

The Effect of Work Environment, Work Discipline and Work Motivation on Employee Performance Case Study of the Office of Food Crops, Horticulture and Plantation, Sungai Penuh City

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ABSTRACT : This study aims to determine the effect of the work environment, work discipline and work motivation on employee performance. This study was motivated by a work environment that is not conducive and with a seemingly modest impression that impedes employee productivity, low work discipline resulting in violation of regulations is a natural thing to occur, low employee motivation to take initiatives to improve performance, and instability of performance achievements of agencies that have an impact from the low employees performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh. The research method with a quantitative approach with multiple linear regression methods. Data collection techniques with questionnaires, observation and interviews. The respondents of this study were 42 of employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh. The sampling method uses the total sampling method in which the entire population in this study is the research sample. Hypothesis testing is calculated by IBM Statistical Package for Social Science (SPSS) program version 24.0. The results of this study found that the work environment does not have significant effect on employee performance, work discipline has significant effect on employee performance, work motivation has significant effect on employee performance, and based on the results of simultaneous testing (F test) the results showed that work environment variables (X_1), work discipline (X_2), and work motivation (X_3) together have a significant effect on the employees performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.

KEYWORDS: work environment, work discipline, work discipline, work motivation, performance employee

I. INTRODUCTION

The very important role of human resources causes an organization must allocate a significant amount of funds to increase these human resources. Successful and effective organizations are organizations with individuals who have good performance (Sudarmanto, 2011, p.6). So, if employees who are in the organization have good performance, then the effectiveness or success of the organization will be achieved. To achieve the desired success, one way that must be taken is to improve the performance of human resources. Employee performance is the result or work performance of employees which is assessed in terms of quality and quantity based on work standards set by the company. Good performance is optimal performance, which is performance that is in line with company standards and supports the achievement of company goals. A good company is an organization that seeks to improve its human resource capabilities, because this is a key factor for improving employee performance (Setiyawan and Waridin, 2006). High employee performance is expected by the company. The more employees who have high performance, the overall productivity of the company will increase so that the company will be able to survive in global competition.

The selection of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh as the focus of the research is based on the low level and the instability of the work program achievements (performance) of institutions in the last 3 (three), namely 2017, 2018 and 2019. The results of the performance of the programs / activities carried out at Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, can be seen in the following table:

Table 1. Program / Activity Target and Realization

| No. | Program / Activity | Target (%) | Realization (%) | | |
|-----|--------------------|------------|-----------------|------|------|
| | | | 2017 | 2018 | 2019 |
| | | | | | |

| | | | | | |
|-------------------------|--------------------------------------------------------------------|------------|--------------|--------------|--------------|
| 1. | Increased of Farmers' Welfare. | 100 | 35.34 | 40.80 | 37.82 |
| 2. | Increased Food Security. | 100 | 41.28 | 35.14 | 40.36 |
| 3. | Increased Marketing of Agricultural/Plantation Production Results. | 100 | 36.23 | 43.39 | 39.64 |
| 4. | Increased Application of Agricultural / Plantation Technology. | 100 | 44.45 | 40.63 | 38.33 |
| 5. | Increased Agricultural / Plantation Production. | 100 | 38.75 | 47.65 | 41.35 |
| 6. | Empowerment of Agricultural/Plantation Extension Workers. | 100 | 40.48 | 43.54 | 37.62 |
| 7. | Special Allocation Fund (DAK) in Agriculture. | 100 | 35.65 | 40.72 | 37.47 |
| Jumlah Rata-Rata | | 100 | 44.33 | 37.17 | 46.36 |

Source: Secondary Data, DTPHP Sungai Penuh Regency, 2019.

From table 1 above it can be seen that from the past three years namely 2017, 2018 and 2019 the target achievement from year to year experienced instability. It is seen in 2017 that the target of 100% can only be realized on average by 44.33%. And in 2018 a decline with a target of 100%, can only be realized on average by 37.17%. And finally in 2019 out of the 100% realization target can be increased by an average of 46.36%. And from these results it can be concluded that there are problems that occur in the performance of Regional Food Crops, Horticulture and Plantation Plant Office Sungai Penuh, be it from the system or its implementation. So that the targets and realization of work program achievements from year to year experience instability and tend to be far from the realization of realization and decline. The level of achievement requires a process of performance, at this stage of the process subordinates are more dominant in doing it, while the output is the level of achievement of results, both the good and the bad of the output / performance of the most effects agency is the employee in an agency. However, leaders sometimes do not care about the potential conditions of existing employees, especially the work environment issues, work discipline, work motivation and performance produced by employees, this will certainly effect the low performance of employee performance that has an impact on agency performance.

Employee performance is the result or work performance of employees which is assessed in terms of quality and quantity based on work standards set by the company. Good performance is optimal performance, which is performance that is in line with company standards and supports the achievement of company goals.

A good company is an organization that seeks to improve its human resource capabilities, because this is a key factor for improving employee performance (Setiyawan and Waridin, 2006). High employee performance is expected by the company. More and more employees have high performance, then the overall productivity of the company will increase so that the company will be able to survive in global competition. With a close relationship between individual performance and organizational performance, human resource management is very important to consider.

According to Hasibuan (2013, p.94) performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. Performance is a picture of the level of achievement of the implementation of an activity / program / policy in realizing goals, objectives, mission, vision and organization. Performance appraisal is the process of an organization evaluating or assessing employee work, if the performance appraisal is carried out properly, orderly, and true will be able to help increase motivation to achieve at the same time can increase the loyalty of members of the organization in it, and if this happens it will benefit the organization itself. Therefore, performance appraisal needs to be done formally with the criteria set by the organization objectively. Simamora (2012), Performance appraisal is a useful tool not only for evaluating the work of employees, but also for developing and motivating employees. In performance appraisal not only assesses physical results, but the implementation of the overall work involving various fields such as ability, craft, discipline, work relations or special things according to their fields of work all deserve to be assessed.

According to Sofyan (2013, p.19) the work environment is anything that is around employees that affect themselves in carrying out and completing tasks given to them in an area. The work environment in a company is very important for management to notice, even though the work environment does not carry out the production process within the company. A work environment that provides comfort for its employees can improve the performance of its employees, in contrast, an inadequate work environment can reduce the performance of its employees. Work environment is a condition or place where someone performs their duties and obligations and can influence employees in carrying out the tasks that are charged. The work environment includes coloring, cleaning, air exchange, lighting, music, security, and noise (Nitisebito, 2011, p.184). As the results of research by Nuryasin, et al., (2016) that work environment variables and work motivation variables partially have a significant effect on employee performance variables (Y).

However, the phenomenon that exists in Regional Food Crops, Horticulture and Plantation Office Sungai Penuh is not yet fully as expected by employees in carrying out their work. This is because the office atmosphere is not comfortable, the condition of the narrow room, and the office is still renting. This of course makes employees lazy to work, so that it has an impact on employee work discipline.

In an organizational discipline is a very important factor in realizing the goals of the organization, because without good disciplinary conditions an organization cannot possibly achieve high effectiveness and efficiency. Discipline is a positive behavior that is essentially in the form of attitudes, behavior and actions in accordance with applicable regulations, both written and unwritten (Nitisemio, 2011, p.123). According to Hasibuan (2013: 20), the discipline factor is very influential on employee performance. Discipline is usually directly proportional to the employees performance in a company, if the level of employee discipline is good, then the level of employee performance will also be good. Enforcement of discipline that is too high can trigger employee work stress or it can also trigger employee motivation because some employees tend to be lazy to work if there is no strict discipline. This phenomenon often occurs and directly or indirectly will affect employee behavior. Agung Setiawan's research results (2013) show that work discipline simultaneously and partially does not effect employee performance.

The low level of employee discipline can be seen in the fact that there are still employees who arrive late, rest early too late to go back to work, leave work early and low willingness of employees to do the work optimally and in accordance with the SOP, resulting in decreased employee performance caused by low employee motivation in carrying out their work. Motivation is a driving force or driving someone to behave in certain behaviors that can arise from within or outside the individual.

Motivation from the Latin word *movere* means encouragement, desire, cause, or reason for someone to do something. According to Hasibuan (2013, p.141), motivation is increasingly important because superiors distribute work to their subordinates to do well towards the desired goals. So motivation is the spirit of desire and drive in working to achieve a certain goal by giving a positive energy and making humans or workers willing to work together to achieve optimal results. Heny Sidanti's research results (2015) show that work discipline and work motivation have a positive and significant effect on performance on the Civil Servants of the Madiun Regency DPRD Secretariat.

But the phenomena that exist at Regional Food Crops, Horticulture and Plantation Office Sungai Penuh are not yet fully as expected by employees, where there is still a lack of encouragement, direction and motivation given to employees as well as the assumption that reward is the right not a performance result, so this has an impact on the employee performance process.

Based on the description, finally the writer is interested and wants to discuss in a scientific paper about "The Effect of Work Environment, Work Discipline and Work Motivation on the Employees Performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh."

The objectives to be achieved in this study:

1. Knowing the effect of the work environment on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.
2. Knowing the effect of work discipline on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.
3. Knowing the effect of work motivation on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.
4. Knowing the effect of work environment, work discipline and work motivation on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.

II. LITERATURE REVIEW

1. Performance

According to Mangkunegara (2012, p.67) performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given. The performance of employees according to Robbins (2008, p.260) can be measured by indicators as follows: (a) Quality, (b) Quantity, (c) Timeliness, (d) Effectiveness, and (e) Independence.

2. WorkEnvironment

According Sedarmayanti (2013, p.21) argues that the work environment is the overall tools and materials faced, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and groups. According Sedarmayanti (2013, p.21) there are 5 (five) indicators of the work environment consisting of: (a) direct relations with employees, (b) relationships that affect employee conditions, (c) relationships with superiors, (d) relationships between coworkers, and (e) relationships with subordinates.

3. Work Discipline

Siswanto (2013, p.291) states that 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 it violates the duties and the authority given to him. According to Siswanto (2013, p.291) that there are several indicators of work discipline which include: (a) absent and timely, (b) accuracy and calculation, (c) obeying regulations and responsibilities, (d) compliance and fluency, (e) a harmonious and respectful atmosphere.

4. Work Motivation

Work motivation is an impulse that comes from within or outside oneself that drives him to move his power and potential to work and achieve the desired goals (Hasibuan, 2012). And according to Hasibuan (2012) states that work motivation indicators can be measured based on: (a) Driving Power, (b) Willingness, (c) Expertise and Skills, (d) Responsibility, and (e) Objectives.

5. Conceptual Framework

Conceptual framework is a model that explains the relationship of theory with important factors that are known in a particular problem. The conceptual framework will connect theoretically between research variables namely the independent variable with the dependent variable (Erlina, 2011). Based on the theoretical basis and research problem formulation, the conceptual framework in this study, can be seen in the following figure:

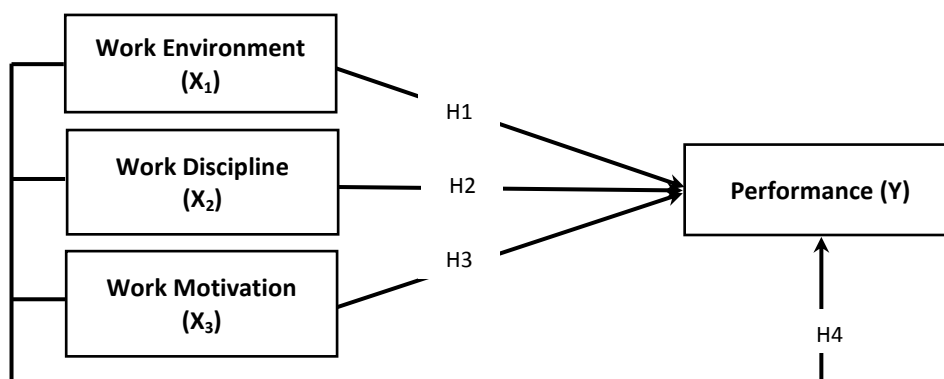


Figure 1. Research Conceptual Framework

Hypothesis

Based on the conceptual framework above, it can be formulated a hypothesis in this study as follows:

- H1** : Work environment partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.
- H2** : Work discipline partially has a significant effect on employees performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.
- H3** : Work motivation partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.
- H4** : Work environment, work discipline, and work motivation simultaneously have a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.

III. RESEARCH METHODS

Based on the formulation, objectives and research hypotheses, the method used in this study is quantitative research with the type of correlational research is a type of research that looks at the relationship between one variable with one or several other variables (Muri, 2015, p.64). The same is stated by Sumadi (2014, p.82) that correlational research aims to detect the extent to which variations in a factor are related to variations in one or more other factors based on the correlation coefficient. From the description of expert opinions, this study analyzes the relationship between work environment, work discipline, and work motivation on employee performance.

According to Hamid (2014, p.55), population is the total number of objects or subjects used as sources of data in a study that has the same characteristics or characteristics. The research sample is a limited number

and part of the population, a portion of the population selected and representing that population (Muri, 2015, p.150). The technique in taking this sample uses the technique of total sampling (overall sample), total sampling is a sampling technique where the number of samples is equal to the population (Sugiyono, 2017). The reason for taking total sampling is because according to Sugiyono (2017) a population of less than 100 entire populations is used as a research sample. Because the sample used is the whole population, then the sample in this study is the same as the population that is all Employees at Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, amounting to 42 (forty two) people.

IV. RESULTS AND DISCUSSION

Characteristics of Respondents

General description of the characteristics of respondents in this study was measured based on 6 (six) categories, namely gender, age, education level, group, years of service and status. The following characteristics of research respondents are presented in the table below:

Table 2. Characteristics of Research Respondents (n = 42)

| Profile | Category | Amount (person) | Percentage(%) |
|-----------------|-----------------------------|-----------------|---------------|
| Namely Gender | Men | 23 | 54.8 |
| | Girl | 19 | 45.2 |
| Age | 20 - 30 years | 12 | 28.6 |
| | 30 - 40 years | 15 | 35.7 |
| | 40 - 50 years | 10 | 23.8 |
| | > 50 years | 5 | 11.9 |
| Education Level | S1 | 40 | 95.2 |
| | D3 | 2 | 4.7 |
| Group | IVa – IVd | 5 | 11.9 |
| | III.a- III d | 26 | 61.9 |
| Years of Sevice | < 5 years | 10 | 23.8 |
| | 5 - 10 years | 15 | 35.7 |
| | 10 – 20 years | 10 | 23.8 |
| | > 20 years | 7 | 16.7 |
| Status | State Civil Apparatus (ASN) | 31 | 73.8 |
| | Honorary | 11 | 26.2 |

Source: Primary Data, DTPHTP, processed by Author 2020.

In table 2 above, it can be seen that based on gender, most respondents were male, as many as 54.8% while the rest were those who were female as much as 45.2%. This data shows that the employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh are dominated by men, which certainly will provide opportunities to have high work performance in working.

Based on age, the majority of respondents are aged between 30-40 years which is as much as 35.7%, then followed by the age group between 20-30 years which is as much as 28.6%, aged between 40-50 years which is as much as 23.8%, and those over the age of 50 are 11.9%. This data shows that in general the employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh are still at productive age and can provide objective answers to the questionnaire, thus providing opportunities to improve performance in carrying out the task. This data shows that in general employees are at a mature age and have high work experience so that they have high opportunities to improve their work performance in carrying out their tasks.

Based on the education level, most respondents were educated with a Bachelor's Degree (S.1) of 95.2%, and those who had a Diploma education were 4.7%. This data shows that in the scope employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh have quite high education, because with the education level employees play a role in shaping the mindset in carrying out work. Thus the level of undergraduate education existing within the scope employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh can contribute to improving employees performance.

Based on group, the majority of respondents have group IVa-IVd which is as much as 11.9%, then followed by group III.a-III.d which is as much as 61.9%. This shows that most of the employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh have a class or rank that has met certain occupational criteria.

Based on the years of sevice , most respondents had working periods of 5- 10 years of 35.7%, then followed by 10-20 years of service of 23.8%, tenure of less than 5 years is 23.8%, and tenure of more than 20

years is 16.7%. This data shows that the employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh have high work experience in carrying out tasks which will certainly have an impact on improving employee performance.

Based on the status of respondents who have the status of the State Civil Apparatus is as much as 73.8%, then respondents who have honorary status are as many as 26.2%. This data shows that not all employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh are State Civil Apparatus but some are honorary.

Description of Research Results

The results in this study describe the effect of the work environment, work discipline, and work motivation on performance on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh. The results of this study are based on the results of the instruments given to respondents, amounting to 42 respondents. In general, the results of this study can be seen in the following table:

Table 3. Variable Descriptive Analysis

| Descriptive Statistics | | | | | |
|---------------------------|-----------|------|-------------------|---------|-------------|
| | N | Min | Max | Sum | Mean |
| | Stat | Stat | Stat | Stat | Stat |
| Work Environment | 42 | 36 | 50 | 1783 | 42.45 |
| Work Discipline | 42 | 37 | 50 | 1853 | 44.11 |
| Work Motivation | 42 | 36 | 50 | 1777 | 42.30 |
| Performance | 42 | 28 | 50 | 1699 | 40.45 |
| Valid N (listwise) | 42 | | | | |
| | Std. Dev | | The Item Question | TCR (%) | Information |
| | Stat | | | | |
| Work Environment | 3.430 | | 10 | 84.90 | Good |
| Work Discipline | 3.343 | | 10 | 88.22 | Good |
| Work Motivation | 4.508 | | 10 | 84.60 | Good |
| Performanc | 5.269 | | 10 | 80.90 | Good |
| Valid N (listwise) | | | | | |

Source: Primary Data, IBM SPSS Data Processing Results Ver. 24.0, 2020.

From table 3 above it can be seen that the results of the descriptive analysis for each of the variables in this study were obtained:

1. Work Environment; Having an average statement of work environment variable items is 42.45% and Respondents Achievement Rate (TCR) is 84.90%. This can be interpreted that each variable of work environment of respondents has a good categorized response, but can still be optimized so that efforts are needed to further improve the factors that effect work environment itself.
2. Work Discipline; Having an average of work discipline statement variable items is 44.11% and the Respondent Achievement Rate (TCR) is 88.22%. This can be interpreted that each variable of work discipline of respondents has a good categorized response, but can still be optimized so that efforts are needed to further improve the factors that effect work discipline itself.
3. Work motivation; Having an average variable item statement of work motivation is 42.30% and Respondents' Achievement Rate (TCR) is 84.60%. This can be interpreted that each work motivation variable of the respondent has a good categorized response, but can still be optimized so that efforts are needed to further improve the factors that effect work motivation itself.
4. Performance; Having an average statement of performance variable items is 40.45% and Respondents Achievement Rate (TCR) is 80.90%. This can be interpreted that each performance variable of the respondent has a good categorized response, but can still be optimized so that efforts are needed to further improve the factors that effect performance itself.

Multiple Linear Regression Analysis Test

Based on the results of calculations using a computer using the IBM SPSS for Windows Ver. 24.0, from the Model Summary^b table, the ANOVA^a table and the Coefficients^a table a recap table can be made for the results of the regression coefficient values, t_{count} , significance value, F_{count} value and R Square value (R^2). The results can be seen in the following table:

Table 4. Recap of Multiple Regression Analysis Test Results

| Variable | Coef. Regression | T _{count} | Sig. |
|------------------------------------|------------------------------|--------------------|-------|
| Constant | 17.162 | | |
| Work Environment (X ₁) | 0.253 | 1.214 | 0.232 |
| Work Discipline (X ₂) | 0.565 | 2.679 | 0.011 |
| Work motivation (X ₃) | 0.519 | 3.076 | 0.044 |
| F_{hitung} = 6.171 | Sig. .002^b | | |
| R² = 0.328 | | | |

Source: Primary Data, processed by the author, 2020.

From table 4 above, the regression equation model for the effect of work environment, work discipline and work motivation on employee performance is as follows:

$$Y = 17.162 + 0.253.X_1 + 0.519.X_2 + 0.189.X_3$$

From the regression equation above, it can be interpreted as follows:

1. The constant value is 17.162 meaning that without the influence of the work environment, work discipline, work ethic and motivation, the performance already exists at 17.162%.
2. The value of the regression coefficient of the work environment is 0.253 meaning that each increase in one unit of the work environment then the performance of members increases by 25.3%.
3. The value of the regression coefficient of work discipline is 0.565 meaning that each increase in one unit of work discipline then the performance of members increases by 56.9%.
4. The value of the regression coefficient of work motivation is 0.519 meaning that each increase in one unit of motivation then the performance of members increases by 51.9%.

Partial Test (t Test)

T test (t-test) is intended to determine the effect of partial (individual) work environment, work discipline, and work motivation on employee performance. The results of the t test calculations can be seen in table 5 below:

Table 5. Test Results t

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|-------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 17.163 | 14.172 | | 1.211 | 0.233 |
| | Work Environment | 0.253 | 0.208 | 0.165 | 1.214 | 0.232 |
| | Work Discipline | 0.565 | 0.211 | 0.358 | 2.679 | 0.011 |
| | Work Motivation | 0.519 | 0.169 | 0.419 | 3.076 | 0.004 |

a. Dependent Variable: Performance.

Source: Primary Data, IBM SPSS Data Processing Results Ver. 24.0, 2020

From table 5 the tcount values obtained are the results of calculations:

1. Work Environment Variables; T value = 1.214 with a significance probability of 0.232 > 0.05. With df = 42-3 = 39 obtained t table = 2.0227, then tcount < t table or 1.214 < 2.0227, the null hypothesis (Ho) is accepted and the alternative hypothesis (Ha) is rejected. Means that the work environment variable partially has no significant effect on employee performance, it can be concluded that the first hypothesis (H1) which says that the work environment partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh is rejected, then the first hypothesis (H1) rejected.
2. Work Discipline Variables; T value = 2.679 with a significance probability of 0.011 < 0.05. With df = 42-3 = 39 obtained t table = 2.02269, then t > t table or 2.679 > 2.02269, consequently the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. Means that the work discipline variable partially has a significant effect on employee performance, it can be concluded that the second hypothesis (H2) which says that work discipline partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh is accepted, thus the second hypothesis (H2) is accepted.
3. Work Motivation Variables; T value = 3.076 with a significance probability of 0.004 < 0.05. With df = 42-3 = 39 obtained table = 2.02269, then t > table > or 3.076 > 2.02269, consequently the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. It means that the work motivation variable

partially has a significant effect on employee performance, so it can be concluded that the third hypothesis (H3) which says that work motivation partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh is accepted, thus the second hypothesis (H3) received.

Simultaneous Test (F Test)

The F test (the feasibility of the model) is intended to determine the effect of independent variables (work environment, work discipline and work motivation) simultaneously (together) on the dependent variables (performance). The results of this test using IBM SPSS Ver 24.0 for Windows, can be seen in the following table:

Table 6. Test Results F ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|--------------------|
| 1 | Regression | 372.945 | 3 | 124.315 | 6.171 | 0.002 ^b |
| | Residual | 765.460 | 38 | 20.144 | | |
| | Total | 1138.405 | 41 | | | |

a. Dependent Variable: performance

b. Predictors: (Constant), work environment, work discipline and work motivation

Source: Primary Data, IBM SPSS Data Processing Results Ver. 24.0, 2020.

From the ANOVA test table 6 obtained Fcount value of 6.171 with a significance probability of 0.020. The probability of significance is less than 0.05. With $df = n - (k - 1) = 42 - (4-1) = 39$; F_{table} is obtained for 2.85, then $F_{count} > F_{table}$ or $6.171 > 2.85$ with a significance level of 0.020 or α 0.05 as a result H_0 is rejected and H_a is accepted. Work environment variables, work discipline, and work motivation simultaneously have a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, then it can be concluded that the fourth hypothesis (H4) which reads the work environment, work discipline, and work motivation simultaneously has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, therefore the fourth hypothesis (H4) can be accepted.

Determination Test (R^2)

Analysis of the coefficient of determination for the work environment, work discipline and work motivation on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh was performed using the IBM SPSS program for windows 24.0 with the SPSS output form as stated below:

Table 7. R Square results Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------|----------|-------------------|----------------------------|
| 1 | 0.572a | 0.328 | 0.275 | 4.48817 |

a. Predictors: (Constant), work environment, work discipline and work motivation

b. Predictors: (Constant), performance

Source: Primary Data, IBM SPSS Data Processing Results Ver. 24.0, 2020.

Based on table 7 above, the results of the calculation of the regression estimate, obtained adjusted coefficient of determination value or R Square is 0.328 meaning 32.8% of the variation of all independent variables (work environment, work discipline and work motivation) can explain the dependent variable (employee performance), while the remaining 67.2% is explained by other variables not examined in this study. Because the value of R^2 is close to 0 (zero), the contribution (effect) of independent variables (work environment, work discipline and work motivation) simultaneously to the dependent (performance) is very limited.

V. RESULTS AND DISCUSSION

Effect of Work Environment on Performance

The first objective of this study was to determine the effect of the work environment on performance. The results of statistical analysis using multiple linear regression showed that the first hypothesis was rejected, so it can be concluded that the first hypothesis (H1) which reads the work environment partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh was rejected, thus the hypothesis first (H1) was rejected.

This result means rejecting the results of AA Gde Oka Pramadita and Ida Bagus Ketut Surya's research (2015) and Moh. Amir Fiqi (2018) who stated that the work environment had a significant effect on performance. However, these results support the results of research conducted by Syardiansah and Melati Putri Utami (2019) which states that the work environment has no significant effect on performance.

So it can be concluded from the results of this study does not prove that the work environment has a significant effect on employee performance, with the discovery that the work environment variables partially work does not significantly effect the employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh. Which means that the employee's work environment does not always or does not always improve employee performance, because there are still many other variables that are factors that affect an employee's performance.

Effect of Work Discipline on Performance

The second objective of this study is to determine the effect of work discipline on performance. The results of statistical analysis using multiple linear regression showed that the second hypothesis (H2) was accepted, so it can be concluded that the second hypothesis (H2) which reads partially significant work discipline has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh accepted, then thus the second hypothesis (H2) is accepted.

The results of this study are in line with the results of the research of Heny Sidanti (2015), Rima Dwining Tyas and Bambang Swasto Sunuharyo (2018) and Syardiansah and Melati Putri Utami (2019) from their research findings that work discipline has a significant effect on performance. So it can be concluded from the results of this study proving that the research produced that the work discipline variable partially had a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, this means that if the employee's work discipline in an agency is good and well controlled then the agency will be able to control and be able to improve the performance of its employees.

Effect of Work Motivation on Performance

The third objective of this study is to determine the effect of work motivation on performance. The results of statistical analysis using multiple linear regression showed that the third hypothesis (H3) was accepted, so it can be concluded that the third hypothesis (H3) which reads partially significant work motivation has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh. accepted, then thus the third hypothesis (H3) is accepted.

The results of this study support the results of the research of Heny Sidanti (2015), AA Gde Oka Pramadita and Ida Bagus Ketut Surya (2015), and Syardiansah and Melati Putri Utami (2019) that work motivation has a significant effect on performance. So it can be concluded from the results of this study prove that work discipline variables partially work have a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh.. This result means that the desire in someone who drives someone to be able to do something as well as possible and want to get the best results possible, this is due to external stimulation both from the supervisor and the basis for meeting the needs and satisfaction, and fulfilling the responsibilities for the tasks given and carried out in the organization, so that it will encourage the passion and enthusiasm of employee work, so that it will affect employee performance.

Effect of Work Environment, Work Discipline and Work Motivation on Performance

The fourth objective of this study was to determine the effect of the work environment, work discipline and work motivation on performance, based on research on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh is good seen from the response of respondents (TCR) of 80.90%, states that employee performance is good. This means that the employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh. are very serious in doing their work and trying to get it done on time. Based on the results of statistical analysis by testing the hypothesis of the ANOVA test (Simultaneous Test / F Test) obtained the fourth hypothesis is accepted, it can be concluded that the fourth hypothesis (H4) which reads the work environment, work discipline and work motivation together has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh are accepted, thus the fourth hypothesis (H4) is accepted.

The effect of work environment variables, work discipline and work motivation on performance variables, the research is in accordance with what was revealed by Heny Sidanti (2015), AA Gde Oka Pramadita and Ida Bagus Ketut Surya (2015) and Syardiansah and Melati Putri Utami (2019) which stated that the work environment, work discipline and work motivation simultaneously effect the performance. So it can be concluded that the hypothesis of this study that work environment, work discipline and motivation simultaneously have a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh have been proven.

VI. CONCLUSION

Based on the results of research and data processing that have been done before, some conclusions can be drawn as follows:

1. The work environment partially has no significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, so the first hypothesis (H1) is rejected.
2. Work discipline partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, so the second hypothesis (H2) is accepted.
3. Work motivation partially has a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, thus the third hypothesis (H3) is accepted.
4. Work environment, work discipline, and work motivation together (simultaneously) have a significant effect on employee performance of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh, thus the fourth hypothesis (H4) is accepted.

Based on the above conclusions, there are some suggestions that the authors propose, namely: For the Work Environment, it is recommended to the Regional Food Crops, Horticulture and Plantation Office Sungai Penuh to be able to pay attention to the work environment around employees.

For the Work discipline, it is recommended to Regional Food Crops, Horticulture and Plantation Office Sungai Penuh to give more strict sanctions for violations of rules by employees in their neighborhood, because with strict sanctions can improve employee work discipline.

For the Work Motivation, it is recommended that employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh to complete the work on time, develop their own potential as well as to be able to work well even without supervision from superiors, because with high motivation, employee performance will be able to produce something good for the agency.

For Performance, it is recommended that employees of Regional Food Crops, Horticulture and Plantation Office Sungai Penuh to be able to appreciate fellow colleagues, because with a good relationship will be able to provide a good effect in improving employee performance.

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