

## **The Effect Of Individual Characteristics And Work Environment On Employee Discipline At Badan Perencanaan Pembangunan Daerah Kota Bogor (BAPPEDA)**

**Rismawati<sup>1</sup>, Muhammad Azis Firdaus<sup>2</sup>, Hannisa Rahmaniar Hasnin<sup>3</sup>**

<sup>1,2,3</sup> University Ibn Khaldun Bogor

E-mail: [rismawati09ega@gmail.com](mailto:rismawati09ega@gmail.com)

### **Abstract**

This study aims to determine how much influence individual characteristics and work environment have on employee work discipline at Badan Perencanaan Pembangunan Daerah Kota Bogor (BAPPEDA). The method used in this study uses the Structural Equation Modeling method with a total sample of 46 employees. The data analysis used is to test the model using the SmartPls 4 application which consists of testing the outer and inner models. Data collection techniques used were interviews, observation and questionnaires. Based on the results of the study, it shows that individual characteristics of employee work discipline have a statistical t value of  $0.559 < 1.96$  and a p value of  $0.576 > 0.05$  which means a positive effect but not significant, Work environment on employee work discipline have a statistical t value of  $1.740 < 1.96$  and a p value of  $0.082 > 0.05$  which means a positive effect but not significant, Individual characteristics of the work environment with a statistical t value of  $1.602 < 1.96$  and a p value of  $0.109 > 0.05$ , which means it has an effect but not significant And individual characteristics of employee work discipline through the work environment have a positive but not significant effect with a statistical t value of  $1.003 < 1.96$  and a p value of  $0.316 > 0.05$ .

**Keywords : Individual Characteristics, Work Environment, Employee Work Discipline.**

### **Introduction**

The continuous development of the times and increasingly fierce organizational competition is a challenge in itself for those who have been running or those who are just starting out, for this reason, in accepting employees, during selection and acceptance, you must be careful in looking at these applicants, especially personality or individual characteristics, Because the characteristics of each individual is very influential in carrying out a job. All agencies must have standards of behavior that must be carried out by employees at work, both in writing and in writing so that employees comply with all disciplinary efforts in increasing employee morale. According to Sastrohadiwiry (2013:291) work discipline is an attitude of respect, respect, obedience, and obedience to applicable regulations, both written and unwritten and able to carry it out and not avoid receiving sanctions if he violates the duties and authority given to him.

Aspects that have an important influence in determining good and bad work discipline are individual characteristics. According to Tambingon et al., (2019) in a company, individual characteristics are a real thing because every employee in the company has a different character. Therefore, management is required to understand individual behavior so that it is in line with organizational goals. Human resources or employees are people who give their energy, ability, creativity and effort to the organization to create agency goals so that their existence is maintained.

In addition to individual characteristics, aspects that need attention are the work environment which can affect work discipline. According to Silalahi (2013:118) in Rahmat & Cavorina's research the work environment is the overall elements both inside and outside the organizational boundaries, both directly and indirectly impact on managerial activities to achieve organizational goals. Therefore, agencies must be able to create a conducive work environment to provide a sense of security to employees so that they work more optimally in order to create an attitude of work discipline in employees according to agency expectations.

## **Formulation of the Problem**

The formulation of the problem in this study is as follows:

1. Do individual characteristics affect work discipline
2. Does the work environment affect work discipline
3. Do individual characteristics affect the work environment
4. Do individual characteristics affect work discipline through the work environment

## **Research Objectives**

1. To analyze the effect of individual characteristics on work discipline
2. To analyze the effect of the work environment on work discipline
3. To analyze the effect of individual characteristics on the work environment
4. To analyze the effect of individual characteristics on work discipline through work environment variables

## **Research Methods**

### **Data Type**

The type of data used in conducting research uses quantitative data. The research method describes or gives an overview of the object under study through data or samples that have been collected.

### **Data Source**

Sources of data obtained in this study with data sources namely:

Primary data According to Sunyoto (2013:21) is original data collected by researchers to specifically answer problems in their research. In general, this primary data was not previously available, so researchers have to do their own data collection according to what is needed.

### **Data Collection Techniques**

In this study, data collection techniques were carried out by:

1. Observation
2. Interview
3. Questionnaire
4. Library Studies

## **Population and Sample**

Population according to Margono Arfatin Nurrahmah (2021:34) is the overall data that is the center of attention of researchers in the scope. This population is related to data, if someone provides data, then the size or number of the population will be the same as the number of humans. The population in this study are all employees Badan perencanaan Pembangunan Daerah Kota Bogor totaling 46 employees. And in this study the total population was taken as a sample.

## **Research variable**

### **1. Exogenous Variables**

According to Yudiaatmaja (2017:2) Yudiaatmaja exogenous variables are variables in which there are no arrows in the diagram leading to them. In this study the exogenous variable is individual characteristics (X1)

### **2. Endogenous Variables**

According to Yudiaatmaja (2017:2) endogenous variables are variables that in the diagram have arrows pointing towards them. In this study, the endogenous variables are the work environment (X2) and employee work discipline (Y).

## Research Hypothesis

$H_{01}$  : there is no significant effect between individual characteristics on employee work discipline at Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda)

$H_{a1}$  : there is a significant influence between individual characteristics on employee work discipline at Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda)

$H_{02}$  : there is no significant effect between the work environment on employee work discipline at Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda)

$H_{a2}$  : there is a significant influence between the work environment on employee work discipline at Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda)

$H_{03}$  : there is no significant influence between individual characteristics on the work environment at Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda)

$H_{a3}$  : there is a significant influence between individual characteristics on the work environment at Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda)

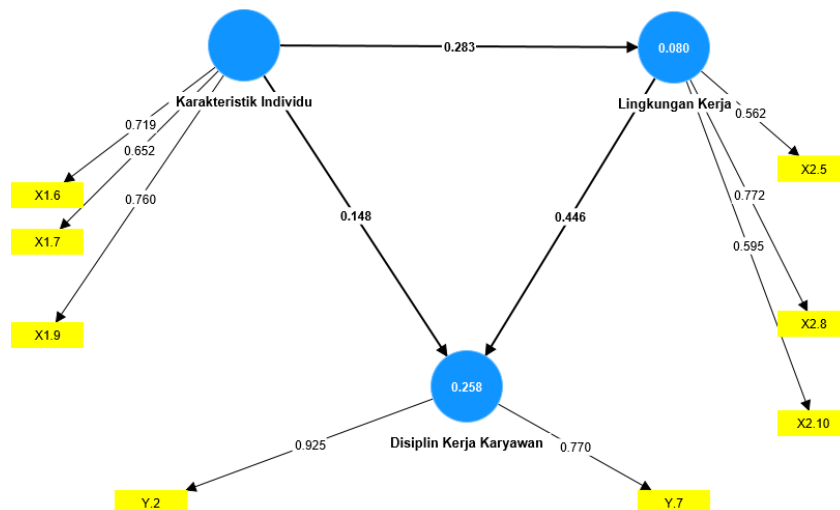
$H_{04}$  : there is no significant effect between employee work discipline on Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda) through individual characteristic variables

$H_{a4}$  : there is a significant influence between employee work discipline on Badan Perencanaan Pembangunan Daerah Kota Bogor (Bappeda) through individual characteristic variables

## Results And Discussion

### Outer Model

#### a) Convergent Validity



**Figure 1 : Outerloading Convergent Validity**

Obtained from the results of convergent validity calculations for each indicator in each variable group shows no value less than 0.5 which means that the research data can be tested with further testing.

### Discriminant Validity

**Table 1 Discriminant Validity Test Results**

	<i>Cronbach's alpha</i>	<i>Composite reliability (rho_a)</i>	<i>Composite reliability (rho_c)</i>	The average of the Variance is

				extracted (AVE)
Employee Work Discipline	0.639	1.231	0.816	0.696
Individual Characteristics	0.527	0.527	0.761	0.515
Work Environment	0.514	0.641	0.791	0.658

Source: Processed data results 2023

From the results above it can be seen that the employee work discipline variable has an AVE value of 0.696, the work environment variable has an AVE value of 0.658, both of which have a value above 0.5, and the individual characteristic variable has an AVE value of 0.515 which can be said to be valid.

### Composite Reliability

**Table 2 Composite Reliability Test Results**

	<i>Cronbach's alpha</i>	<i>Composite reliability (rho_a)</i>	<i>Composite reliability (rho_c)</i>	The average of the Variance is extracted (AVE)
Employee Work Discipline	0.639	1.231	0.816	0.696
Individual Characteristics	0.527	0.527	0.761	0.515
Work Environment	0.514	0.641	0.791	0.658

Source: Processed data results 2023

From the results above it can be seen that the employee work discipline variable has a value of 0.816 > 0.7, The individual characteristic variable has a value of 0.761 > 0.7 and the work environment variable has a value of 0.791 > 0.7. It can be concluded that the results of the Composite reliability test on each variable are reliable because each has a value of > 0.7.

### Iner Model

#### a) R-Square

**Table 3 R-Square Test Results**

	R-square	Adjusted R-square

Employee Work Discipline	0.160	0.120
Work Environment	0.102	0.082

Source: Processed data results 2023

The r square value of 0.160 means that the endogenous variable (employee work discipline) is influenced by the exogenous variable (individual characteristics) of 16.0%. The r square value of 0.102 means that endogenous variables (work environment) are influenced by exogenous variables (individual characteristics) of 10.2%.

**b) Path Coefficients**

**Table 4 Path Coefficients Test Results**

	Original Sample (O)	Sample Average (M)	Standard deviation (STDEV)	T statistics ( O/STDEV )	P values
Individual Characteristics -> Employee Work Discipline	0.151	0.174	0.269	0.559	0.576
Individual Characteristics -> Work Environment	0.320	0.347	0.200	1.602	0.109
Work Environment -> Employee Work Discipline	0.325	0.342	0.187	1.740	0.082

Source: Processed data results 2023

Can be seen the level of path analysis of exogenous variables (individual characteristics) to endogenous (employee work discipline) in the results of this study showed a positive but not significant effect on the statistical t value of  $0.559 < 1.96$  and the p value of  $0.576 > 0.05$ . On endogenous variables (work environment) on endogenous (employee work discipline) there is a positive influence but not significant at the statistical t value of  $1.740 < 1.96$  and the p value of  $0.082 > 0.05$ .

**c) Indirect Effect**

**Table 5 Indirect Effect Test Results**

	Original Sample (O)	Sample Average (M)	Standard Deviation (STDEV)	T statistics ( O/STDEV )	P values

Individual Characteristics -> Employee Work Discipline -> Work Environment	0.104	0.116	0.104	1.003	0.316
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Source: Processed data results 2023

It can be seen that the level of indirect effect on exogenous variables (individual characteristics) to endogenous (employee work discipline) through endogenous (work environment) in the results of this study showed a positive but not significant effect on the statistical t value of 1.003 < 1.96 and the p value of 0.316 > 0.05.

## Conclusion

Based on the tests that have been carried out, the following conclusions can be drawn: a) Individual Characteristics does not have a significant effect on Employee Work Discipline, but shows a positive relationship between Individual Characteristics and Employee Work Discipline. b) Work environment does not have a significant effect on employee work discipline, but shows a positive relationship between work environment and employee work discipline. c) Individual characteristics do not have a significant effect on the work environment, but show a positive relationship between individual characteristics and the work environment. d) Individual characteristics do not have a significant effect on Employee Work Discipline through the Work Environment, but show a positive relationship between Individual Characteristics and Employee Work Discipline through the Work Environment.

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