

The Influence of Work Discipline And Work Environment On The Performance of Emploeyss In Resto Sambel Idjo Kediri Branch

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ABSTRACT

Employee performance is one of the most influential factors in the system work, be it an organization or company, and whether a company or organization is good or not can be seen from how good or not the performance of its employees is. To avoid the bad side of employee performance, motivation and a work environment are needed so that all activities carried out by employees will be in accordance with existing procedures in the company and can improve the quality and optimal performance of a company or organization. This research aims to analyze the influence of motivation and work environment on employee performance. The work discipline variable has a positive and significant effect on employee performance at Resto Sambel Idjo Kediri Branch. This means that the better the work discipline, the better the performance given by the employees of Resto Sambel Idjo Kediri Branch. The work environment has a positive and significant effect on employee performance at Resto Sambel Idjo Kediri Branch. This means that the better the work environment provided by the company, the better the performance provided by the employees of Resto Sambel Idjo Kediri Branch. Discipline and work environment simultaneously have a significant influence on employee performance at the Kediri Branch of Sambel Idjo Resto. This means that the variables of work discipline and work environment both have an influence on employee performance.

Keywords: Motivation, Work Environment, Employee Performance

INTRODUCTION

With intense business competition, every company is required to be able to maintain the survival of its business units (Sihaloho and Siregar, 2019). This is because every company is always faced with various economic factors, which require it to be able to maintain good company performance. Work discipline and work environment are one of the factors that influence employee performance, as happened at Resto Sambel Idjo, Kediri Branch. In line with this, Resto Sambel Idjo Kediri Branch, as one of the business units operating in the culinary sector located in Kediri City, is always required to be able to maintain good company performance. In order to survive in the competitive culinary business, this restaurant is required to always try to maintain the quality and quantity of its offerings. In developing a company, apart from having to pay attention to external factors, the company also needs to pay attention to the internal factors of the company itself so that the company can develop and achieve the goals that have been planned since establishing the company (Hudzaifah, 2022). One of the internal factors that must be considered is related to employee performance (Sihaloho and Siregar, 2019). Performance is the result of work achieved by a person or group of people in a company (Araujo, 2021). Performance is the result of work that an individual wants or has achieved which is adapted to the individual's role or duties in

a company in a certain period of time, which is linked to a certain value measure or standard of the company where the individual works (Ahmad et al., 2022). Employee performance problems in a company are problems that will always be faced by company management, therefore management needs to know the factors that influence employee performance.

The work environment is all things or elements that can directly or indirectly influence an organization or company which will have a good or bad impact on employee performance and job satisfaction. This is in line because the work environment is everything around workers that can influence them in carrying out their obligations as employees (Putri and Mardatillah, 2022). The company's work environment can also be an internal company factor that can influence employee performance, the more comfortable the work environment is, the better the performance provided by employees (Aslia, 2019). Employees can perform well if supported by a conducive work environment. If the work environment is conducive and can provide a sense of security, then employees can work optimally. A good work environment can make employees comfortable at work. The sense of comfort that arises in employees can improve their performance. Thus, they can carry out activities work effectively and efficiently so that it can improve its performance. On the other hand, if the work environment is inadequate, it can reduce employee performance. A bad work environment will make it difficult for an employee to concentrate and his enthusiasm will decrease, causing a decrease in work productivity and increasing workload which will hinder all activities being carried out. To improve employee performance, companies can take several methods, one of which is creating a conducive work environment. With this, employees are expected to be motivated to improve their performance in order to achieve predetermined goals.

RESEARCH METHODS

The method used is a quantitative method. The population in this study were all employees who worked at the Kediri Branch of Sambel Idjo Resto, totaling 51 employees. The data collection technique used in this research uses an instrument in the form of a questionnaire with a series of statements distributed to research respondents. The questionnaire used is a closed questionnaire, namely a question model that already has answers and respondents choose from alternatives with their opinions or choices. Closed questions explain respondents' responses to work environment variables and employee performance.

RESULTS AND DISCUSSION

The data obtained is processed through several tests to determine the results obtained. Here's a visualization of the results:

Table 1. Test Results of the Effect of Compensation on Employee Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	63.134	7.120		.868	.000
Disiplin Kerja	.253	.085	.393	.989	.004

(Source: data processed 2024)

Based on the table above, the calculation results show that the value $t_{count} > t_{table}$ is $2,989 > 1.676$. then H_a is accepted and H_o is rejected. So it can be concluded that the work discipline variable has a positive and significant effect on employee performance.

Table 2. Work Environment Test Results on Employee Performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	34.707	8.185		4.240	.000
lingkungan kerja	.851	.140	.655	6.076	.000

(Source: data processed 2024)

Based on the table above, the calculation results show that the value $t_{count} > t_{table}$ is $6.076 > 1.676$. then H_a is accepted and H_o is rejected. So it can be concluded that work environment variables have a positive and significant effect on employee performance.

Table 3. Test Results of the Effect of Work Discipline (X1) and Work Environment (X2) on Performance (Y)

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	744.492	2	372.246	18.083	.000 ^b
Residual	988.096	48	20.585		
Total	1732.588	50			

(Source: data processed 2024)

Based on the table above, it can be seen that the F_{count} value is $18.083 > F_{table}$ is 3.19 . This means that H_a is accepted and H_o is rejected, which means that the variables of work discipline and work environment together have a positive and significant influence on employee performance.

The Effect of Work Discipline (X1) on the Performance (Y) of Resto Sambel Idjo Kediri Employees

Based on the research results with the help of calculations from the Statistical Package for The Social Sciences (SPSS) 23.0 for Windows program, the t_{count} value was obtained at 2.989 , while the t_{table} with degrees of freedom (df) = $51-2 = 49$ at a significance level of 0.05 (two-sided test) is 1.676 . Thus $2.989 > 1.676$ so it can be concluded that $-t_{count} > -t_{table}$, which means work discipline has a positive and significant influence on the performance of Resto Sambel employees Idjo Kediri. This means that providing work discipline has an effect on increasing employee performance. The work discipline of Resto Sambel Idjo Kediri employees is felt to be less than optimal, this is known from the changing habits and characteristics of employees, namely often arriving late, leaving before time, and not working optimally due to a lack of passion for work which results in decreased performance. Good work discipline will enable employees to improve their performance.

The Influence of the Work Environment (X2) on the Performance (Y) of Resto Sambel Idjo Kediri

Based on the research results with the help of calculations from the Statistical Package for The Social Sciences (SPSS) 23.0 for Windows program, the t value obtained was 6.076 , while the t table with degrees of freedom (df) = $51-2 = 49$ at a significance level of 0.05 (two-sided test) is 1.676 . Thus $6.076 > 1.676$ so it can be concluded that $t_{count} > t_{table}$, which means the work environment has a positive and significant influence on employee performance at Resto Sambel Idjo Kediri. This means that the work environment has an influence on increasing employee performance. This is in line with previous research conducted by Pioh and Tawas (2016) entitled the influence of compensation and work environment on job satisfaction and performance. with research results showing that the work environment has a significant effect on employee performance. The work environment at Resto Sambel Idjo Kediri is felt to be uncomfortable and does not meet employee facility needs. This can cause a decline in employee performance. So if the work environment is good and employees' needs are met, employees will feel at home and comfortable. Then employee performance will increase.

The Influence of Compensation (X1) and Work Environment (X2) on the Performance of Resto Sambel Idjo Kediri Employees

Based on research results, the F test is known as the simultaneous ANOVA test which looks at the influence of all the independent variables together on the dependent. With the help of calculations from the Statistical Package for The Social Sciences (SPSS) 23.0 for Windows program, an Fcount value of 18.083 was obtained, while Ftable with degrees of freedom (df) = $5 - 2 = 49$ at a significance level of 0.05 (two-sided test) is 3.19. Thus $18,083 > 3.19$ so it can be concluded that $F_{count} > F_{table}$, which means work discipline and work environment have a significant influence on the performance of Resto Sambel Idjo Kediri employees. From the results of the third hypothesis test, it was obtained that the percentage level of work discipline and work environment together had an influence of 18.083 and the remainder was influenced by other variables. The influence of work discipline and work environment on employee performance has a significant influence. If work discipline and work environment are implemented well then performance will increase. With good work discipline provided by the company, employees can improve employee performance. Then, if the work environment provided by the company is met by employees, employees will be more comfortable in the company.

CONCLUSION

From the data processing carried out, it can be concluded that:

1. Work discipline variables have a positive and significant effect on employee performance at Resto Sambel Idjo Kediri. This means that the better the work discipline, the better the performance given by Resto Sambel Idjo Kediri employees.
2. The work environment has a positive and significant effect on employee performance at Resto Sambel Idjo Kediri. This means that the better the work environment provided by the company, the better the performance provided by Resto Sambel Idjo Kediri employees.
3. Discipline and work environment simultaneously have a significant influence on employee performance at Resto Sambel Idjo Kediri. This means that the variables of work discipline and work environment both have an influence on employee performance.

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