

Employee Performance in Relation to Work Environment and Discipline: Evidence from the Deli Serdang District Attorney's Office, Labuhan Deli

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Abstract

This study aims to analyze the influence of the work environment and work discipline on employee performance at the Deli Serdang District Attorney's Office Branch in Labuhan Deli. The research adopts a quantitative approach, utilizing surveys and structured questionnaires to collect data from employees. The work environment and work discipline are evaluated as independent variables, while employee performance serves as the dependent variable. By employing statistical analysis, this study examines the significance and strength of the relationship between these factors. The findings contribute to the understanding of how organizational conditions and individual discipline can enhance employee effectiveness. Additionally, this study highlights practical implications for improving workplace management and employee productivity.

Keywords: Work Environment, Work Discipline, Employee Performance

INTRODUCTION

Human resources play a crucial role in various activities carried out by an organization or agency, where each activity is directed to achieve the common goals that have been set (Rostina et al., 2023). Human resources encompass all individuals inside the firm, irrespective of their position or job title (Rostina, Siahaan, et al., 2020). Starting from the most basic level, such as operational staff at the lower level, to leaders at the highest level (top management), all have their respective roles in supporting the success of the organization (Handayni & Aima, 2021). The complete engagement of every

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individual at all levels renders human resources the primary determinant of an organization's effectiveness and success in attaining its objectives (Sembiring et al., 2022).

The Attorney General's Office of the Republic of Indonesia is a state entity that exercises state power, particularly in the realm of prosecution. This institution plays a significant role in law enforcement and justice initiatives in Indonesia. The Attorney General's Office is primarily responsible for overseeing the criminal prosecution process, ensuring that legal infractions are addressed in compliance with relevant rules. Furthermore, the Attorney General's Office serves as an executor of judicial rulings in criminal matters, referred to as executive ambtenaar. The Attorney General's Office is the sole state entity endowed with the exclusive authority to implement court rulings, so ensuring the realization of justice within society.

This research examines the impact of workplace environmental elements and work discipline on employee performance at the Deli Serdang District Attorney's Office Branch in Labuhan Deli. The choice of these two elements is deliberate, as both are essential for the ongoing enhancement of employee performance. An optimal work environment is crucial for fostering productivity and comfort in task execution, while work discipline serves as the fundamental basis that influences employees' ability to consistently fulfill their responsibilities and obligations. This study seeks to elucidate the substantial impact of the work environment and work discipline on enhancing employee performance within the agency. The findings of this study are anticipated to serve as a reference for policymakers in developing more effective strategies for continual performance enhancement.

The primary issue of concern in this study is the work environment, which plays a crucial role in facilitating employees in fulfilling their obligations and responsibilities (Rostina, Muhani, et al., 2020). An optimal work environment fosters comfort and directly enhances productivity (Astika et al., 2022). An affirmative work atmosphere enhances employees' focus, motivation, and efficiency in executing their daily responsibilities (Ballian, 2020).

Nonetheless, observations within this agency reveal some substantial issues about the state of the work environment (Bhastary et al., 2024). Among these difficulties include insufficient air circulation, resulting in a stifling and uncomfortable workplace (Novirsari et al., 2022). Narrow workspaces restrict employee mobility and foster an environment that is suboptimal for productive activity (Lubis et al., 2024). Insufficient lighting in the workplace is a barrier that impedes employee comfort and productivity

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(Hasrul Azwar Hasibuan et al., 2022). These three issues collectively adversely affect employees' capacity to perform optimally (Fadli & Nasib, 2020).

Given these issues, it is essential to assess and enhance the working conditions inside this agency. An optimal and nurturing workplace environment is a crucial factor in enhancing employee performance and productivity sustainably (Pebri, 2020). Consequently, the discourse on the working environment is highly pertinent in the pursuit of establishing more optimal conditions for employees to perform their responsibilities effectively.

The second factor of concern is work discipline (Khairani, 2023). The employees' noncompliance with the agency's work schedule indicates concerns with work discipline. This is evident in the personnel at the Deli Serdang District Attorney's workplace Branch in Labuhan Deli, who continue to struggle with good time management, frequently arriving late at the start of work hours and habitually departing the workplace prematurely.

The attainment of optimal agency performance is significantly impacted by personnel' capacity to execute duties effectively and within stipulated timelines. Nonetheless, the evidence indicates that employee performance at the Deli Serdang District Attorney's Office Branch in Labuhan Deli has not attained optimal standards. Numerous tasks have not been executed promptly and within deadlines, necessitating ongoing assessment initiatives. This assessment seeks to enhance employee work discipline, hence positively influencing the overall effectiveness and efficiency of the agency's operations.

This study innovatively investigates the combined impact of work environment and work discipline on employee performance at the Deli Serdang District Attorney's Office Branch in Labuhan Deli. The emphasis on legal institutions offers a novel perspective, acknowledging that the backdrop of this organization differs from other areas. This study provides a practical contribution by providing techniques to enhance employee performance in local law-based government entities.

RESEARCH METHODS

This study employs a quantitative methodology utilizing a descriptive research design. This methodology seeks to evaluate and quantify the impact of workplace characteristics (X1) and work discipline (X2) on employee performance (Y). We selected the quantitative technique as it is appropriate for examining the relationship between variables using statistically observable data. The study's population comprised 60 employees from the Deli Serdang District Attorney's Office Branch in Labuhan Deli. This

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study used a saturation sampling strategy, incorporating all members of the population as research samples. Data were obtained utilizing a designed questionnaire that assessed characteristics related to the work environment, work discipline, and employee performance. The questionnaire had Likert scale questions, facilitating respondents in articulating their impressions of the agency's working environment. A validity test was performed on 30 respondents from the personnel of the Deli Serdang District Attorney's Office Branch in Pancur Batu to verify the instrument's accuracy. An effective instrument ensures that the questionnaire's inquiries precisely measure the variables being examined. Data analysis was carried out using validity and reliability tests, multiple linear regression analysis, and t-tests and F-tests to test the significance of the influence of variables.

RESULTS OF DATA ANALYSIS AND RESEARCH

Classical Assumption Test

Normality Test

Regression analysis necessitates that the data conform to a normal distribution. A normality test is conducted to ascertain if the data follows a normal distribution. This study employed the Kolmogorov-Smirnov method for the normalcy test, utilizing SPSS version 26 software. We draw judgments regarding the normal distribution of data based on the significance value. Data is deemed normally distributed if the significance or probability value exceeds 0.05. The normalcy test produced the subsequent results:

Table 1. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	164.448,7
	Absolute	.99
Most Extreme Differences	Positive	.049
	Negative	-.042
		-.049
Test Statistic		.049
Asymp. Sig. (2-tailed)		.200 ^{c,d}

The Kolmogorov-Smirnov test yielded a significance value of 0.200 for the regression model, exceeding the established significance threshold of 0.05 ($0.200 > 0.05$). This signifies that the data utilized in the regression model satisfies the premise of normality, specifically has a normal distribution. Consequently, the regression model in

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this study is deemed acceptable for subsequent analysis, as the fundamental assumptions of data distribution have been satisfied. The normal distribution of this data is crucial to guarantee that the regression analysis results are unbiased and that the conclusions derived from the model are dependable.

Multikolinearitas test

Table 2. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work environment (X1)	0.433	2.308
Work Discipline (X2)	0.433	2.308

The analysis results in the table above indicate that the tolerance value for the independent variables, work environment (X1) and work discipline (X2), is 0.433. This score signifies that approximately 43.3% of the variability of each independent variable remains unexplained by other independent variables. The tolerance value exceeds the minimum threshold of 0.10, indicating the absence of collinearity issues. The Variance Inflation Factor (VIF) for both variables is 2.308. This result is below the recommended maximum threshold of 10, indicating the absence of collinearity issues. The independent variables Work Environment (X1) and Work Discipline (X2) exhibit no multicollinearity issues according to these two indicators. Consequently, we may advance with the regression model in this study for more investigation.

Heteroscedasticity Test

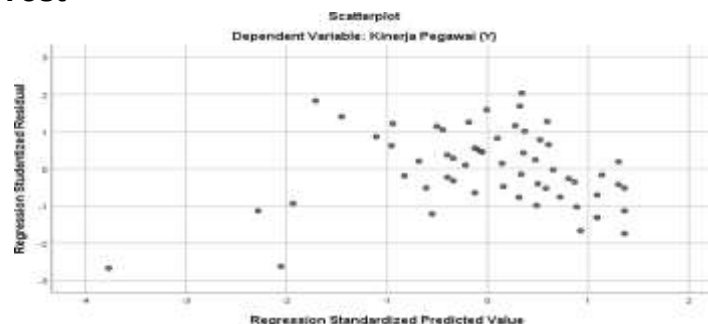


Figure 1. Heteroscedasticity Test Results

Figure 1 illustrates that the points on the scatterplot are uniformly distributed, exhibiting no discernible pattern. The Y-axis randomly allocates these points both above and below the zero line, lacking a defined center. The uniform distribution pattern indicates that the residual variance is independent of the independent variable, so the regression model exhibits no heteroscedasticity. The regression model employed in this study satisfies the assumption of homoscedasticity, a critical criterion for ensuring the reliability and validity of the regression analysis results.

Multiple Linear Regression Test

Table 3 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	9.511	1.431	6.646	.000
	Lingkungan Kerja (X1)	0.269	0.053	0.557	0.000
	Work Discipline (X2)	0.150	0.049	0.335	0.003

The constant of 9.511 signifies that, assuming the work environment (X1) and work discipline (X2) variables remain same, employee performance is anticipated to be valued at 9.511. The coefficient of 0.269 for the Work environment (X1) indicates that a one-unit increase in this variable results in a 0.269 unit increase in employee performance, assuming all other independent variables remain constant. The Work Discipline (X2) coefficient of 0.150, exhibiting a positive correlation, signifies that a 1-unit increase in the Work Discipline (X2) variable will enhance employee performance by 0.150 units, provided all other independent variables are held constant.

Coefficient of Determination

Table 4 Results of the Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.839 ^a	.704	.693	1.673



The modified R-squared value of 0.693 in Table 5 indicates that the independent factors, work environment (X1) and work discipline (X2), influence the dependent variable, employee performance (Y), 69.3% of the time. Additional variables beyond this study, not examined in the model, affect the remaining 30.7%.

Simultaneous Hypothesis Testing (F-Test)

Table 5 Simultaneous Test Results (F Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	378.844	2	189.422	67.669	.000 ^b
	Residual	159.556	57	2.799		
	Total	538.400	59			

The Fcount value of 67.669 significantly exceeds the Ftable of 3.159 ($67.669 > 3.159$), and the resultant significance value is 0.000, which is considerably lower than the criterion of 0.05. This indicates that the factors Work Environment (X1) and Work Discipline (X2) collectively exert a positive and significant impact on employee performance (Y).

Partial Hypothesis Testing (t-Test)

Table 6 t-Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.511	1.431		6.646	.000
	Work environment (X1)	0.269	0.053	0.557	5.087	0.000
	Work Discipline (X2)	0.150	0.049	0.335	3.056	0.003

The work environment variable exhibits a significance value (Sig.) of 0.000, which is less than 0.05 ($0.000 < 0.05$), signifying that this variable significantly impacts employee performance. The t-count value of 5.087 exceeds the t-table value of 2.002 ($5.087 > 2.002$), indicating that the work environment positively and significantly influences

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employee performance. The Work Discipline variable possesses a significance value (Sig.) of 0.003, which is less than 0.05 ($0.003 < 0.05$), signifying a substantial impact on employee performance. The t-count value of 3.056 exceeds the t-table value of 2.002 ($3.056 > 2.002$), indicating that work discipline positively and significantly influences employee performance.

DISCUSSION

The Influence of Work Environment on Employee Performance

The work environment variable yielded a t-count of 5.087, exceeding the t-table value of 2.002 ($5.087 > 2.002$), with a significance value (Sig.) of 0.000, which is less than 0.05 ($0.000 < 0.05$). These results indicate that, partially, there is a positive and significant influence of the work environment on the performance of employees of the Deli Serdang District Attorney's Office Branch in Labuhan Deli. The findings of this study suggest that agencies will persist in enhancing and establishing a supportive, secure, and pleasant work environment for employees. Measures to consider include ensuring cleanliness, enhancing workspace comfort, and providing facilities that promote productivity, such as an effective ventilation system. Furthermore, agencies must attentively consider employee feedback or grievances concerning the work environment and implement enhancements as required. By creating a supportive work environment, employees will feel more comfortable, appreciated, and motivated to give their best, thus having a positive impact on achieving organizational goals.

This finding aligns with prior study undertaken by (Syaifuddin, Lie, et al., 2024a)(Tanady et al., 2024)(Syaifuddin, Lie, et al., 2024b), which asserts that a supportive work environment fosters a sense of security and enables individuals to perform at their best. Employees experience comfort in their work environment, leading to increased motivation and a sense of belonging when performing tasks in the workplace (Syaifuddin, Rezeki, et al., 2024). A conducive work environment, characterized by a tidy workspace, sufficient air, and appropriate lighting, fosters an optimal work atmosphere (Faris et al., 2024). Studies indicate that an optimally planned work environment promotes employee performance by mitigating job-related stress, augmenting concentration, and elevating work quality (Nasib et al., 2023).

The Influence of Work Discipline on Employee Performance

The Work Discipline variable yielded a t-count of 3.056, exceeding the t-table value of 2.002 ($3.056 > 2.002$), with a significance value (Sig.) of 0.003, which is less than 0.05

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(0.003 < 0.05). The results demonstrate that work discipline partially exerts a positive and significant impact on employee performance at the Deli Serdang District Attorney's Office Branch in Labuhan Deli. The managerial implications include that the management of the Deli Serdang District Attorney's Office Branch in Labuhan Deli must establish a favorable work environment by maintaining sufficient cleanliness, ventilation, lighting, and proper work amenities. We must uphold transparent communication to consider employee feedback concerning the workplace atmosphere. Moreover, it is essential to enforce occupational safety and health (OSH) policies, establish regular work environment maintenance programs, and promote employee mental well-being through adequate facilities. This action enables management to enhance staff productivity, motivation, and performance, while effectively promoting the attainment of organizational objectives.

The findings of this study corroborate other research indicating that work discipline influences employee performance (Chaniago, 2023)(Sipayung et al., 2023)(Stevan Rejekiman Gea et al., 2022). As stated in (Hou et al., 2022), work discipline yields significant advantages for both the firm and its people. Work discipline within the company facilitates order and the efficient execution of duties, hence ensuring optimal performance (Tambunan, 2020). For employees, work discipline fosters a conducive working environment, hence enhancing their excitement in performing their responsibilities (Nazah et al., 2021).

CONCLUSION

The study indicates that the two independent variables work environment and work discipline positively and significantly affect employee performance. Research has demonstrated that an optimal and supportive work environment substantially enhances employee performance. Elements such as ventilation, illumination, sanitation, and comfort in the workplace are critical factors that enhance employee productivity. Work discipline exerts a favorable and significant impact on employee performance. Discipline in executing duties and responsibilities is crucial for attaining best job outcomes.

Suggestions in the study indicate that agencies can improve ventilation systems, lighting, and cleanliness of the workspace. In addition, providing supporting facilities such as ergonomic furniture and comfortable break rooms will create a more conducive work atmosphere. Regarding Work Discipline, it is important for agencies to set clear and consistent rules, and implement a reward system for disciplined employees. Training related to time management and responsibility is also needed to increase employee awareness of the importance of Work Discipline. Management of the Work environment

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and Work Discipline should be carried out in an integrated manner to provide a more optimal impact on performance. Routine evaluation of the Work environment and employee discipline levels through surveys and performance analysis needs to be carried out so that improvements can be made on target.

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