INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES OF THE SIKKA DISTRICT AGRICULTURE OFFICE

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Abstract: This research aims to analyze the Effect of Work Discipline and the Work Environment on the Performance of Employees of the Sikka District Agricultural Office both partially and simultaneously. The population of this study is an employee of the Sikka District Agriculture Office as many as 63 people. The sample in this study uses sampling (census), where the total population will be sampled. The number of samples taken in the study was 63 people (100% of the population). This study was conducted on a census or saturated sampling. Data is collected through quissioners and analyses using descriptive methods and inferential statistics i.e. multiple linear regressions. Hypothesis testing is done through the F test and the t test. The results of descriptive analysis show that employee performance variables, work discipline and work environment are categorized quite well. The results of the F test statistics show that together (simultaneously) all free variables consisting of work discipline variables (X1) and Work Environment variables (X2) have a significant effect on employee performance. The results of the t test statistics showed that partially the work discipline variable (X1) and the Work Environment variable (X2) partially had no significant effect on employee performance. The results of the Determination analysis showed that the two free variables in this study were able to explain the ups and downs of sikka district agriculture office employees by 13.5%, while the remaining 86.5% was explained by other variables that were not included in this research model.

Keywords: Work Discipline, Work Environment, Performance

1. Introduction

Human Resources (HR) is a person who is employed in an organization or agency as a mover, thinker and planner to achieve a success in the organization or agency. The success of an agency is not always measured by how much income is obtained but there are other things that are more important, namely human resources in the agency. Human resources are the main aspect of the agency, which acts as the implementer of operational activities ranging from the lowest level to the top level. Although different levels, all elements of HR have the same role to achieve the goals of the agency. Good HR quality then the resulting performance will affect the progress of the agency and vice versa if the HR performance of an agency is not good it will hamper the progress of the company.

The problem that is often faced by agencies in achieving goals is the poor performance of employees. Performance is a combination of business ability and opportunity that can be

measured from the resulting consequences. Employees become valuable assets that need to be considered and built properly so that agencies must pay attention to every detail of the program related to human resource development to produce competent and highly competitive employees.

Performance has a broader meaning, not only stating as a result of work but how the work process takes place. Performance is the result of work that has a strong relationship with the strategic objectives of the organization, consumer satisfaction and contributes to the economy of Armstrong, (2009: 28). Performance will affect how much they contribute to the organization. According to Mangkunegara, (2009: 42) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance can be measured through indicators such as quantity of work, quality of work, and timeliness in task completion according to Zaputri, et al (2013: 34). One of the agencies that pay attention to the importance of employee performance is the Agriculture Office. The Department of Agriculture is a government agency engaged in agriculture, livestock, plantations and food security in accordance with applicable laws. There are 7 different fields including the field of Animal Husbandry, secretariat, animal health, extension, food planting and horticulture, infrastructure and facilities and plantation fields. Employee performance that has been achieved in the Sikka District Agriculture Office tends to decrease. Sometimes able to meet the target even exceeded the target but lately the Sikka District Agriculture Office was unable to reach the specified target.

Table. 1. Data on Absence of Employees of Sikka District Agricultural Office for the period 2020

Number	Mounth	Number of Employee Absences		
		Absent	Sick	Permit
1	September	11	3	5
2	October	14	4	-
3	December	17	-	8

Source: Secondary Data from the general section of the Sikka District Agriculture Office office
Description:

Based on the table above it can be seen that there are still many employees who are not present without information. In September there were 11 absences, in October it increased to 14 absences and in December there was a significant increase of 17 absences. This shows that there is still low awareness of employees to the importance of work discipline and the lack of firmness of superiors in sanctioning disciplinary violations. Based on the results of the interview obtained, the work discipline in the office of the sikka district agricultural office during 2020 is less than optimal, because it still uses manual absence so that the level of employee attendance is less controlled. So that there are still employees who are late and do not enter. This is also due to the prolonged pandemic period in 2020. In addition to the lack of discipline in justice at the Sikka District Agriculture Office, there are still employees who lack discipline in work, such as there are still employees who arrive late, procrastinate work, and so on. With decreased employee discipline can be identified as the cause of employee work productivity. Disciplinary issues in organizational participants whether he is superior or subordinate will give a pattern to the performance of the organization. This becomes one of the variables that researchers will examine as a free variable, namely the discipline of employee performance. In addition to employee discipline, the working environment conditions must also be in accordance with the needs of employees in order to complete tasks well. According

to Harbert N. Casson (2008: 42) is everything from a work environment that facilitates or complicates work, fun or difficult for them, including lighting, temperature, air, ventilation, chairs and desks. According to Sodermayanti, (2009: 22) The work environment is all tools in the material that will be faced by the surrounding environment where a person works, his method of work, and his work regulations both as a person and a group. The work environment is divided into two, namely the physical and non-physical environments. Physical work environments such as light, color, sound, air, and music, while non-physical work environments such as work relationships between superiors and subordinates and relationships between employees.

Based on the results of interviews obtained, the work environment is very influential on employee performance, therefore we need awareness to form a conducive work environment, as a support for employee performance in each field to carry out their work so that it is achieved optimally.

Research objectives

In accordance with the above background points, the purpose of this study is: (1) to find out the picture of performance variables, work disciplines, Work Environment in the Sikka District Agriculture Office; (2) to find out if there is an influence between Work Discipline and the Work Environment on employee performance in the Sikka District Agriculture Office either partially or simultaneously.

2. Literatur Review

Overview of Employee Performance

Performance comes from the word job performance or actual performance (actual work performance or achievement achieved by a person). Performance is the result obtained by an organization both profit oriented and non-profit oriented produced over a period of time. According to Uno and Lamatenggo (2014) stated that performance is the result of the implementation of work achieved by a personnel in carrying out the duties assigned to him. Withmore (1997) in Uno and Lamatenggo (2014) states that performance is the implementation of functions demanded of a person. This definition explains that performance is a person's role in work. Furthermore, withmore describes performance and groups it into two activities, namely setting the highest standards of the person himself that go beyond what is requested and expected; an act, an achievement, and a general cast of one's skills expressed full of potential. In this grouping, it still seems very common, because performance is not always related to the work done by an employee. However, in this statement it can simply be understood that everything that a person does, then the result can be referred to as performance. The definition of performance that can lead to the work of an employee is put forward by Wilson and Rosenfeld (1990) in Uno and Lamatenggo (2014) which states that performance as a result of an employee. A similar definition was also put forward by Cascio (1992) in Uno and Lamatenggo (2014:120) which states that performance refers to employee success in assigned tasks. Robbins (1994) in Uno and Lamatenggo (2014) defines performance as a measure of the results performed using the criteria that are met together. These opinions explain that performance is identical to the results of a person's work.

Mangkunegara (2012) stated that the performance of HUMAN RESOURCES is the performance of work or work output (output) both the quality and quantity achieved by HR unity period of time in carrying out its work duties in accordance with the responsibilities given to it.

Overview of Work Disciplines

Etymologically, the discipline comes from the Latin "disipel" meaning follower. Along with the development of the times, the word undergoes a change to "discipline" which means compliance or that concerns order. Discipline of work is an attitude of one's obedience to the rules provisions that apply in the organization, namely: incorporating in the organization on the basis of conversion not an element of coercion, (Wursanto, 1987). Hasibuan (2009) argues that, work discipline is the awareness and willingness of a person in obeying all company regulations and social norms that apply. Unconsciousness is the attitude of a person who voluntarily obeys all the rules and is aware of his duties and responsibilities. So he will obey/do all his duties well, not by force. Willingness is a person's attitude, behavior, and actions in accordance with company regulations, whether written or unwritten. Rivai (2011) explains that work discipline is a tool that managers use to communicate with employees so that they are willing to change a behavior and as an effort to increase awareness and awareness in meeting all company regulations.

Civil Service Work Discipline

To foster the discipline of civil servants, article 1 of Government Regulation No. 53 of 2010 states that the discipline of civil servants is the ability of civil servants to comply with obligations and avoid the prohibitions specified in the laws and or regulations of the ministry which if not obeyed or violated are punished by discipline. To maintain and develop integrity and cohesiveness, civil servants are bound by a code of ethics that regulates attitudes of conduct and deeds in carrying out their duties and actions in carrying out their duties and in daily life, with the code of ethics, it is expected that civil servants will always be on the right path and avoid despicable things that should not be done by a civil servant, including in efforts to build character and behavior is to require every civil servant to take an oath appointment related to his position or when appointed in a position.

Working Environment Theory

The work environment in a company needs to be considered, this is because the work environment has a direct influence on employees. A conducive work environment can improve employee performance and conversely, an inadequate work environment will be able to reduce employee performance. The condition of the work environment is said to be good if humans can carry out activities optimally, healthy, safe and comfortable. The suitability of the work environment can be seen as a result over a long period of time. A poor work environment can require more labor and time and does not support the creation of an efficient work system. According to Robbins (2010) the environment is institutions or forces outside that have the potential to affect organizational performance, the environment is formulated into two, namely the general environment and the special environment. A general environment is anything outside the organization that has the potential to influence the organization. This environment is a social and technological condition. While the special environment is the part of the environment that is directly related to the achievement of the goals of an organization. Herman Sofyandi (2008: 38) defines "The work environment as a set of factors that influence the performance of human resource management functions/activities consisting of internal factors sourced from within the organization". Danang Sunyoto (2012:43) states "The work environment is everything that is around workers and that can affect him in carrying out the tasks charged, such as cleanliness, music, lighting and others." According to Basuki and Susilowati (2005: 40) the work environment is everything that is in the environment that can affect either directly or indirectly a person or a group of people in carrying out their activities. According to Anwar Prabu Mangkunegara (2005: 17) the work environment in question includes a clear job description, challenging work targets, effective work communication

patterns, a relatively adequate work climate and work facilities. Alex S. Nitisemito (1992:183) states that the work environment is everything that is around workers and that can affect him in carrying out the tasks charged. According to Sedarmayati (2009: 21) the definition of a work environment is as follows: "The work environment is the whole tool and materials faced, the surrounding environment in which a person works, his method of work, and his work arrangements both as an individual and as a group". According to Schultz & Schultz (2006) the work environment is defined as a condition related to the characteristics of the workplace to the behavior and attitudes of employees where it is related to psychological changes due to things experienced in their work or in certain circumstances that must be continued to be considered by the organization that includes boredom of work, monotonous work and fatigue. The work environment consists of a physical and nonphysical environment attached to employees so that they are not separated to get good employee performance According to Sedarmayanti (2009: 31) the physical work environment is all physical circumstances that exist around the workplace that can affect employees either directly or indirectly. While the nonphysical work environment is all circumstances that occur related to the working relationship, both relationships with superiors and with co-workers, or relationships with subordinates. The issue of the work environment in an organization is very important, in this case there is a need for the arrangement and arrangement of work environment factors in the implementation of organizational activities.

In accordance with the Decree of the Minister of Health No. 261 / MENKES / SK / II / 1998 Concerning: Occupational Environmental Health Requirements that the office work environment includes all rooms, courtyards and surrounding areas that are part or related to the workplace for office activities. The occupational environmental health requirements in this decision are applied to both stand-alone and group offices. From the opinion of experts it can be concluded that the work environment is everything that is around employees at work both in the form of physical and nonphysical that can affect employees while working. If the work environment is conducive then employees can be safe, comfortable and if the work environment is not supportive then employees cannot be safe and comfortable.

Frame of Mind

Based on the theory of the Influence of Work Discipline and the Work Environment on Employee Performance, it can be concluded that the Work Environment and Work Discipline play an important role in an Organization / Company so that if the Work Environment and work discipline are carried out properly by the organization it will improve employee performance which will have an impact on the achievement of organizational / Company goals. From this statement the frame of mind formed is as follows:
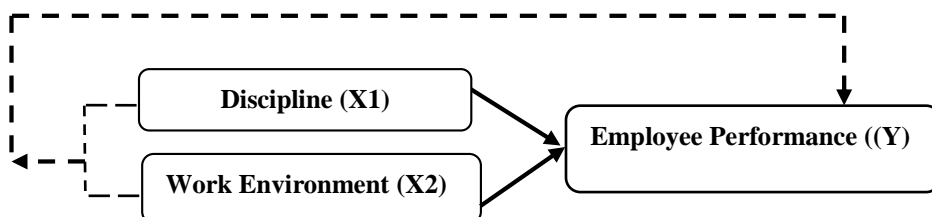

Figure 1. Frame of Mind

Information **:=** ——— Partially; = ▬ ▬ ▬ ▬ Simultaneously

Hypothesis

Based on the formulation of problems and the framework of concepts described above, the hypothesis of this research is:

1. Alleged Work Discipline (X_1) and Work Environment (X_2) partially affect employee performance variables in the Sikka District Agriculture Office (Y).

2. Alleged Work Discipline (X_1) and Work Environment (X_2) have a simultaneous effect on employee performance variables in the Sikka District Agriculture Office (Y)

3. Method

Research Design
This research falls into the category of quantitative and causal associative deskritive research using quantitative approaches. Causal associative research is a study that aims to determine the influence between two or more free variables. This research will explain the relationship affecting and influenced from the variables that will be examined, namely the Influence of Work Discipline and the Work Environment on the Performance of Employees of the Sikka District Agricultural Office. Quantitative approaches are used because the data to be used to analyze the influence between variables is expressed by numbers.

Population and Sample
Sampling techniques in this study use sampling (census), where the total population will be sampled. The number of samples taken in the study was 63 people (100% of the population).

Research Variables and Operational Definitions
In this study there are three variables, namely: Work Discipline (X_1), Work Environment (X_2), and 1 variable bound, namely Employee Performance (Y). In order not to cause different interpretations, these variables are operationalized as follows:
1. Employee Performance (Y)
Employee Performance is the performance of work, or the results of work (output) both the quality and quantity achieved by employees of the Sikka District Agriculture Office per unit period of time in carrying out their work duties in accordance with the responsibilities given to him.
2. Work Discipline (X_1)
Work Discipline is a mental attitude that is reflected in the actions or behavior of employees of the Sikka District Agriculture Office who obey all applicable rules and norms in the organization.
3. Work Environment (X_2)
The Work Environment is everything around the workplace, both physical and non-physical that can have a negative or positive influence so as to support an employee of the Sikka District Agriculture Office in carrying out the tasks given.

Data Analysis
Data Quality Test
Validity indicates the extent to which a measuring device can measure anything it wants to measure. While reliability is a value that shows the consistency of a measuring device in measuring the same symptoms. To conduct data quality tests on this primary data, researchers use data validity tests and data reliability tests.
Deskritive Analysis
To describe the Work Discipline of employees of the Sikka District Planning and Research and Development Agency, the data analysis technique used is descriptive analysis. According to Narimawati (2007) to answer the description of this research variable, the formula is used as follows:
Total Score= (Actual Score)/(Ideal Score)×100%

Actual Score is the answer of all respondents to the questionnaire that has been submitted. The ideal score is the highest score or weight or all respondents are assumed to choose the answer with the highest score. To categorize the total score value can be seen in the following table:

Table 2. Respondent Response Percentage Criteria

Number	% Number of Scores	Score Category
1	20.00% – 36.00%	Bad
2	36.01% – 52.00%	Less Good
3	52.01% – 68.00%	Pretty Good
4	68.01% – 84.00%	Good
5	84.01% – 100%	Excellent

Based on the percentage criteria of respondent responses, the problems of this study can be measured from the overall percentage (100%) minus the percentage of respondent responses. The result of the reduction is the percentage gap (gap) which is a problem that will be examined.

Classic Assumption Test

The classic assumption tests that can be used in this study are: Normality Test, Heteroskedasticity Test and Multikolonearity Test (Ghozali, 2009).

Hypothesis Testing

Partial Test (Test "t")

To test the significance of the influence of each free variable: Work Discipline (X_1), and Work Environment (X_2) against employee performance-bound variables (Y). Supranto (2000) states the t test measures used are as follows:

1. T test formulation

   t count = bi/sbi

   Information:

   bi: Regression coefficient

   Sbi: Standard deviation/ Standard error.

   Significance level $\alpha = 0.05$

2. Statistical Hypothesis:

   a. Ho: $\beta i = 0$ means that partially the variables of Work Discipline (X_1), Work Environment (X_2) do not have a significant effect on employee performance variables (Y).

   b. Ha: $\beta i \neq 0$ means that partially the variables of Work Discipline (X_1) and the Work Environment (X_2) have a significant influence on employee performance variables (Y).

3. Decision-making rules:

   a. If $\rho > \alpha$ (0.05), then Ho is accepted and Ha is rejected meaning that partially Work Discipline (X_1), Work Environment (X_2) has no significant effect on employee performance variables (Y).

   b. If $\rho \leq \alpha$ (0.05) then accepted Ha and Ho rejected means partially variable Work Discipline (X_1), Work Environment (X_2) has a significant influence on employee performance variables (Y)

Simultaneous Test (Test "F")

The joint test (Test F) aims to simultaneously test the influence of free variables, Work Discipline (X_1), Work Environment (X_2) together against employee performance bound variables (Y). Supranto (2000) states that the F test measures used are as follows:

1. F test formulation

   F count = JKR (k - 1) / JKE (n - k)

   Information:

   JKR: Number of regression squares

JKE: Number of squares of errors
n: The number of respondents
k: The number of variables
Significance level α = 0.05

2. Statistical Hypothesis:
    a. Ho: β1 = β2 = 0 means that together there is no significant influence between Work Discipline (X1), and Work Environment (X2) on employee performance variables (Y).
    b. Ha: at least one of the βi ≠ 0, meaning that together there is a significant influence between the variables of Work Discipline (X1) and the Work Environment (X2) on employee performance variables (Y).
3. Norm Decision Making:
    a. If ρ > α (0.05), then Ho is accepted and Ha is rejected meaning simultaneously the variables work discipline (X1), work environment (X2) to employee performance variable (Y).
    b. If ρ ≤ α (0.05) then Ha is accepted and Ho is rejected meaning simultaneously variables, Work Discipline (X1), Work Environment (X2) has a significant influence on employee performance variables (Y).

Coefficient of Determination (R^2)

To find out the contribution / contribution together all free variables), Work Discipline (X1), Work Environment (X2) to variables bound employee performance (Y), can be seen in the Coefficient of Determination (R2). Supranto (2000) states the formulation to determine the value of the Coefficient of Determination (R2) used the following formula:

$$R^2 = \frac{JKR}{JKT} \times 100\%$$

Information:
R2: Coefficient of Determination
JKR: Number of regression squares
JKT: Number of Squares

4. Analysis And Discussion

Descriptive Analysis

As outlined earlier that the purpose of descriptive data analysis is to describe how respondents respond to each indicator as well as in total for those variables. Descriptive analysis is done with the percentage number of Actual Score that is to find out the general perception of a variable studied.

The results of descriptive analysis are known that the percentage of total score for employee performance variables is 63.76% so it can be concluded that employee performance variables fall into the category of Good Enough. The actual score percentage for the work discipline variable is 63.79% so it can be concluded that the employee performance variable falls into the category of Good Enough. The total score percentage for the Work Environment variable is 63.89% so it can be concluded that the Work Environment variable falls into the category of very Good Enough.

Multiple Linear Regression Analysis

The results of multiple linear regression analysis using the SPSS program, obtained the results shown in the following table:

Table 3. Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.723	2.502		3.086	0.003
	Work Discipline (X1)	0.203	0.115	0.233	1.764	0.083
	Work Environment (X2)	0.193	0.124	0.205	1.554	0.125

a. Dependent Variable: Employee Performance (Y)

The model of multiple linear regression equations from the results of data analysis is as follows:

$Y = 7,723 + 0.203X1 + 0.193X2$

Simultaneous Hypothesis Test (Test F)

The results of the analysis of the F test hypothesis test using the SPSS program, obtained the results shown in the following table:

Table 4. Simultaneous Hypothesis Test (Test F)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	89.292	2	44.646	4.700	0.013^b
	Residual	569.978	60	9.500		
	Total	659.270	62			

a. Predictors: (Constant), Work Discipline, Work Environment

b. Dependent Variable: Employee Performance

Statistical test results based on Anova calculations showed a Fhitung value of 4,700 with a significance value of 0.013. The value of this significance is smaller than the alpha level used at 5% or 0.05, so the two free variables in the study simultaneously have a significant influence on Employee Performance (Y).

Partial Hypothesis Test (Test t)

Based on analisis data in table 3. Above, the partial hypothesis test (Test t) for each free variable against its bound variable is as follows:

1. Work Discipline Variable (X_1):
   Statistical test results showed that thitung value of 1,764 with a significant value of 0.083. This significance value is greater than the alpha level used 5% (0.05), so the decision is to accept the null hypothesis (Ho) and reject the alternative hypothesis (Ha), that partially the Work Discipline variable (X_1) has no significant effect on the Employee Performance variable. This means that if the Work Discipline variable is further improved then employee performance will increase with an insignificant increase.

2. Working Environment Variables (X_2):
   The results of the statistical test in table 4. showed that the thitung value of 1,554 with a significant value of 0.125. The value of this significance is greater than the alpha level used by 5% (0.05), so the decision is to accept the null hypothesis (Ho) and reject the alternative hypothesis (Ha), that partially the variables of the Work Environment have no significant effect on the Employee Performance variable. This means that if the Work Environment variable is further improved, employee performance will increase with an insignificant increase

Coefficient of Determination (R^2)

The results of the analysis using the SPSS program, obtained R2 results shown in the following table:

Table 5. Coefficient of Determination (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.368[a]	0.135	0.107	3.08215
a. Predictors: (Constant), Work Environment, Work Discipline				
b. Dependent Variable: Employee Performance				

Based on the results of the data analysis in table 5. The above is seen that the coefficient of determination (R2) value of 0.135 which means that the two free variables in this study consisting of: Work Discipline and Work Environment are able to explain the variation in the rise and fall of Employee Performance by 13.5%. While the remaining 86.5% is explained by other variables not included in this research model.

5. Conclusion

Based on the results of the analysis that has been discussed, the conclusions of the results of this study are as follows:

1. Descriptive analysis results show that: (1) Employee Performance Variables belong to the category of quite good; (2) Work Displin variables belong to the category of quite good; (3) Work Environment variables belong to the category quite well.
2. The results of the F test statistics show that together (simultaneously) all free variables consisting of Work Discipline (X1) and Work Environment variable (X2) have a significant effect on Employee Performance.
3. The results of the t test statistics show that partially the Work Discipline variable (X1) has no significant effect on employee performance in the Sikka District Agriculture Office.
4. The results of the t test statistics show that partially the variables of the Work Environment (X2) have no significant effect on employee performance in the Sikka District Agriculture Office
5. Determination analysis results show that the variables of Work Discipline and Work Environment are able to explain the variation in the ups and downs of the performance of Employees of the Sikka District Agricultural Office by 13.5%. While the remaining 86.5% is explained by other variables that are not included in this research model.

Suggestion

Based on the conclusions of the results of this study, the researchers suggested to the Head of The Sikka District Agriculture Office recommended to:

1. Improve discipline especially time discipline during employee working hours and should improve employee discipline especially adherence to work standards.
2. Improving employee Work Environment especially internal Work Environment and external Work Environment

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