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The Effect Of Physical Work Environment And Work Discipline On Employee Performance At The Sharia Financing Savings And Loan Cooperative

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Abstract. The purpose of this research is to determine the influence of motivation and work discipline on employee performance at PT Securindog Packatama Indonesia BTC Branch (Bintaro Trade Center). The method used is quantitative. The sampling technique used saturated sampling and a sample of 52 respondents was obtained. Data analysis uses validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, coefficients of determination and hypothesis testing. The results of this research are that motivation has a significant effect on employee performance with a coefficient of determination value of 56.1% and the hypothesis test obtained $t_{count} > t_{table}$ or $(7.988 > 2.009)$. Work discipline has a significant effect on employee performance with a coefficient of determination value of 41.2% and hypothesis testing obtained $t_{count} > t_{table}$ or $(5.922 > 2.009)$. Motivation and work discipline simultaneously have a significant effect on employee performance with the regression equation $Y = 7.533 + 0.457X_1 + 0.355X_2$. The coefficient of determination value is 65.1% while the remaining 34.9% is influenced by other factors. Hypothesis testing obtained a calculated F value $> F_{table}$ or $(45.711 > 2.790)$.

Keywords: Work environment; Work Discipline; Employee Performance

A. INTRODUCTION

The following is survey data conducted by the researcher related to the work environment of employees at the Sharia Financing Savings and Loan Cooperative of Mitra Sejahtera Raya Indonesia, Tangerang Regency:

Table 1. Data on the Work Environment of Employees of Savings and Loan Financing Cooperatives Syariah Mitra Sejahtera Raya Indonesia

No.	Work Environment Indicators	Sum Respondents	Agree	Not Agree
1.	Lighting Workplace lighting and fixtures already support the work	20	7	13
2.	Temperatures Air circulation in the workplace is adequate	20	4	16
3.	Noise Noise that can interfere with work	20	14	6
4.	Use of color The color of the room at work does not interfere with work activities.	20	12	8
5.	Job-supporting building conditions	20	9	11
Sum			46	54

Based on table 1 it shows that the working environment conditions have not looked good, This can be seen from the number of respondents who gave responses related to the work environment, related to lighting and lighting equipment that has not been supported in the workplace, Sufficient and well-organized lighting will help create a comfortable working environment. The air temperature in the Mitra Sejahtera Raya Indonesia Cooperative does not feel good, because it is not in accordance with the air temperature regulations expected by employees, a good air temperature in an office is the right air temperature and suitable for the human body, this poor air temperature causes employees to feel sultry and hot while working. Then the data above also shows that noisy, noisy noise can interfere with the concentration of employees in the office. Then the use of colors and building conditions still do not look good because the distance between each workplace is narrow or narrow, this can affect the improvement of employee performance and also cause employees to be less focused at work. Therefore, the Sharia Financing Cooperative Mitra Sejahtera Raya Indonesia needs to create better working environment conditions so as to improve employee performance to achieve company goals.

The next factor that is very influential in human resources is the work discipline factor. Work discipline is the most important human resource management function and the key to the realization of goals, because without good discipline it is difficult to realize maximum goals.

Therefore, every company has the hope that the company can comply with the regulations that have been set. However, the employees of the Tangerang Regency Sharia Financing Savings and Loan Cooperative have not fully complied with the regulations that have been set by the company, this can be seen from the delay in entering work, often blaming attendance absences, it shows that employees lack discipline to carry out their duties properly. And the lack of firmness from the leadership makes the awareness of employees still low to obey the regulations that have been made by the company itself. The following is a recapitulation of employee attendance at the Sharia Financing Savings and Loan Cooperative of Mitra Sejahtera Raya Indonesia, Tangerang Regency..

Table 2. Employee Attendance Data of Sharia Financing Savings and Loan Cooperative Mitra Sejahtera Raya Indonesia Tangerang Regency

Year	Number of human resources	Leave	Reasons for Not Going to Work			Total	Average
			Sick	Late	Neglectful		
2021	75	92	99	392	30	613	153,25
2022	75	93	112	390	26	621	155,25
2023	75	99	94	398	32	623	155,75

Source : HRD Sharia Financing Savings and Loan Cooperative Mitra Sejahtera Raya Indonesia Tangerang Regency 2021-2023

Based on table 2 above, it can be seen that the level of work attendance of employees of the Sharia Financing Savings and Loan Cooperative Mitra Sejahtera Raya Indonesia Tangerang Regency is unstable where in 2021 employees who are on leave, late, sick, and absent experience an increase every year. This is due to the non-implementation of sanctions and penalties that make employees of the Mitra Sejahtera Raya Indonesia Cooperative Tangerang Regency. The loss of discipline in the company will greatly affect work efficiency and the effectiveness of work tasks. If discipline cannot be enforced, the goals that have been set cannot be achieved effectively and efficiently. Performance is a process of how work takes place to achieve work results.

The results of employee performance analysis at the Sharia Financing Savings and Loan Cooperative of Mitra Sejahtera Raya Indonesia Tangerang Regency in 2021-2023 obtained by the author:

Table 3 Employee Performance Data of Sharia Financing Savings and Loan Cooperatives Mitra Sejahtera Raya Indonesia

No.	Performance	Target (%)	Annual Achievements		
			2021	2022	2023
1	Quality	100%	80%	80%	70%
2	Quantity	100%	70%	80%	75%
3	Timeliness	100%	85%	75%	65%
4	Effectiveness	100%	80%	75%	80%
5	Independence	100%	85%	70%	60%
Average			80%	76%	70%
Criterion			Good	Enough	Enough

Source : HRD Sharia Financing Savings and Loan Cooperative Mitra Sejahtera Raya Indonesia

Based on table 3, in 2021 the percentage of performance reached an average of 80%, in 2022 employee performance reached an average of 76%, experiencing a decrease compared to 2021, and in 2023 the percentage of employee performance reached 70% and experienced a decrease from year to year. The problems that occur based on performance indicators, namely, the quality of work decreases in 2023 because there are still employees who are late or late in collecting tasks according to the set time, then in the same year the quantity of work also decreases because the number of units or activity cycles has not been fully completed by employees, the time limit from year to year has also decreased because employees have not fully completed duties and work are in accordance with the set schedule, besides that this aspect can also be seen from the absence of employees who are not on time when entering work, as for 2022 work effectiveness decreases but is not too significant because the company will still Continue to maximize information, technology and equip employees with training, key skills such as the ability to think critically, analytically, and innovatively to improve the quality of performance that will have an impact on the development of the company.

B. LITERATURE REVIEW

Work Discipline

. According to Edy Sutrisno (2016:89) stated that work discipline is a person's behavior that is in accordance with existing rules, work procedures or discipline is attitudes, behaviors, and actions that are in accordance with the regulations of the organization, both written and unwritten

According to Hasibuan (2017:193), work discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Work discipline is said to be good if the rich are able to show their obedience to the rules of time, obey the rules, obey the rules of behavior at work and obey other regulations in an organization or institution.

Employee Performance

According to Fahmi (2018:2) "Performance is the results obtained by an organization, both profit-oriented and non-profit-oriented that are produced over a period of time". The achievement of good performance is inseparable from the quality and quantity of good human resources. In conducting assessments, the Company will use scales to assess the performance of its employees. The assessment given starts from the percentage achievement value.

C. RESEARCH METHODOLOGY

The place of research taken by the researcher is at the Sharia Financing Savings and Loan Cooperative of Mitra Sejahtera Raya Indonesia, Grand Batavia, Jalan Raya Cadas-Kukun, Sindangsari Village, Pasar Kemis District, Tangerang Regency, Banten Province. The implementation of this research was carried out from November 2023 to July 2024. The population in this study is the entire employee of the Sharia Financing Savings and Loan Cooperative of Mitra Sejahtera Raya Indonesia Tangerang Regency which amounted to 75 employees with the determination of the sample using a saturated sample where the entire population was used as a sample, a sample of 75 respondents was obtained. The data analysis technique uses multiple linear regression with the help of the SPSS Program.

D. RESULTS AND DISCUSSION

Multiple Regression Test Results

Table 4 Multiple Regression Test Results

Table 1. Multiple Regression Test Results						
		Coefficients ^a				
		Unstandardized Coefficients	Standardized Coefficients			
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	5.856	2.677		2.187	.032
	Physical Work Environment (X1)	.389	.066	.458	5.922	.000
	Work Discipline (X2)	.483	.076	.493	6.374	.000

a. Dependent Variable: Employee Performance (Y)

Source: Data processed, 2024

Based on the test results in the table above, a regression equation can be obtained $Y = 5,856 + 0,389X_1 + 0,483X_2$. From the above equation, it can be concluded as follows:

A constant value of 5.856 means that if the variables of physical work environment (X1) and work discipline (X2) are not considered or have a value of zero, then the performance of the employee (Y) will only be worth 5.856 points.

- The value of the regression coefficient of the physical work environment (X1) of 0.389 is positive, this shows that every increase in the physical work environment variable (X1) will result in an increase in employee performance (Y) of 0.389 points.
- The value of the work discipline regression coefficient (X2) of 0.483 is a positive sign, this shows that every increase in one unit in the work discipline variable (X2) will result in an increase in employee performance (Y) by 0.483 points.

Table 5 Determination Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 ^a	.671	.661	2.071

a. Predictors: (Constant), Work Discipline (X2), Physical Work Environment (X1)

Source: Data processed, 2024

Based on the test results in the table above, a determination coefficient value of 0.661 was obtained, so it can be concluded that the variables of physical work environment and work discipline affect the employee performance variables by 66.1% while the remaining (100-66.1%) = 33.9% is influenced by other factors that are not researched

T test Result

Table 6 Results of the Hypothesis Test (t-Test) of Physical Work Environment Variables (X1) on Employee Performance (Y) Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.264	2.636		6.171	.000
Physical Work Environment (X1)	.591	.071	.696	8.285	.000

a. Dependent Variable: Employee Performance (Y) value

Source: Data processed, 2024

Based on the test results in the table above, the t-value of the $t_{calculated} > t_{table}$ atau (8,285 > 1,993) is also strengthened by a significance value of < 0,050 atau (0,000 < 0,050). Thus, H_0 is rejected and H_1 is accepted, which shows that there is a significant influence between the physical work environment and employee performance.

Table 7 Results of the Hypothesis Test (t-Test) of Work Discipline Variables (X2) on Employee Performance (Y) Coefficients^a

			Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	12.105	2.980		4.062	.000
	Work Discipline (X2)	.700	.080	.714	8.717	.000

a. Dependent Variable: Employee Performance (Y)

Source: Data processed, 2024

Based on the test results in the table above, the t-value of the $t_{calculated} > t_{table}$ or (8,717 > 1,993). was obtained. This is also strengthened by a significance value of < 0,050 atau (0,000 < 0,050). Thus H_0 is rejected and H_2 is accepted, which shows that there is a significant influence between work discipline and employee performance.

Simultaneous Hypothesis Testing (Test F)

Table 8 F Test Result ANOVA^a

Model		Sum of Squares		df	Mean Square	F	Sig.
1	Regression	628.200		2	314.100	73.264	.000 ^b
	Residual	308.680		72	4.287		
	Total	936.880		74			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Discipline (X2), Physical Work Environment (X1)

Source: Data processed, 2024

Based on the test results in the table above, the $F_{value\ is\ obtained} > F_{table}$ or (73,264 > 3,120), this is also strengthened by a significance of < 0.050 or (0.000 < 0.050). Thus H_0 is rejected and H_3 is accepted, which shows that there is a significant simultaneous influence between the physical work environment and work discipline on employee performance.

The Influence of the Physical Work Environment (X1) on Employee Performance (Y)

Based on the results of the analysis, the value of the regression equation was obtained $Y = 16,264 + 0,591X_1$. The correlation coefficient value was obtained at 0.696, which means that the two variables have a strong relationship level. The value of determination or contribution of influence was 0.478 or 47.8% while the remaining 52.2% was influenced by other factors. The hypothesis test obtained the value of t calculated > t table or (8.285 > 1.993). Thus, H_0 is rejected and H_1 is accepted, meaning that there is a significant influence of the physical work environment on employee performance.

The results of this research conducted by the author support the results of research that has been conducted by Widya Amrita (2021) The Influence of Physical Work Environment and Work Discipline on Employee Performance at Financial Institutions in the Tabanan Regency Area.

The results of this study have a conclusion that there is a significant influence between the variables of physical work environment and work discipline on employee performance in employees of the Tabanan Regency Financial Agency.

Pengaruh Disiplin Kerja (X_2) Terhadap Kinerja Karyawan (Y)

Based on the test results, the regression equation value $Y = 12.105 + 0.700X_2$ was obtained, the correlation coefficient value was 0.714, meaning that the two variables had a strong relationship level. The value of determination or contribution of influence is 0.503 or 50.3% while the remaining 49.7% is influenced by other factors. The hypothesis test obtained a t-value calculated $> t$ table or $(8.717 > 1.993)$. Thus H_0 is rejected and H_2 Accepted means that there is a significant influence of work discipline on employee performance.

The results of this research conducted by the author support the results of research that has been conducted by Muhammad Andre Vernandes, Rice Haryati and Susi Yulianti (2022) The Influence of Physical Work Environment and Work Discipline on the Performance of Intermediate Employees at PT. Pos Indonesia (Persero) where in its research it shows the conclusion that the physical work environment and work discipline have a significant effect on employee performance.

The Influence of Physical Work Environment (X_1) and Work Discipline (X_2) on Employee Performance (Y)

Based on the results of the study, it shows that the physical work environment (X_1) and work discipline (X_2) has a significant effect on employee performance by obtaining a regression equation $Y = 5,856 + 0,389X_1 + 0,483X_2$. The correlation coefficient or level of relationship between the independent variable and the bound variable is obtained at 0.819, meaning that it has a very strong relationship. The value of the coefficient of determination or contribution of its influence in a simmerical manner is 66.1% while the remaining 33.9% is influenced by other factors. Hypothesis test obtained a value of $F_{counth} > F_{table}$ ar $(73,264 > 3,120)$. Thus H_0 is rejected and is accepted. This means that there is a significant simultaneous influence of the physical work environment and work discipline on employee performance.

The results of this research conducted by the author, support the results of research that has been conducted by Darmadi (2020) The Influence of Physical Work Environment and Work Discipline on Employee Performance at Indomaret Kelapa Dua Branch, the results of the research have a conclusion that there is a significant influence between the physical work environment and work discipline on employee performance at Indomaret Kelapa Dua Branch

E. CONCLUSIONS AND SUGGESTIONS

The physical work environment has a significant effect on employee performance with the regression equation $Y = 16.264 + 0.591X_1$, a correlation value of 0.696 means that the two variables have a strong relationship level. The value of the determination coefficient was 47.8% and the hypothesis test was obtained by calculating. Thus H_0 is rejected and H_1 is accepted, meaning that there is a significant influence of the physical work environment on employee performance.

Work discipline has a significant effect on employee performance with the regression equation $Y = 12.105 + 0.700X_2$ with a correlation value of 0.714 meaning that the two variables have a strong relationship level. The value of the determination coefficient was 50.3% and the hypothesis test was obtained by calculating $t > t$ table or $(8.717 > 1.993)$. Thus, H_0 is rejected and H_2 is accepted, meaning that there is a significant influence of work discipline on employee performance.

Physical work environment and work discipline simultaneously have a significant effect on employee performance with the regression equation $Y = 5.856 + 0.389X_1 + 0.483X_2$. A correlation value of 0.819 means that the independent variable with the bound variable has a very strong relationship level. The value of the determination coefficient was 66.1% while the remaining 33.9% was influenced by other factors. The hypothesis test obtained the F value calculated $> F$ table or $(73,264 > 2,730)$. Thus H_0 is rejected and H_3 is



accepted. This means that there is a significant simultaneous influence of the physical work environment and work discipline on employee performance.

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