


The Influence Of Work Discipline, Work Environment, And Compensation On Employee Performance At Pt Citra Wijaya Teknik

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Article Info	ABSTRACT
Corresponding Author: Yolandita Ilona et.al E-mail: agtovia.frimayasa@undira.ac.id	<p>The main objective of this study is to determine the effect of career development, work environment and work discipline on the performance of PT Memory employees. The objects in this study were employees of PT Memory in the production section of 53 respondents. Data collection was carried out using a questionnaire distribution method. By using a random sampling technique. The data analysis technique used is multiple linear regression analysis using Statistical Product and Service Solution (SPSS). The results showed that career development had a positive and significant effect on employee performance, the work environment had no effect on employee performance, and work discipline had no effect on employee performance. But the test together that Career Development, Work Environment and Work Discipline have a significant influence.</p> <p>Keywords: Career Development, Work Environment and Work Discipline</p>

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INTRODUCTION

Every company certainly wants the goals to be achieved, by wanting these goals, of course there must be elements in them. One of realizing these goals is by managing human resources properly and correctly. This is because human resources are an important factor for the company. Thus the company must be able to find out what problems are happening to employees, because very often every company only demands human resources to be in accordance with the wishes of the company without paying attention to employee performance problems. Therefore human resources in a company are very important and must be managed properly in order to achieve company goals. And one of the factors that can affect employee performance is career development. (Lisa Bintari, 2018) "Career development is one of the things that greatly affects employee performance. Good career development in a company will encourage employees to do their job with enthusiasm in order to achieve the desired career." (Arifin et al., 2020) "Career planning is very helpful in the success of an organization, organizational success is a symbol of employee success, while employee success also reflects the success of an organization".

Basically career development is one way to realize employee performance which aims to increase enthusiasm to the effectiveness of employees in doing work.

Another factor that can affect employee performance is the work environment. The work environment is a factor that can affect the level of employee performance, the comfort of the work environment is an important factor in carrying out work activities, because it can affect the level of employee performance itself. Besides career development and work environment, other factors that can affect employee performance are work discipline.

Besides career development and work environment, other factors that can affect employee performance are work discipline. Discipline is the attitude of a person's willingness and

willingness to obey and obey the norms of regulations that apply around him. Discipline in each individual is of course very important for every company, because discipline itself greatly influences the results of the employee's own performance, with high work discipline, it will can improve employee performance.

The phenomenon that is currently happening at PT. MEMORY is the existence of employee performance problems that have an impact on decreasing employee performance. Based on the results of observations of researchers in the field, the decline in employee performance is caused by several things, namely career development, work environment and work discipline. Many employees feel unenthusiastic at work because there is no career development at work, and the working contract period given is almost the same regardless of each other's working period. Many employees are uncomfortable at work because of the hot air temperature and the amount of dust that prevents employees from carrying out their work activities in a timely manner. Another cause is indiscipline in carrying out work activities,

Performance comes from performance or actual performance, work performance or actual achievements achieved by a person. The definition of performance is the performance of work in quality and quantity presented by an employee in carrying out his duties in accordance with the responsibilities given to him.(Lawu et al., 2019).

Performance can be interpreted as the appearance of employee work both in quantity and quality. Fahmi (2012) in the journal(Robby & Angry, 2021)"explains that performance is an end result obtained by an organization to assess employees usually in one period or one year". According to Sinambela (2016: 483) in the journal(Elianti, 2020)"stated that performance is the willingness of a person or group to carry out an activity and perfect it in accordance with their responsibilities with the expected results". According to (Mangkunegara, 2017) in the journal(Muhammad Dedi Syahputra*, 2018)"Performance is the result of work in quality and quantity that is achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". In the journal(Frimayasa & Lawu, 2020)Performance is about what is done and how to do it (Wibowo, 2016). Performance is performance or performance. Performance is the result of a process carried out by humans. Performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction, and contributes to the economy (Priansa & Suwatno, 2016).

According to Eka Wilda Faida (2019) in the journal(Bayu Rama Laksono1, 2021)states that "The work environment is defined as conditions around employees who are able to help or support employees in carrying out their work". Sutrisno, (2010) in the journal(Suhardi, 2019)"The work environment is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of work". According to Septianto (2010: 15) the work environment is everything that is around the employee and that can affect him in carrying out the tasks he is charged with. Nitisemito (2000: 183), in journal(Badrianto & Ekhsan, 2019)"the work environment is all that exists around workers and can influence it in carrying out work that has been entrusted".

According to Rivai (2011: 825) in the journal(Nurjaya, 2021)"stated 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 awareness and willingness of a person to comply with all company regulations". According to Sutrisno Edy (2009:9) in the journal(Iskamto, 2019)"Discipline is one of the most important functions of human resource management and is the key to achieving organizational goals." Fathoni (2006: 126) in a journal(Princess et al., 2019)*discipline is a person's awareness and willingness to comply with all company regulations.*

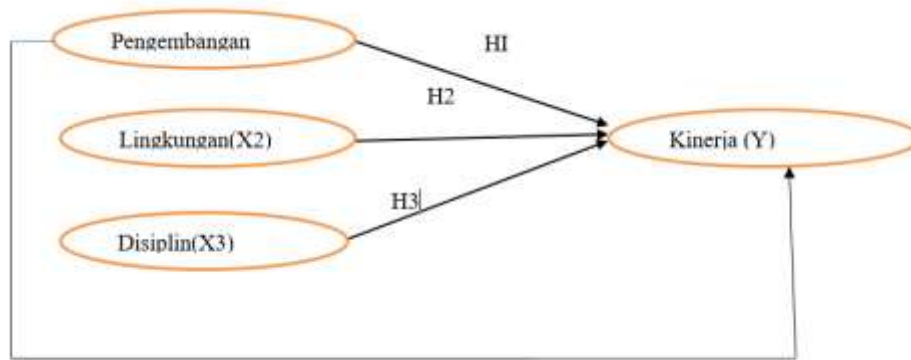


Figure 1 Thinking Framework

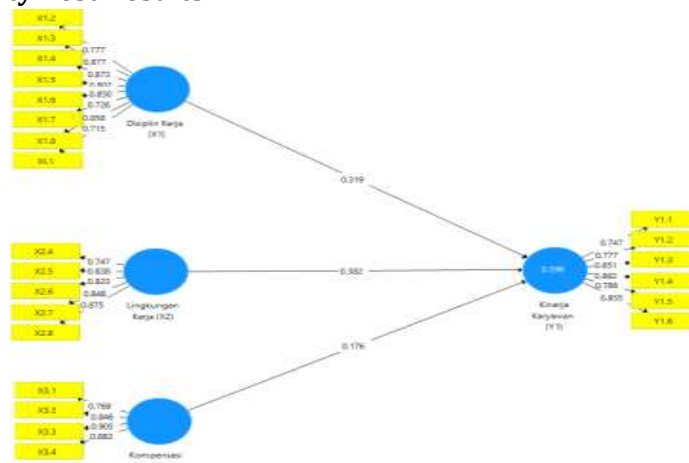
METHOD

The design used in this study is a causal design with a quantitative method approach. According to(Sugiono, 2017)causal quantitative approach isapproach in research that looks for relationships between one variable and another variable that has causation. This research tests the hypotheses that have been set and to look for the influence between the independent variables and the dependent variable.. The population taken in this study were all permanent employees of 80 people, employees who were divided into 2 indoor and outdoor sections. In the indoor section there are 3 people in the finance section, 3 people in the marketing section and 2 people in the administration section, the outdoor section is at PT Citra Wijaya Teknik. The sample in this study uses a saturated sample according to(Sugiono, 2019) Saturated Sampling issample selection technique when all members of the population are sampled. The sampling technique in this study used the Saturated Sampling Technique, in which all populations in this study were sampled. Simple random sampling was used in this study. The population random sampling technique is a simple random sampling technique. Because the research in question involved ordinal data, a Likert scale was used. Partial Least Square (PLS), a strategy for building predictable models when there are too many elements, is used as the data analysis methodology in this study.

RESULTS AND DISCUSSION

DISCUSSION

Convergent Validity Test Results



Source : Output Smart PLS (2023)

Figure 1 PLS Algorithm Results

To test convergent validity, outer loading or factor loading values are used. An indicator is declared to meet convergent validity in the good category if the outer loadings > 0.70. However, in scale development research, a loading factor of 0.50 to 0.60 is still acceptable. By looking at the output results of the correlation between the indicator and the construct as shown in the table and structural figure below.

Table 1 Convergent Validity Test Results

Variable	Indicator	Outer Loading	Information
Work Discipline	X1.1	0.715	<i>Valid</i>
	X1.2	0.777	<i>Valid</i>
	X1.3	0.877	<i>Valid</i>
	X1.4	0.873	<i>Valid</i>
	X1.5	0.802	<i>Valid</i>
	X1.6	0.850	<i>Valid</i>
	X1.7	0.726	<i>Valid</i>
	X1.8	0.858	<i>Valid</i>
Work environment	X2.4	0.747	<i>Valid</i>
	X2.5	0.838	<i>Valid</i>
	X2.6	0.823	<i>Valid</i>
	X2.7	0.848	<i>Valid</i>
	X2.8	0.875	<i>Valid</i>
Compensation	X3.1	0.769	<i>Valid</i>
	X3.2	0.846	<i>Valid</i>
	X3.3	0.905	<i>Valid</i>
	X3.4	0.882	<i>Valid</i>
Employee performance	Y1.1	0.747	<i>Valid</i>
	Y1.2	0.777	<i>Valid</i>
	Y1.3	0.851	<i>Valid</i>

Y1.4	0.882	Valid
Y1.5	0.786	Valid
Y1.6	0.855	Valid

Source: Smart PLS output data (2023)

The results of processing using SmartPLS can be seen in the table above. The value of the outer model or the correlation between constructs and variables can be said to be valid because the Outer loadings value of each indicator is >0.7.

Discriminant Validity Test Results

Variables are said to be valid if the Average Variance Extracted (AVE) of each variable has a value of > 0.50.

Table 2 Discriminant Validity Test Results

	Discipline Work (X1)	Performance Employee (Y1)	Compens ation(X3)	Environment Work (X2)
Work Discipline (X1)	0.812			
Employee Performance (Y1)	0.713	0.818		
Compensation (X3)	0.427	0.507	0.852	
Work environment (X3)	0.834	0.738	0.510	0.827

The model has sufficient discriminant validity if the AVE for each construct is greater than the correlation between the construct and the other constructs in the model, besides that a good model is required if the AVE for each construct is greater than 0.50, then it can be said to have a discriminant value good validity.

Table 3 Discriminant Validity Test Results (Cross loadings)

	(X1)	(Y1)	(X3)	(X2)
X1.2	0.777	0.518	0.423	0.678
X1.3	0.877	0.647	0.332	0.725
X1.4	0.873	0.566	0.348	0.676
X1.5	0.802	0.52	0.200	0.574
X1.6	0.850	0.571	0.305	0.624
X1.7	0.726	0.569	0.294	0.675
X1.8	0.858	0.687	0.453	0.790
X2.4	0.604	0.576	0.606	0.747
X2.5	0.721	0.675	0.424	0.838
X2.6	0.665	0.608	0.278	0.823
X2.7	0.695	0.576	0.349	0.848
X2.8	0.757	0.606	0.457	0.875
X3.1	0.338	0.407	0.769	0.398
X3.2	0.237	0.329	0.846	0.321
X3.3	0.281	0.371	0.905	0.373

X3.4	0.513	0.552	0.882	0.570
XI. 1	0.715	0.513	0.401	0.649
Y1.1	0.616	0.747	0.548	0.641
Y1.2	0.548	0.777	0.424	0.614
Y1.3	0.568	0.851	0.314	0.592
Y1.4	0.574	0.882	0.409	0.603
Y1.5	0.518	0.786	0.376	0.512
Y1.6	0.648	0.855	0.387	0.631
X1.2	0.777	0.518	0.423	0.678
X1.3	0.877	0.647	0.332	0.725
X1.4	0.873	0.566	0.348	0.676

Source: PLS Output, 2023

The results of the cross loadings test show that the value of outer loadings in each of the constructs in question is more than the value of outer loadings in different constructs. It can be concluded that each of the indicators tested is valid and there is no problem with discriminant validity. The square root of average variance extracted (AVE) value must be greater than 0.5

Table 4 AVE Test Results

Average Variance Extracted (AVE)	
Work Discipline (X1)	0.660
Employee Performance (Y1)	0.668
Work Environment (X2)	0.684
Compensation (X3)	0.726

Source: PLS Output, 2023

Composite Reliability Test Results

Composite Reliability is the element used to test the reliability of variable indicators. Variables can be declared to meet composite reliability if the composite reliability value for each variable is > 0.70 . The following is the Composite Reliability value of each variable:

Table 5 Composite Reliability

	Composite Reliability	Information
Compensation (X3)	0.914	reliable
Work Environment (X2)	0.915	reliable
Employee Performance (Y1)	0.923	reliable
Work Discipline (X1)	0.939	reliable

Source: PLS Output, 2023

Based on the data in table 5 above, it can be seen that the Composite Reliability value of the Compensation variable is > 0.7 with a value of 0.914, for the Work Environment variable it has a value of > 0.7 , namely 0.915, for the Employee Performance variable it has a value of > 0.7 , namely 0.923, as well as other variables. Work Discipline also has a value greater than 0.7, which is equal to 0.939. This shows that each variable has Composite Reliability > 0.70 , indicating that the four variables are reliable.

Cronbach's Alpha Test Results

Composite Reliability Test The reliability above can be strengthened by using the Cronbach's Alpha value. A variable can be said to be reliable if it has Cronbach's Alpha > 0.70 .

The following is the Cronbach's Alpha value of each variable.

Table 6 Cronbach's Alpha

	Cronbach's Alpha	Information
Compensation (X3)	0.875	reliable
Work Environment (X2)	0.884	reliable
Employee Performance (Y1)	0.900	reliable
Compensation (X3)	0.925	reliable

Source: PLS Output, 2023

Based on the data in table 6 above, it can be seen that the Cronbach's Alpha value of the Compensation variable is > 0.7 with a value of 0.875, for the Work Environment variable it has a value of > 0.7 , namely 0.884, for the Employee Performance variable it has a value of > 0.7 , namely 0.900, and the compensation variable also has a value greater than 0.7, which is 0.925. This shows that each variable has a Cronbach's Alpha > 0.70 , indicating that the four variables are reliable.

Evaluation of the Inner Model

Evaluation of this model was carried out using the R Square (R) value, Goodness of Fit Test, and Hypothesis Test (Direct Effect and Indirect Effect).

R-Square Value Test Results

Table 7 R-Square Test Results

	R Square	R Square Adjusted
Performance Employee(Y)	0.599	0.583

Source: PLS Output, 2023.

From the results of testing the data above, it can be concluded that the R-Square value simultaneously or simultaneously X1, X2 and X3 on Y1 is 0.599 with an Adjusted R Square value of 0.583. So it can be explained that all exogenous constructs (X1, X2, and X3) jointly affect Y1 by 0.583 or 58.3%.

Goodness of Fit Model Test Results

It is known that the Goodness of Fit test assessment in principle aims to find out whether a data distribution from a sample follows a certain theoretical distribution or not. In this test, decision making is done by looking at the SRMR and NFI values. If the SRMR value of the test results is smaller than 0.08 and the NFI produces between 0 and 1, the closer to 1 the more suitable the model is built, then it can be concluded that the data distribution has followed the theory. The calculation results from the Goodnes of fit test are as follows:

Table 7 Goodnes of Fit Test Results

	Saturated Model	Estimation Models
SRMR	0.093	0.093
d_ULS	2,363	2,363
d_G	1,375	1,375
Chi-Square	546,868	546,868
NFIs	0.694	0.694

Source: PLS Output, 2023

Based on the test results obtained in table 7 above, it is known that the SRMR value obtained is 0.093 and the test results are smaller than 0.08. Meanwhile, the NFI value obtained was 0.694 and the test results were appropriate. Based on these results, it can be concluded that the distribution of data from the sample studied has followed the theoretical distribution.

Hypothesis Testing Results (Estimated Path Coefficient)

Based on the data processing carried out, the results can be used to answer the hypothesis in this study with the help of processed data on r Statistics and P Values. The hypothesis is declared acceptable if the P Value <0.05. In this study there are direct and indirect results because there are independent variables, basic variables, and intermediary variables. In the smartPLS program, the results of this hypothesis test can be seen through the Path Coefficient of the Bootstrapping Technique as follows:

Table 8 Hypothesis Testing Results

	Original Sample (O)	T Statistics (O/STDEV)	P Values	Conclusion
X2 -> Y	0.382	2,622	0.010	Influential positive and Significant
X1 -> Y	0.319	2.112	0.037	Influential positive Significant
X3 -> Y	0.176	1,740	0.070	No Influential positive and Significant

Source: PLS Output, 2023.

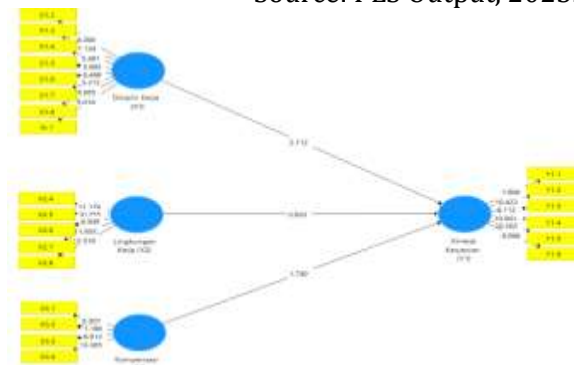


Figure 2. Bootstrapping Test Results

CONCLUSION

Work Discipline has a positive and significant effect on Employee Performance at PT Citra Wijaya Teknik. The work environment has a positive and significant effect on employee performance at PT Citra Wijaya Teknik. Compensation has no positive and significant effect on Employee Performance at PT Citra Wijaya Teknik. Work Discipline, Work Environment together have a positive and significant effect on Employee Performance, but Compensation does not have a positive and significant effect on Employee Performance.

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