

Analysis of Work Discipline, Organizational Commitment and Work Environment to Employee Performance of Widya Work and Training Institution (LPK) in Semarang

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ABSTRACT

Human resources are one of the important factors in a company to achieve its goals and objectives, because human resources are one of the determining factors for the success or failure of a company in achieving its goals. One thing that must be considered in managing human resources is the placement of employees. The purpose of this study was to determine whether there is a simultaneous influence of work discipline, organizational commitment and work environment on the performance of LPK Widya employees in Semarang, either partially or simultaneously. The sampling technique used was accidental sampling. While the data collection techniques with questionnaires, interviews and observations. Data analysis used validity test analysis, reliability test and multiple regression analysis. Hypothesis testing using t test, F test and coefficient of determination. The results of the regression equation from the research conducted are $Y = 9.067 + 0.188X_1 + 0.634 X_2 + 0.092X_3$. The analysis of each variable shows that the work discipline variable has a t count of 2,206 which is greater than the t table, which is 1.990, the organizational commitment variable has a t count of 13,890 which is greater than the t table, which is 1.990, the work environment variable has a t count of 2,685 which is greater than the t table. ie 1.990. This shows that the three variables show a significant influence between each of the three variables on performance. As for the variables of work discipline, organizational commitment and work environment together on performance, the F count is 75,893, which is greater than the F table, which is 2.93. This means that there is a significant influence between work discipline, organizational commitment and work environment simultaneously on performance. Work discipline (X1), organizational commitment (X2) and work environment (X3) in explaining the dependent variable (performance) amounted to 77.3%, while the remaining 22.7% was explained by other variables not examined, for example career development., job satisfaction, work motivation and so on. Based on the conclusions above, the researchers can provide the following suggestions: Improve work discipline that has been applied so far. Abilities and skills. It is hoped that a sense of belonging to fellow employees will emerge so that they will be committed to work and be solid at work. And an adequate and comfortable work environment will improve employee performance at work.

Keywords: Work Discipline, Organizational Commitment And Work Environment And Performance

Introduction

The more employees who have high performance, the overall company productivity will increase. so that the company will be able to survive in global competition (Mangkunegara, 2000:68). If later the performance can be improved then it is the duty of the organization to be able to maintain the performance of employees so that the productivity of the organization can be stable. To obtain effective human resources, in accordance with the needs of human resource management requires extensive knowledge of the soul, sociology, economics, administration and to create a productive workforce, the company organizes training aimed at increasing dedication, expertise, abilities and skills employee.

One important factor that needs to be considered for the company's performance is work discipline (Waridin, 2006:38). Employee work discipline is highly expected by the company in order to realize the company's goals, both short-term and long-term goals. Short-term discipline in the sense that whatever is done will be completed on time and also in the administration will be more organized. Long-term discipline reflects that if the work can be completed on time, then the company

or organization can plan according to company goals. Work discipline is a procedure that corrects or punishes subordinates for violating rules or procedures.

In addition to work discipline, there are also factors that need to be considered in order to improve performance, namely organizational commitment. It is necessary to know his subordinates to find out how the performance of employees, it must first know the sense of belonging of an employee to his organization. (Namgoi, 2004:55). The low commitment causes problems for the organization. Commitment seems to be an expensive and important commodity for an organization, because commitment determines the success of the company. Low commitment reflects a person's lack of responsibility in carrying out their duties.

Psychologically, the implementation of work discipline and organizational commitment certainly needs to be observed, because the emergence of organizations is more psychological than socio-economic needs that come from salaries or wages. People who work under forced conditions will have poor work results compared to employees who work with high morale. If the company has employees whose job satisfaction is mostly low, it is certain that the level of performance of the company as a whole will decrease and this will be detrimental to the company.

Problem Formulation

The formulation of the problem in this study are:

1. Is there any effect of work discipline on the performance of LPK Widya employees in Semarang?
2. Is there an effect of organizational commitment on the performance of LPK Widya employees in Semarang?
3. Is there any influence of the work environment on the performance of LPK Widya employees in Semarang?

Theoretical Foundation

Work Discipline

Employee discipline is very important for a company in order to realize a company's goals, this is in accordance with Hasibuan's explanation (2001:213) that "Discipline must be enforced in a company organization, because without the support of good employee discipline it is difficult for companies to realize their goals. " In line with this, Waridin (2006:34) adds that work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and norms. prevailing social. For example, some employees are in the habit of being late for work, ignoring safety procedures, neglecting detailed work required for their jobs, being rude to customers, or engaging in inappropriate behavior. Employee discipline requires communication tools, especially on specific warnings to employees who do not want to change their nature and behavior. Enforcement of employee discipline is usually carried out by supervisors. While awareness is the attitude of a person who voluntarily obeys all regulations and is aware of his duties and responsibilities.

Organizational commitment

According to Indra Kharis (2010) organizational commitment is a condition in which an employee sided with a particular organization and the goals and desires to maintain membership in the organization. So high job involvement means taking sides in a particular job of an individual. According to Moorhead and Griffin (2015) organizational commitment is an attitude that reflects the extent to which an individual recognizes and is bound to his organization. An individual who is highly committed is likely to see himself as a true member of the organization. According to Kreitner and Kinicki in Putu and I Wayan (2017) organizational commitment is an agreement to do something for oneself, other individuals, groups or organizations. From the opinions above it can be concluded that organizational commitment is an individual's psychological state associated with strong belief, belief and acceptance of the goals and values of the organization, a strong willingness to work for the organization and the degree to which he still wants to be a member organization.

Work environment

The work environment is a very important component when employees carry out work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the enthusiasm or enthusiasm of

employees at work. A conducive work environment provides a sense of security and allows employees to work optimally. The following is the definition of the work environment according to experts: According to Danang (2015) the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned. According to Sedarmayanti in Desi (2015) the work environment is the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups. In the explanation above, it can be concluded that the work environment is a condition around the employee that can affect him in carrying out the tasks he carries or is responsible for.

Employee performance

Performance comes from the word job performance (job performance). According to Mangkunegara (2000) the definition of performance is the result of work in quantity and quality achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance includes quality of work, breadth of knowledge about work and skills, willingness to cooperate, enthusiasm in carrying out new tasks, awareness of being trustworthy in terms of attendance and completion of work. In line with that, Hasibuan (2006) suggests that work performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. Therefore, without the goals and targets set in the measurement, it is impossible for a person's performance or organizational performance to be known if there is no benchmark for success. Employees in an institution need to be evaluated. as stated by Bernardin and Russel quoted by Pabundu Tika in their book entitled Organizational Culture and Performance Improvement, namely: performance is the recording of the results obtained from certain job functions or activities over a certain period of time (Tika, 2006).

Research Method

This research is an explanatory research that aims to determine whether there is an influence between variables. In this study, the types of data used in this study are primary data and secondary data. Collecting data using Questionnaire (questionnaire) and Observation.

Research Data Analysis

Validity Test

The results obtained are all declared valid because r count is greater than r table. So the statements in the questionnaire are feasible and can be used in further research.

Reliability Test

The four variables were declared reliable because Cronbach's Alpha was greater than the comparison's Alpha. So that it can be used in further research.

Multiple Linear Regression Analysis Results

Multiple Linear Regression Equation

- 1) Constant (a) = 9.067, meaning that without the work discipline variable (X_1), organizational commitment (X_2) and work environment (X_3) = 0 then the magnitude of the employee performance variable (Y) is 9.067 units.
- 2) The regression coefficient of the work discipline variable (b_1) = 0.188, meaning that every increase in work discipline by one unit will increase employee performance by 0.188 units with the assumption that other variables are considered constant or *ceteris paribus*.
- 3) Organizational commitment variable regression coefficient (b_2) = 0.634, meaning that every increase in organizational commitment by one unit will increase employee performance by 0.634 units with the assumption that other variables are considered *ceteris paribus*.
- 4) The regression coefficient of the work environment variable (b_3) = 0.092, meaning that each increase in the work environment by one unit will increase employee performance by 0.092 units with the assumption that other variables are considered *ceteris paribus*.

Hypothesis testing

Research Hypothesis I Testing

Testing the research hypothesis I which states "There is a significant influence of work discipline on employee performance" is carried out using the t test. The statement of hypothesis I research "There is a significant influence of work discipline on employee performance is acceptable". This means that if work discipline with indicators comes on time at work, contributes to every activity, regularly gets advice and direction from the leader, the distance from where you

live and where you work does not affect punctuality at work, and always obeys the rules set in the company. If work discipline is improved, employee performance will also increase.

Testing Hypothesis II Research

Testing the hypothesis II of the research which states "There is a significant effect of organizational commitment on employee performance" is carried out using the t test. The statement of hypothesis II research "There is a significant effect of organizational commitment if the employee's performance is acceptable". This means that if organizational commitment can be explained by indicators of feeling active in participating in activities related to the organization, feeling proud to be part of the organization, feeling happy to be part of the organization, feeling a strong desire to work and having internal values that are in line with the values already established. invested by the organization and has been determined by the company. If organizational commitment is increased (strengthened) then employee performance will also increase.

Testing Hypothesis III Research

Testing the research hypothesis III which states "There is a significant influence of the work environment on employee performance is carried out using the t test. The statement of hypothesis III research "There is a significant influence of the work environment on employee performance is acceptable". This means that the work environment can be explained with lighting indicators in the workplace that are not dazzling, the cleanliness of the workplace is maintained, air circulation with sufficient oxygen, the workplace is far from noise so that it can concentrate better, and a workplace that is supported by adequate security facilities and infrastructure. adequate by the company. If the work environment is improved, employee performance will also increase.

Coefficient of Determination Value

The coefficient of determination is used to determine the contribution of the independent variables of work discipline (X1), organizational commitment (X2) and work environment (X3) to the dependent variable (Y = performance). The dependent variable, namely the performance variable 77.3%, can be explained by the independent variables in this case work discipline (X1), organizational commitment (X2) and work environment (X3). While the remaining 22.7% is explained by other variables not examined, for example, such as career development, job satisfaction, work motivation and so on.

Conclusion

Based on the results of the Hypothesis Test Testing the research hypothesis I which states "There is a Significant Effect of Work Discipline on Employee Performance" can be accepted. This means that work discipline with indicators of arriving on time at work, contributing to each activity, regularly getting advice and direction from leaders, distance from residence and workplace does not affect punctuality in work, and always obeys the rules set in the company. If work discipline is improved, employee performance will also increase.

Testing the hypothesis II of the research which states "There is a Significant Effect of Organizational Commitment on Employee Performance" can be accepted. " This means that organizational commitment with indicators of feeling active in participating in activities related to the organization, feeling proud to be part of the organization, feeling happy to be part of the organization, feeling a strong desire to work and having internal values that are in line with the values that have been instilled by the organization. and has been determined by the company. If organizational commitment is increased (strengthened) then employee performance will also increase.

Testing the research hypothesis III which states "There is a Significant Effect of the work environment on employee performance" can be accepted. This means that a work environment with lighting indicators in the workplace that is not dazzling, the cleanliness of the workplace is maintained, air circulation with sufficient oxygen, the workplace is far from noise so that it can concentrate better, and a work place that is supported by adequate security facilities and infrastructure. company. If the work environment is improved, employee performance will also increase.

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