

The Effect of Work Discipline, Work Environment On Employee Performance In Marine And Fishery Services South Aceh District

Saipul Bahri^a, Muzakir^b

a,b) Department of Management, Faculty of Economic, Universitas Teuku Umar

Corresponding author: saifulbahri06maret@gmail.com

ABSTRAK

Penelitian ini bertujuan untuk melihat pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja pegawai pada Dinas Kelautan dan Perikanan Kabupaten Aceh Selatan. Penelitian ini bersifat deskriptif kuantitatif. Populasi penelitian ini adalah seluruh PNS dan non PNS yang bekerja di dinas yang berjumlah 50 orang. Kuesioner dibagikan kepada seluruh responden dengan 33 responden yang mengembalikan kuesioner yang kemudian dijadikan sampel penelitian. Hasil penelitian menunjukkan bahwa secara parsial disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Lingkungan kerja berpengaruh positif namun tidak signifikan terhadap kinerja pegawai pada Dinas Kelautan dan Perikanan Kabupaten Aceh Selatan. Secara simultan variabel disiplin kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Dinas Kelautan dan Perikanan Kabupaten Aceh Selatan. Secara keseluruhan, variabel disiplin kerja dan lingkungan kerja hanya dapat menjelaskan variabel kinerja karyawan sebanyak 33%, sedangkan 77% persen dijelaskan oleh faktor lain yang tidak disebutkan dalam penelitian.

Kata Kunci : Disiplin Kerja, Kinerja Karyawan, Lingkungan Kerja, Motivasi.

ABSTRACT

This study aims to see the effect of work discipline and work environment on employee performance at the Department of Maritime Affairs and Fisheries, South Aceh Regency. This research is quantitative descriptive. The research population is all civil servants and non-civil servants who work in the service, totaling 50 people. Questionnaires were distributed to all respondents with 33 respondents who returned the questionnaire which were then used as research samples. The results showed that partially work discipline had a positive and significant effect on employee performance. The work environment has a positive but not significant effect on employee performance at the Department of Marine Affairs and Fisheries, South Aceh Regency. Simultaneously, the variables of work discipline and work environment have a positive and significant influence on the performance of employees at the Department of Maritime Affairs and Fisheries, South Aceh Regency. Overall, work discipline and work environment variables can only explain employee performance variables as much as 33%, while 77% percent are explained by other factors not mentioned in the study.

Keywords: Work Discipline, Employee Performance, Work Environment, Motivation.

INTRODUCTION

In achieving the goals and vision and mission of a company or organization, the quality of Human Resources has a very important role. With the presence of qualified human resources, it will be easier for an organization to create a strategic idea and be able to implement it in real activities in the field. Human resources are the most important asset for an institution, organization, or company. Innovations and strategic ideas often arise from the thoughts of competent individuals. Moreover, with the development of increasingly advanced technology and civilization, the competition in getting employees or employees who have high competence is getting tougher. Therefore, many companies or organizations are then looking for ways to improve the performance of their employees. Performance is something that results from the work of an employee in order to achieve the goals of an organization within a certain time span (Tika, 2016). In addition, performance can also be defined as the

Jurnal Bisnis dan Kajian Strategi Manajemen

Volume 6 Nomor 2, 2022

ISSN : 2614-2147

quality and quantity of work achieved by employees in doing everything that is assigned to them (Mangkunegara, 2017). The performance of employees or employees must be monitored regularly to ensure that there is no decline in quality. The success of a company in achieving its goals cannot be separated from various factors. One of them is the level of employee discipline. Employee discipline is one of the main keys in achieving goals. Work discipline can be defined as a form in which employees often come and return according to a predetermined schedule, do all the tasks given carefully, obey all the rules that apply at work and comply with applicable social norms (Hasibuan, 2016). Work discipline can also be interpreted as a tool used by the leaders of an organization or company that aims to change behavior and also as a way to increase employee awareness and desire in complying with all the rules and norms that apply in that place (Affandi, 2018). In addition, another factor that can affect employee performance is the work environment. The work environment is the whole of the tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group (Sedarmayanti, 2017). Leaders of an organization should always pay attention to the conditions of the work environment to create a comfortable and conducive atmosphere so that employees or employees can concentrate well and in the end the output of work can be maximized. The environment in question can be in the form of a physical environment such as office space, air circulation, facilities, etc. as well as a non-physical environment such as colleagues, relationships with superiors and so on.

The Department of Marine Affairs and Fisheries of South Aceh Regency is one of the services in South Aceh. Overall, there are 50 people consisting of 31 employees and 19 honorary people. According to the researcher's observations, although the number of employees in the service is not too many, the level of discipline is relatively high as seen from the compliance of employees in entering and leaving work. However, when viewed from the side of the work environment, there is still a lack of physical facilities and infrastructure such as a narrow work space and very minimal entertainment facilities, which greatly limits the space for employees to move, so employees often complain about this. However, when viewed from the non-physical environment, the relationship between employees is closely related to many activities carried out together. Leaders also tend to be familiar with subordinates and of course this can affect employee performance. This condition has attracted the author's interest. Therefore, this study empirically examines the effect of work discipline, work environment and motivation on employee performance at the Marine and Fisheries Service in South Aceh Regency.

LITERATURE REVIEW

Employee Performance

According to Rivai (2006) performance is a real action that is shown by each individual as a work achievement obtained by the individual in accordance with what has been charged to him by the organization where he works. Karen et al (2011) explain that performance is a level of individual achievement in a company or organization that can increase productivity. Performance is a very vital thing in an organization. The ability of an organization to realize its vision, mission, and goals is very dependent on the ability or

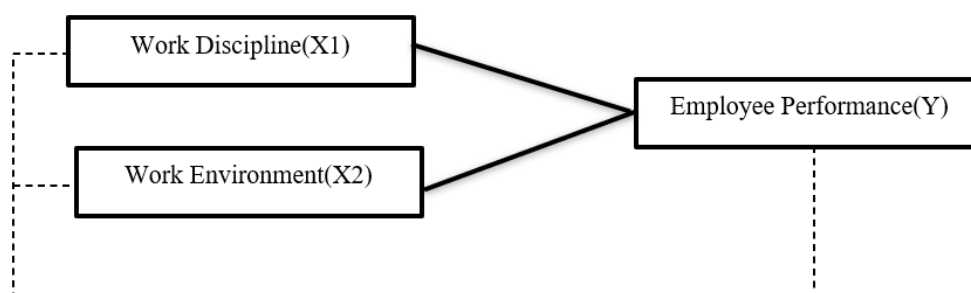
performance of the people working in the organization. Therefore, an organization must look for ways to improve employee performance, either by recruiting new competent personnel or by conducting training to improve the quality of existing employees. Improving the quality of performance will also drain an organization's time and resources so that every program implemented must be effective and efficient. Work discipline can be interpreted as a tool used by the leaders of an organization or company that aims to change behavior and also as a way to increase employee awareness and desire in complying with all the rules and norms that apply in that place (Affandi, 2018).

Work discipline is an important factor in improving employee performance. An individual who has a high level of discipline tends to work on time and according to what is assigned to him so that the results of the work can be optimal. Without high work discipline from employees, the company's goals will not be achieved in a timely manner short time, it is even more likely that an organization will collapse or disband before the goals are achieved. Good discipline reflects the amount of individual responsibility for the workload assigned to him. The emergence of disciplinary actions of employees can be bad for an organization. Outside the organization, this action will tarnish the image and good name of the organization in the eyes of the public so that the level of trust of the general public will decrease. Within the organization itself, this disciplinary action will spread quickly to other employees if not addressed quickly.

Work environment

The work environment relates to the circumstances around employees working for an organization. Creating a comfortable and peaceful situation will encourage employees to concentrate on the assigned tasks so that it will provide optimal results as well. The work environment is everything that is around employees that can affect the physical and mental conditions of the workers around them so that it will bring job satisfaction for optimal work results. The work environment is the whole of the tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group (Sedarmayanti, 2017). The work environment can be divided into two types, namely the physical environment and the non-physical environment. The physical environment can be divided into two, namely the work environment that is directly related to employees such as work centers, chairs, tables and so on and the intermediary environment such as air circulation, noise levels, lighting, and room temperature. Framework The framework for this research is as follows

Figure 1. Thinking Framework



Research Hypothesis

Based on the description above, the hypothesis of this research can be arranged as follows;

H1. Work Discipline has a positive influence on employee performance at the Department of Marine Affairs and Fisheries, South Aceh Regency.

H2. The Work Environment Has a Positive Effect on the Performance of Employees at the Department of Marine Affairs and Fisheries, South Aceh Regency.

H3. Work Discipline, Work Environment Has A Positive Influence On Employee Performance In The Marine And Fisheries Service Of South Aceh Regency.

RESEARCH METHODS

Research design

This research is quantitative research. Sampling using random sampling method using the questionnaire method. A set of questions based on indicators is given to respondents. The population of this study is all civil servants and non-civil servants at the South Aceh Marine and Fisheries Service. The sample was taken based on the number of respondents who returned the questionnaire with a minimum sample of 30 people (Sugiyono, 2019). The data obtained were then tabulated using Microsoft excel and then tested for validity, reliability and classical assumption tests. Then the multiple regression test was used to see the effect of the independent variable on the dependent variable.

Data collection

This research is a quantitative research, data collection is done by using a questionnaire. Questionnaires are given directly to respondents. The results of the questionnaire are then tabulated into Microsoft excel for further processing using the Statistical Product and Service Solutions (SPSS) application.

Population and Sample

The population in this study were all employees in the South Aceh Marine and Fisheries Service, totaling 50 people. Of the 50 questionnaires distributed, only 33 respondents filled out and returned the questionnaire. Based on statistics, this number has met the minimum requirements of respondents to use the regression method (minimum 30 people). Furthermore, descriptive statistical analysis was carried out to see the distribution of respondents' statistics, as presented in the table below.

Table 1. Descriptive Statistical Data

	Description	N	%
Gender	Man	17	51
	Woman	16	49
Age	20 - 24 years	4	12
	25 - 29 years	4	12
	30 – 34 years	5	15
	35 – 39 years	3	9
	40 – 44 years	4	12
	45 – 49 years	5	15
	50 – 54 years	4	12
Status	55 – 59 years	4	12
	PNS	22	66,4
	Non – PNS	11	33,6

Based on the descriptive results above, it can be seen that the research data does not have a big difference between the sexes of men - men and women, while the status of PNS respondents is twice as large as respondents with Non-PNS status. Data analysis method This research is a descriptive quantitative study, the data taken are primary data obtained through a set of questionnaires using Likert scale questions. The data is then tabulated into Microsoft excel and then entered into the SPSS software for further testing. The first test is the validity and reliability test to see the feasibility of the research instrument. Then the classical assumption test was carried out to see the distribution of research data and the feasibility of the model. If the distribution of the data is feasible to be tested, then the method of multiple regression analysis is used and the T test and F test are used to test the research hypothesis.

RESULTS AND DISCUSSION

As the steps described above that the first stage is the validity and reliability test, then the following are the results of the validity test for each item of the research questionnaire questions.

Table 1.1 Table of Questionnaire Item Validity Test Results

No	Variable	Indicator	Correlation	Note
1	Work Discipline (X1)	X1.1	0.388	Valid
		X1.2	0.601	Valid
		X1.3	0.595	Valid
		X1.4	0.575	Valid
		X1.5	0.656	Valid
		X1.6	0.600	Valid
		X1.7	0.474	Valid
		X1.8	0.613	Valid
		X1.9	0.551	Valid
		X1.10	0.648	Valid
		X1.11	0.637	Valid
2	Work environment	X2.1	0.798	Valid
		X2.2	0.590	Valid
		X2.3	0.714	Valid
		X2.4	0.883	Valid
		X2.5	0.595	Valid
		X2.6	0.635	Valid
		X2.7	0.440	Valid
		X2.8	0.380	Valid
		X2.9	0.496	Valid
		X2.10	0.586	Valid
		X2.11	0.763	Valid
		X2.12	0.750	Valid
		X2.13	0.525	Valid
		X2.14	0.496	Valid
		X2.15	0.517	Valid
		X2.16	0.387	Valid
3	Employee Performance	Y1.1	0.451	Valid
		Y1.2	0.502	Valid
		Y1.3	0.619	Valid
		Y1.4	0.588	Valid
		Y1.5	0.640	Valid

	Y1.6	0.581	Valid
	Y1.7	0.464	Valid
	Y1.8	0.464	Valid
	Y1.9	0.523	Valid
	Y1.10	0.559	Valid

Based on the table above, it can be concluded that all items are valid and feasible to be used as research models. While the results of the reliability test are as follows:

Table. 1.3 Questionnaire reliability test results

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.695	.740	3

Based on the table above, all questionnaire items are above 0.60, which means that the questionnaire items are reliable and feasible to be used as research. The results of hypothesis testing (T test and F test) are as follows;

Table. 1.4 T Test Results

Model		Coefficients ^a		Standardized Coefficients Beta	t	Sig.
		Unstandardized Coefficients B	Std. Error			
1	(Constant)	26.190	4.750		5.513	.000
	X1	.289	.096	.529	3.010	.005
	X2	.037	.080	.081	.459	.650

a. Dependent Variable: Y

Table. 1.5 Simultaneous Test F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	50.448	2	25.224	7.434	.002 ^b
	Residual	101.795	30	3.393		
	Total	152.242	32			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Based on the results of the multiple regression test above, it is known that the work discipline variable has a significance value of 0.005 so it can be concluded that the X1 variable has a positive and significant influence on the dependent variable of employee performance. While the Work Environment variable (X2) has a beta value of 0.037 with a

significance value of 0.650 or greater than the value of 5% so that it can be concluded that the work environment variable has a positive but not significant effect on the dependent variable of Employee Performance. Thus the multiple regression equation for this study is as follows;

$$Y = 26.190 + 0.289X1 + 0.037X2 + e$$

The summary of the hypothesis testing of this study is as follows;

Table 1. 6 Summary of Hypothesis Testing

No	Hypothesis	Beta Value	Value Significance	Conclusion
1	Hypothesis 1	.289	.005	Positive and significant
2	Hypothesis 2	.037	.650	Positive and insignificant
3	Hypothesis 3		.002	Positive and significant

Meanwhile, the determination test is as follows;

Table. 1.4 Determination Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.576 ^a	.331	.287	1.84205

a. Predictors: (Constant), X2, X1

a. The Effect of Work Discipline on Employee Performance

The results showed that Work Discipline had a positive and significant influence on employee performance at the Department of Marine Affairs and Fisheries, South Aceh Regency with a significance level of 0.05. Discipline is one of the important factors that support the success of an organization in achieving predetermined goals and targets. Disciplined employees will tend to be more sincere and serious in doing the tasks assigned to them. The results of the questionnaire for the work discipline variable show that the exemplary item from superiors to subordinates is the biggest factor that encourages employees to be disciplined. This means that there is positive control from superiors that makes employees feel motivated to be disciplined at work. In giving instructions, superiors are able to provide and explain job descriptions well so that it is easy for employees to understand.

In addition, for work discipline questions, the remuneration section in the form of facilities is the smallest factor in contributing to the level of employee discipline. This shows that the facilities at the Department of Maritime Affairs and Fisheries of South Aceh Regency are still considered inadequate by the employees. Lack of facilities at work can make

employees feel bored quickly at work so often they will look for places to work outside the office such as cafes or coffee shops.

a. The Influence of the Work Environment on Employee Performance

The results showed that the work environment variable had a positive but not significant effect on employee performance at the Department of Marine Affairs and Fisheries, South Aceh Regency with a significance level of 0.650. The creation of a comfortable situation and atmosphere is indeed one of the factors that can improve employee performance in an organization. However, a work environment that is too comfortable can also have a negative impact where employees who are too pampered with a comfortable environment will make them lazy in doing the tasks assigned to them.

The results of the questionnaire show that to support the performance of the lighting office employees, it is very important for comfort when carrying out their duties to be the most important factor in supporting the performance of employees at the Department of Maritime Affairs and Fisheries, South Aceh Regency. Lighting is a factor in the physical work environment and at the Department of Marine Affairs and Fisheries, South Aceh Regency, it is quite good considering the office is not too big. While the second factor after lighting is a good communication relationship with superiors which is a non-physical work environment. This can be seen from the compactness of superiors and employees in carrying out various activities, especially social activities.

Then the factor of concern is environmental security where employees still feel less comfortable in leaving items that are considered valuable. Furthermore, the factor that received less attention was the lack of room deodorizer. A fragrant room can stimulate enthusiasm and comfort at work, especially if there are many employees in a room.

Based on the results of data analysis and discussion, the conclusions of this study are (a) work discipline has a positive and significant effect on employee performance at the Marine and Fisheries Service Office of South Aceh Regency (b) Work Environment has a positive and insignificant effect on employee performance at the Marine and Fisheries Service. South Aceh Regency (c) Work discipline and work environment simultaneously have a positive and significant effect on employee performance at the Aceh Regency Maritime Affairs and Fisheries Service

ARTICLE LIMITATION

This research was limited to the Department of Marine Affairs and Fisheries of South Aceh Regency so that the scope of the research was still small and limited. Further research may be expanded to other agencies in Aceh Selatan District. In addition, the work environment variable which is not significant indicates that there are other dominant factors that affect the performance of employees at the Department of Marine Affairs and Fisheries, South Aceh Regency.

Jurnal Bisnis dan Kajian Strategi Manajemen

Volume 6 Nomor 2, 2022

ISSN : 2614-2147

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Jurnal Bisnis dan Kajian Strategi Manajemen

Volume 6 Nomor 2, 2022

ISSN : 2614-2147