

The Influence Of Environment And Work Discipline On Employee Performance At Cv.Orion Sportwear, Bogor District

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Abstract

This study aims, namely 1) to determine whether the environment affects employee performance, 2) to determine whether work discipline affects employee performance, 3) to determine whether the environment and work discipline simultaneously affect employee performance. The population in this study were all employees at CV Orion Sportwear Bogor Regency as many as 32 people. Data analysis techniques using Multiple Linear Regression analysis. The results showed 1) the environment has a positive and significant effect on employee performance, 2) work discipline has a positive and significant effect on employee performance, 3) the environment and work discipline simultaneously have a positive and significant effect on employee performance.

Introduction

Employee performance is the result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. According to Simanjuntak (2015) in (Tyas & Sunuharyo, 2018) performance is the level of reporting results on the implementation of certain tasks. employee performance at work. According to Sri Widodo (2016: 96) "the work environment is an environment where employees can carry out daily activities with all the work facilities and infrastructure needed to carry out these tasks". In (Susilowati & Andayani, 2021) If the performance displayed by employees is low, it will hinder the company from achieving its goals. However, if the performance displayed by employees is high, then CV in achieving its goals will be easy. Therefore, in order for high employee performance and CV goals to be achieved, the company must be able to encourage its employees to always improve their performance.

So based on the description above, the author is interested in conducting research with the title "ENVIRONMENTAL EFFECTS AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT CV.ORION SPORTWEAR, BOGOR DISTRICT"

Methods

Data type

The type of data is divided into two, namely qualitative and quantitative :

1. Qualitative Data

Qualitative data is data that cannot be calculated mathematically. Usually this data is in the form of sentences, schemes, and descriptions of a company, such as literature and theories related to a study.

Quantitative data is data that is usually in the form of units of numbers, either obtained from the original source or based on the results of statistical measurements using statistical calculations that have been done previously.

In this study the authors used data sources, namely primary data and secondary data.

2. Primary Data

Primary data is data obtained directly from the main source or key informants (not through intermediaries). The primary data is specifically obtained from key informants and informants collected by researchers to answer questions from researchers, which were conducted through in-depth interviews.

3. Secondary Data

Secondary data sources are additional data sources in research in the form of documents that can complement scientific writing. These documents can be in the form of magazines, newspapers, and official documentation.

Data collection technique

1. Interview

This interview was obtained to obtain the data and information needed according to the researcher, by way of question and answer and face to face between the researcher and the informant and using writing aids and voice recorders as well as an interview guide. The purpose of the researchers used the interview method to obtain accurate data.

Population and sample

Population

a place which as a whole consists of a group of individuals. Each individual has its own qualities and specifics that will be used by researchers as a source of research data and obtain conclusions from research (Sugiyono, 2014: 80) The population in this research is employees who work at CV Orion Sportwear, totaling 32 employees obtained in 2021.

sample

is part of the characteristics and the amount obtained by the population in the study (Sugiyono, 2014: 81). The way to collect data in this research is by using a saturated sample technique or non-probability sampling. The method used in this technique is purposive sampling. According to (Sugiyono, 2014: 85), a saturated sample is a sampling method if all population data is considered to be a research sample. The sample in this study were 32 employees.

Research Methods

Types of Research Data

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2. Questionnaire (questionnaire)

By making a list of questions first then filled in by the parties concerned regarding matters that have not been understood after the in-person interview. Questionnaires can be given to respondents directly or sent by post or e-mail via the internet.

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Data analysis method

According to (Sugiyono, 2014) what is meant by data analysis is as follows:

Data analysis is an activity after data from all respondents has been collected. Activities in data analysis classify data based on variables and types of respondents, present data from each variable studied, perform calculations to answer the problem formulation and perform calculations to test the hypotheses **that have been proposed**.

Instrument testing is carried out to test whether the measuring instrument used is valid or reliable. Because by using valid and reliable instruments in data collection, it is hoped that the research results will be valid and reliable. Therefore, in this study a trial questionnaire needs to be carried out to determine the validity and reliability of the contents of the questionnaire. In addition, the tryout is also intended to find out whether there are question items that contain answers that are less objective, unclear or confusing. Instrument test consists of validity test and reliability test.

Classic assumption test

Namely in the use of regression, on the two most important basic assumptions as a condition for using the regression method.

Normality Test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution or not (Siregar, 2015, p. 49) The normality test in this study uses the Kolmogorov Smirnov test. Conclusions of the normality test results can be seen:

- If the significance value is > 0.05 , it is stated that the data is normally distributed.
- If the significance value is < 0.05 , it is stated that the data is not normally distributed.

Multicollinearity test

According to (Ghozali, 2018, p. 107) the multicollinearity test aims to test whether the regression model found a high or perfect correlation between the independent variables. If in the regression model formed there is a high correlation between the independent variables, then the regression model contains multicollinearity symptoms. Multicollinearity can be seen from the tolerance value and variance inflation factor (VIF), namely:

- Tolerance value > 0.10 and VIF value < 10 , it can be concluded that there is no multicollinearity between the independent variables in the regression model.
- Tolerance value < 0.10 and VIF > 10 , it can be concluded that there is multicollinearity between the independent variables in the regression model.

Heteroscedasticity Test

According to (Ghozali, 2018, p. 137) explains that the heteroscedasticity test is a test to test whether in a regression model there is an inequality of variance from the residuals of one observation to another. The regression model can be declared homoscedasticity if the residual variance of one observation to another observation remains, otherwise the regression model is declared heteroscedasticity if the variance of the residuals of one observation with other observations is different. So a good regression model is one that does not have heteroscedasticity or in other words the occurrence of a homoscedasticity regression model. The heteroscedasticity test can be carried out by examining whether or not a specific pattern appears on the graph plot between the residual (SRESID) and the predicted value of the dependent variable, namely ZPRED, where the Y axis represents the y prediction and the X axis represents the standard. remainder (the predicted Y - the actual Y). The analysis is based on the following:

1. Heteroscedasticity will appear if there is a certain pattern, such as dots that form a regular pattern (wavy, enlarged, then narrowed).

Heteroscedasticity will not occur if there is no visible pattern and the dots are the same distance above and below the number 0.

Multiple Linear Regression Analysis

According to (Sugiyono, 2017) multiple linear regression is when two or more independent variables are changed as predictor factors (the value is increased or decreased), multiple linear regression tries to predict how the conditions (increase and decrease) of the dependent variable will change.

Multiple Linear Regression is used to determine the pattern or shape of the influence between the independent variables and the dependent variable simultaneously. Multiple linear regression formula, as follows:

$$\gamma = \alpha + b_1 X_1 + b_2 X_2$$

Information:

γ = Employee Performance

α = Constant

b_1, b_2 = Regression coefficient

X_1 = Work Environment

X_2 = Work discipline

Hypothesis test

Hypothesis testing is a procedure carried out in research with the aim of being able to make a decision to accept or reject the proposed hypothesis. Hypothesis testing is done by estimating population parameters based on sample data through inferential statistical tests, namely to test the truth of a statement statistically and draw conclusions to accept or reject the statement.

Results

Classic assumption test

The classical assumption test in this study aims to provide certainty that the regression equation obtained has accuracy in the form of estimation, is not biased, and is consistent

Normality test

The normality test in this study aims to determine whether the data is normally distributed or not. The test criteria:

- If the value of significance is > 0.05 , then the data is normally distributed.
- If the value of significance is < 0.05 , then the data is not normally distributed.

One-Sample Kolmogorov-Smirnov Test

N	Unstandardized Residual
Normal Parameters ^{a,b}	32
	Mean
Most Extreme Differences	Std. Deviation
	Absolute
	Positive
	Negative
Test Statistic	.104
Asymp. Sig. (2-tailed)	.200 ^{c,d}
a. Test distribution is Normal.	
b. Calculated from data.	
c. Lilliefors Significance Correction.	
d. This is a lower bound of the true significance.	

Based on the table above, it can be concluded that the Asymo, Sig.(2-Tailed) value is $0.200 > 0.05$, it is stated that the data from the three variables that have been tested are normally distributed.

Multiple Linear Regression Analysis

Regression is used to determine how the pattern of the dependent variable can be predicted through the independent variable (predictor). Following are the results of multiple linear regression testing:

Coefficients^a

Unstandardized Coefficients		Standardized Coefficients	t	Sig.
B	Std. Error	Beta		
6.247	8.161		.765	.450
.891	.131	.810	6.797	.000
.005	.129	.004	.036	.971

a.dependent variabel: y

Based on the data in the table above, the multiple linear regression equation is obtained as follows: $Y = 8.161 + 0.131 X1 + 0.129 X2$. From these equations it can be concluded that:

- The constant value of 8.161 is a condition when the employee performance variable (Y) has not been influenced by the environment variable (X1) and work discipline (X2). If the independent variable does not exist, then the employee performance variable does not change.
- The environmental regression coefficient (X1) is 0.131, meaning that if the environmental variable (X1) increases by 1 unit, assuming the work discipline variable (X2) is constant, work performance (Y) will increase by 0.131 units.
- The regression value is 0.129 (positive) meaning that if the work discipline variable (X2) increases by 1 unit assuming the environment variable (X1) is constant, employee performance (Y) will increase by 0.129 units.

Hypothesis testing

Statistical Test t (Partial Test)

The t test in this study aims to test each independent variable or variable, to see whether variable X1 (Environment) and X2 (Work Discipline) have a positive and significant effect on variable Y (Employee Performance).

The test criteria.

If $t_{count} < t_{table}$ means that H_0 is accepted and H_a is rejected, meaning that there is no positive and significant effect of workload and work discipline on work performance.

If $t_{count} > t_{table}$ means that H_0 is rejected and H_a is accepted, meaning that there is a positive and significant effect of workload and work discipline on work performance.

Look for the t table value

It is known: $\alpha = 5\%$

$t_{table} = t(\alpha/2; n-k-1)$

$= t(0.05/2; 32-2-1)_{ss}$

$= (0.025 : 29)$

$t_{table} = 2.045$

Lingkungan X1

Tabel 1 Lingkungan X1

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.340	7.622		.832	.412
	x1	.893	.117	.811	7.604	.000

a.dependent variable:y

Based on the t-test results table (partial) above, it shows that the significance value of the influence of the environment (X1) on performance (Y) is $0.000 < 0.05$ and the t-count value is $7.604 >$ the t-table value is 2.045, then H_0 is rejected and H_{a1} is accepted. This means that there is a significant influence of the environment on performance,

Tabel 2 Disiplin Kerja X2

Disiplin Kerja X2						
Coefficients ^a						
Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error	Beta			
1	(Constant)	15.317	4.572		3.350	.001
	Total_X2	.726	.101	.667	7.213	.000

a. Dependent Variable: Total_Y

Based on the t-test results table (partial) above, it shows that the significance value of the influence of work discipline (X2) on performance (Y) is 0.000 < 0.05 and the t-count value is 7.213 > the t-table value is 2.045, then Ho2 is rejected and Ha2 is accepted. This means that there is a significant influence of work discipline on performance.

Statistical Test f (Partial Test)

Test F determines a'pa'ka'h independent factor has da'mpa'k indifference (simultaneously) on the dependent variable, use the test as a whole 'n. By using dilstrilbusil F, testing ilnil dilla'kuka'n by contrasting ska'n nilla'il F which dilhiltung with nilla'il.F, ma'ka' is needed 'n a'da'nya' dera'ja't beba's pembilla'ng da'n dera'ja't. where the F table value = 3.33 (Based on the F distribution table with a probability of 0.05).

Tabel 3 Uji F

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1196.283	2	598.141	27.947	.000 ^b
	Residual	620.686	29	21.403		
	Total	1816.969	31			

a. Dependent Variable: y

b. Predictors: (Constant), x2, x1

Based on the f test results table above, it shows that the significance value of the influence of Environment (X1) and Work Discipline (X2) on Performance (Y) is 0.000 < 0.05 and the calculated f value is 27.947 > the f table value is 3.33, then Ho3 is rejected and Ha3 accepted. This means that there is a significant influence of the environment and work discipline simultaneously on performance.

Conclusion

Based on the results of research conducted by the author with the research title "The Influence of the Environment and Work Discipline on Employee Performance at CV.Orion Sportwear Bogor Regency." Then there are several conclusions as follows: 1) Partially, the environmental variable (X1) has a significant effect on the employee performance variable (Y) at CV.Orion Sportwear. 2) Partially the work discipline variable (X2) has a significant effect on the employee performance variable (Y) at CV.Orion Sportwear. 3) Simultaneously the Environment variable (X1) and the Work Discipline variable (X2) affect the employee performance variable (Y) at CV.Orion Sportwear.

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