positive and significant effect of the work environment (X2) on employee performance at the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency. The results of this study are also supported by previous researchers, namely: (Sofyan, 2013) which shows that the work environment has a positive and significant effect on performance.

3) The Effect of Work Productivity on Employee Performance

The results of the calculation of this hypothesis test indicate that there is a positive and significant influence simultaneously. It is found that the work productivity variable (X3) has an effect on the performance variable. The answers to the questionnaire filled in by the respondents used a significant test with a significant level of $0.04 < 0.05$ with a t count of $2,945 >$ with a T table of 1,667, it can be concluded that the positive and significant effect of the work environment (X2) on employee performance at the Youth and Sports Office, Culture and Tourism of Labuhanbatu Regency. The results of this study are supported by previous researchers, namely: (Patmarina & Erisna, 2012) which shows that work productivity has a positive and significant effect on performance.

4) The Influence of Work Discipline, Work Environment, and Work Productivity on Employee Performance

Results of simultaneous calculation of hypothesis testing found that the variables of work discipline (X1), work environment (X2), and work productivity (X3). Based on the test results of the hypothesis, it shows that there is a positive and significant influence between the variables of work discipline, work environment, work productivity on performance. The answers to the questionnaires filled in by the respondents, using a significant test with a significant level of $0.000 < 0.05$ and F count of $11.321 >$ F table where F table 3.13. So it can be said that simultaneously or together the three variables have a positive and significant effect on employee performance variables at the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency. Furthermore, the value of Adjust R square is 58.3 or 58.3%,

5. Conclusions

Based on the literature above and referring to the result and analysis done by researchers, here the conclusions are:

1. Based on data analysis in this study, it can be seen that the results of hypothesis testing, especially the research model, found that the research model consisting of work discipline, work environment and work productivity had a positive and significant influence on employee performance.
2. The results of the hypothesis test found that work discipline had a significant and positive effect on the performance of the employees of the Youth and Sports, Culture and Tourism Office. The results of the hypothesis test found that the work environment had a significant and positive influence on the performance of the employees of the Department of Youth and Sports, Culture and Tourism of Labuhanbatu Regency. The results of the hypothesis test found that work productivity has a significant and positive effect on the performance of the employees of the Youth and Sports, Culture and Tourism Office.
3. Work discipline (X1), work environment (X2), work productivity (X3) with a calculated F value of $11.321 > F$ table 3.13. These results prove that work discipline (X1) is a work environment (X2) productivity (X3) simultaneously (together). the same) has a positive and significant effect on employee performance.
4. Adjust R square is 58.3 or 58.3%, this means that the influence of the tested variables has an effect of 58.3% on performance, while the remaining 41.7% is influenced by other variables.

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