



# The Influence of Motivation, Dicipline and Work Environment on Employee Performance CV Nusadaya Sira Indonesia

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## ABSTRACT

**Keywords:**

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This study aims to examine and analyze the influence of motivation, discipline and work environment on employee performance at CV. Nusadaya Sira Indonesia. This research was conducted using quantitative methods with descriptive and verification analysis, namely collecting, presenting, analyzing, and testing hypotheses, as well as making conclusions and suggestions. The sample in this study amounted to 108 using the Non Probability Sampling technique with the Saturated Sample method. Based on the analysis that has been done, this study proves that employee motivation at CV. Nusadaya Sira Indonesia is good, employee discipline at CV. Nusadaya Sira Indonesia is quite good, the work environment of employees at CV. Nusadaya Sira Indonesia is good and employee performance at CV. Nusadaya Sira Indonesia is good. The correlation coefficient between the variables of Motivation, Discipline and Work Environment has a strong, positive and significant correlation level. The influence of the work environment variable coefficient contributes to performance more than motivation and discipline. The simultaneous influence of work motivation, discipline and work environment on employee performance is 67.1% while the remaining 32.9% is the contribution of other variables not examined.

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## 1. Introduction

Nowadays, the progress of a nation cannot be separated from the human resources owned by the nation. Human resources are one of the most valuable assets owned by an organization, because humans are the only resources that can drive other resources. (Abdilah Kurniawan, 2018). Thus, the element of human resources is a key factor that must be maintained by an organization in line with the demands that the organization always faces to answer any existing challenges. Therefore, efforts to maintain quality human resources are the main steps of the organization.(Sukmana & Kurniawan, 2020)

The success of an organization is influenced by employee performance or the work achieved by an employee in carrying out tasks in accordance with the responsibilities assigned to him. Performance appraisal is the process of evaluating how well employees are doing their jobs compared to a set of standards, and then communicating that information to employees. Performance appraisal is also called employee rating, employee evaluation, job review, performance evaluation, and results appraisal. Performance appraisal is a manager's activity to evaluate employee performance behavior and determine further policies. (Malayu, 2012).

CV. Harmony Gemilang is a company engaged in housing contractors and brick production located in the Karawang district of West Java which is required to continuously improve the performance of its

employees. Based on previous research conducted by Hamdani and Zulfikar (2017) in their research proves that the work motivation variable is the most influential variable in explaining employee performance variables. (Sadarman & Fitriani, 2017). Then it is supported by Leonardo Agusta and Eddy Madiono Sutanto (2013) in their research stating that work motivation has a positive and significant effect on employee performance. (Agusta et al., 2013). Munparidi (2012) in his research stated that working environment have positive influence to performance (Manikottama et al., 2019). Then research conducted by Anatalia Renah, and Djoko Setyadi (2014) which states that It regardless the value of Working Environment, it gave no effect to the value of performance (Renah & Setyadi, 2014).

According to Rahmat Hasbullah (2017) performance is a real behavior that is displayed by everyone as work performance produced by employees according to questions in the company. (Hasbullah, 2017). Meanwhile, according to Mathis and Jackson (2006) in Rahmat Hasbullah (2017) stated that Performance (Performance) is basically what employees do or don't do.. (Hasbullah, 2017). Then Indra Bastian quoted by Fahmi (2014), Performance is a description of the level of achievement of the implementation of an activity or program and policy in realizing the goals, objectives, mission and vision of the organization contained in the formulation of an organization's strategic scheme (strategic planning). (Rosari & Tnunay, 2020).

According to Siagian (1995) in Edy Sutrisno (2014) a motive is a psychological state that encourages, activates, or moves and that motive directs and channels a person's behavior, attitudes, and actions that are always associated with the achievement of goals, both for organizational and personal goals. each member of the organization.(Wuwungan et al., 2017). Hasibuan in the book Edy Sutrisno (2014): "Motivation is the provision of a driving force that creates enthusiasm for one's work so that they are willing to work together, work effectively and be integrated with all their efforts to achieve satisfaction".(Wuwungan et al., 2017)

Meanwhile, according to the opinion expressed by Gitosudarmo (2012) motivation is: a factor that encourages someone to do a certain activity, therefore motivation is often interpreted as a factor driving a person's behavior. The driver of a person's behavior is usually the needs and desires to be achieved. (Khairandy & Elpanso, 2019). According to Sutrisno (2016) argues that: Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms.(Tehuayo, 2018). According to Rivai (2014) the notion of work discipline is a tool used by managers to communicate with employees to be willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. (Lastriani, 2014).

Nitisemito (2010) says that the work environment is everything that exists in the environment around the workers and that can affect him in carrying out the tasks assigned to him, for example cleaning, music, and others.(Syavani & Parjono, 2017). According to Sunyoto (2012) states that the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned. (Prahiawan et al., 2014). Sedarmayati (2013) says that the work environment means the whole tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as a group.(Wuwungan et al., 2017) .

Based on this phenomenon, researchers are interested in conducting research that affects employee performance. Where aspects of Motivation, Work Discipline and Work Environment will be studied. So the researchers took the title in this thesis, namely "The

## Influence of Motivation, Dicipline and Work Environment on Employee Performance CV Nusadaya Sira Indonesia”.

### 2. Methods

This study uses descriptive and statistical analysis / verification. The analysis in this study uses the help of SPSS version 20. Validity test is used to measure whether a questionnaire is valid or not. If the correlation coefficient is equal to 0.3 or more (at least 0.3), then the instrument items are declared valid (Sugiyono, 2012). Reliability test is data to measure a questionnaire which is an indicator of a variable or construct. In determining the value of Cronbach Alpha, SPSS provides facilities to measure reliability. A construct or variable is said to be reliable if it gives a Cronbach Alpha value > 0.60.

In this study contains the F test, to find out how much influence simultaneously between work motivation (X1), Work Discipline (X2) and Work Environment (X3) while the dependent variable is Employee Performance (Y). The coefficient of determination is data to find out how big the percentage of direct influence of the independent variable which is more closely related to the dependent variable or it can be said that the use of the model can be justified.

### 3. Result and Discussion

By testing the validity of each questionnaire item, it is analyzed by correlating each item score with a score which is the sum of each item score. According to Sugiyono, items that have a positive correlation with the total score and high correlation indicate that the item can be considered valid if  $r = 0.300$ . So if the correlation between items with a total item score is less than 0.300, then the instrument item is declared invalid. The tables below also show that the results of the data validity test on the variables studied, namely work motivation (X1), work discipline (X2), work environment (X3) and employee performance (Y) are declared valid because more than 0.300.

**TABLE 1**  
WORK MOTIVATION VARIABLE VALIDITY TEST RESULTS

Indicator	Statement	r Calculate	r Critical	Criteria
Satisfaction of needs	1	0,464	0.3	Valid
Work independently	2	0,800	0.3	Valid
Solution to problem	3	0,411	0.3	Valid
Work interaction	4	0,448	0.3	Valid
Cooperation	5	0,586	0.3	Valid
Decent salary	6	0,522	0.3	Valid
Facilities and infrastructure	7	0,389	0.3	Valid
Employee existence	8	0,744	0.3	Valid
Award	9	0,370	0.3	Valid
Job Guidance	10	0,699	0.3	Valid

Source: Results data processing 2021

**TABLE 2**  
WORK DISCIPLINE VARIABLE VALIDITY TEST RESULTS

Indicator	Statement	r Calculate	r Critical	Criteria
It's never too late	1	0,386	0.3	Valid
Always present at work	2	0,579	0.3	Valid
Work earnestly	3	0,508	0.3	Valid
Follow the rules	4	0,477	0.3	Valid
Assigned job	5	0,467	0.3	Valid
Love for work	6	0,631	0.3	Valid
Accuracy	7	0,433	0.3	Valid
Working full of calculations	8	0,606	0.3	Valid
Work morale	9	0,554	0.3	Valid
Attitude	10	0,413	0.3	Valid

Source: Results data processing 2021

**TABLE 3**  
WORK ENVIRONMENT VARIABLE VALIDITY TEST RESULTS

Indicator	Statement	r Calculate	r Critical	Criteria
Peralatan kerja	1	0,614	0.3	Valid
Perlengkapan kerja	2	0,680	0.3	Valid
Tata letak	3	0,448	0.3	Valid
Ruang Kerja	4	0,672	0.3	Valid
Penerangan	5	0,548	0.3	Valid
Hubungan kerja	6	0,319	0.3	Valid
Kelancaran Kerja	7	0,524	0.3	Valid
Pengaturan kerja	8	0,442	0.3	Valid
Pekerjaan yang dibebankan	9	0,514	0.3	Valid
Konsentrasi kerja	10	0,604	0.3	Valid

Source: Results data processing 2021

**TABLE 4**  
PERFORMANCE VARIABLE VALIDITY TEST RESULTS

Indicator	Statement	r Calculate	r Critical	Criteria
Pengalaman Kerja	1	0,550	0.3	Valid
Pengetahuan	2	0,415	0.3	Valid
Sesuai keahlian	3	0,557	0.3	Valid
Kepuasan	4	0,542	0.3	Valid
Pencapaian tujuan organisasi	5	0,459	0.3	Valid
Situasi Kerja	6	0,473	0.3	Valid
Target Kerja	7	0,746	0.3	Valid
Kesempatan yang sama	8	0,700	0.3	Valid
Kepercayaan	9	0,414	0.3	Valid
Prestasi kerja	10	0,574	0.3	Valid

Source: Results data processing 2021

The reliability test was stated by consistency interval with the halving technique which was analyzed by the Spearman Brown formula. A variable is declared reliable if it gives a Cronbach Alpha value  $> 0.700$ . The following results of reliability testing for the questionnaire for each variable can be seen in table 5. It shows that the results of the reliability test are known for each variable (Cronbach's alpha value 0.81 to 1.00, meaning very reliable). So that work motivation, motivation, work environment and performance are declared very reliable.

**TABLE 5**  
RELIABILITY TEST RESULTS

No	Variabel	r Calculate	r Critical	Description
1	Work Motivation ( $X_1$ )	0.839	0.70	Very Reliable
2	Work Discipline ( $X_2$ )	0.823	0.70	Very Reliable
3	Work Environment ( $X_3$ )	0.840	0.70	Very Reliable
3	Performance (Y)	0.843	0.70	Very Reliable

Source: Results data processing 2021

Normality test is used to determine whether a data follows a normal distribution or not by using the Kolmogorov-Smirnov method. With the condition that if the variable has a value of count  $> 0.050$  then the variable is normally distributed. On the table. 6 above shows that all variables follow the normal distribution of data because the significant value of count all variables is more than 0.05. The variable of Work Motivation is 0.086, Work Discipline is 0.102, Work Environment is 0.112 and Performance is 0.076, then all variables are declared to follow the normal distribution of data.

**TABLE 6**  
NORMALITY TEST RESULTS

Variable	Kolmogrov – Smirnov		Description
	r Calculate	r Critical	
Work Motivation (X <sub>1</sub> )	0.086	0.05	Distribusi Normal
Work Discipline (X <sub>2</sub> )	0.102	0.05	Distribusi Normal
Work Environment (X <sub>3</sub> )	0.112	0.05	Distribusi Normal
Performance (Y)	0.076	0.05	Distribusi Normal

Source: Results data processing 2021

**TABLE 7**  
COEFFICIENT OF DETERMINATION

Model	R	RSquare	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change
1	.819 <sup>a</sup>	.671	.662	3,52076	,671	70,762

Source: Results data processing 2021

Based on the table above shows that the coefficient of determination (R<sup>2</sup>) of 0.671 means that 67.1% of the Employee Performance variable (Y) can be caused by the variables of Work Motivation (X<sub>1</sub>), Work Discipline (X<sub>2</sub>) and Work Environment (X<sub>3</sub>), or it can be interpreted that Motivation Work (X<sub>1</sub>), Work Discipline (X<sub>2</sub>) and Work Environment (X<sub>3</sub>) have a contribution to Employee Performance (Y) of 67.1% while the remaining 32.9% is the contribution of other variables ( $\epsilon$ ) which were not examined.

**TABLE 8**  
t TEST

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
(Constant)	4,663	2,198		2,122	,036	
1	X1	,311	,086	,308	3,603	,000
	X2	,312	,093	,298	3,371	,001
	X3	,310	,091	,306	3,411	,001

Source: Results data processing 2021

The table above shows that the value of sig. (0.000) >  $\alpha$  (0.05) and tcount (3.603) > table (1.659) then H<sub>0</sub> is rejected. Thus, it can be concluded that work motivation partially has a positive and significant effect on employee performance. Then Employee Performance shows that the value of sig. (0.001) < (0.05) and tcount (3.371) >  $\alpha$  table (1.659) then H<sub>0</sub> rejected. Thus, it can be concluded that Work Discipline partially has a positive and significant effect on Employee Performance. Similarly, the employee performance above shows that the value of sig. (0.001) <  $\alpha$  (0.05) and counted (3.411) > table (1.659) then H<sub>0</sub> is rejected. Thus, it can be concluded that the work environment partially has a positive and significant effect on employee performance.

**TABLE 9**  
F TEST

ANOVA <sup>a</sup>						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	2631,455	3	877,152	70,762	,000 <sup>b</sup>
	Residual	1289,161	104	12,396		
	Total	3920,617	107			

Source: Results data processing 2021

Based on the statistical calculation of the F test in the table above, it shows that the value of sig. (0.000) <  $\alpha$  (0.05) and fcount (70.762) > ftable (2.68) then Ho is rejected. Thus it can be concluded that work motivation, work discipline and work environment simultaneously have a positive and significant effect on employee performance.

After being tested statistically, it can be clearly seen that all independent variables have an effect on the dependent variable. The influence given by the three independent variables has a positive influence, which means that the better and higher the value of Work Motivation, Discipline, and Work Environment, the better the Employee Performance. This result is in accordance with the hypothesis that was originally proposed and also in accordance with the results of previous studies.

#### 4. Conclusion

Based on the results of the analysis of this study which has been described in the previous segment, it can be concluded that: a) Work Motivation partially has a significant effect on Employee Performance. b) Work Discipline partially has a significant effect on Employee Performance. c) Work environment partially has a significant effect on employee performance. d) Work Motivation, Work Discipline and Work Environment simultaneously have a significant effect on Employee Performance.

The results showed that employee performance, work motivation, work discipline and work environment were good, but still not optimal because there were indicators that had the lowest score. It is hoped that CV.Harmony Gemilang Karawang will continue to maintain indicators that have received good presentations and improve indicators that are still lacking, namely the indicators of work interaction, facilities and infrastructure, following rules, attitudes, work arrangements. By providing adequate remuneration to employees who have good performance and providing appropriate sanctions for employees who violate it. As well as providing directions to employees regarding the work to be carried out. Then complete the supporting facilities needed by employees in carrying out their work, can maintain indicators that have the highest scores compared to other indicators, on the Employee Performance variable the highest score is on the Work Target indicator, for the Work Motivation variable on the Problem Solving indicator, then the Work Discipline variable, namely on the indicator It is never late, while the work environment variable is the work concentration indicator. By maintaining these indicators, employee performance can be even better in achieving company targets, both short term and long term.

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