



The influence of work morale, work discipline, and work environment on employee performance

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Received: 11 March 2022

Accepted: 25 April 2022

DOI: <https://doi.org/10.55942/jeb1.v2i2.152>

ABSTRACT

This study aims to determine the effect of work morale, work discipline, and work environment on employee performance. This research method is quantitative. The source of data in this study is primary data. The primary data used is by distributing questionnaires to the respondents consisting of questions for which answer choices have been provided using a Likert scale. Likert scale with a scale range of 1-5. The population used in this study were employees of PT SAI, the sampling technique used in this study was a saturated sampling technique with a population of 44 respondents. The analytical technique used in this research is multiple regression test with the help of SPSS 25.0 program. The results showed that work morale, discipline and work environment had a positive and significant effect on employee performance.

Keywords: Say Keys: Morale, Performance Discipline, Work Environment, and Performance

1. INTRODUCTION

In today's digital era, company competition is getting higher. Indonesia is now entering the era of the industrial revolution 4.0 which will force a company or an organization to continue to compete and follow technological developments that are currently happening. This means that the development of new technology will replace the previous technology. This is done by the company in order to survive and compete. In addition to requiring new technology, the company must prepare a change in welcoming these changes to prepare competent human resources. Human resource management is organizing, planning, organizing, coordinating, monitoring and implementing, towards the development, procurement, provision of remuneration, separation of labor and integration to achieve a company goal. Human resources are important assets for the company, therefore their roles and functions cannot be replaced by other resources. The success of the company can be seen from the performance of employees who work within the company. If the employee's performance is good then a company will be able to compete and survive even though there is a lot of competition from other companies. Several important factors that can determine employee performance are compensation, training, morale, work discipline and work environment factors.

PT SAI was established in Karawang in 1986 to serve major customers dealing with auto parts. However, as the company progresses, it now handles not only auto parts but also logistics, golf clubs, hotels and other businesses. In the company there are ups and downs of employee performance. Factors that occur include work enthusiasm affecting employee performance, namely the level of absenteeism, cooperation between employees, job satisfaction, and employee discipline. Morale can be measured to find out the employees in a company as a whole that have been carried out well. With high morale, performance will increase because employees who work will do the work with enthusiasm so that work can be completed quickly and precisely. Morale is an individual factor that can affect employee performance. Morale can show how employees like and carry out work and responsibilities within the company. Morale can be assessed from the level of discipline, attendance, punctuality to complete the responsibility for the work. Based on the timeliness data available at PT. SAI still has employees who are often late for work.



Figure 1. Timeliness Data
Source; PT. SAI (2021)

Based on Figure 1, it can be seen that the problems that occur in morale affect employees, seen from the data on delays in the warehouse employees of PT. S AI, totaling 44 people, employees who were late for work in 2021 in January 14 times a month, in February 4 times, in March 17 times, in April 12 employees were late, in May 1 time and in June 2 times. The level of delay is something that needs to be paid attention to, because it is related that work morale affects performance. From these data, it shows that the problem of the level of morale is still low that occurs at PT S AI so that it makes employees lazy to come to the company and results in work not as expected. Morale must be increased at work, because if morale is not increased it will result in a high number of absenteeism in employees which affects the decline in targets set by the company, because work discipline is one of the keys to achieving the company's success in realizing its goals. Work discipline will encourage employee performance within the company, because the company continues to develop and progress, there must be employees who have high discipline. Therefore, work discipline and employee performance are two things that are always related and related. Based on the attendance data at PT. S AI still has employees who are often absent from work.

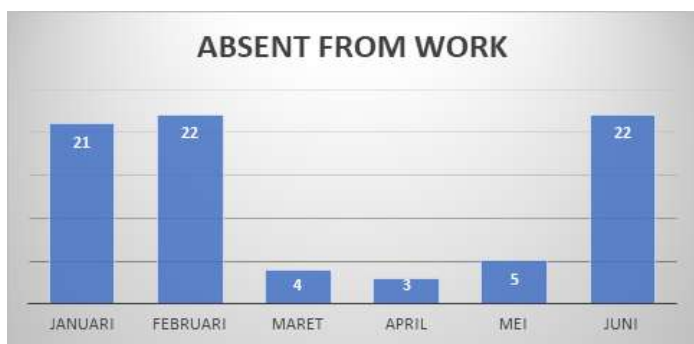


Figure 2. Attendance Data
Source; PT. SAI (2021)

Based on Figure 2, it shows that there are still many employees who do not come to work which results in their work assignments being messy and not in accordance with the specified work. Awareness of work discipline will encourage employee performance within the company, because companies that are able to compete in it have human resources who have high work discipline. This is because work discipline and employee performance are interrelated. The role of the work environment has an effect on improving employee performance.

If employees like the existing environment in the company, then employees will be comfortable at work to carry out the work that has been given by the company. The current condition of the work environment at PT S AI is that the air circulation in the workplace is inadequate and uncomfortable at work, because the hot room conditions make employees who work uncomfortable and interfere with their work. Based on theoretical studies and the results of previous studies, it turns out that the effect of the work environment on employee performance is very contradictory. Therefore, researchers are interested in re-testing and obtaining clarity on the influence of these variables. Thus the research gap from several previous researchers is presented in the following table. The work environment variable in Nasution DAD's research (2019) proves that the work environment has a positive and significant effect on employee performance, while Yenti, S (2019)'s research proves that the work environment has a significant effect on employee performance.

2. LITERATURE REVIEW

Performance

Isvandari (2018) explains that performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization. Performance is the result of a person's work, where all of these results can be proven concretely and can be measured (Tyas, 2018). Septiani (2019) states that performance is the result or level of success of a person or overall during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance and have been mutually agreed upon. Based on several understandings, it can be concluded that employee performance is a measure of what is obtained from what is needed.

Spirit at work

Dito (2019) Work enthusiasm is the condition of a person who supports him/her to do work faster and better in a company. The condition of doing work faster and better is an early picture of employee productivity at work. In other words, there is a direct correlation between high productivity and high morale. Morale is a term that concerns needs outside of work such as income, a sense of security, a higher position in society (Ahmad, 2017). Based on several understandings, it can be concluded that work spirit is a description of the desire, sincerity or desire of employees towards the company which will affect the discipline and readiness of employees in company activities to do tasks better and faster.

Work Discipline

An employee will be successful if that person is able to organize and control a way to organize life and regulate ways work. By because that very connection between successful humans and disciplined individuals. According to Hasibuan (2018), work discipline is the most important operative function of human resource management, because the better the employee's work

discipline, the higher the work performance that can be achieved, whereas if there is no application of good work discipline, it will be difficult for the company to achieve optimal results. Discipline is an effort to manage time in work that is carried out regularly by developing and following existing work rules. (Wardana, 2018). Based on several opinions, it can be concluded that work discipline is a tool used by a superior to communicate with his subordinates in order to comply with all company regulations as well as to control employees so that they are in line with existing norms.

Work environment

According to Munandar (2018), the work environment is a physical and social work environment which includes physical conditions, space, place, work equipment, type of work, superiors, co-workers, subordinates, people outside the company, company culture, company policies and regulations. Nabawi (2020) defines the work environment as everything that concerns the physical and psychological aspects that will directly or indirectly affect employees. Furthermore, according to the conditions of the work environment, it is said to be good or appropriate if humans can carry out activities optimally, healthy, safe and comfortable (Nabawi, 2020). Based on the definition of expert opinion, it can be concluded that the work environment is everything that is in the company that is around employees who work either physically or non-physically that affects the work that is charged and a conducive work environment will encourage and increase passion. employee work so that job satisfaction can be obtained.

3. METHODS

The population and sample in this study were 44 employees of PT SAI. The sample selection in this study was carried out using saturated sampling. Based on the theory and the limitations of existing variables, a conceptual research framework was developed as a measuring tool to discuss the research carried out, namely work spirit, work discipline, and work environment for employees that describe the factors that influence the achievement of company goals and to improve employee performance in the Warehouse section. at PT. S AI. The data obtained directly by providing a list of questions via googleform. In carrying out the research, the author describes the operational indicators of the variables into instruments that will be used in making the questionnaire as primary data and the questions in the questionnaire are accompanied by several alternative answers by placing a tick (✓) on the answer that is considered appropriate using a Likert scale. Analysis of the data used in this study using multiple regression with the help of the SPSS program.

4. RESULTS AND DISCUSSION

Hypothesis testing

Table 1. Hypothesis Test

Model	Coefficients ^a				T	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
1	(Constant)	1.318	2,768		.476	.636
	SUM1	.419	.117	.432	3.575	.001
	SUM2	.252	.102	.236	2,460	.018
	SUM3	.320	.097	.344	3.296	.002

a. Dependent Variable: SUM4

Source: primary data (questionnaire) processed by SPSS 25.0, 2021

N value Sig for the influence of morale on performance is 0.001 < 0.05 and the t value is 3.575 > t table is 2.01818, so it can be concluded that H1 is accepted which means there is an influence of work spirit on performance. N value Sig for the influence of work discipline on performance is 0.001 < 0.05 and the t value is 2,460 > t table is 2,01818, so it can be concluded that H2 is accepted which means there is an influence of work discipline on performance. N value Sig for influence of work environment on performance is 0.001 < 0.05 and the t value is 3,296 > t table is 2,01818, so it can be concluded that H3 is accepted, which means that there is an influence of the work environment on performance.

F Test

Table 2. F . test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	360,965	3	120,322	52.203	.000 ^b
	Residual	92.195	40	2,305		
	Total	453.159	43			

a. Dependent Variable: SUM4

b. Predictors: (Constant), SUM3, SUM2, SUM1

Source: primary data (questionnaire) processed by SPSS 25.0, 2021

Based on the output above, it is known that the significance value for the influence of morale, work discipline and work environment is known simultaneous to performance is as big as 0.000 < 0.05 and F value count 52.203 > F table 2.83, so that could concluded that there is a simultaneous influence of work spirit, work discipline and work environment on performance.

Coefficient of Determination Test (R 2)

Table 3. Coefficient of Determination Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.892 ^a	.797	.781	1.51818	1.573

a. Predictors: (Constant), SUM3, SUM2, SUM1

b. Dependent Variable: SUM4

Source: primary data (questionnaire) processed by SPSS 25.0, 2021

Based on the table above, the Adjusted R Square value (coefficient of determination) is 0.797 or 79.9%. This shows that the percentage of independent contribution of work spirit, work discipline, and work environment to performance is 0.781 or 78.1%. While the rest is influenced by other variables that are not included in this research model.

Discussion

Based on the results of the analysis of work morale, it is known that there is a significant influence on the performance of PT SAI. Morale is one of the most important things in employee performance. The product quality is supported by the level of absenteeism, cooperation, job satisfaction, and discipline. This study is in accordance with the results of research from Yenti (2019) which states that work morale has a significant effect on performance. The results of the work discipline analysis show that there is a significant effect on performance. It is proven by the results of the research on hypothesis testing that there is a positive effect of work discipline on employee performance. Work discipline is one that can affect employee performance. In work discipline, it is supported by the existence of goals and abilities, exemplary leadership, remuneration, justice, and firmness. This research is in accordance with research conducted by Marlina (2019) which states that discipline affects employee performance. The results of the analysis of the work environment is known that there is a significant influence on employee performance. It is proven by the results of the research on hypothesis testing that there is a positive effect of the work environment on performance. The work environment is one that affects performance. The work environment is supported by the existence of lighting, work security, working conditions, the relationship between employees and leaders, and the use of color. This study is in accordance with research conducted by Triastuti (2019) which states that the work environment has a positive effect on employee performance. This means that if the work environment is improved, employee performance will also increase.

5. CONCLUSION

This study aims to analyze the effect of morale, work discipline, and work environment on employee performance. The role of morale can affect employee performance, because the higher the morale, the more employee performance will improve. As well as factors related to morale, namely the level of absenteeism, cooperation, job satisfaction and discipline. The role of work discipline can affect employee performance, because the more work discipline increases, the more employee performance will improve. As well as factors related to work discipline, namely goals and abilities, leadership examples, remuneration, justice, and firmness. The role of the work environment can affect employee performance, because the more conditions in the work environment improve, the more employee performance will improve. As well as factors related to the work environment, namely lighting, job security, the relationship between employees and leaders, and the use of color.

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