THE INFLUENCE OF WORK ENVIRONMENT, WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT BPR KARTASURA MAKMUR

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Abstract: The research team behind this project hopes to learn how factors like workplace discipline and employee motivation affect productivity. What we have here is an example of associative study. A multiple regression test was used to assess the hypothesis. Saturated samples are utilized in the sampling process. All 45 employees falling within the purview of BPR Kartasura Makmur make up the sample for this study. The SPSS program, version 26, is utilized for data processing. Multiple linear regression, classical assumption testing, hypothesis testing, and determination coefficient testing were all part of the data analysis approach. There was a nialiR square (R^2) of 0.799 in the determination test, according to the data presented in the prior chapter. You may use this figure to evaluate how the work environment, discipline, and motivation all play a role in employee performance. This number indicates that 80% of an employee's performance is affected by their work environment, work discipline, and work incentive all at once. Other variables impact the remaining 20%. Employee performance at BPR Kartasura Makmur is positively and significantly impacted by work discipline and motivation, according to the premise of work environment factors. According to the results, work discipline is the single most important factor affecting employee performance.

Keywords: *work environment, work discipline, work motivation, employee performance*

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1. Introduction

All businesses, no matter how big or little, strive to achieve the same basic objective. Human resources, who must always take the lead in all organizational activities, are essential to the success of the business if it is to achieve its stated objectives (Ilham, 2022). A company's performance is influenced by human resources (HR), which is a crucial component. Because of their interdependence and mutual support, human resources and businesses must work together for the benefit of both (Rojaki et al., 2021). The quality of human resources can be seen through their performance in doing their work. Performance is the result achieved from what has been done, done by a person in carrying out work or tasks. Performance is a work achievement or performance, which is the result of work during a certain period compared to various possibilities. Good employee performance is a must in every company in order to create a good company and achieve the company's goals (Daulay et al., 2019). Every individual, and every business in particular, needs high performance qualities to help them reach their objectives and grow in the right way. A person's performance is defined as the end outcome

of their efforts in meeting the demands of their employment (Hereyanti et al., 2021). It is helpful to find out how staff have done on a regular basis through performance reviews.

The work environment is everything that exists around the workers and that can affect them in carrying out the tasks assigned (Prahiawan & Simbolon, 2014) An unconducive work environment can cause negative effects such as low work morale, high absenteeism, high error rate in doing work, high turnover and so on. These things should obviously be avoided because they are not beneficial to the company. It is believed that workers would be more cooperative in reaching business objectives if they are happy in their work environment. Employee performance can take a hit in a toxic workplace (Prakoso, 2014). Positive physical and non-physical work environments can boost morale and productivity, according to Ningsih (2016).

The discipline element is the second component that impacts HR. As Sofie (2018) points out, excellent discipline is essential for achieving maximal goals, making it the most crucial role of human resource management. Leaders have a pivotal role in enhancing the quality of human resources by enforcing work discipline among employees, who are essential in carrying out responsibilities and supporting the organization's success in reaching its goals. A person's attitude, conduct, and acts that are in conformity with the organization's regulations, whether written or unwritten, are examples of work discipline (Andayani, 2020). One of the things that needs to be done in an agency is to make sure that employees are disciplined at work. When employees are disciplined, they are more likely to feel responsible for their duties, to plan, manage, and control the potential of human resources, and to improve their own welfare (Rasyidi et al., 2017).

Motivation in the workplace can originate from inside an individual (internal motivation) or from outside forces (external motivation) that push people to act in a certain way in order to achieve predetermined objectives. A person's motivation is the driving factor behind their actions (Hasibuan, 2020). Improving the work environment, holding special events to foster kinship between employees and leaders, taking approaches to optimize employee performance, and offering work motivation (bonuses) for exceptional performance are all ways to boost employee work motivation through training (Saleh & Utomo, 2018). At its core, job motivation is guiding and inspiring workers to overcome challenges and succeed where others have failed. When there is discipline in the workplace, people are more likely to be excited about their work and put in extra effort to complete their assigned tasks.

2. Literature Review
2.1 Employee performance
Performance is defined by Aswin et al. (2022) as the end result of an employee's efforts to fulfill his assigned tasks to the best of his ability. Gobel et al. (2023) defines employee performance as the qualitative and quantitative outcomes of an individual's or team's efforts to carry out their assigned tasks within an organization in a way that complies with all applicable laws and ethical standards, and that is in line with the organization's stated mission and purpose. According to Hidayat (2023), an employee's performance is impacted by their perception of their tasks and obligations, as well as their capacity to carry them out. Performance, according to Mukahfi (2015), is "the outcome or achievement impacted by the company's operational activities in utilizing its resources." It is a comprehensive depiction of the company's status within a specific period. According to Silalahi and Bangun (2020), performance is the end outcome of employees meeting job criteria. As per the terms and circumstances that have been previously agreed upon, performance is defined as the final result of an activity that is both mentioned and assessed throughout a specific period of time. According to these explanations,

performance is the end product of an effort over a particular time period that satisfies predetermined quality and quantity criteria.

2.2 Work environment

Any physical location where workers perform their duties is considered part of the work environment. Everyone is constantly influenced by their surroundings at work (Fachrezi & Khair, 2020). The workplace can also have an effect on an employee's ability to perform at their best. Everything surrounding an employee that could affect how they carry out their job duties is considered part of the work environment (Ferawati, 2017). An employee's productivity rises in direct proportion to the quality of their working conditions. One indicator of a work environment's appropriateness is the amount of time it takes to do a certain task (Farizki & Wahyuati, 2017). Obviously, a person's productivity may be enhanced or hindered by their work environment. There will be perks for businesses who are able to foster a pleasant and supportive workplace. Improving the quality of employee performance is possible when a positive and supportive work environment is utilized to inspire and encourage workers to work harder and more efficiently.

2.3 Work discipline

The definition of work discipline is an attitude of compliance with an organization's regulations, such as joining the group voluntarily rather than under duress. Suaedah (2020) A corporation places a high value on enforcing work discipline. Because a corporation may achieve its full potential with the help of disciplined workers who carry out their duties in a systematic and orderly fashion. The purpose of work discipline, as stated by Rivai (2019), is to raise knowledge of and compliance with all relevant corporate standards and social norms, as well as to interact with workers in a way that encourages them to modify their behavior. Hasibuan (2018) states that discipline is the knowledge and readiness to follow all rules and regulations set out by an organization as well as any relevant societal standards. Discipline that shows how seriously one takes his responsibilities. This fosters dedication to the job, enthusiasm for the company's mission, and the accomplishment of individual, team, and community objectives. Improving employee performance is dependent on several factors, one of the most crucial of which is work discipline.

2.4 Work motivation

Duha (2020) states that in order to motivate someone, one must provide them with something that will cause them to do or refrain from doing something. Meanwhile, motivation is a force that may either be internalized by an individual or influenced by external factors; these factors largely center on monetary and non-monetary rewards, which can have a positive or negative impact on an individual's performance (Winardi, 2016). For Afandi and Khamidi (2018), intrinsic motivation is the drive that comes from inside an individual in response to positive reinforcement for engaging in an activity with all one's heart and soul in the hopes of achieving one's goals. Hasibuan (2017) argues that people need motivation to do the things that are required of them and to keep their enthusiasm and drive high while they strive for greatness.

3. Research Method

Because numerical information is crucial to this investigation, quantitative descriptive research is employed, and questionnaires are sent out to potential participants. This study's population

consists of 45 individuals employed by BPR Karatasura Makmur. According to Sugiono (2014), this study employed the saturation sampling methodology, also known as the census, to determine its samples. This method involves using all members of the community as samples. Studies that aim to draw broad conclusions with little room for error often utilize saturation sampling methods, particularly when the population size is low (less than 100 persons). While saturation sampling or census procedures may result in more time spent collecting data, they also produce more accurate results. We may infer that 45 employees made up the sample from the description given above. This study's analytical method makes use of SPSS 26 software and multiple regression analysis approaches.

4. Results and Discussion
4.1. Results

After collecting data from 45 respondents at BPR Kartasura Makmur, we used the SPSS (Statistical Product and Service Solution) for Windows Version 26.00 tool to ensure the data's legitimacy and trustworthiness.   The results of the validity test looked like this:

Table 1. Validity Test Results

Variable	Item Indicator	r count
Work environment	X1.1	0,663
	X1.2	0,567
	X1.3	0,430
	X1.4	0,796
	X1.5	0,731
Work discipline	X2.1	0,759
	X2.2	0,660
	X2.3	0,794
	X2.4	0,799
	X2.5	0,827
Work motivation	X3.1	0,786
	X3.2	0,776
	X3.3	0,794
	X3.4	0,701
	X3.5	0,744
Employee performance	Y.1	0,651
	Y.2	0,811
	Y.3	0,767
	Y.4	0,690
	Y.5	0,771

According to Table 1 up there, all of the computed values are more than the rtable number. A significance level of 0.05 was used to generate the rtable value of 0.294 using the formula df = (N-2).   All assertions made about the workplace, including those on motivation, performance, and discipline, have been proven to be true.

Table 2. Reliability Test Results

Variable	Cronbach Alpha
Work environment	0,619
Work discipline	0,825

Work motivation	0,814
Employee performance	0,783

Each variable's reliability test results—0.619, 0,825, 0,814; 0.783—showed a Cronbach'sAlpha value higher than the crucial value, which is 0.60. In other words, the reliability of every remark in the survey has been determined.

In a regression model, the Normality Test looks for signs that the dependent and dependent variables follow a normal distribution. When checking for data normality, the one-sample Kolmogorov-Smirnov test is useful. Here are the test results obtained from SPSS:

Table 3. Normality Test Results

		Unstandardized Residual
N		45
Normal Parameters[a,b]	Mean	0.0000000
	Std. Deviation	1.31618789
Most Extreme Differences	Absolute	0.093
	Positive	0.093
	Negative	-0.076
Test Statistic		0.093
Asymp. Sig. (2-tailed)		0.200[c,d]

The significance level of the four variables (0.2) is more significant than Alpha (5%), as seen in table 3 above. To rephrase, we accept Ho and reject Ha. This indicates that the data for each variable follows a normal distribution in terms of frequency.

The multicollinearity test will show if the regression model finds a correlation between the independent variables. An appropriate regression model requires that the independent variables be completely independent of one another. If there is a correlation between the independent variables, then they cannot be said to be orthogonal. When an independent variable is zero, we say that it is orthogonal. The results of the multicollinearity test are shown in the table below:

Table 4. Multiconlinearity Test Results

Model		Tolerance	VIF
1	(Constant)		
	Work environment	0.376	2.661
	Work discipline	0.253	3.959
	Work motivation	0.267	3.751

Table 4 displays the findings of the tolerance calculation, which reveal that the work environment, work discipline, and work motivation all have tolerance values between 0.376 and 0.956. There is no association between the independent variables since all three values are bigger than 0.10.

Next, we computed the Variance Inflation Factor (VIF) and found that it was 2.661 for the work environment, 3.959 for the work discipline, and 3.751 for the work motivation. A value of less than 10 is seen in all three variables. This disproves the presence of multicollinear free variables in the regression model.

The purpose of the heteroscedasticity test is to determine if the residual observations in the regression model have an unequal distribution of variance. A non-heteroscedastic or

homogeneous regression model is an excellent one. The lack or existence of an event can be detected in one method. Using Scatterlpot, heteroscedasticity can be detected.
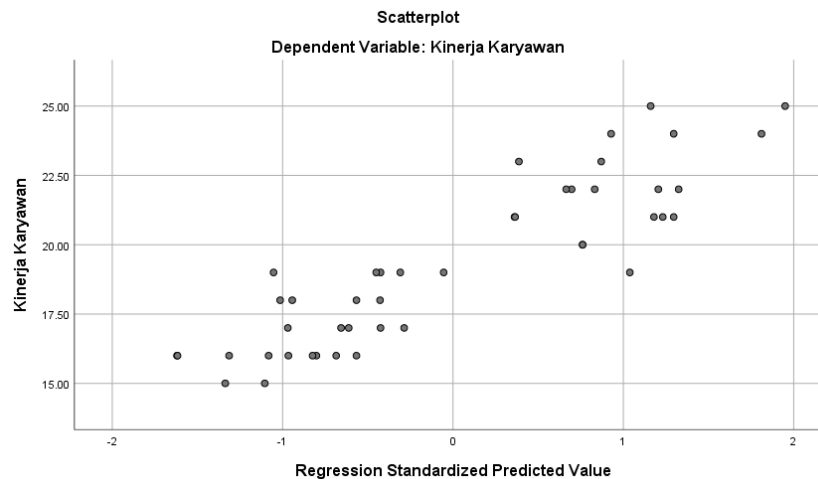

Figure 1. Heteroscedasticity Test Results

Figure 1 shows that the data pattern is utterly dispersed, with some points being more than zero and some points being less than zero. It follows logically that the regression model does not exhibit any indications of heteroscedasticity.

Subsequent to the usual assumption test, a concurrent test (f test) is administered. If all of the model's independent variables have an effect on the dependents, then the F test shows it. Table 7 below contains the results of the F test:

Table 7. Simultaneous Test Results (F)

Model		F	Sig.
1	Regression	54.331	0.000[b]
	Residual		
	Total		

According to the results in table 7, the calculated F-value of 54.331 was higher than the F-table value of 2.49, and the significance value of 0.000 was lower than the threshold of 0.05. In other words, this disproves H0, the null hypothesis. Therefore, there is a positive and substantial relationship between the workplace, workplace discipline, and employee motivation.

The impact of workplace culture, employee motivation, and disciplinary measures on productivity can be better understood with the use of multiple linear testing. This study's data was analyzed using SPSS IBM Statistic 26, specifically multiple linear regression analysis. Here is a rundown of how each variable was analyzed:

Table 5. Regression Coefficient Test Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	-1.594	1.714	
Work environment	0.304	0.138	0.253
Work discipline	0.372	0.143	0.361
Work motivation	0.364	0.141	0.349

Table 5 indicates that the following equation represents the relationship between the dependent variable (Y) and each independent variable (X). This is what the multiple regression analysis turned out to be.

$$Y = -1,594 + 0,304X1 + 0,372X2 + 0,364X3$$

With a constant (a) of -1.594, we can see that the dependent variable will take on a value of -1.594 when the three independent variables (work environment, work discipline, and work motivation) are set to zero. The Work environment variable's regression coefficient ($\beta 1$) has a value of 0.372. Assuming all other factors remain constant, this means that the dependent variable will rise by 0.372 units for every one unit increase in the Work environment. Assuming all other factors remain constant, the significant impact of work discipline on employee performance is demonstrated by the regression coefficient value of 0.079 for the work discipline variable ($\beta 2$). The dependent variable will grow by 0.364 units for every one unit increase in the work incentive variable ($\beta 3$), given that all other variables remain constant, according to the regression coefficient value of 0.364.

In this study, the t-test hypothesis test was carried out on each independent variable as shown in the following table 6:

Table 6. Partial Test Results

Model		t	Sig.
1	(Constant)	-0.930	0.358
	Work environment	2.211	0.033
	Work discipline	2.593	0.013
	Work motivation	2.571	0.014

Finding the extent to which the partially independent variable impacts the dependent variable is the goal of this partial test (t-test). With a significance level of $0.03 < 0.05$, the work environment variable has a tcal value of 2.211, which is higher than the ttable value of 1.679. This indicates that there is a positive and statistically significant relationship between the work environment variable and the employee performance variable. With a significance level of $0.01 < 0.05$, the tcal value of the work discipline variable is 2.593, which is higher than the ttable value of 1.679. This indicates that there is a positive and statistically significant relationship between the Work discipline variable and the employee performance variable. With a significance level of $0.01 < 0.05$, the work motivation variable has a tcal value of 2.571, which is higher than the ttable value of 1.679. So, there is a positive and statistically significant relationship between the work motivation variable and the performance variable.

The determination coefficient measures free variable contribution to bound variable. Thus, the determinant coefficient measures the contribution of X and Y's bound variables. The higher the determination coefficient, the better variable X can explain variable Y. A higher determination (R^2) indicates a significant impact of variable X on variable Y. If R^2 is near to zero, variable X has less impact on variable Y. This suggests that the model employed to describe X's effect on Y is improving. This study uses the corrected R square column determination coefficient. Because free variables do not affect the adjusted R square. Table 8 shows the determination coefficient:

Table 8. Determination Test Results

Model	R	R Square	Adjusted R Square
1	0.894[a]	0.799	0.784

R squared (R^2) is equivalent to 0.799 in mathematical notation. There is a three-way interaction between work environment, work discipline, and work motivation, as seen in this image. Eighty percent of an employee's performance is influenced by their work environment, work discipline, and work incentive simultaneously, according to this figure. The remaining 20% are affected by other factors. So, whereas factors outside of work environment, discipline, and motivation explain 80% of the variation in performance, other variables only explain 20%.

4.2. Discussion

The Influence of Work Environment on Employee Performance

A strong correlation between working conditions and output was demonstrated by the results of the hypothesis test. The work environment variable's tcal value of 2.211 surpasses the ttable value of 1.679, according to a significance threshold of $0.03 < 0.05$. This points to a favorable and statistically significant correlation between the workplace and worker productivity. Research has demonstrated that workplace characteristics have a substantial effect on productivity, which is in line with these findings (Hafeez et al., 2019; Perkasa et al., 2023; Sinambela & Lestari, 2022)

The work environment has a significant influence on employee performance. A positive, comfortable, and supportive environment can drive higher productivity and job satisfaction. It covers a wide range of aspects, from physical conditions such as lighting, temperature, and hygiene, to the psychological atmosphere involving relationships between colleagues, leadership styles, and company culture. When employees feel safe, respected, and valued at work, they tend to be more motivated, focused, and engaged in their tasks. Conversely, a poor, stressful, or unhealthy work environment can lead to stress, fatigue, decreased morale, and ultimately, detrimental to performance. Employees may become less innovative, absent frequently, or even decide to leave the company, all of which negatively impact the productivity and stability of the organization.

The Influence of Work Discipline on Work Performance

The hypothesis test proved that there is a substantial relationship between the workplace and worker productivity. With a significance level of $0.01 < 0.05$, the tcal value of the work discipline variable is 2.593, which is higher than the ttable value of 1.679. This indicates that there is a positive and statistically significant relationship between the Work discipline variable and the employee performance variable. (Adinda et al., 2023; Maryani et al., 2021; Putra & Haryadi, 2022) found that work discipline significantly improves employee performance, lending credence to these findings.

Disciplined employees tend to show a high level of compliance with company regulations, standard operating procedures, and established work schedules. This compliance creates a structured and organized Work environment, which in turn minimizes errors, delays, and wastage of resources. When employees are disciplined, they are more responsible for completing tasks, arriving on time, and making effective use of work time. This directly increases productivity because the time that should be used to work is not wasted on irrelevant

things or as a result of non-compliance. In addition, work discipline also fosters a strong attitude of professionalism, accountability, and work ethic. Disciplined employees tend to be more goal-focused, less distracted, and have the initiative to get the job done with the highest quality.

The Effect of Work Motivation on Employee Performance

The hypothesis test proved that there is a substantial relationship between the workplace and worker productivity. With a significance level of $0.01 < 0.05$, the work motivation variable has a tcal value of 2.571, which is higher than the ttable value of 1.679. So, there is a positive and statistically significant relationship between the work motivation variable and the performance variable. Research by (Putri, 2021; Shahzadi et al., 2014; Suryadi et al., 2021) corroborated these findings by showing that work discipline significantly improves employee performance.

Highly motivated employees tend to show better levels of productivity, a strong commitment to the work and organizational goals, and greater enthusiasm for performing tasks. Motivation serves as an internal driver that moves individuals to exert maximum effort, not only to meet minimum work standards, but also to exceed them. When employees are motivated, they are more creative in finding solutions, more proactive in facing challenges, and more responsible for the results of their work.

5. Conclusion

Employee performance at BPR Kartasura Makmur is positively and significantly impacted by the work environment, work discipline, and work motivation factors, according to the results of the analysis mentioned in the preceding chapter. Research by the author, which offers BPR Kartasura Makmur a number of recommendations, provides solid groundwork for a plan that centers on three primary goals for performance enhancement. First, related to the work environment, BPR Kartasura Makmur is advised to continue to create and maintain a comfortable, conducive, and supportive work atmosphere. This can be achieved through ergonomic workspace arrangements, ensuring the availability of adequate facilities, and promoting a positive work culture where open communication and collaboration between employees are valued. Second, in the aspect of Work discipline, BPR Kartasura Makmur needs to strengthen systems and procedures that support the enforcement of discipline. This includes clarity on standard operating procedures (SOPs), consistency in the implementation of rules, and providing constructive and timely feedback on performance and compliance. Third, for Work motivation, BPR Kartasura Makmur should develop and implement a comprehensive motivation program. This could include a clear reward and recognition system (both financial and non-financial), career development opportunities through training and promotion, and providing a communication channel for employees to voice their ideas and concerns. Building a sense of ownership and autonomy at work, as well as ensuring that employees understand how their contributions align with the organization's goals, will also go a long way in increasing intrinsic motivation. Mentoring or coaching programs can also be an effective means to increase motivation and employee performance in a sustainable manner.

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