

The Effect of Work Environment, Work Discipline and Work Motivation on Performance of Employees in The Secretariat Regional People's Representative Assembly West Sumatra Province

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ABSTRACT : on employee performance at the DPRD Secretariat of West Sumatra Province, the Secretariat of the DPRD of West Sumatra Province, the effect of work motivation on employee performance at the Provincial DPRD Secretariat. West Sumatra. This research method uses descriptive quantitative research. The population used in this study were all staff working in the secretariat of the DPRD of West Sumatra Province. Sampling was done by simple random sampling method. The sample of this research is all staff who work in the secretariat of the DPRD of West Sumatra Province as many as 30 people. The results showed that the significance value of the t-test on the work environment variable was $0.572 > 0.05$, i.e. there was no significant relationship between the work environment and employee performance. The significance value of the t-test for the work discipline variable is $0.03 > 0.05$, which means that there is a significant relationship between work discipline and employee performance. The significance value of the t-test for work motivation is $0.010 > 0.05$ which means there is a significant relationship between work motivation and employee performance.

KEYWORDS : Work Environment, Work Discipline, Motivation, Employee Performance

I. INTRODUCTION

Currently, human resources are one of the most important resources. In order for these human resources to function optimally in an organization, it is necessary to manage them in this way by top management in order to improve organizational efficiency. Organizational effectiveness is the success or failure of the human resource management process as well as a measure of the effectiveness of managers in managing their human resources. There are many criteria for evaluating the effectiveness of an organization, but one of the main issues that has received a lot of attention is the issue of operational efficiency. From an organizational perspective, performance is defined as the work done by an organization (company). The scope of the performance review here focuses more on work results in relation to achieving organizational goals, both in terms of business functions and the work carried out by the current work unit. However, from an individual perspective, performance is more defined as the result of people's work in units of time or certain metrics (Indra, 2012).

Aji (2015) argues that operational efficiency is a description of the extent to which an activity, program, or policy has been achieved in order to achieve the goals, objectives, vision and mission of the organization in the organization's strategic planning. To complete a task or job, humans must have a strong will and a certain level of competence. A person's will and skills are not effective enough to do something without a clear understanding of what to do and how to do it. Performance is a real behavior expressed by people as a result of work produced by employees according to their role in the organization. Employee performance is an important part of an agency 's efforts to achieve its goals.

Performance (performance) is defined as a strata where employees meet or achieve the specified work requirements. In addition, performance is the quality and quantity of work output achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The high and low performance of workers is closely related to the reward system applied by the institution/organization where they work. Giving awards that are not perfect can have an effect on increasing one's performance (Alwi, 2010).

Henry (2015), Employee performance is generally defined as the achievement of tasks, where employees at work must comply with the organization's work program to show how effective the organization is in carrying out its duties to achieve the organization's vision, mission and goals. In addition to employee performance is the desired result of the author. The success of an organization in achieving its goals depends on

the competence and reliability of the human resources that operate the work units within the organization concerned. Performance is the willingness of a person or group of people to carry out an activity and fulfill it responsibly with the expected results. Furthermore, Nenny (2011), suggests that performance is a person's fulfillment in relation to the tasks assigned to him. Work can be done by any person or group of organization in accordance with its authorities and responsibilities, with the aim of achieving the goals of the organization concerned legally, without violating the law and in accordance with professional ethics. To achieve the performance of an organization, this is largely determined by the human resources that produce it and in line with the main roles and duties of the PIP (Principal Scientific Model) function, it must be carried out according to the level, special skills required by employees.

The quality of human resources is a non-negotiable requirement, especially in terms of competitive advantage to capture the target job market. Especially in the current era of globalization, with advances in technology and the flow of information that is fast and open to all countries. This requires various actions and policies to anticipate and adapt to the ongoing changes, thus preparing superior human resources to deal with these environmental changes. Improving the quality of these resources is essentially aimed at production that can be absorbed and sold in the labor market, because a job can provide economic status, social status and self-esteem to individuals. from the environment. society. In other words, current development needs to focus more on making Indonesian people a human resource with economic potential. Knowing that someone will get a share and share in the utilization of available job opportunities, sooner or later it is necessary to improve the quality of education and training in an effort to master science and technology (Setya, 2010).

Suwardi (2011), suggests that performance is the result of work done by an employee in carrying out his duties as an employee. Thus, employee performance issues are also related to the question of people's ability to develop so that they can work towards the goals desired by the organization. In addition, the employee's work results according to the interaction relationship between ability and motivation, if less, performance will be negatively affected, consider next to "motivation". Furthermore, Tanto (2015), suggests that performance is the result of work carried out by a person or group, such as work norms, goals set within a certain period which are guided by norms, standard operating procedures, criteria and functions.

In practice, every organization must evaluate the performance of its employees. Performance review performance in relation to organizational goals, for example to determine employee compensation policies, to evaluate performance over a certain period of time, to promote or to meet other needs. In addition to operational results, it is also the result of qualitative and quantitative work of an employee in carrying out their duties in accordance with the responsibilities given (Untung, 2010).

According to Governor Regulation Number 55 of 2018 which explains the main tasks and functions of the Provincial Secretariat of the West Sumatra DPRD in Article 2 as a government organization whose main task is to carry out secretarial and financial management, assist in the implementation of the duties and functions of the West Sumatra Provincial DPRD as well as provide and coordinate the necessary experts. DPRD to carry out their duties and functions as required. And has the function of ensuring the secretariat and financial management of the DPRD, carrying out the function of supporting the implementation of the duties and functions of the DPRD in the legal field, carrying out the function of supporting the implementation of the duties, services and functions of the DPRD. DPRD in the field of budgeting and supervision, as well as providing and coordinating experts needed by DPRD.

Based on the data found by the author, the performance of the secretariat staff of the DPRD of West Sumatra Province has decreased. It appears that there are still employees who are slow in submitting work results reports, do not complete work within the allotted time, employees lack a sense of responsibility in completing work, lack of initiative. employees at work. In addition, there are still employees who arrive late and even exceed 07:30 WIB, so starting working hours at 07:30 and there is a morning call. Then, during working hours, many employees are not in the room because they go on personal business. Working hours that should be used to complete the tasks for which they are responsible tend to be used to chat with coworkers.

In addition, the work environment has many shortcomings, such as employees not having comfortable air circulation, so employees feel the need to add windows or ventilation in the workplace and employees feel disturbed when coworkers are talking in the room during working hours.

Poor work discipline is seen in employees who are late to return to the office after finishing work outside the office or during breaks. In addition, work motivation can be seen in employees who complain about their coworkers or work groups that are less cooperative so that it has an impact on decreasing employee performance.

Gunawan (2018), argues that the work environment has a positive effect on employee performance, Arta (2013) argues that the work environment has a positive effect on employee performance. Furthermore, Alwi (2010) argues that the work environment has a positive effect on employee performance. Bintang (2010) argues that the work environment has a positive effect on employee performance. This means that a comfortable and conducive work environment is needed for employees to improve their performance. Hopefully with a conducive environment, performance gains will also increase.

Chandra (2017) explains that work discipline has a positive effect on employee performance, Bintang (2010) explains that work discipline has a positive effect on employee performance. Furthermore, Mutia (2017), argues that the work environment has a positive effect on employee performance. This shows that with clear regulations and strict discipline will increase the work efficiency of the workers. Indeed, if employees are disciplined, they will be worried about workplace regulations so that employees can work optimally and employee performance will increase.

Gunawan (2018) argues that work motivation has a positive effect on employee performance, Chandra (2017) suggests that work motivation has a positive effect on employee performance. Furthermore, Arta (2013) stated that work motivation has a positive effect on employee performance. Furthermore, Alwi (2010) suggests that motivation has a positive effect on employee performance. This means that strong motivation will improve employee performance. Good and bad employee motivation is one of the causes of high and low performance. Gunawan (2018), Arta (2013), Alwi (2010), Bintang (2010), argue that the work environment has a positive effect on employee performance, namely employees need a comfortable and comfortable work environment to be able to work. fix. their performance. Hopefully with a conducive environment, performance gains will also increase.

Chandra (2017), Bintang (2010), Mutia (2017), suggest that work discipline has a positive effect on employee performance. This shows that with clear regulations and strict discipline, it will improve employee performance. This is because if employees are disciplined, they will have a sense of worry over the existing regulations in the workplace so that employees can work optimally and make employee performance will increase. Gunawan (2018), Chandra (2017), Arta (2013), Alwi (2010), suggest that motivation has a positive effect on employee performance. This means that high motivation will improve employee performance. Good and bad employee motivation is one of the causes of high and low performance.

Based on the theory and practice that occurs in the research field and supported by previous research, the authors intend to take the title "The Effect of the Work Environment, Work Discipline and Motivation" on Work Performance on Employee Performance at the Secretariat of the DPR RI for the Province of West Sumatra.

II. LITERATURE REVIEW

Management

According to Hasibuan (2017: 3), management is the science and art of managing the process of using people and other resources efficiently and effectively to achieve goals.

Meanwhile, according to Stoner (2006:5), management is a process of planning, organizing, leading and controlling the efforts of organizational members and the use of all existing resources within the organization to achieve predetermined goals of the organization. organization.

Based on some of the theories above, it can be said that management is the science and art of managing the use of human resources and other resources to achieve organizational goals effectively and efficiently.

Human Resources

Human resource management is a field of management that specifically studies the relationship and role of people management in business organizations (Hasibuan, 2017:10).

Human resource management is concerned with planning, organizing, coordinating, implementing, and monitoring the provision, development, and separation of employees to achieve organizational goals (Mangkunegara, 2015: 3).

Human resource management is the process of acquiring, training, evaluating, and compensating employees, taking into account their industrial relations, health, safety and justice issues (Dessler, 2011: 4).

Based on some of the theories above, it can be said that human resource management is the science and art of managing roles and relationships between people effectively and efficiently in an organization to achieve organizational goals.

Employee Performance

Performance comes from the concept of performance. There are also those who interpret performance as the result of work or work. But in reality performance has a broader meaning, not only the results of work but also the way the work takes place. (Wibowo, 2007: 67).

Performance is the result that workers achieve in their work according to certain criteria that apply to a job. (Robbins, 2006). Aji (2015), suggests that performance is the basic Indonesian word, namely "work" which is translated from a foreign language, namely achievement, it can also mean the result of work. Understanding performance in an organization as a response to the success or failure of organizational goals that have been set by superiors or managers, who usually don't pay attention unless they are very bad or things don't go according to plan. Often, managers do not realize how poor performance is, and the institution is facing a serious crisis, a deep impression on the organization is a sign of poor performance. Slow performance. High achievers share a number of characteristics, including:

- a. Achievement oriented
- b. Have confidence
- c. Selfcontrol
- d. Competence

Performance is defined as the degree to which an employee meets or achieves certain job requirements. In addition, work performance is the result of the quality and volume of work of an employee in carrying out their duties in accordance with the responsibilities given. The high and low performance of employees is closely related to the reward system adopted by the agency/organization where they work. Giving inappropriate rewards can affect a person's performance improvement (Alwi, 2010). Heny (2015), employee performance is often interpreted as task achievement, where employees at work must follow the organization's work program to show how effective the organization is in carrying out tasks to achieve the organization's vision, mission and goals. In addition to employee performance is the desired result of the author. The success of an organization in achieving its goals depends on the competence and reliability of the human resources that operate the work units within the organization concerned. Performance is the willingness of a person or group of people to carry out an activity and fulfill it responsibly with the expected results.

Nenny (2011), suggests that performance is the achievement/fulfillment of a person in relation to the task assigned to him. Work can be done by one person or a group/organization in accordance with their respective authorities and responsibilities, to achieve the related organizational goals in a lawful manner, without violating the law and in accordance with professional ethics. To achieve the performance of an organization, this is largely determined by the human resources that produce it and in line with the main roles and duties of the PIP (Principal Scientific Model) function, it must be carried out according to the level, special skills required of employees.

Tanto (2011), performance is the result of work carried out by a person or group, such as work standards, goals set for a certain period of time guided by norms, standard operating procedures, criteria and functions that have been set or applied in the company.

Work environment

According to Sedarmayanti (2017: 21) the work environment is the overall tooling and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups.

According to Sunyoto (2012: 43) the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned.

Meanwhile, according to Sutrisno (2016: 18) is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of the work.

In addition, according to Silalahi (2013: 118) the work environment is all elements both inside and outside the boundaries of the organization both which have a direct or indirect impact on managerial activities to achieve organizational goals.

Aji (2011), suggests that the work environment can be defined as the forces that influence, either directly or indirectly, on the performance of the organization or company. In addition, the work environment is an environment where employees carry out their daily work. A conducive work environment provides a sense of security and allows employees to work optimally. The work environment can affect the emotions of employees.

Thus, based on some of the theories above, the author can conclude that the work environment is the entire element that influences a person in doing something related to managerial activities in the organization, both physical and non-physical.

Work Discipline

Discipline is a form of obedience or compliance with applicable regulations, both written and unwritten. According to Hasibuan (2017: 93), discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. This obedience can be manifested in the form of attitudes, behavior, and actions in accordance with these regulations.

Discipline as stated by Nitisemito (2002:393) is an attitude, behavior and actions that are in accordance with written or unwritten company regulations. Discipline in practice implies two elements, namely:

- a. The positive element, namely the attitude in carrying out the duties of the person concerned, sincerely accepts the task and is partly responsible for the completion and success of the task.
- b. Negative elements, namely discipline that is dead or soulless, discipline that is owned by people who are dishonest souls. When a task is carried out by a person like this, it is difficult to develop and the accountability will not be good.

Another opinion regarding work discipline according to Heidjrachman and Husnan (2002:212) reveals Discipline is every individual and also a group that guarantees compliance with orders and takes the initiative to take the necessary action if there is no order. Discipline is thus an attitude of obedience to the rules. This attitude

is already the basis of discipline regardless of whether the rules are good or bad. Discipline has nothing to do with the value to be achieved by a rule. An employee must really know a rule where he is involved in it so that in carrying out these rules with a disciplined nature he is aware of what he is doing.

Thus, based on some of the theories above, the author can conclude that work discipline is a person's attitude in obeying all company regulations and social norms that apply in an environment.

Work Motivation

According to Stanford in Mangkunegaran (2015: 93) Motivation is a condition that moves people towards a certain goal. Meanwhile, according to Mcornick in Mangkunegaran (2015: 94) Work motivation is defined as a condition that has an effect on generating, directing, and maintaining behavior related to the work environment.

According to Robbins in Sidanti (2015:58) work motivation is a person's attitude towards his work that leads to job satisfaction. Meanwhile, according to Sidanti (2015: 48), work motivation is defined as a condition within the individual that encourages the individual's desire to carry out certain activities in order to achieve goals.

David McClelland in Robbins (2006:173) in his theory McClelland's Achievement Motivation Theory or McClelland's theory of achievement motivation is also used to support the hypothesis that will be put forward in this study. In his theory McClelland suggests that individuals have potential energy reserves, how this energy is released and developed depending on the strength or motivation of the individual and the available situations and opportunities.

Thus, based on some of the theories above, the author can conclude that motivation is an energy that develops from the encouragement of other individuals and the circumstances experienced by a person.

Motivation is everything that exists in a person that gives rise to, directs and determines the form of behavior. Motivation is also a willingness to expend a high level of effort towards organizational goals conditioned by the ability of that effort to meet individual needs. In terms of work motivation, it is everything that creates enthusiasm or work motivation because work is an activity that aims to get satisfaction from Bintang (2010).

Amin (2006), suggests that motivation is the provision of a driving force that creates a person's enthusiasm so that they want to work together, work effectively and be integrated with all their efforts to achieve satisfaction. Somotivation questions how to direct the power and potential of his subordinates, so that they want to work together productively to achieve predetermined goals, besides motivation as a condition in a person's personality that encourages individual desires to carry out certain activities in order to achieve goals. Motivation is an activity that causes, distributes and maintains human behavior. The behavior or actions of each individual at a certain time, usually determined by his immediate needs. Therefore every manager who wants to motivate his subordinates needs to understand the hierarchy of human needs.

III. RESEARCH METHODS

The type of research used in this research is quantitative research. In this study, it will be known the relationship and influence of the correlation and the variables that have been determined, namely the influence of the work environment, work discipline and work motivation on employee performance at the DPRD Secretariat of West Sumatra Province. This research was conducted at the DPRD Secretariat of West Sumatra Province, this research began in February 2022.

The population in this study were all employees who worked at the DPRD Secretariat of West Sumatra Province. Sampling was done by simple random sampling method. The sample in this study were all employees who worked at the DPRD Secretariat of West Sumatra Province as many as 30 people.

IV. RESULTS AND DISCUSSION

Results

A Brief History of the West Sumatra Provincial DPRD Secretariat

In accordance with the regulation of the Governor of West Sumatra No. 55 of 2018 concerning the description of the main tasks and functions of the Secretariat of the Regional People's Representative Council of West Sumatra Province. Article 2 (1) The DPRD Secretariat has the main task of carrying out secretarial and financial administration, supporting the implementation of DPRD's duties and functions, as well as providing and coordinating experts needed by DPRD in carrying out their rights and functions as needed, (2) to carry out their main tasks. and as referred to in paragraph (1), the DPRD Secretariat has the following functions:

- a. Organizing the secretarial and financial administration of DPRD.
- b. Carrying out the Function of Support for the Implementation of Duties and Functions of the DPRD in the field of legislation.

- c. Carrying out the Function of Support for the Implementation of Duties and Functions of the DPRD in the field of budgeting and supervision.
- d. Provision and organization of experts needed by DPRD

Characteristics of Respondents

Characteristics by Gender

Based on the results of research on the characteristics of respondents by gender, see the following table:

Table 1. Respondent's Gender

Information	Amount	Percentage
Man	13	43.33%
Woman	17	56.67%
Amount	30	100%

Based on Table 1 above, it can be seen that respondents with male sex amounted to 13 or 43.33% of respondents with female sex with a total of 17 or 56.67%.

Characteristics by Age

Based on the results of research on the characteristics of respondents based on age, see the following table:

Table 2. Respondent Age

Information	Amount	Percentage
<25 years old	2	6.67%
25-32 years old	8	26.67%
32-45 years old	13	43.33%
>45 years old	7	23.33%
Total	30	100%

Based on Table 2 above, it can be seen that respondents aged <25 years were 2 or 6.67% of respondents, respondents aged 25-32 years were 8 or 26.67%, respondents aged 32-45 years were 13 or 43.33% of respondents, and respondents aged > 45 years amounted to 7 or 23.33%. Thus, it can be said that the respondents of this study were dominated by employees aged 25-32 years. This is because this job requires good innovation and creativity so that young employees are needed to advance the organization.

Characteristics by Years of Service

Based on the results of research on the characteristics of respondents based on years of service, it can be seen in the following table:

Table 3. Respondents Working Period

Information	Amount	Percentage
<2 years	2	6.67%
2-3 years	6	20%
3-4 years	10	33.33%
>4 years	12	40%
Total	30	100%

Based on Table 3 above, it can be seen that respondents with a working period of <2 years amounted to 2 or 6.67% of respondents, respondents with a working period of 2-3 years amounted to 6 or 20% of respondents, respondents with a working period of 3-4 years amounted to 10 or 33.33% and respondents with a working period of > 4 years amounted to 12 or 40% of respondents. Thus, it can be said that the respondents of this study were dominated by employees who had more than 4 years of service. This is because this job requires employees who have good work experience, making it easier for these employees to adapt well to regulations.

Characteristics by Education

Based on the results of research on the characteristics of respondents based on the level of education seen in the following table:

Table 4. Respondent's Education Level

Information	Amount	Percentage
SMA/SMK	-	-

D1/D2/D3	2	6.67%
S1	22	73.33%
S2	6	20%
S3	-	-
Total	30	100%

Based on table 4 above, it can be seen that respondents with D1/D2/D3 2 graduates or 6.67%, respondents with S1 graduates 22 or 73.33% and respondents with S2 graduates amounting to 6 or 20% of respondents. So, it can be said that the respondents of this study were dominated by employees with a Strata 1 (S1) educational background. This is because this job requires employees who have knowledge and education according to standards and are good for the progress of the company so that the majority of employees have a Strata 1 (S1) education.

Discussion

Validity Test

The results of the validity test through the SPSS 22 program by comparing the rcount value with the rtable value using a 95% confidence level, $\alpha = 5\%$, $df = N-2$ or $30 - 2 = 28$ (n is the number of samples, the results obtained for rtable are 0.361. For more details, the results of the validity test can be seen in the following table:

Work Environment Variable (X1)

Pearson correlation rcount test the level of employee satisfaction with the work environment (X1)

Table 5. Work Environment Validity Test Results (X1)

No Item	r-count	r-table	Information
1	0.818	0.361	Valid
2	0.797	0.361	Valid
3	0.735	0.361	Valid
4	0.456	0.361	Valid
5	0.814	0.361	Valid
6	0.754	0.361	Valid
7	0.540	0.361	Valid
8	0.494	0.361	Valid
9	0.394	0.361	Valid
10	0.570	0.361	Valid
11	0.611	0.361	Valid
12	0.373	0.361	Valid
13	0.754	0.361	Valid
14	0.52	0.361	Valid

Based on the table above, the statement items from no.1 to no. 14 for the variable X1 the work environment is declared valid, because each statement item r count > r table (0.361).

Work Discipline Variable (X2)

Pearson correlation rcount test the level of employee satisfaction with work discipline (X2)

Table 6. Work Discipline Validity Test Results (X2)

No Item	r-count	r-table	Information
1	0.856	0.361	Valid
2	0.567	0.361	Valid
3	0.543	0.361	Valid
4	0.378	0.361	Valid
5	0.765	0.361	Valid
6	0.876	0.361	Valid
7	0.566	0.361	Valid
8	0.459	0.361	Valid
9	0.698	0.361	Valid
10	0.433	0.361	Valid
11	0.388	0.361	Valid

12	0.654	0.361	Valid
13	0.889	0.361	Valid
14	0.465	0.361	Valid
15	0.757	0.361	Valid
16	0.545	0.361	Valid

Based on the table above, the statement items from no.1 to no. 16 for the variable X2 work discipline is declared valid, because each statement item $r_{count} > r_{table}$ (0.361).

Motivation Variable (X3)

Pearson correlation rcount test employee satisfaction level on motivation (X3)

Table 7. Work Discipline Validity Test Results (X2)

No Item	r-count	r-table	Information
1	0.856	0.361	Valid
2	0.567	0.361	Valid
3	0.543	0.361	Valid
4	0.378	0.361	Valid
5	0.765	0.361	Valid
6	0.876	0.361	Valid
7	0.566	0.361	Valid
8	0.459	0.361	Valid
9	0.698	0.361	Valid
10	0.433	0.361	Valid
11	0.388	0.361	Valid
12	0.654	0.361	Valid
13	0.889	0.361	Valid
14	0.465	0.361	Valid
15	0.757	0.361	Valid
16	0.545	0.361	Valid

Based on the table above, the statement items from no.1 to no. 13 for the variable X3 work motivation is declared valid, because each statement item $r_{count} > r_{table}$ (0.361).

Performance Variable (Y)

Pearson correlation rcount test the level of employee satisfaction on performance (Y)

Table 8. Performance Validity Test Results (Y)

No Item	r-count	r-table	Information
1	0.702	0.361	Valid
2	0.511	0.361	Valid
3	0.625	0.361	Valid
4	0.545	0.361	Valid
5	0.384	0.361	Valid
6	0.823	0.361	Valid
7	0.774	0.361	Valid
8	0.535	0.361	Valid
9	0.886	0.361	Valid
10	0.445	0.361	Valid

Based on the table above, the statement items from no.1 to no. 10 for the variable Y performance is declared valid, because each statement item $r_{count} > r_{table}$ (0.361).

Reliability Test

Work Environment Variable (X1)

Table 9. Work Environment Reliability Test Results (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
,721	15

Based on the SPSS output table, the results of the reliability test of the Work Environment variable on employee performance, the SPSS output "reliability statistic" obtained the Cronbach's Alpha value of 0.721, which means 0.721. Meanwhile Arikunto (2016: 319) argues that to measure the significance level of the reliability coefficient, the value of rcount is consulted with the following data:

- a. 0.800 – 1,000: Very high reliability
- b. 0.600 – 0.799: High reliability
- c. 0.400 – 0.599: Sufficient reliability
- d. 0.200 – 0.399: Low reliability
- e. 0.000 – 0.199: Very low reliability

Thus, Cronbach's Alpha is 0.721 for the Work Environment variable on employee performance, including high reliability (0.600 – 0.799).

Work Discipline Variable (X2)

Table 10. Work Discipline Reliability Test Results (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
,583	17

Alpha value of .583 which means 0.583. Meanwhile Arikunto (2016: 319) argues that to measure the significance level of the reliability coefficient, the value of rcount is consulted with the following data:

- a. 0.800 – 1,000: Very high reliability
- b. 0.600 – 0.799: High reliability
- c. 0.400 – 0.599: Sufficient reliability
- d. 0.200 – 0.399: Low reliability
- e. 0.000 – 0.199: Very low reliability

Thus, Cronbach's Alpha 0.583 for the Work Discipline Variable on employee performance is included in sufficient reliability (0.400 – 0.599).

Motivation Variable (X3)

Table 11. Motivation Reliability Test Results (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
,855	14

Based on the SPSS output, the results of the reliability test of the Motivation variable (X3) on the performance of the SPSS output "reliability statistic" obtained the value of Cronbach's Alpha ,855 which means 0.855. Meanwhile, Arikunto (2016: 319) argues that to measure the significance level of the reliability coefficient, the value of rcount is consulted with the following data:

- a. 0.800 – 1,000: Very high reliability
- b. 0.600 – 0.799: High reliability
- c. 0.400 – 0.599: Sufficient reliability
- d. 0.200 – 0.399: Low reliability
- e. 0.000 – 0.199: Very low reliability

Thus, Cronbach's Alpha is 0.855 for the motivation variable (X3) on employee performance, including very high reliability (0.400 – 0.599).

Y Variable

Table 12. Performance Reliability Test Results (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,533	11

Alpha value of .533, which means 0.533. Meanwhile Arikunto (2016: 319) argues that to measure the significance level of the reliability coefficient, the value of rcount is consulted with the following data:

- a. 0.800 – 1,000: Very high reliability
- b. 0.600 – 0.799: High reliability
- c. 0.400 – 0.599: Sufficient reliability

- d. 0.200 – 0.399: Low reliability
 e. 0.000 – 0.199: Very low reliability

Thus, Cronbach's Alpha 0.533 for employee performance variables is included in sufficient reliability (0.400 – 0.599).

Classic Assumption Test

Table 13. Normality Test Results

One-Sample Kolmogorov-Smirnov Test					
		X1	X2	X3	Y
N		30	30	30	30
Normal Parameters ^{a,b}	mean	59.3667	71.3000	52.6333	43.2667
	Std. Deviation	5.61085	4.74269	4.61992	4.35441
Most Extreme Differences	Absolute	.141	.141	.255	.276
	Positive	.072	.094	.255	.196
	negative	-.141	-.141	-.245	-.276
Test Statistics		.141	.141	.255	.276
asymp. Sig. (2-tailed)		.334 ^c	.229 ^c	.500 ^c	.344 ^c

- a. Test distribution is Normal.
 b. Calculated from data.
 c. Lilliefors Significance Correction.

The calculation shows the results as above:

1. The asymp sig value or significance for the work environment variable (X1) is 0.334. Because the asymp sig is $0.334 > 0.05$, the conclusion drawn is that the data from the work environment variable (X1) is normally distributed.
2. The asymp sig value or significance for the work discipline variable (X2) is 0.229. Because the asymp sig is $0.229 > 0.05$, the conclusion drawn is that the data from the work discipline variable (X2) is normally distributed.
3. The asymp sig value or significance for the motivation variable (X3) is 0.500. Because the asymp sig is $0.500 > 0.05$, the conclusion drawn is that the data from the motivation variable (X3) is normally distributed.
4. The asymp sig value or significance for the employee performance variable (Y) is 0.344. Because the asymp sig is $0.344 > 0.05$, the conclusion drawn is that the data from the employee performance variable (Y) is normally distributed.

Multicollinearity Test

Table 14. Multicollinearity Test Results/VIF Table

No	Variable	VIF value	Information
1	Work Environment (X1)	1.378	Not Multicollinearity
2	Work Discipline (X2)	1.408	Not Multicollinearity
3	Motivation (X3)	1.027	Not Multicollinearity

Based on the table above, it can be seen the VIF value for each research variable as follows:

- a. The VIF value for the work environment variable (X1) is $1.378 < 10$, so that the work environment variable does not contain multicollinearity problems.
- b. The VIF value for the work discipline variable (X2) is $1.408 < 10$, so the work discipline variable is declared not to contain multicollinearity problems.
- c. The VIF value for the motivation variable (X3) is $1.027 < 10$, so the motivation variable is declared not to contain multicollinearity problems.

Heteroscedasticity Test

Table 15. Heteroscedasticity Test Results

Correlations						
			X1	X2	X3	Y
Spearman's rho	X1	Correlation Coefficient	1,000	.537 ^{**}	.086	.443 [*]
		Sig. (2-tailed)	.	.002	.652	.214
	N		30	30	30	30
	X2	Correlation Coefficient	.537 ^{**}	1,000	-.121	.458 [*]

	X3	Sig. (2-tailed)	.002	.	.523	.311
		N	30	30	30	30
		Correlation Coefficient	.086	-.121	1,000	.365 *
	Y	Sig. (2-tailed)	.652	.523	.	.147
		N	30	30	30	30
		Correlation Coefficient	.443 *	.458 *	.365 *	1,000
		Sig. (2-tailed)	.214	.311	.147	.
		N	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Based on the results of the SPSS output above, it can be concluded that:

1. The asymp sig value or significance for the work environment variable (X1) is 0.214. Because the asymp sig is $0.214 > 0.05$, the conclusion drawn is that the data from the work environment variable (X1) does not occur heteroscedasticity symptoms.
2. The asymp sig value or significance for the work discipline variable (X2) is 0.311. Because the asymp sig is $0.311 > 0.05$, the conclusion drawn is the data from the work discipline variable (X2), there is no heteroscedasticity symptom.
3. The asymp sig value or significance for the motivation variable (X3) is 0.147. Because the asymp sig is $0.147 > 0.05$, the conclusion drawn is that the data from the motivation variable (X3) does not occur with heteroscedasticity symptoms.

Multiple Linear Regression Test

Pay attention to the following Anova table

Table 16. Multiple Linear Regression Test Results

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.857	11.462		.511	.614		
X1	.077	.134	.099	.573	.572	.726	1.378
X2	.518	.160	.564	3,241	.003	.710	1,408
X3	.145	.140	.154	3.035	.010	.974	1.027

a. Dependent Variable: Y

Based on the table above, we get the regression equation

$$Y = 5.857 + 0.077X1 + 0.518X2 + 0.145X3$$

The regression equation above can be seen that:

- a. The magnitude of the constant 5.857 shows that when the variables X1, X2 and X3 are 0 (zero), then the employee performance variable Y is 5.857.
- b. The regression coefficient for the X1 work environment variable is 0.077, meaning that when the X1 variable increases by 1 point, it will increase the value of the Y variable by 0.077, with a note that other variables do not change or remain.
- c. The regression coefficient of the X2 work discipline variable of 0.518 means that when the X2 variable increases by 1 point, it will increase the value of the Y variable by 0.518, provided that other variables do not change or remain.
- d. The regression coefficient for the motivational variable X3 is 0.145, which means that when the X2 variable increases by 1 point, it will increase the value of the Y variable by 0.145, provided that the other variables do not change or remain.

T Uji test

Based on the Anova table above, it can be seen that:

1. The significance value of the t-test on the work environment variable is $0.572 > 0.05$, meaning that there is no significant relationship between the work environment and employee performance.
2. The significance value of the t-test on the work discipline variable is $0.03 > 0.05$, meaning that there is a significant relationship between work discipline and employee performance.

3. The significance value of the t-test on the work motivation variable is $0.010 > 0.05$, meaning that there is a significant relationship between work motivation and employee performance.

Coefficient of Determination

The following is the SPSS output table

Table 17. Coefficient of Determination Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.863 ^a	.744	.375	3.44199

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Based on the table above, the R number (correlation coefficient) is 0.863. This shows that there is a very strong relationship between work environment, work discipline, and motivation on employee performance. It is based on the guidelines to provide the following interpretation of the correlation coefficient:

1. 0.00 – 0.199 = very low
2. 0.20 – 0.399 = low
3. 0.40 – 0.599 = moderate
4. 0.60 – 0.799 = strong
5. 0.80 – 1,000 = very strong (Sugiyono, 2007)

The results of the analysis of the coefficient of determination (R²) show that the percentage contribution of the influence of the independent variable (work environment, work discipline, and motivation) on the dependent variable (employee performance) is 74.4 %. While the remaining 23.6 % is influenced by other variables that are not included or not discussed in this study.

V. CONCLUSION

Based on the description of the discussion, it can be concluded that:

1. The significance value of the t-test on the work environment variable is $0.572 > 0.05$, meaning that there is no significant relationship between the work environment and employee performance.
2. The significance value of the t-test on the work discipline variable is $0.03 > 0.05$, meaning that there is a significant relationship between work discipline and employee performance.
3. The significance value of the t-test on the work motivation variable is $0.010 > 0.05$, meaning that there is a significant relationship between work motivation and employee performance.

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