SOCIAL SCIENCE
Printed ISSN: 2720-9938
Electronic ISSN: 2721-5202
jsss.co.id

The Effect of Motivation, Work Discipline and Work Environment on Employee Performance in PT. Rekayasa Aplikasi Digital

Anisya Putri Firdaus[1], Herry Krisnandi[2], Kumba Digdowiseiso[3]
Faculty Of Economics And Business National University, Indonesia[1,2,3] Email: anisyaputriirdaus@gmail.com[1], herrykrisnandi@gmail.com[2], kumba.digdo@civitas.unas.ac.id[3]

Abstract
This study aims to determine and analyze employee motivation, discipline, and work environment and its effects on employee performance. This research was conducted at PT. Rekayasa Aplikasi Digital. In addition, this study aims to provide information and advice to the Human Resources Management of PT. Rekayasa Aplikasi Digital. Data was collected using a questionnaire with a Likert scale. The respondents in this study were 100 employees at PT. Rekayasa Aplikasi Digital itself. The analyses used in this study are quantitative descriptive analysis and qualitative analysis. The results showed that motivation, work discipline and work environment had a positive and significant effect on employee performance. This is shown from the coefficients table in the regression equation model KK = 0,261 M + 0,284 DK + 0,221 LK. The results of the conclusion of the hypothesis on the t-test partially obtained a significant value on the motivation variable of 0.05, while on the work discipline variable of 0.02 and on the work environment variable of 0.017. So it can be partially concluded that the three independent variables have a significant influence on the dependent variable.
Keywords: Employee Performance, Motivation, professional Discipline, work environment

INTRODUCTION
Human Resources (HR) plays a crucial role in driving the activities of the organization or company. In this era of globalization, companies need to optimize the quality and responsibility of HR to achieve organizational goals. Employees are considered valuable assets that have their respective roles, creativity, and uniqueness that can support the achievement of company goals. Therefore, companies need to provide attention and coaching to employees to develop competent and highly competitive human resources. Activities such as increasing discipline, employee motivation, performance appraisal, creating a conducive work environment, and others are important in developing HR potential.

How to cite: Anisya Putri Firdaus, Herry Krisnandi, Kumba Digdowiseiso (2024) The Effect of Motivation, Work Discipline and Work Environment on Employee Performance in PT. Rekayasa Aplikasi Digital, (5) 2. Doi:

E-ISSN: 2721-5202

Published by: CV. Syntax Corporation Indonesia

Motivation, as a process that pushes a person to achieve goals, becomes key in directing employee behavior according to the wishes of the company. Factors affecting work motivation involve career development and compensation systems. Discipline, in this case, reflects the employee's compliance with the rules and social norms of the

company. A good level and rigor of discipline contributes to a healthy and balanced work environment, ensuring that each employee carries out responsibilities according to established rules.

Studies show that discipline positively affects employee performance, bolstering the argument that discipline is a crucial factor. The work environment, both physical and non-physical, also plays an important role. Companies need to pay special attention and create a good work environment, involving aspects such as office layout, hygiene, employee relations, and a supportive work atmosphere.

Employee performance, as a result of work that includes quality and quantity, determines the success of organizational goals. Motivation, work discipline, and work environment are key factors that can affect employee performance in a company. Therefore, this study aims to analyze the influence of motivation, work discipline, and work environment on employee performance at PT. Digital Application Engineering. With a deeper understanding of these variables, it is expected that companies can improve the effectiveness and efficiency of their human resources.

RESEARCH METHOD

This research uses survey research methods (empirical studies) with a quantitative approach. The object of research involved employees at PT. Digital Application Engineering, with variables studied including motivation, work discipline, work environment, and employee performance. The independent variable consists of motivation, work discipline, and work environment, while the dependent variable is employee performance. This study examines the effect of the independent variable on the dependent variable. Data collection techniques are carried out through surveys using questionnaires. This questionnaire uses the Likert scale with questions related to motivation, work discipline, work environment, and employee performance. Data collection tools also include checklists, checklists, and documentation.

The main data collection instrument was the questionnaire, which was used to measure the variables in the study. This questionnaire uses a Likert scale with values of 1-5, where 5 is strongly agree and 1 is strongly disagree. The collected data is analyzed using inferential statistical techniques, such as descriptive analysis to provide a review or interpretation of the data, as well as multiple linear regression analysis to determine the effect of the independent variable on the dependent variable.

Instrument tests are performed to ensure the validity and reliability of the questionnaire. Validity is tested by item analysis, while reliability is seen through Cronbach's alpha and composite reliability values. In addition, this study also examined classical assumptions, including normality tests, multicollinearity tests, autocorrelation tests, and heterokedasticity tests. The feasibility test of the model is carried out with the F test to see the overall feasibility level of the model. The coefficient of determination (R2) is used to determine how much the influence of the independent variable contributes to the dependent variable. Hypothesis testing uses a t-test to test the significant effect of the independent variable on the dependent variable.

RESULTS AND DISCUSSION

Work Environment Variable Data Description

Work Environment is an important factor for the advancement of employee performance. With a healthy and conducive work environment from both physical and non-physical environments, company goals will be achieved quickly and effectively. The table below is the result of the average total mean of the work environment. **Table 1.** Average Total Mean Work Environment (X3)

No.	Statement	*Mean*
1.	Safety in the workplace must be able to ensure safety and Employee Comfort	4,55
2.	Good relationships between fellow employees are needed to maintain harmony of work.	4,46
3.	The facilities provided by the company must be in accordance with the needs work	4,42
4.	A comfortable working atmosphere is needed to increase morale	4,32
5.	Fair treatment of all employees will add Comfort in work	4,36
6.	Conflicts within the company can spoil the working atmosphere	4,49
7.	good, fresh air helps employees at work and Maximizing Performance	4,39
8.	The workplace is not disturbed by outside noise so it can help employees well.	4,49
	Average Total Mean	4,43

Source: Processed Questionnaire Data

Based on table 4.7, the distribution of questionnaires resulted in answers to work environment variables with the smallest mean gain of 4.32 while the largest mean was 4.55 with an overall total mean of 4.43.

a) Description of Employee Performance Variable Data

Performance is the result of work achieved or done by someone with responsibility. The table below is the average result of the total average employee performance.

Table 2. Average Total Mean Employee Performance (Y)

No.	Statement	Mean
1.	Employees must complete their work well	4,39
2.	To obtain good results, employees must be meticulous in work	4,31
3.	In order not to become an obstacle, the completion of the task must be appropriate time	4,46
4.	To obtain optimal results, the work must be completed on target	4,26
5.	In the implementation of work, accuracy is indispensable	4,29

6.	The work must be carried out exactly according to the established standards	4,33
8.	Employees must dare to accept risks in carrying out work.	4,28
	Average Total Mean	4,32

Source: Processed Questionnaire Data

Based on table 2 obtained from the results of the questionnaire distribution obtained the smallest mean with a value of 4.26 and the largest mean obtained a value of 4.46 with an overall total average mean of 4.32.

Multiple Linear Regression Analysis

To determine the influence of independent variables, namely Motivation (X1), Work Discipline (X2), and Work Environment (X3) on the dependent variable employee performance (Y), a simple linear regression analysis is used. In the calculation of multiple linear regression coefficients in this study using SPSS 25. The general equation of simple linear regression is as follows:

Table 3. Multiple Linear Regression Results

Model	Coefficient				
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Say.
1 (Constant)	7.464	5.147		1.450	.150
Motivation	.240	.083	.261	2.893	.005
Work Discipline	.311	.099	.284	3.154	.002
Work Environment	.222	.091	.221	2.437	.017

a. Dependent Variable: Employee Performance

Source: SPSS Processed Data

Validity Test

The validity test is calculated by comparing the value of rcalculate with rtabel, if rcalculate> rtabel (at a significant tariff of 0.05) then the statement can be said to be valid. All statements totaled 32 items consisting of 8 points for motivation, 8 points for work discipline, 8 points for the work environment and 8 points for employee performance. This is determined by calculating 5%, where n = 100, then obtained rtable (0.05) = 0.196 and overall the statement used in this study is r count greater From calculations using SPSS 25 data tested on 100 respondents stated all statement items for motivation, work discipline, work environment and employee performance variables were valid. It can be seen from the calculation of the table above that rcalculate is greater than rtable (0.196).

Reliability Test

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Information
(X1)	0,880	Realiabel
(X2)	0,755	Realiabel
(X3)	0,852	Realiabel
(AND)	0,801	Realiabel

Source: SPSS Processed Data

From table 4. It can be known that Cronbach's Alpha value for all four variables is above 0.6. Because these values are greater than 0.6, the measuring value is reliable or can be said to meet the requirements of reality. The normality test is used to determine whether the data distributed is normal or not from the population. The normality test can be done using the Kolmogorov – Smirnov Test, that is, if the Significant value below 0.05 it can be concluded that the data to be tested has a significant disparity with standard normal data, which is abnormal data. If the significant value is above 0.05, it means that all 2 data tested are normal.

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Predicted Value
N		100
Normal Parameters[a,b]	Mean	34.6300000
	Std. Deviation	1.53297256
Most Extreme Differences	Absolute	.060
	Positive	.045
	Negative	-.060
Test Statistic		.060
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.

Source: SPSS Processed Data

Based on the Kolmogorov–smirnov Test table above, an unstandardized residual Kolmogorov asymp value is obtained. Sig (2-tailed) of 0.200 this indicates that the data on the study variable are normally distributed because it is greater than 0.05.

Multicholinerity Test

Multicholinerity test can be viewed from the value of Variance Inflatiom Factor (VIF) and Tolennce, If the VIF value is less than 10 and Tolerance more than 0.1 it can be concluded that multicholinerity does not occur. A good regression model does not

have a perfect or near-perfect correlation between independent variables (multicollinearity). VIF values were obtained for the variables Motivation (X1) of 1,012, Work Discipline (X2) of 1,009, and Work Environment (X3) of 1,020. As for the Tolance value for the motivation variable (X1) of 0.988, Work Discipline (X2) of 0.991, and work environment (X3) of 0.981. Of the three variables, the VIF value is < 10 and the Tolerance value is more than > 0.1, which means that the regression model does not contain multicollinearity.

Autocorrelation tests are useful for determining the relationship between data in research variables. If there is a strong relationship between data, autocorrelation occurs and a good regression model should not have autocorrelation. The test method uses the Durbin-Watson test (DW Test).

Based on the results of the autocorrelation test DW value of 2,093 compared to the DW value of the table using a significant 5% with a sample number of 100 (n) and the number of independent variables 3 (k = 3), then in the DW table obtained the value of dL = 1.613 and dU = 1.736. Because the DW value of 2.093 is greater than the upper limit (dU) of 1.736 and less than 4-1.736 = 2.264 (4-dU). This is in accordance with the decision criteria, namely dU < DW < 4-dU (1.736 < 1.862 < 2.264), then DW lies between dU and 4-dU, so it can be concluded that there is no autocorrelation.

Test heteroscedasticity using glacier test to test whether in regression model there is an inequality of variance from residual one observation to another. A good regression model is that heteroscedasticity does not occur. What will happen heteroscedasticity testing using the glacier test can be reviewed from Table 6.

Table 6. Hasil Uji Glejser

Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error	Beta		
1 (Constant)	-3.143	2.918		-1.077	.284
Motivation	.052	.047	.109	1.098	.275
Work Discipline	.128	.056	.227	2.292	.024
Work Environment	-.024	.052	-.047	-.467	.642

a. Dependent Variable: RES2

Source: SPSS Processed Data

Based on the table above, namely testing heterokedasticity using the Glejser Test, it can be explained that the regression model in this study can be stated that heteroscedasticity does not occur because all independent variables has a significant value > 0.05.

The F test is used to test the significance of regression together, namely whether the independent variable has an influence on the dependent variable. The F test is used to test the overall independent variable. The test was conducted using a significant level of 0.05 (α=0.5%). The results of the F test can be seen in the following table 7:

Table 7. Uji F

ANOVA

Model		Sum of Squares	df	Mean Square	F	Say.
1	Regression	232.650	3	77.550	9.369	.000 b
	Residual	794.660	96	8.278		
	Total	1027.310	99			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Environment, Work Discipline, Motivation

Source: SPSS Processed Data

Based on the ANOVA table in table 4.16 above, it can be seen that the calculated F value is 9.369 with a significant level of 0.000. The F value of the table is obtained from the value of the free degree df (residual) which is 2.70 at a confidence level of 5% (a = 0.05). Because the calculated f value is greater than the table f (9.369> 2.70) with a significant level of 0.000 < 0.05. Thus, it can be concluded that the independent variables, namely motivation, work discipline and work environment together have a significant effect on the dependent variable, namely employee performance.

R2 Coefficient of Determination Test

Determination analysis aims to measure how far the model's ability to prove the variation of the dependent variable is able to inform whether or not the regression model is estimated. The following are the results of SPSS 25 processing as follows:

Table 8. Results of the coefficient of determination R2

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.476a	.226	.202	2.877

a. Predictors: (Constant), Work Environment, Work Discipline, Motivation

b. Dependent Variable: Employee Performance

Based on the 8 above, the amount of Adjusted R Square is 0.226 or 22.6%, meaning that employee performance variables are influenced by motivation, work discipline and work environment variables. While the remaining 77.4% was influenced by other variables outside the regression model studied by the authors.

The Devil (T)

The t test is useful to find out whether partially each independent variable namely motivation, work discipline and work environment positively affects employee performance. This test uses a significant level of t-test with criteria comparing tcount and ttable values. This test uses a significant level of 0.05 and2 directions.

Table 9. T Test Results

Coefficient					
Model		Coefficients		Standardized Unstandardized Coefficients	
	B	Std. Error		Beta	t
	Say.				
1	(Constant)	7.464	5.147	1.450	.150
	Motivation	.240	.083 .261	2.893	.005
	Work Discipline	.311	.099 .284	3.154	.002
	Work Environment	.222	.091 .221	2.437	.017

a. Dependent Variable: Employee Performance

Based on the t test in table 9 above, it can be concluded as follows:

Testing the hypothesis of the Motivation variable on employee performance obtained a calculated t value of 2,893> t table 1,985 with a significant level of 0.05. < 0.05 and this means that the motivation variable has a positive and significant effect on the performance variable of PT employees. Digital Application Engineering. Testing the work discipline variable on employee performance obtained a calculated t value of 3,154 > t table 1,985 with a significant level of 0.02 < 0.05 and this means that the work discipline variable has a positive and significant effect on the performance variable of PT employees. Digital Application Engineering. Testing of work environment variables on employee performance obtained a calculated t value of 2,437 > t table 1,985 with a significant level of 0.017 <.

The Effect of Motivation on Employee Performance

Motivation is something that is needed by everyone, including employees. Because with motivation, employee performance is increasing or stable where this affects the progress of the company. Based on the results of the hypothesis test that has been conducted, it can be seen that motivation has a positive and significant effect on employee performance at PT. Digital Application Engineering. The results of hypothesis testing have a value of 2,893 with a significant level of 0.05. This positive and significant influence shows that there is a motivational influence that can improve employee performance at PT. Digital Application Engineering. This is shown by proof of the coefficient value of 0.261 which means PT. Digital Application Engineering has been able to overcome and manage employee motivation or motivation management well so that it can provide maximum results for performance. The results of this study are in accordance with previous research (Syarah Amalia, Mahendra Fakhri, 2016), where motivation has a positive and significant effect on employee performance.

The Effect of Work Discipline on Employee Performance

Work discipline is a form of responsibility that can be carried out by employees to the company, by carrying out work discipline, the company's work system will be more directed and organized. Based on the results of the hypothesis test that has been carried out, it can be seen that work discipline has a positive and significant effect on employee performance at PT. Digital Application Engineering. The results of hypothesis testing have a value of 3,154 with a significant level of 0.02. This positive and significant influence shows that there is an influence of work discipline that can improve employee performance at PT. Digital Application Engineering. This is shown by the proof of the coefficient value of 0.284 which means PT. Digital Application Engineering has been able to overcome and manage work discipline or employee work discipline management well so that it can provide maximum results for performance. The results of this study are in

accordance with previous research (Efnita, 2018), where work discipline has a positive and significant effect on employee performance.

The Effect of the Work Environment on Employee Performance

The work environment is very important to achieve good employee performance, because with a good work environment will give birth to maximum ideas and morale. Based on the results of the hypothesis test that has been carried out, it can be seen that the work environment has a positive and significant effect on employee performance at PT. Digital Application Engineering. The results of hypothesis testing have a value of 2,437 with a significant level of 0.017. This positive and significant influence shows that there is an influence of the work environment that can improve employee performance at PT. Digital Application Engineering. This is shown by proof of the coefficient value of 0.221 which means PT. Digital Application Engineering has been able to overcome and manage the work environment or employee work environment management well so that it can provide maximum results on performance. The results of this study are in accordance with previous research (Anam, 2018), where the work environment has a positive and significant effect on employee performance.

CONCLUSION

Based on the results of research that has been described in the previous chapter, as well as the support of relevant theories and concepts, this study is entitled "The Effect of Motivation, Work Discipline, and Work Environment on Employee Performance at PT. Digital Application Engineering." In the conclusion of this study, the author states that motivation, work discipline, and work environment have a positive and significant influence on the performance of the company's employees. This is proven through proving the hypothesis on the t test, where motivation, work discipline, and work environment sequentially have a significant influence on employee performance. Thus, it can be concluded that increased motivation, work discipline, and work environment will contribute to improving employee performance at PT. Digital Application Engineering. These conclusions make an important contribution to the understanding of the factors that influence employee performance in the context of such organizations.

REFERENCES

A.A Anwar Prabu Mangkunegara. (2005). Corporate Human Resource Management", Tenth Printing. PT. Juvenile Rosdakarya.

A.A Anwar Prabu Mangkunegara. (2017). Corporate Human Resource Management. In PT. Juvenile Rosdakarya. Bandung (Vol. 53, Issue 9). Juvenile Rosdakarya.

Anam, C. (2018). The Effect of Motivation, Competence, Leadership, Work Environment and Work Discipline on Teacher Performance in Vocational High Schools. Dirasat: Journal of Management and Islamic Education, 4(1), 40–56. https://doi.org/10.26594/DIRASAT.V4I1.1196 Danang,

S. (2013). Human Resources. CAPS.

Gede, I. B., Putra, S., &; Rahyuda, A. G. (2016). The Effect of Compensation, Work Environment and Perceived Organizational Support (POS) on Employee Retention. E-Journal of Management Udayana University, 5(2), 255155. https://doi.org/10.0/CSS/ALL.CSS

Ghozali, I. (2013). Application of multivariate analysis with IBM SPSS 25 program issue 7. Diponegoro University Publishing Board.

Ghozali, I. (2018). Application of Multivariate Analysis with IBM SPSS 25 Program (9th ed.). Diponegoro University Publishing Board.
Hasibuan, M. S. P. (2013). Human Resource Management. PT. Earth Literacy. Hasibuan, M. S. P. (2017). Human Resource Management Revised Edition. PT. Earth Literacy. Kuncoro, M. (2011). Quantitative Methods. YKPN.
Kurniawan, Bagus Surya, &; Ikasari, H. (2013). The influence of the work environment, organizational culture and leadership on the performance of employees of the newspaper pt. TEMPO Central Java and D.I. Yogyakarta. 1–11.
Rahmawanti, & Pima N. (2014). INFLUENCE MILIEU WORK ON EMPLOYEE PERFORMANCE (Study on Employees of the North Malang Pratama Tax Service Office). Journal of Business Administration, 8(2). 59 http://administrasibisnis.studentjournal.ub.ac.id/index.php/jab/article/view/366 Rivai, V., &; Sagala, D. E. (2013). Human Resource Management for Companies. Eagle Press.
Robbins, S. P. (2001). Organizational Behavior: Concepts, Controversies, Applications Volume 1, Pujaatmaka Translator. Research Institute of Airlangga University.
Rumada, G., Wayan, I., &; Utama, M. (2013). The Effect of Compensation, Leadership, and Physical Work Environment on Job Satisfaction of Taman Harum Ubud Gianyar Hotel Employees. E-Journal Management 2(1) https://ojs.unud.ac.id/index.php/Manajemen/article/view/4218
Santoso, S. (2010). Statistics Multivariat. PT Elex Media Komputindo. http://perpustakaan.bppsdmk.kemkes.go.id//index.php?p=show_detail&id=253 4
Sedarmayanti. (2009). Human Resources and Work Productivity. Mandar Forward.
Sedarmayanti. (2011). Building and Developing Leadership and Improving Performance for Success, first edition. PT. Refika
Aditama. Sudaryono. (2014). Organizational Culture and Behavior. Lantern of Scholarly Science. Sugiyono. (2013). Quantitative and qualitative research methods and R&B. CV Alfabeta.
Sugiyono. (2014). Educational Research Methods Quantitative, qualitative, and R&D Approaches. Alfabeta.