

## The Effect of Work Discipline, Competence and Physical Work Environment on Employee Performance at the District Representative Council of Kerinci Regency

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**ABSTRACT:** This study of purpose was to determine work discipline, competence and physical work environment on employee performance. This research is motivated by disciplinary violations that are still considered normal by employees, low employee competence, physical work environment that does not support employee performance, so that employee performance annually experiences instability and tends to decline which has an impact on the performance at the District Representative Council of Kerinci. This type of research uses a quantitative approach with multiple linear regression methods. Data collection techniques using questionnaires, observation and interviews. Respondents of this study were 47 employees at the District Representative Council of Kerinci. The sampling method used was the method in total sampling which the entire population in this study was used as the research sample. Hypothesis testing is calculated using the IBM Statistical Package for Social Science (SPSS) program version 24.0. From the results of this study it is found that partially work discipline has a significant effect on employee performance, competence has a significant effect on employee performance, and physical work environment has a significant effect on employee performance. Simultaneously work discipline, competence, physical work environment together have a significant effect on employee performance. The performance at the District Representative Council of Kerinci.

**Keywords** -work discipline, competence, physical work environment, employee performance.

### I. INTRODUCTION

In an organization or company, human resources are the central figure, so that all management activities run well, of course, the organization must have employees who have knowledge, skills and are productive and try to manage the company optimally so that employee performance increases. The success of an organization can be seen from whether the human resources are good or not, it is important for each employee to be directed to improve their performance, so that they have behavior and attitudes that reflect their responsibilities as employees who are highly dedicated to their responsibilities.

Employee performance is an important thing that must be achieved by every agency including at the District Representative Council of Kerinci, because performance is a reflection of the agency's ability to manage and allocate employees, therefore employee performance has a very important effect on the ongoing agency activities and for the process of achieving organization goals.

During the observation and interview which was conducted on June 9, 2020 with one of the employees at the District Representative Council of Kerinci, as the staff of the Administration sub-division provided information that there were still some employees who had delayed their work so that the work could not be completed on time, this was also due at the District Representative Council of Kerinci is one of the agencies serving members of the at the District Representative Council of Kerinci so that administrative work still needs improvement, apart from the number of employees, time and the volume of work at the District Representative Council of Kerinci Secretariat which is still not synchronized.

Based on the results of an employee performance observation questionnaire that was distributed randomly to 15 (fifteen) employees at the District Representative Council of Kerinci, it can be seen that for the performance indicator, namely the punctuality is still low indicated by 67% answering disagree, if the employee does the task of the superior in accordance with the specified time limit resulted in the completion of many jobs being delayed. Then attendance is still quite low, as indicated by 53% of employees stated that there are still employees who leave and come home from work not according to the set working hours and there are still some employees, namely 7% think that work is only limited to their responsibility without thinking about the results

achieved. This means that the performance of employees at the District Representative Council of Kerinci Secretariat still needs to be improved because achieving organizational goals requires optimal quality, timeliness and attendance.

Based on a disciplinary observation questionnaire for at the District Representative Council of Kerinci, it can be seen that 60% of employees stated that they did not agree if the leadership had applied penalties for undisciplined employees, meaning that the leadership had not applied strict sanctions, then for the severity of the penalties given by the leadership to Employees stated that it did not really affect discipline by 47% so that there were still many employees who had not obeyed the applicable regulations, especially seen from the level of employee attendance at the District Representative Council of Kerinci, this also affected the performance.

In addition to work discipline factors, employee performance can also be effect by the competence of human resources possessed by at the District Representative Council of Kerinci.. According to Sutrisno (2011, p.202), etymologically, competence is defined as a dimension of skill behavior or the superiority of a leader or staff having good skills, knowledge and behavior. Therefore an organization needs employees who must be competent in accordance with their field of work.

According to Sidanti (2015, p.46), the work environment is something from the work environment that makes work easier or difficult. Environment Work is one of the important factors in creating employee performance, because indirectly the work environment will affect the employees physically and psychologically in doing work, one of which is effect by the physical environment in an organization. The physical environment of the office is everything that is physically in the office environment (Widiyanti, 2014, p.141). This is also conveyed by Gie (2009, p.210), that every office has a physical environment requirements that every modern manager must and should manage as well as possible.

Based on the description of the problem and several theories as well as the existence of previous research that has been described above, it can be seen the importance of improving employee performance at the District Representative Council of Kerinci and researchers are interested in choosing the title: "The Effect of Work Discipline, Competence, and Work Environment on the Performance at the District Representative Council of Kerinci".

The objectives to be achieved in this study are to determine and analyze:

1. This is to determine the effect of work discipline on the performance at the District Representative Council of Kerinci.
2. This is to determine the effect of competence on the performance at the District Representative Council of Kerinci.
3. This is to determine the effect of the physical work environment on the performance at the District Representative Council of Kerinci
4. To determine the effect of work discipline, competence and physical work environment simultaneously on the performance of the employees at the District Representative Council of Kerinci

## II. LITERATURE REVIEW

### Performance

According to Mangkunegara (2012, p.67), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. The indicators of performance according to Robbins (2015, p.155), are: (a) Quantity; (b) Quality; (c) Timeliness.

### Work Discipline

According to Sutrisno (2011, p.87), discipline is an attitude of respect for company rules and regulations, which exist within employees, which causes them to voluntarily adjust to company rules and regulations. The indicators of work discipline according to Hasibuan (2009, p.194), are: (1) Objectives and abilities; (2) role models; (3) remuneration; (4) Justice; (5) Waskat; (6) Penalties; (7) Assertiveness; and (8) Humanitarian relations.

### Competence

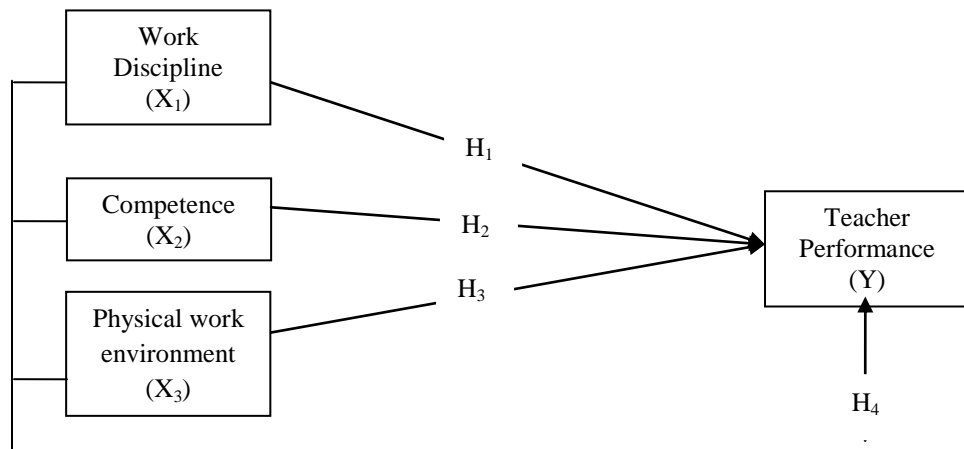
According to Wibowo (2014, p.271), competence is the ability to carry out or perform a job or task that is based on skills and knowledge and is supported by the work attitude required by the job. The indicators of competence according to Sutrisno (2011, p.204) are: (1) Knowledge; (2) Understanding; (3) Ability; (4) Value; (5) Attitude; and (6) Interests.

### Physical Work Environment

According to Widiyanti (2014, p.141), the physical environment is everything that is physically in an office environment. The indicators of the physical work environment according to Gie (2009, p. 211), are: 1) Light; 2) Color; 3) Air; 4) Sound.

### Research Conceptual Framework

Based on the research objectives, the conceptual framework of this study:



**Figure 1.** Research Conceptual Framework

### Hypothesis

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

- H1:** Work discipline has a significant effect on the performance at the District Representative Council of Kerinci
- H2:** Competence has a significant effect on the performance at the District Representative Council of Kerinci
- H3:** The physical work environment has a significant effect on the performance at the District Representative Council of Kerinci
- H4:** Work discipline, competence and physical work environment simultaneously have a significant effect on the employee performance at the District Representative Council of Kerinci.

## III. RESEARCH METHODS

### Research Type

Based on the objectives, this study is an explanatory study. Explanatory or explanative or explanatory research aims to explain the relationship between two or more styles or variables.

Usman and Akbar (2008), say that with explanatory types, research uses census types, census research is research that takes one population group as a sample as a whole. and using structured questionnaires as primary data collection tools for specific information. Based on this information, this research is a type of survey method research using a questionnaire tool, in which the respondents are employees at the District Representative Council of Kerinci.

### Population and sample

Population and sample in a study have a central and decisive role (Muri, 2015, p.144). Population is the whole object of study that provides an accurate description of the research. According to Hamid (2014, p.55), population is the total number of objects or subjects that are used as data sources in a study that have the same characteristics or characteristics. Thus, the population in this study were employees at the District Representative Council of Kerinci.

The research sample is a limited number and part of the population, a portion of the population that is selected and is representative of that population (Muri, 2015, p.150). Meanwhile, according to Sugiyono (2017, p.120), the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusions will be applicable to the population. However, because the sample used is the entire population, the sample in this study is the same as the population, namely all employees at the District Representative Council of Kerinci totaling 47 (forty seven) people.

The sampling technique uses *total sampling technique* (whole sample), *total samplingsampling* is a technique where the sample size is the same as the population (Sugiyono, 2017). The reason for taking *total sampling* is because according to Sugiyono (2017), the total population is less than 100, the entire population is used as the research sample.

#### IV. RESULTS AND DISCUSSION

##### Characteristics of Respondents

Respondents in this study were employees of the District Representative Council of Kerinci who were sampled where respondents had various characteristics as shown in the following table:

*Table 1. Characteristics of Respondents study (n = 47)*

Age (years)	Gender		Last Education					Work Periode (years)			Position			
	M	F	Elementary	Junior High	Senior High	Bachelor	Master	<10	11-29	>30	Secretary	Head of Dept.	Head of Sect.	Staff
≤30	4	1	0	0	4	1	0	5	0	0	0	0	0	5
31-49	20	9	0	1	10	16	2	22	7	0	0	0	3	26
≥50	9	4	1	0	4	6	2	3	6	4	1	3	3	6
<b>Amount</b>	<b>33</b>	<b>14</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>23</b>	<b>4</b>	<b>30</b>	<b>13</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>37</b>
<b>Total</b>	<b>47</b>		<b>47</b>					<b>47</b>			<b>47</b>			

Source: Secondary Data, Vocational High School 1 of Kerinci, writer processed in 2020.

From the table above it can be seen that the respondents at the District Representative Council of Kerinci. employees based on gender were 47 people. Male respondents were more dominant than female respondents. Men with 33 people or equal to 70% while 14 women are equal to 30%. This is because male workers are needed more than female workers, male workers are widely spread, ranging from security personnel, cleaning personnel, and technical personnel. Respondents aged 31-49 years dominate, namely 29 people or equal to 62%, then employees with ≥50 years of age are 13 people or 28%, while employees aged ≤ 30 years are 5 people or equal to 10%. This indicates that the employees at the District Representative Council of Kerinci are dominated by employees of productive age and still have great energy to be able to work to achieve organizational goals. Furthermore, when viewed from the length of service.

The majority of respondents are aged 31-49 years, this indicates that the employees at the District Representative Council of Kerinci still young and still have the opportunity to work for a long time and do not need additional employees in the near future.

Furthermore, when viewed from the latest education, 23 people or 51% have S1 education, 18 people or 40% have high school education, while only 4 people or 9% have S2 education. From the level of education, it is illustrated that the employees at the District Representative Council of Kerinci have adequate education.

##### Descriptive Research Results

Results of this study are based on the results of the instruments given to respondents, amounting to 58 (forty two) respondents. In general, the results of this study can be seen in the following table:

*Table 2. Results of Variable Descriptive Analysis*

	N	Min	Max	Sum	Mean	Std. Dev	Item Of Question	TCR (%)	Desc.
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic			
Work Discipline	47	48,00	70,00	3026,00	64,38	3,24743	16	89,16	Good
Competence	47	42,00	60,00	2293,00	48,79	2,56173	12	89,95	Good
Physical Work Environment	47	44,00	60,00	2313,00	49,21	2,29305	12	92,60	Very Good
Performance	47	44,00	60,00	2294,00	48,80	2,36495	12	92,60	Very Good
<b>Valid N (listwise)</b>	<b>47</b>								

Source: Primary Data, Processed by IBM SPSS 24.0, 2020

From the table above, it can be seen that each variable has an average between 48.79 percent - 64.38 percent and the Respondents' Achievement Level (TCR) between 89.16 percent - 92.60 percent with an average TCR of 91.08 percent. . This means that each respondent variable has average response category **very good**.

### Multiple Linear Regression

Analysis This analysis is used to determine the effect of the independent variables on the dependent variable, and the effect of the independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the IBM SPSS *for Windows* Version 24.0 program.

The following table recaps for the results of the regression coefficients, significance value,  $F_{count}$  value, and the value of R Square ( $R^2$ ). The results can be seen in the following table:

*Table 3. Multiple Linear Regression Analysis Test Result*

Variable	Regression Coefficient	$t_{count}$	Sig.
Constant	14,034		
Work Discipline	0,466	3,139	0,003
Competence	0,842	5,650	0,000
Physical Work Environment	0,190	2,657	0,005
	$F_{count} = 47,008$		
	$R^2 = 0,762$		
	Sig. 0,000		

Source: Primary Data, IBM SPSS Ver. 24.0, Year 2020.

From the table above, the form of the regression equation model for the effect of Work Discipline, Competence and Physical Work Environment on the performance of the District Representative Council of Kerinci employees is as follows:

$$Y = 14.034 + 0.466X_1 + 0.842X_2 + 0.190X_3 + e$$

Information the above equation:

$\alpha = 14,034$ ; it means that without the effect of work discipline, competence, physical work environment, the performance is already 14.034 percent.

$b_1 = 0.466$ ; it means that there is a positive effect between the work discipline variable ( $X_1$ ) on performance (Y). This shows that the increase or increase in work discipline, it will increase performance. The regression coefficient value for work discipline is 0.466, which means that for each increase in one unit of work discipline, the performance increases by 46.6 percent.

$b_2 = 0.842$ ; it means that there is a positive effect between the competency variable ( $X_2$ ) on performance (Y). This shows that the increase or increase in competence, it will increase performance. The competency regression coefficient value is 0.842, which means that for each increase of one competency unit, the performance increases by 84.2 percent.

$b_3 = 0.190$ ; it means that there is a positive effect between the physical work environment variables ( $X_3$ ) on performance (Y). This shows that the increase or increase in the physical work environment, it will increase performance. The regression coefficient value for the physical work environment is 0.190, which means that for each increase in one physical work environment unit, the performance increases by 19 percent.

### Hypothesis Testing

#### TTest (partial)

t test (partial) is intended to determine the effect of partially (individual) Work Discipline, Competence and Physical Work Environment on performance, and partial test (t test) of each causal variable (independent) on the consequent (dependent) variable can be carried out as follows:

*Table 4. t Test Results*

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14,034	6,008		2,336	0,024
Work Discipline	0,466	0,149	0,265	3,139	0,003
Competence	0,842	0,149	0,585	5,650	0,000
Physical Work Environment	0,190	0,115	0,173	2,657	0,005

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

1. The Effect of Work Discipline ( $X_1$ ) of the Performance (Y)

The analysis results of work discipline variable ( $X_1$ ) of the performance variable (Y) obtained by value  $t_{count}=3.139$  ( $df = 47-4 = 43$ ;  $t_{table} = 2.01669$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.003 < 0.05$ , consequently hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant effect between work discipline variables on the performance of the District Representative Council of Kerinci employees.

2. The Effect of Competence ( $X_2$ ) on Performance (Y)

The results of the analysis of the effect of the competency variable ( $X_2$ ) on the performance variable (Y) obtained the value of  $t_{count} = 5.650$  ( $df = 47-4 = 43$ ;  $t_{table} = 2.01669$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , consequently the second hypothesis (H2) is accepted. The results of the analysis show that partially there is a significant effect between the competency variables on the performance of the District Representative Council of Kerinci employees.

3. The Effect of Physical Work Environment ( $X_3$ ) on Performance (Y)

The results of the analysis of the effect of physical work environment variables ( $X_3$ ) on performance variables (Y) obtained the value of  $t_{count} = 2.657$  ( $df = 47-4 = 43$ ;  $t_{table} = 2.01669$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.005 < 0.05$ , as a result, hypothesis three (H3) is accepted. The results of the analysis show that partially there is a significant effect between the physical work environment variables on the performance at the District Representative Council of Kerinci.

**F test (Simultaneous)**

F test (model feasibility) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From this table, a simultaneous test (F test) of the independent variables can be carried out simultaneously on the dependent variable.

**Table 5.F Results Test F  
ANOVA**

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	810,829	3	270,276	47,008	0,000 <sup>b</sup>
Residual	252,983	43	5,750		
Total	1063,813	46			

Source: Primary Data, Processed by the Writer, 2020.

The results of the analysis of the effect of work discipline ( $X_1$ ), competence ( $X_2$ ), physical work environment ( $X_3$ ) simultaneously (together) on performance (Y), obtained the F value *calculated* amounted to 47,008 with a significance probability of  $0,000 < 0,05$ . With  $df_1 = (4-1) = 3$ ,  $df_2 = 47 - 4 = 43$ ,  $F_{table} 2.82$ , then  $F_{count} > F_{table}$  or  $47.008 > 2.82$ , consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant effect between the variables of work discipline, competence, physical work environment on the performance of employees of the Secretariat of the Regional Representatives Council Kerinci.

**The coefficient of determination ( $R^2$ )**

Analysis of the coefficient of determination for work discipline variables, competence, and the physical work environment on the performance at the District Representative Council of Kerinci employees is carried out using the IBM SPSS for Windows Version 24.0 program with the form of SPSS output as stated below:

**Table 6. Results of R Square  
Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,873 <sup>a</sup>	0,762	0,746	2,39784

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

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or R Square is 0.762, meaning that 76.2 percent of the variation of all independent variables can explain the dependent variable. while the remaining 23.8 percent is explained by other variables not examined in this study.

Due to the value of  $R^2$  close to 0 (zero), then the contribution independent of the dependent variables simultaneously is small.

## Discussion

### Effect of Work Discipline on Employee Performance

The first objective of this study was to determine the effect of work discipline, competence and physical work environment on the performance at the re employees. The results of statistical analysis using multiple linear regression indicate that the first hypothesis is accepted. The analysis results of work discipline variable ( $X_1$ ) of the performance variable (Y) obtained by value, = 3.139 ( $df = 47-4 = 43$ ;  $t_{table} = 2.01669$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.003 < 0.05$ , consequently hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant effect between work discipline variables on the performance of the Kerinci Regency DPRD Secretariat employees.

Sutrisno (2011, p.87), states that discipline is an attitude of respect for company rules and regulations, which exist in employees, which causes them to voluntarily adjust to company rules and regulations. Moenir (2001, p.94), also states that discipline is a form of obedience to the rules, both written and unwritten, which have been determined.

Therefore we can conclude work discipline will improve the *performance* or the performance of employees.

### The Effect of Competence on Employee Performance

The second objective of this study was to determine the effect of competence on the performance of the Kerinci Regency DPRD Secretariat employees. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The analysis results competence variable ( $X_2$ ) of the performance variable (Y) obtained  $t_{count} = 5.650$  ( $df = 47-3 = 44$ ;  $t_{table} = 2.01669$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , consequently the second hypothesis (H2) is accepted. The results of the analysis show that partially there is a significant effect between the competency variables on the performance of the Kerinci Regency DPRD Secretariat employees. The results of this study indicate that competence has a significant effect on the performance of the employees of the Kerinci Regency DPRD Secretariat. Thus, it can be concluded that the performance of the Kerinci Regency DPRD Secretariat employees is determined by competence.

Spencer and Spencer in Sudarmanto (2009: 46), competence is a basic characteristic of individual behavior related to effective reference criteria and / or superior performance in a job or situation. Based on this definition, it implies that competence is a part of the personality that is deep and inherent in a person and predictable behavior in various situations and job assignments.

It can be concluded competence will improve the *performance* or the performance of employees.

### Effect of Physical Work Environment on Employee Performance

The third objective of this study was to determine the effect of the Physical Work Environment on the performance of the Kerinci Regency DPRD Secretariat employees. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The results of the analysis of the effect of the physical work environment variable ( $X_3$ ) on the performance variable (Y) obtained the value of  $t_{count} = 2.657$  ( $df = 47-4 = 43$ ;  $t_{table} = 2.01669$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.005 < 0.05$ , as a result, hypothesis three (H3) is accepted. The results of the analysis show that partially there is a significant effect between the physical work environment variables on the performance of the Kerinci Regency DPRD Secretariat employees.

The physical work environment according to Gie (2009, p.212), is something that includes light, color, air and sound. Meanwhile, Widiyanti (2014: 141) states that the physical environment is everything that is physically in the office environment.

Therefore we can conclude work motivation will affect the performance or the performance of employees.

### Effect of Work Discipline, Competence, and Physical Work Environment collectively on Employee Performance

The fourth objective of this study was to determine the effect of work discipline, competence and physical work environment on the performance of the Kerinci Regency DPRD Secretariat employees.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F test) obtained the  $F_{value_{calculated}}$  amounted to 47,008 with a significance probability of  $0,000 < 0.05$ . With  $df_1 = (k - 1) = 3$ ,  $df_2 = 47 - 3 = 44$ ,  $F_{table} 2.82$ , then  $F_{count} > F_{table}$  Or  $47.008 > 2.82$ , consequently  $H_0$  is rejected and  $H_a$  is accepted. The results of the analysis show that simultaneously (together) there is a significant effect between the variables of work discipline, competence and physical work environment on the performance of employees of the Kerinci Regency DPRD Secretariat, it can be concluded that the fourth hypothesis (H4) which reads work discipline, competence and physical work environment. the performance of the Kerinci Regency DPRD Secretariat employees is accepted, therefore the fourth hypothesis (H4) can be accepted. Performance in the Big Indonesian

Dictionary (2002, p.570), is something that is achieved, achievements that are considered, or work ability (regarding equipment) , meanwhile, according to Sinambela (2012: 5), suggests that performance is the implementation and improvement of the work in accordance with the responsibilities so that it can achieve the expected results.

## V. CONCLUSION

### Conclusion

Based on the results of research and data processing that have been carried out previously, several conclusions can be drawn as follows:

1. Work discipline through indicators of goals and abilities, role models of leadership, remuneration, justice, trustworthiness, punishment, assertiveness and human relations have a significant effect on the performance of the Kerinci Regency DPRD Secretariat employees.
2. Competence through indicators of knowledge, understanding, abilities, values, attitudes and interests has a significant effect on the performance of the Kerinci Regency DPRD Secretariat employees.
3. The physical work environment through light, color, air and sound indicators has a significant effect on the performance of the Kerinci Regency DPRD Secretariat employees.
4. Work discipline, competence, and physical work environment together have a significant effect on the performance of the Kerinci Regency DPRD Secretariat employees.

### Suggestion

Based on the findings and conclusions of the study. For this reason, the authors suggest the following suggestions:

1. To the Regent of Kerinci regency, in order to make a good contribution for the implementation of good cooperation with the secretariat of the DPRD of Kerinci Regency. So that later the realization of work discipline, competence and a good work environment to improve the performance of employees of the Kerinci Regency DPRD secretariat
2. To the head of the Kerinci Regency DPRD Secretariat to always have a good relationship with employees in order to create a comfortable atmosphere while working. In addition, they should provide other allowances or additional income for the work of tasks that require special action to increase employee morale.
3. To the employees of the Kerinci Regency DPRD Secretariat, in order to be able to do work with maximum results.
4. To the employees of the Kerinci Regency DPRD Secretariat, in order to further improve their capabilities, so that they can work in accordance with the performance targets of the Detailed District DPRD Secretariat.

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