



JAM

Journal of Accounting and Management

Volume 2 Issue 1, 2025 (1-8)

ISSN (online) : **3048-345X**

Homepage : <https://jurnalunived.com/index.php/JAM>

Doi : <https://doi.org/10.37676/jam.v2i1>

Influence Discipline And Environment Work On Employee Performance In Management Body Finance And Asset Mesuji District Area

Maksum¹, Epi Parela²

^{1,2} Universitas Sang Bumi Ruwa Jurai

e-mail: ¹ maksum1181@gmail.com, ² epiparela05@gmail.com

Received [25-03-2025]

Revised [02-05-2025]

Accepted [04-05-2025]

Abstract. Employee performance is Wrong one factor that must be considered by organizations or government agencies in order to achieve their goals. An organization that has high discipline will certainly find it easier to achieve its goals because the applicable systems or rules can be implemented well by its employees. The next factor that must be considered is the work environment, both physical and non-physical. This study aims to determine the influence of work discipline and work environment on employee performance at the Regional Financial and Asset Management Agency of the Regency Mesuji. The type of research used in this study is quantitative field research , namely research that emphasizes its analysis on data in the form of numbers and the research examines... real life in the field in this case on the object being studied. This study used 44 research respondents. Based on data analysis has found answer the hypothesis is as follows; There is an influence of work discipline (X 1) on employee performance (Y), with level of influence by 21.9%. There is environmental influence work (X 2) on employee performance (Y) with an influence level of 27.1%. There is an influence of work discipline (X 1) and work environment (X 2) together on employee performance (Y) with an influence level of 42.7%.

Keywords: Discipline, Environment Work, Employee Performance.

INTRODUCTION

Employee performance is Wrong one factor that must be paid attention to by organizations or government agencies in order to achieve their goals. Broadly speaking, performance can be understood as the results of work that can be achieved by a person or group of people in an organization. An employee's performance plays an important role for an organization, because the performance of each employee is a contribution to achieving organizational performance. (Malay Hasibuan, 2017. The good or bad of an organization will certainly be reflected by the managers of the organization. The success or failure of an organization in achieving its goals depends greatly on the resources it has. One of the resources that is still dominant and plays a role in achieving organizational goals is human resources, in this case employees. Human resources are also the only resource that has reason, feeling, desire, ability, knowledge and encouragement from other parties. All The potential of these resources greatly influences the organization in achieving company goals or high work productivity. In supporting the achievement of organizational goals other potentials are needed, namely: work discipline. The

success of an organization cannot be separated from the improvement of human resources. Organizations often face problems regarding their human resources. Human resource problems are a challenge for management because the success of management and others depends on the quality of human resources. If individuals in the organization, namely its human resources, can run effectively, then the organization still runs effectively. In other words, the continuity of an organization is determined by the performance of its employees. Every organization always expects its employees to have discipline, because by having disciplined employees, its human resources will be effective in carrying out their work. Discipline within an organization will certainly create a healthy and balanced work environment because each employee carries out their role, function and responsibilities accordingly with applicable rules. Those employees who are disciplined will also work effectively and efficiently so as to avoid wasting time and energy. An organization which has high discipline Of course will it be easier to achieve the goals because the applicable system or rules can run well by its employees.

LITERATURE REVIEW

Human Resource Management

According to (Arif Yusuf Hamali 2018, 2) states that: "Human Resource Management is a strategic approach to skills, motivation, development, and management of resource organization". According to (Prasadjia Ricardianto 2018, 15) states that: "Human Resource Management is a science or way of managing the relationship and role of resources (workforce) owned by individuals efficiently and effectively and can be used optimally so that (goals) together with the company, employees and the community are maximized". According to (H. Suparyadi 2015, 2) states that:

"Human resource management is a system that aims to influence employee attitudes, behavior, and performance so that they are able to provide optimal contributions in order to achieve company goals". According to (Bray & Rue 2015, 2) states that: "Human resource management is an activity design that includes the procurement and coordination of human resources".

Work Discipline

According to Handoko (2017), discipline is the attitude of a person or group of people who always want to follow or obey all the rules or decisions that have been set. Meanwhile, according to Malayu Hasibuan (2017), work discipline is a mental attitude that is reflected in the actions or behavior of a person, a group of people in the form of obedience to regulations, norms that apply in society. According to Simamora (2016) discipline is a procedure that corrects or punishes subordinates for violating regulations or procedures. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase awareness and willingness of a person to obey all company regulations and applicable social norms. The purpose of discipline, both collective and individual, is actually to direct behavior towards a harmonious reality. To create these conditions, harmony must first be realized between employee rights and obligations. is something that creates enthusiasm or motivation for work. From these opinions, it can be concluded that work discipline is an attitude of obedience and loyalty of a person or group of people towards written or unwritten regulations which are reflected in the form of behavior and actions in an organization to achieve a certain goal.

Work Environment

The work environment in an organization is one of the most important things to pay attention to. Although the work environment does not carry out the production process in a company, the

work environment has a direct influence on employees who carry out the production process. An inadequate work environment can reduce performance and ultimately reduce the employee's work environment. Sedarmayanti (2018: 57) argues that the work environment is all the tools and materials faced, the surrounding environment where he works, his work methods, both individually and in groups. According to Tohardi (2012: 125), although the physical work environment is believed not to be the main factor in increasing employee productivity, the physical work environment factor is a variable that needs to be taken into account by management experts in its influence on increasing productivity. Employees who carry out their duties and work must be given attention, one of which is paying attention to the work environment of their employees. The work environment is one factor that can encourage employees to work optimally for the progress of the company. Saydam (2012: 34) states that the work environment is all the work facilities and infrastructure around employees who are doing work that can affect the work itself. Basically, the work environment is everything that is around workers and can influence them in carrying out their duties.

Employee Performance

The performance of Civil Servants (PNS) has been regulated in Government Regulation Number 94 of 2021 replacing PP No. 53 of 2010. PP Number 94 of 2021 regulates several provisions which essentially contain general obligations and prohibitions for Civil Servants (PNS). The term performance comes from the word job performance or performance which means work achievement or actual achievement achieved by Robbins (2015). Robbins (2015) states that performance is, "output driven from processes, human or otherwise". This means that performance or performance contains the meaning of work results that can be achieved by a person or group of people in an organization according to their respective authorities and responsibilities in order to achieve the goals of the organization concerned.

METHODS

Validity Test

According to Umar (2005: 179), validity indicates the extent to which a measuring instrument measures what it is intended to measure. The type of validity test used is construct validity where researchers look for definitions put forward by experts written in the literature.

Reliability Test

Uyanto (2006:49), states that a measurement instrument (e.g. questionnaire) is said to be reliable if it provides consistent score results for each measurement. A measurement may be reliable but not valid, but a measurement cannot be said to be valid if it is not reliable.

RESULTS

Data Validity Test

If a statement can measure what needs to be measured and can express what is to be expressed, then the statement is considered valid. In this study, the validity test used is Pearson's product-moment correlation. The validity test is used to measure statements in the questionnaire. The validity test is carried out by linking each variable to the total variable score. Furthermore, the resulting correlation number will be compared with the rtable value at $\alpha = 0.05$, which is 0.632 from 10 respondents. Thus, based on the validity test, a statement item is said to be valid if the rcount value of the item score against the total score is above 0.632 or is said to be invalid if the rcount value of the statement item is less than 0.632. Therefore, the better the

Pearson correlation coefficient value of an item, the better the validity of the item. Validity test using SPSS 21 program. Based on the validity test of each variable, namely 12 statements for the independent variable (X1), 16 statements for the independent variable (X2) and 12 statements for the dependent variable (Y), the respondents' answers have good validity. The overall results of the validity test of the statement instrument for the variables Work Discipline (X1) and Work Environment (X2) and employee performance (Y) can be seen in the following table:

Validity Test of Work Discipline (X1)

Table 1 Validity Test of Work Discipline (X1)

Item Statement	r table	Coefficient r count	Information
1	0.632	0.948	Valid
2	0.632	0.799	Valid
3	0.632	0.799	Valid
4	0.632	0.821	Valid
5	0.632	0.948	Valid
6	0.632	0.946	Valid
7	0.632	0.912	Valid
8	0.632	0.825	Valid
9	0.632	0.946	Valid
10	0.632	0.881	Valid
11	0.632	0.946	Valid
12	0.632	0.912	Valid
Flat - flat	0.632	0.890	Valid

It can be seen from table 4.1 that the r value of all statement score items about Discipline Work is bigger than r table = 0.632. R count average = 0.890. Thus it can be said that all over the project statement about Work Discipline is valid and can be used as a research measuring tool.

Validity Test Work Environment (X 2)

Table 2 Validity Test of Work Environment (X 2)

Item Statement	r table	Calculate r coefficient	Information
1	0.632	0.812	Valid
2	0.632	0.791	Valid
3	0.632	0.658	Valid
4	0.632	0.984	Valid
5	0.632	0.791	Valid
6	0.632	0.887	Valid
7	0.632	0.984	Valid

8	0.632	0.906	Valid
9	0.632	0.875	Valid
10	0.632	0.791	Valid
11	0.632	0.763	Valid
12	0.632	0.984	Valid
13	0.632	0.791	Valid
14	0.632	0.875	Valid
15	0.632	0.984	Valid
16	0.632	0.834	Valid
Flat - flat	0.632	0.856	Valid

Test Validity Performance Employee (
Table 3 Test Validity Performance Employee (Y)

Item Statement	r table	Coefficient r count	Information
1	0.632	0.781	Valid
2	0.632	0.867	Valid
3	0.632	0.727	Valid
4	0.632	0.667	Valid
5	0.632	0.911	Valid
6	0.632	0.911	Valid
7	0.632	0.914	Valid
8	0.632	0.914	Valid
9	0.632	0.867	Valid
10	0.632	0.914	Valid
11	0.632	0.911	Valid
12	0.632	0.914	Valid
Flat - flat	0.632	0.858	Valid

Test Data Reliability

Reliability test is used to determine whether the respondent data used in this study is feasible or not. If the reliability factor of the instrument is 0.6 or higher, it can be said to be reliable. To determine its reliability, the SPSS version 21 statistical program tool can be used to determine the variable data of this study so that the following results are obtained:

Test Reliability Variables Discipline Work (X 1)

Table 4 Test Reliability Variables Discipline Work (X 1)

Reliability Statistics

Cronbach's Alpha	N of Items
,975	12

Based on the results of the reliability test above, the Work Discipline value (X1) of Work Discipline was 0.975, so it can be concluded that the reliability of the questionnaire used in this study is $0.975 > 0.60$, so it is declared reliable. This means that the measuring instrument used in this study has been able to provide consistent measurement results when measuring the same symptoms.

Test Reliability Variables Environment Work (X 2)

Table 5 Test Reliability Variables Environment Work (X 2)

Reliability Statistics

Cronbach's Alpha	N of Items
,975	16

Based on the results of the reliability test above, the α value of the Work Environment (X2) was obtained as 0.975, and it can be concluded that the questionnaire used in this study is reliable because the α value is $0.975 > 0.60$. This means that the measuring instrument used in this study has been able to provide consistent measurement results when measuring symptoms. the same one.

Test Reliability Variables Performance employee (Y)

The results of the reliability test of the employee performance variable (Y) are based on respondents' answers to the following 12 statements:

Table 6 Test Reliability Variables Performance employee (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,956	12

Based on the results of the reliability test above, the Alpha (Y) value for employee performance was 0.956, and it can be concluded that the questionnaire used in this study was declared reliable because the Alpha value was $0.956 > 0.60$. This means that the measuring instrument used in this study has been able to provide consistent measurement results when measuring the same symptoms.

CONCLUSION

1. Discipline has an influence on employee performance at the Financial and Regional Asset Management Agency of Mesuji Regency by 21.9% and the remaining 78.1% is explained. by variable others not reviewed in this research
2. The work environment influences employee performance at the Regional Financial and Asset Management Agency of Mesuji Regency by 27.1%, the remaining 72.9% is explained by other variables not examined in this study.
3. Discipline and work environment together influence employee performance. at the Regional Financial and Asset Management Agency of Mesuji Regency by 42.7%, and the remaining 57.3% was influenced by other factors not examined in this study.

SUGGESTION

1. The work discipline variable that needs attention is statement item No. 1, namely the indicator regarding employees arriving on time to the office because this indicator gets the lowest value. Improvement of this indicator can be done by the leader in order to better realize sanctions for employees who violate office rules because if this is left unchecked it will hinder employee performance.
2. The work environment variable that needs attention is statement item no. 11, namely regarding the arrangement of the work space is good so that the work space looks spacious because this statement gets the lowest score. Improving this indicator can be done by arranging the space as much as possible, so that a small space can be used more optimally and neatly and will also look more spacious.
3. Employee performance variables need to pay attention to statement point No. 7, namely being able to complete tasks on time because this statement has... lowest score. Leader can arrange indicator fix This is done by giving tasks and work according to their abilities and expertise.

REFERENCES

- Arikunto, Suharsimi. 2017. *Procedure Study*. Jakarta: Rhineca Create.
- Dharma, Sun. 2012. *Management Performance Philosophy Theory And Its implementation*. Yogyakarta: Library Students.
- Eddy Sutrisno. 2017. *Management Source Power Man*, Edition 9th, Golden,. Jakarta.
- Handoko, T. Hani. 2017 *Management Human Resources*. Revised Edition Jakarta Earth of Letters
- Henry Simamora, 2016, *Management Source Human Resources*, Gramedia, Jakarta.
- Kevin Marshall Pandiangan, & Lorina Siregar Sudjiman. (2022). The Influence of Discipline and Work Environment on Employee Performance at PT Ultra Jaya Milk Industry On Year 2022. *Journal Economy, Social & Humanities*, 3 (10), 13-21
Retrieved from
<https://www.jurnalintelektiva.com/index.php/jurnal/article/view/760>
- Malay SP Hasibuan, 2017, *Human Resource Management*, Jakarta: PT Bumi Aksara.
- Mangkunegara, Anwar King. 2016. *Management Source Power Man*. Company. Bandung : PT. Teenager Rosdakarya.
- Oktarina, O., Parela, E., & Josiah, T. (2022, October). The Influence of Coordination and Work Discipline on Employee Performance At the Office Subdistrict Sekincau, West Lampung

- Regency. In *Proceedings of the National Seminar on Economics and Business* (Vol. 2, No. 1, pp. 109-115).
- Pacitti, 2011 , *Efficiency Wages, Unemployment, And Labor Discipline, Journal Of Business & Economics Research* , 9.3, Pp.1-10. Full name...
- Rivai, Veithzal and Sagala, Ella Jauvani. 2011. *Human Resource Management for Companies from Theory to Practice*. Jakarta: PT Raja. Grafindo
- Robbin P. Stephen & Judge, TA. 2015. *Behavior Organization Edition 16*. Translated by Pudjaatmaka. Jakarta. Salemba Empat.
- Sondang P. Siagian. 2014. *Human Resource Management*. Jakarta: Bumi Aksara.
- Sugiyono. (2017). *Quantitative, Qualitative, and R&D Research Methods*. Bandung: Susilawati, S., Parella, E., & Josiah, T. (2023). *Influence Education Training And Environment Work To Performance Employee (Studies Case: Service Library and Archives of West Lampung Regency)*. *Dikombis: Journal of Economic Dynamics, Management, and Business* , 2 (2), 136-142
- Omar, Hussein, 2005. *Research Management Source Power Man in organization* . Gramedia Library Main. Jakarta.
- Uyanto, 2006. *Method Study*. Earth Script. Jakarta.
- Regulation Government Number 94 Year 2021 about Discipline Employee Civil State
- Regulation Regent Number 28 Year 2023 about Guidelines Implementation of Electronic Recording of Civil Servant Attendance
- Regulation Regent Number 2 Year 2024 about Change Regulation Regent Mesuji No. 4 of 2023
- Regent Regulation Mesuji Number 64 of 2021 concerning the Organizational Structure, Work Procedures, Main Duties and Functions of the Regional Apparatus of Mesuji Regency