

Human Resources Performance Improvement Through Motivation, Discipline, Work Environment and Commitment in PT. Supra Matra Abadi PMKS Aek Nabara

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Abstract

The purpose of this study was to determine the improvement of human resource performance through motivation, work environment discipline and commitment at PT. Supra Matra Abadi PMKS Aek Nabara. The data used in this study is primary data by distributing questionnaires to employees of PT. Supra Matra Abadi PMKS Aek Nabara, Bilah Hulu District, Labuhanbatu Regency. The population in this study was 250 employees. Based on the Slovin formula, the sample size in this study was 89 people as respondents. distribution of questionnaires will be conducted on employees of PT. Supra Matra Abadi PMKS Aek Nabara, Bilah Hulu District, Labuhanbatu Regency. The data is processed in the form of numerical data (numbers) using a Likert scale. Data collection methods in this study were interviews and questionnaires. The data is processed using spss for windows version 20.0. method of data analysis using quantitative methods, namely by using multiple linear regression analysis. The results of the study prove that three variables, namely Motivation, Work Environment Discipline and Commitment have a significant influence on the defeneded variable, namely the Improvement of Human Resources Performance at PT. Supra Matra Abadi PMKS Aek Nabara.

Keywords: Performance, Motivation, Commitment.

1. Introduction

In the current era of globalization, which is marked by rapid changes, an organization or institution is required to make adjustments in all aspects of the organization. One of the foundations for the advancement of a company is to improve the performance of human resources of employees within the company. Human resource performance is an ability obtained by every employee in the company to carry out their responsibilities at work. Companies that are able to train an employee to become a quality employee with discipline and have a very large motivation and very high responsibility. Performance of human resources (HR) who have professional performance quality and have high abilities, By having high skills employees can help the company become more advanced. Improved performance that is able to compete in a good and healthy manner at work by applying self-motivation in the work environment and having self-commitment is part of progress. Therefore, in today's era technology is increasingly advanced so it must demand that human resources have a very high spirit and discipline in carrying out their roles as employees both in individuals and organizations, therefore the progress of the company depends on the capabilities of the human resources themselves. Improved performance that is able to compete in a good and healthy manner at work by applying self-motivation in the work environment and having self-commitment is part of progress. Therefore, in today's era technology is increasingly advanced so it must demand that human resources have a very high spirit and discipline in carrying out their roles as employees both in individuals and organizations, therefore the progress of the company depends on the capabilities of the human resources themselves.

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Improvement to achieve the performance of a qualified employee and has a very high responsibility is a key factor to promote the company optimally, employee performance improvement must be carried out on every employee to make employees who have motivation to advance employees and the company. From the above improvement, the increase can be interpreted as a process of increasing long-term ability or knowledge to improve employee abilities, the ability to expand human relations to achieve company goals carried out by all employees in order to obtain maximum performance.

We can increase human resources (HR) or we get in carrying out optimal cooperation by providing mutual motivation to achieve the goals the company wants, the company must also be able to help employees to achieve their goals in realizing company productivity and the company must also maintain and also maintain and improve the performance of human resources owned by increasing motivation, work discipline, and a comfortable work environment and having a very high commitment within the company or the employees themselves (Prayoga & Pohan, 2022).

Improvement according to Suprianto is an activity to improve the ability of employees by increasing knowledge to increase the expansion of the theory in oneself, making decisions in dealing with organizational problems. From the definition of improvement above, the increase can be interpreted as a process of increasing ability or long-term education to improve conceptual abilities, decision-making abilities and expand human relations to achieve the desired goals which are carried out systematically and organized and carried out by all employees (Pohan, 2022).

So, in this case development is aimed at employees so that they get performance (results) in the learning process. Improvement of human resources can also be interpreted as training in the development of a series of activities designed to increase commitment, work discipline in the work environment, abilities, attitudes, and performance of individuals or groups or the entire organization. Because employees are very important assets in achieving organizational goals, namely the goals desired by the company. In addition, in the activities of increasing human resources, there needs to be a fairly good coordination between each existing work unit, so that the desired goals can be achieved.

Meanwhile, according to Wendell French, improvement is the withdrawal, selection, development, use, and maintenance of human resources by organizations or institutions. From the description above, it is clear that improving human resources is the most important thing. Because employees are very important assets in achieving organizational goals, namely the goals desired by the school. In addition, in the activities of increasing human resources, it is necessary to have good coordination between each existing work unit, so that the desired goals can be achieved. In this stage of improving human resources, there are two important aspects of activities that cannot be separated from each other (Siswadi, 2013).

Human resources have a very important role, in their interaction with capital factors, materials, methods, and machines. The complexity that exists can determine the quality of humans. Therefore, it requires us to always be careful and pay attention to every aspect. This is, as stated by Snyder (2018) that "Humans are the most valuable resource, and behavioral science provides many techniques and programs that can guide the more effective use of human resources." It aims to achieve an increasing performance of human resources. The results of the study of Christina and Maren (2010) concluded that the performance of human resources is influenced by commitment.

Organizational commitment is the relative strength of employees in identifying their involvement in the organization. This is characterized by three things, namely acceptance of the values and goals of the organization, readiness and willingness to make serious efforts on behalf of the organization, the desire to maintain membership in the organization (Jiang et al., 2011). Based on the above background that has been explained previously, the authors are interested in carrying out research with the title "Improving Human Resources Performance Through Motivation, Discipline, Work Environment and CommitmentPT. Supra Matra Abadi PMKS Aek Nabara".

2. Literature Review

2.1. Human Research Performance

According to (Augustinus & Halim, 2018), employee performance is the result of work over a certain period compared to various possibilities, for example standards, targets/targets or criteria that have been mutually agreed upon. The indicators are: quality of work of employees, quantity of work of employees, and contribution to the organization. (Ivanov & Usheva, 2021) "Job performance is the amount of successful role achievement". According to (Tian et al., 2021) provides an understanding of performance as something that is done and produced in the form of products or services, within a certain period and a certain size by a person or group of people through their skills, abilities,

knowledge and experience.

Performance refers to the level of achievement of the tasks that make up an employee's job (Jiang et al., 2011). Performance reflects how well an employee fulfills the requirements of a job. The definition of performance is the recording of the results achieved in carrying out special functions of a job or work activity during a certain period which is shown through the process or way of working and the results achieved. Meanwhile, (Chiu, 2021) defines performance as the degree of completion of tasks that accompany one's work. Performance is what reflects how well an individual fulfills job demands. Based on these definitions, it shows that performance is a qualitative and quantitative result (Retnowati, 2010).

2.2. *Motivation*

Motivation is defined as drive. Encouragement is a movement of a person's soul and behavior to act. While the motive can be said to be a driving force which means something that can move people to take action or behavior, and in that action there is a certain goal. According to (Armiaty & Ariffin, 2014). The notion of motivation includes various aspects of human behavior or behavior that can encourage someone to behave or not behave. But in the following terms, motivation is a human drive to act and behave. While the notion of motivation in everyday life, motivation can be interpreted as a process that can provide encouragement or feelings to employees so that they are willing to work sincerely and not be burdened. (Huang, 2003) Motivation is the urge that a person has to do something, while the motive is the need (need), desire (wish), urge (desire) or impulse. Motivation is an impulse possessed by an individual that can stimulate to be able to take actions or something that is the basis or reason for a person to behave or do something. Motivation can also be interpreted as an impulse contained in a person so that he is compelled to do an activity related to a job. A person's motivation can be obtained from his needs Motivation is an impulse possessed by an individual that can stimulate to be able to take actions or something that is the basis or reason for a person to behave or do something. Motivation can also be interpreted as an impulse contained in a person so that he is compelled to do an activity related to a job. A person's motivation can be obtained from his needs Motivation is an impulse possessed by an individual that can stimulate to be able to take actions or something that is the basis or reason for a person to behave or do something. Motivation can also be interpreted as an impulse contained in a person so that he is compelled to do an activity related to a job. A person's motivation can be obtained from his needs (Sulindawati & Fathoni, 2010).

Motivation is a set of attitudes and values that can influence each individual who can achieve more real things with individual goals. Morals and values are invisible or visible things that encourage someone to behave in achieving goals. The drive consists of two components, namely: the direction of behavior (work to achieve goals), and behavioral strength (how strong an individual's effort is at work). external relations of the company. In addition, motivation is defined as the encouragement that an individual has to behave or act because they want to do actions that can achieve goals or success.

If individuals have a strong motivation they will take a positive action to do something, because it can achieve their goals (Huang, 2003). A success in controlling and utilizing the organization is largely determined by activities that can bring results and benefits to human resources. This is very important to realize, there is a need to be able to create employee performance and job satisfaction. One of them is being able to "provide encouragement (motivation) to subordinates", so that the employee is motivated or has a strong spirit in doing the appropriate tasks in his work. So motivation can be concluded as a measure of strength that can encourage someone to behave that can take action internally and externally positively or negatively to provide direction depending on the strength of the manager Motivation has a very important role because with motivation it can be expected that every employee has the desire to work hard so that they can achieve the results achieved with high overall resources used according to (Handayani et al., 2020).

2.3. *Discipline*

Work discipline is an employee's obligation to comply with a rule that exists in the company so that employees do not like to work or do work, with discipline in work employees do not like to do activities that are not too important at work. (Djuwita & Yusuf, 2018) "then regulations are very necessary to create good order in the office where they work, because the discipline of an office or workplace is said to be good if some employees obey the existing regulations".

Discipline is needed by both the individual concerned and the agency, because discipline really helps individuals to straighten out what can and cannot be done in an office. Discipline shows a condition or attitude of respect that exists in employees towards office rules and regulations. (Prayogi et al., 2019) "good discipline reflects a person's sense of

responsibility towards the tasks assigned to him". Work discipline is an order or regulation made by the management of an organization, ratified by the board of commissioners or owners of capital, agreed by the trade union and known by the Manpower Office, so that people who are members of the organization are subject to the rules.

This discipline is closely related to authority. If authority does not run properly, discipline will be lost. Therefore, the authority holder must be able to instill self-discipline so that he has responsibility for the work in accordance with the authority he has. Based on several definitions put forward by the experts above, the researcher concludes that discipline is a behavior that must be instilled in oneself in order to create good performance in doing work either at work or anywhere.

2.4. Work Environment

The work environment in a company is very important to pay attention to its comfort because the work environment is very important in carrying out all activities at work because every day employees are in a work environment if employees like the work environment then in terms of working they will feel safe and comfortable so they will feel at home and fun in doing everything to work more optimally and can use time effectively, whereas if the work environment is not comfortable it will reduce its activities so that work is less effective and can reduce employee performance.

Some experts define the work environment as follows: According to (Tian et al., 2021) the work environment is everything that is around employees and can affect the performance of the tasks assigned to them, for example with the presence of air conditioner (AC), adequate lighting and so on. The work environment is something that exists in the workers' environment that can influence themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and whether or not work equipment is adequate. (Steel et al., 2021) Work environment can be interpreted as the entire toolkit faced, the surrounding environment in which a person works, his work methods, as the influence of his work both as an individual and as a group. work environment is an environment where employees do their daily work(Sumantri et al., 2013).

From some of the definitions above, it can be concluded that the work environment is everything that is around the workers/employees that can affect employee job satisfaction in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks. which is imposed on employees in order to improve the work of employees in a company (Dharmawan et al., 2018).

2.5. Commitment

As a general definition, (Karmila & Kadarusman, 2020) defines organizational commitment as an attitude that shows employee loyalty and is an ongoing process of how an organization member expresses their concern for the success and goodness of his organization. The indicators are: having a desire, having a will, and having an emotional bond. The success of organizational management is largely determined by the success in managing human resources. In the study of human resource management, organizational commitment as an aspect that influences human behavior in organizations has become an important issue that has been widely discussed and researched.

According to (Karmila & Kadarusman, 2020) organizational commitment is a measure of employees' willingness to stay with a company in the future. Commitment often reflects an employee's belief in the mission and goals of the organization, a willingness to put in effort to get the job done and a desire to continue working there. (Augustinus & Halim, 2018) state that organizational commitment reflects how individuals identify with the organization and are bound by its goals.(Djuwita & Yusuf, 2018).

Kusuma & Rahardja, (2018) argues that organizational commitment is the identification of a person's relatively strong involvement in the organization and is willing to strive for the achievement of organizational goals. (Kusumaningtyas & Sriwidodo, 2019) defines organizational commitment as a strong desire to become a member of a particular organization. Organizational commitment is also a desire to achieve a high level of expertise on behalf of the organization, a certain belief, and acceptance of the values and goals of the organization. According to (Siagian & Khair, 2018) organizational commitment is an employee's decision to continue his membership in the organization wholeheartedly accept the goals of the organization and make the best contribution to the progress of the organization.(Yuningtiyas, 2011).

3. Methods

Population according to (Sugiyarti, 2018) is a generalization area consisting of objects/subjects that have certain decisions and characteristics that are determined by researchers to be studied and drawn conclusions. The population taken in this research is employees of PT. Supra Matra Abadi PMKS Aek Nabara, Bilah Hulu District, Labuhanbatu Regency 250 people.

The sample is part of the number and characteristics possessed by the population, (Sugiyono, 2017). The sample in this study is part of the employees of PT. Supra Matra Abadi PMKS Aek Nabara, Bilah Hulu District, Labuhanbatu Regency. In this study, sample selection was carried out using the Slovin formula.

This type of research uses descriptive qualitative methods. Research using a qualitative approach aims to explore or build a proposition or explain the meaning behind reality. Researchers are based on reality or events that take place in the field. Sampling of data sources is carried out by purposive sampling of consumers from employees of PT. Supra Matra Abadi PMKS Aek Nabara. The purposive sampling technique was obtained through a question and answer process conducted by researchers and several sources. Sources of data researchers use two sources of data to find and collect data sources in this study are as follows:

Primary data. Primary data is data obtained directly from the source, obtained or collected directly from the field by the person conducting the research or who is concerned and who needs it, primary data in this study is data obtained directly by researchers from research respondents, such as data from interviews and observations direct to employees of PT. Supra Matra Abadi PMKS Aek Nabara.

Secondary Data. Secondary data is obtained indirectly which is able to provide additional and reinforcement to the research data. Secondary data sources in this research such as books, journals, scientific works, newspapers, internet, about the effect of work stress, communication and work discipline on employee work effectiveness.

Data collection technique, Observation. Observation method is an observation method that is supported by systematic data collection and recording of the object to be studied. In the context of this research, the observation method is used so that the main problems that exist can be examined directly on the subject employees of PT. Supra Matra Abadi PMKS Aek Nabara. In this study, researchers conducted participatory observations by collecting research data through observation and sensing where researchers were involved in the daily lives of informants (Ramadani et al., 2015).

Interview. Interviews in this study were conducted by researchers by means of question and answer, while face to face between the questioner and the interviewer with the answerer or respondent using the semi-structured interview method, namely the researcher prepared the questions in advance with a more free implementation. In a sense, it is possible to raise new questions that are still relevant in order to get opinions and ideas from sources more broadly. In the context of this study conducting interviews with employees of PT. Supra Matra Abadi PMKS Aek Nabara.

4. Result and Discussions

4.1. Multiple Linear Regression Analysis

Multiple linear regression analysis serves to determine the effect of the independent variable, namely Motivation (X^1), Discipline (X^2), Work Environment (X^3) to the dependent variable, namely HR Performance (Y). Multiple linear regression analysis in this study using SPSS for windows software. The calculation of the multiple linear regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

From Table 1, it is known that the Unstandardized Coefficients column in part b obtained a value of b_1 Motivation of 0.394, b_2 of Discipline of 0.321, and b_3 of Work Environment of 0.184, b_4 Commitment of 0.321, and the value of constant (a) is 1.961, so the multiple linear regression equation is obtained as follows :

$$Y = 1.961 + 0.394 X_1 + 0.321 X_2 + 0.184 X_3 + X_4 + 0.321 + e$$

The multiple linear regression equation can be described as follows:

- a. Constant (a) = 1.961, meaning that if the independent variable is Motivation (X), Discipline (X), Work Environment (X), Commitment (X), is zero, then the Performance of Human Resources at PT. Supra Matra Abadi PMKS Aek Nabara District Bilah Hulu Labuhanbatu Regency remains at 1,961.

- b. Regression coefficient X^1 (b_1) = 0.394, meaning that if the motivation factor is increased by one unit, then the performance of human resources at PT. Supra Matra Abadi PMKS Aek Nabara, Bilah Hulu District, Labuhanbatu Regency will increase by 0.394 units.
- c. Regression coefficient X^2 (b_2) = 0.321, meaning that if the Discipline variable is increased by one unit, then the Human Resources Performance at PT. Supra Matra Abadi PMKS Aek Nabara District Bilah Hulu Labuhanbatu Regency will increase by 0.321 units.
- d. Regression coefficient X^3 (b_3) = 0.184, meaning that if the Work Environment variable is increased by one unit, the Human Resource Performance at PT. Supra Matra Abadi PMKS Aek Nabara, Bilah Hulu District, Labuhanbatu Regency will increase by 0.184 units.
- e. Regression coefficient X^4 (b_4) = 0.321, meaning that if the Commitment variable is increased by one unit, the Human Resource Performance at PT. Supra Matra Abadi PMKS Aek Nabara District Bilah Hulu Labuhanbatu Regency will increase by 0.321 units.

Table 1. Multiple Linear Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	1,961	1,476		1,329	,187
1. Motivation	,394	,063	,456	6,235	,000
Discipline	,321	0.057	,397	5.593	,000
Work environment	,184	,062	,203	2,994	,004
Commitment	,321	0.057	,397	5.593	,000

Source: Primary data processed by researcher, 2022

4.2. Coefficient Determination

The coefficient of determination shows the size of the contribution of the influence of the independent variable Motivation (X^1), Discipline (X^2), Work Environment (X^3), Commitment (X^4) on the dependent variable Human Resource Performance (Y), where 0 1. If the value is closer to the value 1, it indicates the stronger the relationship between the independent variables and the dependent variable. And vice versa, if the determinant (R^2) the smaller or close to zero, then the influence of the independent variable on the dependent variable is getting weaker. The processing results from multiple linear regression analysis can be seen in table 2.

Table 2. Coefficient of Determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,816 ^a	,666	,654	908

Source: Primary data processed by researcher, 2022

Table 2 shows that:

- a. $R = 0.816$ means that the relationship between the variables of Motivation, Discipline, Work Environment, Commitment to Human Resource Performance is 81.6%. It means having a close relationship.
- b. R Square of 0.666 means 66.6% Human Resources Performance of Employees of PT. Supra Matra Abadi PMKS Aek Nabara can be explained by Motivation, Discipline, Work Environment, Commitment. While the remaining 33.4% can be explained by other factors not examined in this study.
- c. Adjusted R Square of 0.654 means 65.4% Human Resources Performance of Employees of PT. Supra Matra Abadi PMKS Aek Nabara can be explained by Motivation, Discipline, Work Environment, Commitment. While the remaining 34.6% can be explained by other factors not examined by other researchers.
- d. Standard Error of Estimated is 0.908 the smaller the standard deviation means the better the model.

4.3. T Test Results

To test whether the proposed hypothesis is accepted or rejected, the t statistic (t test) is used. This test was conducted to determine how much influence the independent variable, namely Motivation (X^1), Discipline (X^2), Work Environment (X^3), Commitment (X^4) to the dependent variable Human Resource Performance (Y). The processing results of the T test can be seen in table 3.

Table 3. T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constant)	1,961	1,476		1,329	,187
1. Motivation	,394	,063	,456	6,235	,000
Discipline	,321	0.057	,397	5.593	,000
Work environment	,184	,062	,203	2,994	,004
Commitment	,321	0.057	,397	5.593	,000

Source: Primary data processed by researcher, 2022

- *Results of the First Hypothesis Testing (X_1).*

Seen in column T the variable Motivation (X_1) has a value of tcount (6.235) > ttable (1.658) which means H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.1 or a significant value of 0.000 < 0.1. Thus, it can be concluded that the motivation variable (X_1) has a positive and significant effect on the Performance of Human Resources at PT. Supra Matra Abadi PMKS Aek Nabara at = 10%. This means that if the motivation variable is increased by one unit, the Human Resource Performance will increase by 0.394 units. A positive t value indicates that the motivation variable has a direct relationship with the performance of human resources.

- *Results of the Second Hypothesis Testing (X_2).*

In column T the Discipline variable (X_2) tcount (5.593) > ttable (1.658) which means H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.1 or a significant value of 0.000 < 0.1. Thus it can be concluded that the Discipline variable (X_2) has a positive and significant effect on the Performance of Human Resources at PT. Supra Matra Abadi PMKS Aek Nabara at = 10%. This means that if the Discipline variable is increased by one unit, the Human Resource Performance will increase by 0.321 units. A positive t value indicates that the Discipline variable has a direct relationship with Human Resource Performance.

- *Third Hypothesis Testing Results (X_3).*

In column T the Work Environment variable (X_3) tcount (2,994) > ttable (1,658) which means H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.1 or a significant value of 0.004 < 0.1. Thus, it can be concluded that the Work Environment variable (X_3) has a positive and significant effect on the Performance of Human Resources at PT. Supra Matra Abadi PMKS Aek Nabara at = 10%. This means that if the Work Environment variable is increased by one unit, the Human Resources Performance will increase by 0.184 units. A positive t value indicates that the Work Environment variable has a direct relationship with Human Resource Performance.

- *Results of the Fourth Hypothesis Testing (X_4).*

In column T the Commitment variable (X_4) tcount (5.593) > ttable (1.658) which means H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.1 or a significant value of 0.000 < 0.1. Thus, it can be concluded that the Commitment variable (X_2) has a positive and significant effect on the Performance of Human Resources at PT. Supra Matra Abadi PMKS Aek Nabara at = 10%. This means that if the Commitment variable is increased by one unit, the Human Resource Performance will increase by 0.321 units. A positive t value indicates that the commitment variable has a direct relationship with human resource performance.

- *Hypothesis Testing Results (X_1), (X_2), (X_3), (X_4).*

Simultaneous significance test (F test) was used to prove the effect of Motivation, Discipline, Work Environment, Commitment together (simultaneously) on Human Resource Performance at PT. Supra Matra Abadi PMKS Aek Nabara.

4.4. F Test

Table 4. Simultaneous Test Results (Test F)

Model	<i>Sum of Squares</i>	df	<i>Mean Square</i>	F	<i>Sig.</i>
Regression	136,621	3	45,540	55,231	,000 ^b
Residual	68,437	83	,825		
Total	205.057	86			

Source: Primary data processed by researcher, 2022

To determine the value of F_{table} , the degrees of freedom (df) are used, namely $df_1 = k - 1$ and $df_2 = n - k$, where k is the number of variables and n is the number of samples. Then we get $df_1 = k - 1 = 4 - 1 = 3$ and $df_2 = n - k = 87 - 4 = 83$ at $\alpha = 0.1$. Then the value of F_{table} ($df_1=3$ and $df_2=83$) is 2,930. Furthermore, the comparison of the value of F_{count} with F_{table} shows $F_{count} (55.231) > F_{table} (2,930)$ with a significance level of $0.000 < 0.1$. These results mean that Motivation, Discipline, Work Environment, Commitment simultaneously (together) have a positive and significant impact on Human Resource Performance at PT. Supra Matra Abadi PMKS Aek Nabara. Thus the hypothesis is accepted.

4.5. Discussion

The Effect of Motivation on Commitment. The results of data processing with the results of the responses given by respondents showed a positive influence between motivation (really in completing work and willing to sacrifice, responsibility at work, and tenacious, steadfast, honest and consistent attitude at work) on commitment. This means that the higher or stronger the motivation, the commitment of human resources will also increase.

The Effect of Discipline on Commitment. The results of this study indicate that discipline has a positive effect on commitment. This means that if the discipline (Effective use of time, adherence to established regulations, and coming and going home on time) is increasing, then the performance of human resources will also increase or it can be said that the higher the discipline of human resources, the higher the commitment. human Resources.

The Effect of Work Environment on Commitment. The results of this study indicate that the work environment (relationships between employees, work atmosphere, and employee work facilities) has a positive influence on commitment, meaning that the more conducive work environment it will increase employee commitment.

The Effect of Motivation on Human Resource Performance. The results of this study indicate that motivation has a positive influence on the performance of human resources, meaning that the higher the work motivation of employees in the organization will improve the performance of human resources. This shows that motivation is able to improve the performance of human resources so that when motivation increases, the performance of human resources also increases.

The Effect of Discipline on Human Resource Performance. The results of this study indicate that discipline has a positive influence on the performance of human resources, meaning that the higher the discipline of employees to the organization will improve the performance of human resources. This means that if employee discipline increases, the performance of human resources will also increase or it can be said that the higher the employee discipline, the higher the performance of human resources.

The Effect of Work Environment on Human Resource Performance. The results of this study indicate that the work environment has a positive influence on the performance of human resources, meaning that a more conducive work environment will improve employee performance. This shows that the work environment is able to improve the performance of human resources.

The Effect of Commitment to Human Resource Performance. The results of this study indicate that commitment (Having a desire, Having a will, and Having an emotional bond) has a positive influence on the performance of human resources, meaning that a high commitment will improve employee performance.

5. Conclusions

Based on the results of research that has been carried out on improving the performance of human resources through motivation, work discipline, work environment and commitment at PT Supra Matra Abadi PMKS Aek Nabara, the authors conclude that:

- 1) The existence of the influence of motivation can be expected that every employee has a desire to work hard which can be achieved for the desired results for the company and can create work performance, employee job satisfaction is one of which is being able to provide encouragement (motivation) to subordinates There is an influence of motivation on the performance of human resources This means that the better the motivation, the better the performance of human resources.
- 2) Work discipline is an employee's obligation to comply with existing regulations in the company so that employees do not want to, for example, use time effectively and obey the rules and must come and go home on time.
- 3) The work environment in a company is very important to pay attention to its comfort because the work environment has a very important influence on work if employees like the environment then in terms of working they will feel comfortable so they will feel at home and have fun doing everything to work more optimally and can use time efficiently effective while if the environment is not comfortable it will reduce its activities so that work is less effective and can reduce employee performance.
- 4) Commitment, with an attitude of commitment that is instilled in employees in carrying out their work, it can affect the success of the company so that employees stay in the company in the future, commitment often reflects confidence in employees, there are missions and organizational goals in completing a job with results for continuing to work in this company.

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