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

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ABSTRACT : The purpose of this study was to determine communication, work discipline, work ethic, and work motivation on employee performance. This research is motivated by horizontal and vertical communication that is still not harmonious, disciplinary violations that are considered by employees are still common, work ethics in carrying out tasks is still low and the lack of work motivation of employees, so this results in the performance of employees of the Food Crops, Horticulture and Sungai Penuh City Plantation which is still far from the target. 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 39 employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City. 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 was found that partially communication has a significant effect on employee performance, work discipline has a significant effect on employee performance, work ethic has a significant effect on employee performance, work motivation has a significant effect on employee performance at the Department of Food Crops, Horticulture and full river city plantations, and Communication, work discipline, work ethic and work motivation together have a significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City.

Keywords –communication; work discipline; work ethic; work motivation; employee performance.

I. INTRODUCTION

In general, performance is the work achieved by an employee in carrying out the tasks assigned to him. Performance is the work performance produced by employees in accordance with the roles and tasks they carry out in the agency. Employee performance is the result or performance of employees that is assessed in terms of quality and quantity based on work standards determined by the company. Employee 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 (Mangkunegara, 2012). Performance improvement is an important thing that employees and agencies want. According to Bangun (2012: 230) that employees have an interest in self-development and job promotion, to fulfill these two desires, a good performance management system is needed.

From the data obtained, it is known that the target achievement of the Food Crops, Horticulture and Plantation Office program of Sungai Penuh Kota for the last 3 (three) years is still far from the expected target and has also experienced increases and decreases (unstable) from year to year. This can be seen from several programs or activities such as: (1) Farmer's Welfare Improvement Program from the targeted 100 percent, can only be realized for 3 (three) consecutive years, namely 2018 at 100 percent, 2019 at 100 percent and 2020 at 75 percent ; (2) The program to increase the marketing of agricultural / plantation production products from 100 percent of the target can be realized in 2018 by 100 percent, 100 percent in 2019 and decreasing in 2020 to 75 percent; (3) Program for the Improvement of the Application of Agricultural / Plantation Technology with a target of 100 percent to be realized for 3 (three) consecutive years, namely 2018, 2019 and 2020 by 100 percent, 100 percent and 75 percent; (4) The Program to Increase Agricultural / Plantation Production with a target of 100 percent annually can be realized 100 percent in 2018, 100 percent in 2019 and 75 percent in 2020; (5) The realization of the Agricultural / Plantation Extension Extension Program

can be achieved by 100 percent in 2018, in 2019 it will still be achieved 100 percent and in 2020 it has decreased to 75 percent.

Communication is the thing that binds the unity of the organization. Communication helps organizational members achieve individual and organizational goals, respond to and implement organizational changes, coordinate organizational activities and play a role in almost all relevant organizational actions. With communication, the leaders can provide intensive employee coaching so that they can keep up with the demands of society that are changing so quickly.

According to Arifin (2011), saying that in general, communication systems can have meaning as an order, method, method, pattern or mechanism of work and the parts or elements that form a totality in human interaction. Even briefly it can be said that the communication system is an order of human interaction through information (messages and actions) which includes freedom and responsibility. Effective communication will question how to encourage the work of subordinates so that they are willing to work hard by giving all the abilities and skills to realize the company's goals (Hasibuan in Khomsahrial Romli, 2012).

Motivation is the drive that moves employees to improve performance, so that they can achieve and achieve the goals set by the company. Employee motivation is very important because motivation is one of the things that causes and supports human behavior so that they want to work hard and enthusiastically to achieve optimal results. According to Gray, et al (2010) in the management of Winardi (2005) that motivation is the result of a number of processes that are internal or external to an individual,

Hasibuan (2012) states that motivation questions how to direct the power and potential to be willing to work productively together. achieve and realize predetermined goals, are willing to work and enthusiastically achieve optimal results. According to the type, motivation can be divided into two types, namely intrinsic motivation and extrinsic motivation. Intrinsic motivation is an inner drive that always wants to learn and pursue high achievements. Extrinsic motivation is something that needs to be manipulated so that it can generate encouragement in a person (Soekamto, 1993).

Based on the results of research conducted by Sri Hastuti, Andi Sularso, Siti Komariyah (2016) that motivation has a significant effect on the performance of the Technical Implementation Unit of the East Java Provincial Revenue Service in Probolinggo. The results of research by Salmon Y. Sanggenafa, Ferdinandus Christian (2019) show that motivation work has a significant effect on employee performance at the Papua Province Human Resources Development Agency. The results of the research by Luh Mang Indah Mariani, Ni Ketut Sariyathi (2017) that motivation has a positive and significant effect on the performance of the employees of Warung Mina Peguyangan in Denpasar.

In an agency, discipline is a very important factor in realizing organizational goals, because without good disciplinary conditions an agency may not be able to achieve high effectiveness and efficiency. Discipline is usually directly proportional to the performance of employees in an agency, if the level of employee work discipline is good, the employee's performance level will also be good. Simamora (2012) defines discipline as a procedure that corrects or punishes subordinates for violating rules or procedures. Hasibuan (2013) emphasizes that discipline is the awareness and willingness of a person to obey all organizational rules and applicable social norms, according to him, the discipline factor greatly affects employee performance.

Based on the results of research conducted by the research results of Luh Mang Indah Mariani, Ni Ketut Sariyathi (2017) that work discipline variables have a positive and significant effect on the performance of employees of Warung Mina Peguyangan in Denpasar. The results of research by Sanggenafa and Christian (2019) show that work discipline has a significant effect on employee performance at the Papua Province Human Resource Development Agency. The results of research by Agung Karismadiyanto, SE, (2014) show that work discipline has a positive and significant effect on employee performance. These results indicate that work discipline greatly affects the performance of an employee and the agency itself.

Work ethic is a fundamental attitude towards self that forms positive work behavior rooted in mental awareness, fundamental beliefs, accompanied by total commitment to an integral work paradigm. On the official website of the KUKM ministry, work ethic is defined as a mental attitude that reflects truth and sincerity as well as a sense of responsibility to increase productivity.(www.depkop.go.id).

The phenomenon that occurs at the Food Crops, Horticulture and Plantation Office of Sungai Penuh City in the field of employee work ethics is still low, it can be seen that in carrying out employee duties they do not do it quickly and on time, in utilizing time and personnel, employees often do activities that are not useful for agency.

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 the performance of the employees of the Department of Food Crops, Horticulture and Plantation at Sungai Penuh City and researchers are interested in choosing the title: "Pengaruh Communication, Work Discipline, Work Ethic and Work Motivation on Employee Performance of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City".

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

1. Knowing the effect of communication on the performance of employees at the Food Crops, Horticulture and Plantation Office of Sungai Penuh City.
2. Knowing the effect of the work discipline on the performance of employees at the Food Crops, Horticulture and Plantation City Sungai Penuh Office.
3. Knowing the effect of work ethic on employee performance at the Food Crops, Horticulture and Plantation Office of Sungai Penuh City.
4. Knowing the effect of the motivation on employee performance at the Food Crops, Horticulture and Plantation Office of Sungai Penuh City.
5. Knowing the effect of communication, work discipline, work ethic and motivation on the performance of employees at the Food Crops, Horticulture and Plantation Office of Sungai Penuh City.

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 Mangkunegara (2012, p.67), are: (a) Tidiness, Ability and Success; (b) Speed and Satisfaction; (c) Results of work, decision making and facilities and infrastructure; (d) Cohesiveness and Good Relations with Colleagues and Bosses; and (e) Independence.

Communication

According to Ruben and Steward (1998, p.16), communication is a process that involves individuals in relationships, groups, organizations and communities who respond and create messages to adapt to each other's environment. The indicators of work discipline according to Uchjana (2008) are: (1) Communication among employees; (2) Communication with employees of other departments; (3) Communication between department heads; (4) Coordination of management and employees; (5) Coordination between fellow employees.

Work Discipline

According to Siswanto (2013, p.291), work discipline is an attitude of respecting, appreciating, obeying and obeying the applicable regulations, both written and unwritten and being able to implement them and not avoid receiving sanctions if he violates duties and authority given to him. The indicators of work ability according to Siswanto (2013, p.291), are: (1) Absence; (2) Be on time; (3) Accuracy; (4) Calculation; (5) Obey the rules; (6) Responsibility; (7) Compliance; (8) Smoothness; (9) Harmonious atmosphere; (10) Appreciate each other.

Work Ethic

According to Sinamo (2011, p.55), work ethic is the totality of one's personality and a way of expressing, seeing, believing and giving meaning to something, which encourages oneself to act and achieve optimal charity. The work ethic indicators according to Sinamo (2011, p.55), among others: (a) Work is an art, (b) Work is honor, (c) Work is actualization, (d) Work is a mandate, (e) Work is vocation, (f) Work is grace, (g) Work is worship, (h) Work is service.

Work Motivation

According to Hasibuan (2012), work motivation is an impulse that comes from within or outside a person that encourages him to move his power and potential to work and achieve the desired goals. The indicators of work motivation according to Robbins (2010, p.226), are: (1) Physiological needs; (2) the need for security; (3) social needs; (4) Needs for rewards; (5) Self-actualization needs.

Research Conceptual Framework

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

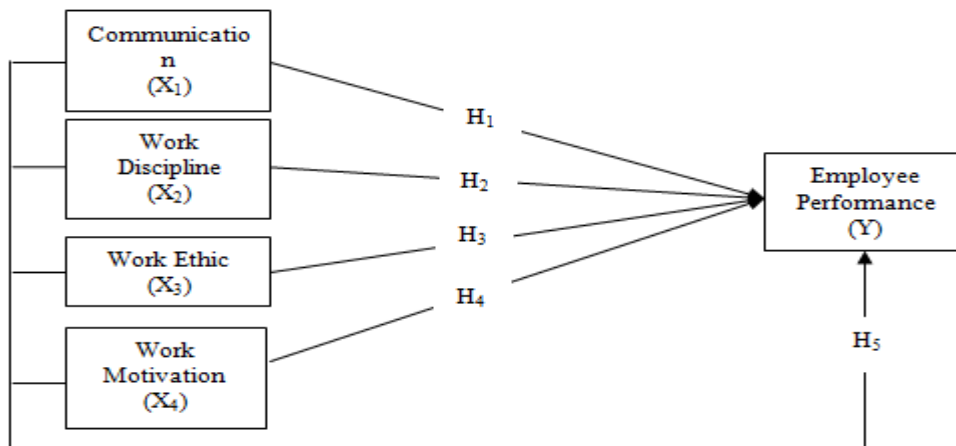


Figure 1. Research Conceptual Framework

Hypothesis

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

- H1:** Communication has a positive and significant effect on the Performance of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City.
- H2:** Work Discipline has a positive and significant effect on the Employee Performance of the Food Crops Horticulture and Plantation Office at Sungai Penuh City.
- H3:** Work Ethic has a positive and significant effect on the Employee Performance of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City.
- H4:** Motivation has a positive and significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City.
- H5:** Communication, Work Discipline, Work Ethic and Motivation simultaneously have a positive and significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City.

III. RESEARCH METHODS

Research Type

Based on the formulation, objectives and research hypotheses, the method used in this study is quantitative research to determine the effect between variables. This study aims to determine the effect of Communication (X_1), Work Discipline (X_2), Work Ethic (X_3) and Work Motivation (X_4) on Employee Performance (Y). The object of this research is that all employees are employees of the Food Crops, Horticulture and Plantation Office of Sungai Penuh City

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 the employees of the Food Crops, Horticulture and Plantation City Sungai Penuh office.

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 of the Food Crops, Horticulture and Plantation City Sungai Penuh City employees totaling 39 (thirty nine) 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 from this study were employees of the Food Crops, Horticulture and Plantation Office of Sungai Penuh City as samples where respondents had various characteristics as seen in the following table:

Table 1. Characteristics of Research Respondents (n = 39 people)

Profile	Category	Total (people)	Percentage (%)
Gender	Male	23	54,8
	Female	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	Bachelor Degree	40	95,2
	Diploma	2	4,7
Grade	IVa – IVd	5	11,9
	III.a- III d	26	61,9
Work Periode	< 5 years	10	23,8
	5 - 10 years	15	35,7
	10 - 15 years	10	23,8
	> 20 years	7	16,7
Status	Civil Servants	31	73,8
	Honorary	11	26,2

Source: Primary Data, Department of Food Crops, Horticulture and Plantation of Sungai Penuh City, Processed by the author in 2020.

Based on table 1 above, more of the respondents were male, namely as much as 54.8 percent and the rest were women 45.2 percent. When viewed from age, respondents aged 20-30 years were 28.6 percent, respondents aged 30-40 were 35.7 percent, respondents aged 40-50 years 23.8 percent and the remaining respondents > 50 were 11.9 percent. From education research respondents, it can be seen the results with SI education respondents as much as 95.2 percent, Diploma as much as 4.7 percent. The majority of respondents are group III as much as 61.9 percent, group IV as much as 11.9 percent. The respondents who worked under 5 years were 23.8 percent, respondents 5-10 years were 35.7 percent, respondents 10-15 years were 23.8 percent, and over 20 years were 16.7 percent. Respondents with ASN status were 73.8 percent and honorary 26.2 percent.

Descriptive Research Results

The results of this study are based on the results of the instruments given to the respondents, amounting to 39 (thirty nine) 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			
Communication	39	30,00	50,00	1598,00	40,9744	2,68021	10	81,94	Good
Work Discipline	39	60,00	100,00	3151,00	80,7949	5,54019	20	80,79	Good
Work Ethic	39	48,00	80,00	2544,00	65,2308	4,16414	16	81,54	Good
Work Motivation	39	30,00	50,00	1598,00	40,9744	2,86281	10	81,49	Good
Performance	39	30,00	50,00	1594,00	40,8718	2,74513	10	81,74	Good
Valid N (listwise)	39								

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

From the table above, it can be seen that each variable has an average of between 40.87 percent - 80.80 percent and the Respondents' Achievement Rate (TCR) between 80.11 percent - 81.36 percent with an average TCR of 81.50 percent. This may imply that each variable respondents had an average response **good** category.

Multiple Linear Regression

Analysis This analysis is used to determine the effect of the independent variables on the dependent variable (*dependent*), 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, t_{count} significance value, $F_{calculated}$, and the value of R Square (R^2). The results can be seen in the following table:

Table 3. Multiple Linear Regression Analysis Test for Coef

Variable	Coef. Regression	t _{count}	Sig.
Constant	3.025		
Communication	0.693	14.098	0.000
Work Discipline	0.098	2.618	0.014
Work Ethic	0.300	3.687	0.001
Work Motivation	0.245	6.516	0.000
	F_{count} = 98,426	Sig. 0,000	
	R² = 0,914		

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 communication, work discipline, work ethic and work motivation on the performance of the employees of the Office of Food Crops, Horticulture and Plantation at Sungai Penuh City is as follows:

$$Y = 3.025 + 0.693X_1 + 0.098X_2 + 0.300X_3 + 0.245X_4 + e$$

Description of the equation above:

- $a = 3,025$; it means that without the effect of communication, work discipline, work ethic and work motivation, the performance already exists at 3.025 percent.
- $b_1 = 0.693$; it means that there is a positive effect between the communication variable (X_1) on performance (Y). This shows that the increase or increase in communication, it will increase performance. The regression coefficient value of job satisfaction is 0.693, which means that for each increase in one communication unit, the performance increases by 69.3 percent.
- $b_2 = 0.098$; it means that there is a positive effect between the work discipline variable (X_2) on performance (Y). This shows that the increase or increase in work discipline, it will increase performance. The regression coefficient value for job satisfaction is 0.098, which means that for each increase in one unit of work discipline, the performance increases by 9.8 percent.
- $b_3 = 0.300$; it means that there is a positive effect between work ethic variables (X_3) on performance (Y). This shows that the increase or increase in work ethic, it will increase performance. The regression coefficient value for work ethic is 0.300, which means that for each increase in one unit of work ethic, the performance increases by 30 percent.
- $b_4 = 0.245$; it means that there is a positive effect between the work motivation variable (X_4) on performance (Y). This shows that the increase or increase in work motivation, it will increase performance. The regression coefficient value of work motivation is 0.245, which means that for each increase in one unit of work motivation, the performance increases by 24.5 percent.

Hypothesis Testing

TTest (partial)

t test (partial) is intended to determine the effect of partially (individual) communication, work discipline, work ethic and motivation on performance, and a partial test (t test) of each causal variable (free) can be carried out on the resulting (dependent) variable as follows:

Table 4. The results of t-test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	3.025	3.938		0.768	0.447
Communication	0.693	0.049	0.814	14.098	0.000
Work Discipline	0.098	0.061	0.079	2.618	0.014
Work Ethic	0.300	0.081	0.264	3.687	0.001
Work Motivation	0.245	0.038	0.462	6.516	0.000

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

- Effect Communication (X_1) on the Performance (Y)
The analysis results competence variable (X_1) of the performance variable (Y) obtained by value, =14.098 (df = 39-5 = 34; $t_{table} = 2.03224$); ($t_{count} > t_{table}$), with a significant level of 0.000 < 0.05, consequently hypothesis one (H1) is accepted. The results of the analysis show that partially there is a

significant effect between the communication variables on the performance of the employees of the Office of Plants, Horticulture and Plantation Kota Sungai Penuh

2. Effect of the work discipline (X_2) of the Performance (Y)

The analysis results of work discipline variable (X_2) of the performance variable (Y) obtained $t_{count} = 2.618$ ($df = 39-5 = 34$; $t_{table} = 2.03224$); ($t_{count} > t_{table}$), with a significant level of $0.014 < 0.05$, consequently the second hypothesis (H2) is accepted. The results of the analysis show that partially there is a significant effect between the variable of work discipline on the performance of the employees of the Office of Plants, Horticulture and Plantation at Sungai Penuh City.

3. Effect of work ethic (X_3) on performance (Y)

The results of the analysis of the effect of work ethic variables (X_3) for the performance variable (Y), the value of $t_{count} = 3.687$ ($df = 39-5 = 34$; $t_{table} = 2.03224$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result, hypothesis three (H3) is accepted. The results of the analysis show that partially there is a significant effect between work ethic variables on the performance of the employees of the Office of Plants, Horticulture and Plantation at Sungai Penuh City.

4. Effect of work motivation (X_4) on performance (Y)

The results of the analysis of the effect of work motivation variables (X_4) on the performance variable (Y), the value of $t_{count} = 6,516$ ($df = 39-5 = 34$; $t_{table} = 2,03224$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, consequently hypothesis four (H4) is accepted. The results of the analysis show that partially there is a significant effect between work motivation variables on the performance of the employees of the Office of Plants, Horticulture and Plantation at Sungai Penuh City.

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. Test Results F ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	499.204	4	124.801	98.426	0.000 ^b
Residual	46.915	37	1.268		
Total	546.119	41			

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

The results of the analysis of the effect of communication (X_1), work discipline (X_2), work ethic (X_3), monkey motivation (X_4) simultaneously (together) on performance (Y), the F value is $F_{calculated} = 98.426$ with a significance probability of $0.000 < 0.05$. With $df_1 = (k - 1) = 4$, $df_2 = 39 - 5 = 34$, $F_{table} = 2.65$, then $F_{count} > F_{table}$ or $98.426 > 2.65$, consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant effect between the variables of communication, work discipline, work ethic and work motivation on the performance of the employees of the Food Crops, Horticultural and Plantation City full river office employees.

The coefficient of determination (R^2)

Analysis of the coefficient of determination for communication variables, work discipline, work ethic work and motivation on the performance of the employees of the Food Crops, Horticulture and Plantation City Sungai Penuh office performed using the IBM SPSS for Windows Version 24.0 program with the output form of SPSS as described below:

Table 6. Results of R Square Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,956 ^a	0,914	0,905	1,126

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

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or R Square is 0.914, meaning that 91.4 percent of the variation of all independent variables can explain dependent variables, while the remaining 8.6 percent is explained by other variables not examined in this study.

Due to the value of R^2 close to 1 (one), then the contribution (effect) independent of the dependent variables simultaneously is very big effect.

Discussion

Effect of Communication on Employee Performance

The first objective of this study was to determine the effect of communication on the performance of the Department of Food Crops, Horticulture and Plantation in Sungai Penuh City. The results of statistical analysis using multiple linear regression indicate that the first hypothesis is accepted. The analysis results Communication variables (X_1) of the performance variable (Y) obtained by value $t_{count}=14.098$ ($df = 39-5 = 34$; $t_{table} = 2.03224$) ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant effect between the communication variables on the performance of the employees of the Food Crops, Horticulture and Plantation City full river employees.

The results of research conducted by Syamsu Alam (2014) show that communication has a positive and significant effect on the performance of the employees of the Central Sulawesi Province Education Quality Assurance Institute. The results of research by Sri Hastuti, Andi Sularso, Siti Komariyah (2016) show that communication has a significant effect on the performance of the Technical Implementation Unit of the East Java Provincial Revenue Service in Probolinggo. The results of the research by Luh Mang Indah Mariani, Ni Ketut Sariyathi (2017) that communication variables have a positive and significant effect on the performance of the employees of Warung Mina Peguyangan in Denpasar. From the results of previous research above, we can conclude that communication is very influential on employee performance in doing their job Therefore we can conclude the communication will improve the *performance* or the performance of employees.

Effect of Work Discipline on Employee Performance

The second objective of this study was to determine the effect of work discipline on the performance of the employees of the Department of Food Crops, Horticulture and Plantation in Sungai Penuh City. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The analysis results of work discipline variable (X_2) to the ASN performance variable (Y) obtained $t_{count} = 2.618$ ($df = 39-5 = 34$; $t_{table} = 2.03224$); ($t_{count} > t_{table}$), with a significant level of $0.014 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant effect between the variables of work discipline on the performance of the employees of the Food Crops, Horticulture and Plantation City Sungai Penuh office.

Based on the results of research conducted by the results of research by Luh Mang Indah Mariani, Ni Ketut Sariyathi (2017) that work discipline variables have a positive and significant effect on the performance of employees at Warung Mina Peguyangan in Denpasar. The research results of Salmon Y. Sanggenafa, Ferdinandus Christian (2019), that Work discipline has a significant effect on employee performance at the Papua Province Human Resources Development Agency. Agung Karismadiyanto, SE (2014) research results show that work discipline has a positive and significant effect on employee performance. These results indicate that work discipline greatly affects the performance of an employee and the institution itself. Therefore we can conclude work discipline will improve the performance or the performance of employees.

Effect of Work Ethics on Employee Performance

The third objective of this study was to determine the effect of work discipline on the performance of the employees of the Department of Food Crops, Horticulture and Plantation in Sungai Penuh City. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The analysis results work ethic variable (X_3) on the performance variable (Y) obtained $t_{count} = 3.687$ ($df = 39-5 = 34$; $t_{table} = 2.03224$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, consequently the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant effect between work ethic variables on the performance of the employees of the Food Crops, Horticulture and Plantation City Sungai Penuh office.

The results of research by Sri Hastuti, Andi Sularso, Siti Komariyah (2016) that work ethic has a significant effect on the performance of the employees of the Technical Implementation Unit of the East Java Provincial Revenue Service in Probolinggo. Marlina (2014) research results show that work ethic has a significant effect on the performance of sub-district high school teachers Baola Tolitoli District. The results of research by Ikhsan Abd. Wahid (2016) stated that work ethic has a positive and significant effect on the performance of civil servants at the Morowali District Forestry and Plantation Service. Therefore we can conclude work ethic will improve the performance or the performance of employees.

Effect of Work Motivation on Employee Performance

The fourth objective of this study was to determine the effect of work motivation on the performance of the employees of the Department of Food Crops, Horticulture and Plantation in Sungai Penuh City. 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 work motivation variables (X_4) for the performance variable (Y), the value of $t_{count} = 6,516$ ($df = 39 - 5 = 34$; $t_{table} = 2,03224$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, consequently the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant effect between work motivation variables on the performance of the employees of the Food Crops, Horticulture and Plantation City Sungai Penuh office.

The results of the study are also supported by research by M. Ikhsan, et al., (2019), in their research that work motivation has a positive and significant effect on the performance of Prudential Life Assurance employees in Makassar. Therefore we can conclude work motivation will affect the *performance* or the performance of employees.

The effect of communication, work discipline, work ethic and work motivation together on employee performance.

The final objective of this study was to determine the effect of communication, work discipline, work ethic and work motivation on the performance of the employees of the Department of Food Crops, Horticulture and Plantation at Sungai Penuh City.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F test) obtained the F value *calculated* of 98.426 with a significance probability of $0.000 < 0.05$. With $df_1 = (k - 1) = 4$, $df_2 = 39 - 5 = 34$, $F_{table} 2.65$, then $F_{count} > F_{table}$ or $98.426 > 2.65$, 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 competence, work discipline, work ethic and work motivation on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City. Communication, work discipline, work ethic and work motivation on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City are accepted, therefore the fourth hypothesis (H_5) can be accepted.

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. Communication has a significant effect on the performance of the employees of the Food Crops Horticulture and Plantation Office at Sungai Penuh City
2. Work discipline has a significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City
3. Work ethic has a significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City
4. Work motivation has a significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City
5. Communication, work discipline, work ethic and work motivation together have a significant effect on the performance of the employees of the Food Crops, Horticulture and Plantation Office at Sungai Penuh City.

Suggestion

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

1. To the Mayor of Sungai Penuh, to be able to provide motivation and build a good contribution with the Food Crops, Horticulture and Plantation Office of Sungai Penuh City so that later an effective collaboration is formed to improve the work ethic and performance of the employees of the City Sungai Penuh City Food Crops, Horticulture and Plantation Service.
2. To the head of the Food Crops, Horticulture and Plantation Office of Sungai Penuh City in order to motivate and maintain good communication with employees so that the staff of the Food Plants, Horticulture and Plantation of Sungai Penuh City so that employees can improve work ethics and provide better performance results for agencies.
3. To the head of the Food Crops, Horticulture and Plantation Office of Sungai Penuh City, at the time of changing the existing work structure in the agency, so that they can pay attention to the capabilities of their employees. So that later the results of the work carried out by the staff of the Food Crops, Horticulture and Plantation City Sungai Penuh City staff will be better.
4. To the staff of the Food Crops, Horticulture and Plantation City Sungai Penuh office to pay more attention to the quality of the work done so that later they can feel satisfied if the results are given to the agency.

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