

The Influence Of Work Discipline And Work Environment On Employee Performance Lpi Foundation Al- Muttaqin Tasikmalaya City

Raisha Ameliza Az'zahra¹, Dian Indiyati²

^{1,2} Prodi Manajemen Bisnis Telekomunikasi dan Informatika, Fakultas Ekonomi dan Bisnis, Universitas Telkom

Corresponding author: raishameliza@student.telkomuniversity.ac.id.

Abstract

Education has an important role in state development and economic growth, with significant changes in the world of education according to the times. This transformation contributes greatly to the progress of society, including in the field of HR management in educational institutions such as the Al-Muttaqin Foundation Islamic Development Institute (LPI). Efficient human resources and employee performance are critical to the success of public organizations. This study examines work discipline, work environment, and employee performance at LPI Al-Muttaqin Foundation as well as the effect of work discipline and work environment on employee performance. Using a quantitative approach with questionnaires distributed to 110 employees at LPI Al-Muttaqin Foundation Tasikmalaya City through the saturated sample method, the data were analyzed using descriptive and path analysis with IBM SPSS version 25. The results show that work discipline is in the "discipline" category, while the work environment and employee performance are in the "good" category. Work discipline and work environment have a significant influence on employee performance both partially and simultaneously. The total effect of work discipline and work environment on employee performance is 78.9%, with 21.1% influenced by other factors.

Keywords: *Work Discipline, Work Environment, Employee Performance.*



INTRODUCTION

Education plays a central role in the progress of a country's development and also affects its economic growth. In addition, education is also considered an investment in the development of human potential. The most effective way to develop capable, independent, spiritually and religiously strong, intelligent, noble and skilled human resources needed by the environment, society, nation and state is through national education. Therefore, it is appropriate to prioritize the development of national education so that Indonesia's human resources are competitive on a regional and global scale. (Sulfemi, 2020).

In an era of rapid progress, globalization greatly affects all aspects of life, including education (Fernando and Wulansari, 2021). Rapid developments in education have adapted to the times, allowing people to develop knowledge in their areas of interest. Despite rapid advances in science, technology, culture, arts, and information, organizations still face a shortage of skilled personnel, indicating the education system has not produced quality human resources (Sulfemi, 2020). To achieve this, education must select materials, develop plans, and apply appropriate methods to create superior and competitive human resources (Fattah, 2014: 39).

Many organizations are expected to improve the performance of their employees. This makes organizations must have the ability to identify factors that affect employee productivity (Hermana and Pratama, 2023). Indiyati et al (2021) say that employee performance is the result obtained by each individual in carrying out the tasks assigned to him based on the criteria that have been applied by the company within a certain period of time. Employees are important assets for companies that require good attention and development.

The effectiveness of a public organization's human resources determines its success. Proper human resource management is necessary to achieve company goals. Employee performance, or the result of tasks completed in terms of quantity and quality, is very important (Saputra and Martha, 2022). The duties of employees, such as teachers, include lesson planning, motivating, supervising, and evaluating students (Sary et al., 2023). Employee performance is assessed by the results of their work and can be influenced by various factors. According to Cashmere (2016: 189), there are thirteen factors that affect employee performance, including discipline, ability, job satisfaction, expertise, commitment, motivation, work environment, loyalty, work design, leadership style, personality, organizational culture.



A person's performance can be influenced by factors such as discipline and work environment. Work discipline is an attitude, behavior, and action that complies with organizational regulations, both written and unwritten (Putri, 2020). A high level of discipline will accelerate employee efficiency in completing their duties, thereby optimizing company performance.

LITERATUR REVIEW

Human Resource Management

According to Afandi (2018: 3) Human Resource Management is a study that involves skills and knowledge to manage the interaction and contribution of the workforce to be effective and efficient and to achieve the goals of the organization, workers, and society. In addition, Human Resource Management is that employees need to contribute optimally to the company, so efforts are needed to improve their knowledge, skills, or ethics through a systematic and organized training process (Balqis et al, 2024).

Employee Performance

Performance is a reflection of the level of success of employees in completing their duties. Performance is also not only a reflection of employee characteristics such as talent or ability, but as a manifestation of these talents and abilities. In addition, performance is the achievement of employees in carrying out the duties and responsibilities set by the organization (Priansa, 2014: 269). Performance is the result of a process that is mentioned and measured over a period of time in accordance with agreements or conditions that have been previously set (Edison et al, 2016: 190). In addition, employee performance is the result obtained from carrying out the assigned tasks in accordance with the criteria set by the company within a certain period of time (Indiyati et al, 2021).

Work Discipline

Work discipline is a person's awareness and willingness to comply with all company regulations and social norms that apply is very important. A good level of discipline reflects the high level of responsibility for the tasks assigned. Consistent discipline brings benefits in the form of increasing morale and work enthusiasm, and supports the achievement of company, employee and community goals as a whole (Romadhon and Indiyati, 2020). As for work discipline, work discipline is a tool used by

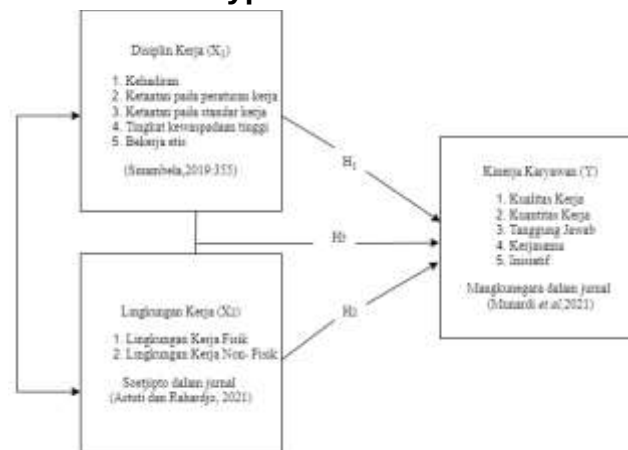


leaders to communicate with employees and encourage employees to change their behavior in accordance with the rules that have been applied (Sinambela, 2019: 335).

Work Environment

Iskandar and Yusnandar (2021) explain that the work environment includes all the elements around employees that have the potential to affect the way they carry out their work and complete their assigned tasks. This involves factors such as cleanliness, lighting levels, security, facilities, and other elements. The work environment involves all components around the employee's workplace, including equipment, facilities, materials used, work methods, work schedules, and interactions between employees and company management (Ramdhani and Indiyati, 2019).

Framework of Thought & Research Hypothesis



Hypotesis

- H1: Work discipline has a significant effect on employee performance at the LPI Al-Muttaqin Foundation.
- H2: The work environment has a significant effect on employee performance at the LPI Al-Muttaqin Foundation.
- H3: Work discipline and work environment influence employee performance at the LPI Al-Muttaqin Foundation.

RESEARCH METHODS

This research uses quantitative methods with a positivism approach to investigate populations or samples, collect data with research instruments, perform statistical analysis, and test hypotheses (Sugiyono, 2017: 23). This research is included in descriptive research, which describes the state of one or more variables without comparing or looking for relationships between variables (Sugiyono, 2017: 19). Researchers do not intervene in respondents' data. This research was conducted in a non-contrived setting, or natural environment (Indrawati, 2015: 118). Based on the time of implementation, this study uses a cross sectional method, namely data collection at the same time (Sugiyono, 2017: 10). The population in this study were employees of LPI Al- Muttaqin Foundation, namely permanent junior and senior high school teachers totaling 110 employees. In this study, a saturated sampling technique was used where the entire population was taken as respondents. The data obtained is the actual data because it covers the entire population. With this technique, increasing the number of samples will not increase the representation or value of the information obtained (Sugiyono, 2017: 124). This study also uses primary data by using interviews and distributing questionnaires to obtain information that supports the two variables and secondary data using data from the foundation to complement data needs that can support the two variables used. The results of the questionnaire data were processed using SPSS v25 by conducting validity tests, reliability tests, classical assumption tests and hypothesis testing.

RESULT AND DISCUSSION

This research uses descriptive analysis and path analysis to achieve research objectives. This research involved 110 LPI Al-Muttaqin Foundation employees as respondents with the following characteristics:

Table 1. Characteristics of Respondents

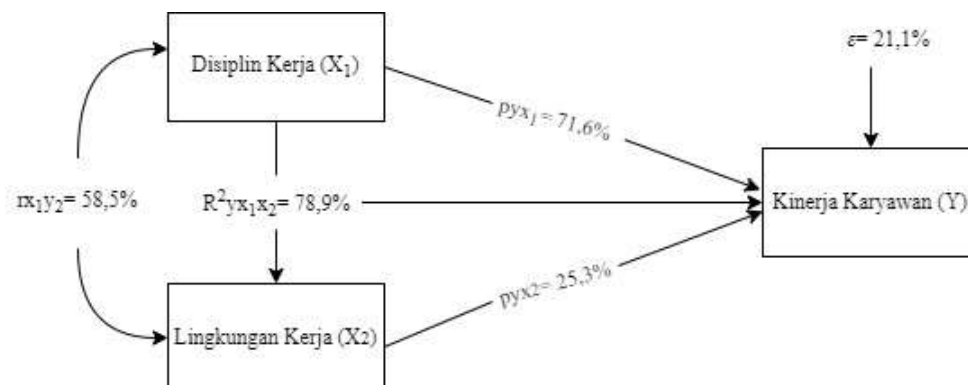
Kategori	Karakteristik	Jumlah Responden	Persentase (%)
Jenis Kelamin	Pria	57 responden	51,8%
	Wanita	53 responden	48,2%
Usia	< 20 tahun	0 responden	0%



	21-30 tahun	24 responden	21,8%
	31-40 tahun	43 responden	39,1%
	41-50 tahun	43 responden	39,1%
	>50 tahun	0 responden	0%
Lama Bekerja	0-10 tahun	61 responden	55,5%
	11-20 tahun	46 responden	41,8%
	21-30 tahun	3 responden	2,7%
	>31 tahun	0 responden	0%
Pendidikan Terakhir	SMP	0 responden	0%
	SMA	0 responden	0%
	Diploma	0 responden	0%
	S1	98 responden	89,1%
	S2	12 responden	10,9%

Source: Processed Data (2024)

The results of descriptive analysis show that respondents' responses to Work Discipline are in the good category with a percentage of 73.71%. Responses to the Work Environment are also in the good category with a percentage of 76.45%. Apart from that, respondents' responses to employee performance showed a good category with a percentage of 82.01%. Path analysis is used to see the pattern of relationships between variables to determine the direct or indirect influence of the independent variable (exogenous) and the dependent variable (endogenous). The purpose of using path analysis in this research is to determine the direct and indirect influence of work discipline



and work environment on employee performance. The results of data analysis in this research are as follows:

Table 2. Uji T

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	14.094	1.425		.000
	DISIPLIN KERJA	.570	.044	.716	.000
	LINGKUNGAN KERJA	.252	.055	.253	.000

a. Dependent Variable: KINERJA KARYAWAN

Source: Processed Data (2024)

Table 3. Uji F

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	Sig.
1	Regression	3370.849	2	1685.424	.000 ^b
	Residual	902.223	107	8.432	
	Total	4273.071	109		

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA

Source: Processed Data (2024)

CONCLUSIONS AND SUGGESTIONS

The results of descriptive analysis show that respondents' responses to work discipline are in the good category with a percentage of 73.71%. Responses to the work environment are also in the good category with a percentage of 76.45%. Apart from that, respondents' responses to employee performance showed a good category with a percentage of 82.01%. Through Path Analysis testing using SPSS v25, the results were obtained that the hypothesis in this research was accepted, which means that there is an influence of Work Discipline and Work Environment on the Performance of LPI Employees of the Al-Muttaqin Foundation, Tasikmalaya City.



REFERENCES

- Afandi, P. (2018). *Manajemen Sumber Daya Manusia; Teori, Konsep, Dan Indikator*. Pekanbaru: Zanafa Publishing.
- Edison, E., Anwar, Y., & Komariyah, I. (2016). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Fattah, N. (2014). *Analisis Kebijakan Pendidikan*. PT Remaja Rodakarya.
- Fernando, Y., & Wulansari, P. (2020). Perceived understanding of supply chain integration, communication and teamwork competency in the global manufacturing companies. *European Journal of Management*, 191-210.
- Hermana, C., & Pratama, M. A. (2023). Pengaruh Stres Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Protonindo Citra Jakarta Barat. *SEIKO : Journal Of Management & Business*, 588-597.
- Indiyati, D., Ghina, A., & Romadhona, A. F. (2021). Human Resource Competencies, Organizational Culture, and Employee Performance. *International Jurnal of Science and Society*, 1-10.
- Indrawati. (2015). *Metode Penelitian Manajemen Dan Bisnis*. Bandung: PT Refika Aditama.
- Iskandar, D., & Yusnandar, W. (2021). Peranan Kinerja Karyawan: Berpengaruh Motivasi Dan Lingkungan Kerja. *Seminar Nasional Teknologi Edukasi Dan Humaniora*, 99-110.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Jakarta: PT Rajagrafindo Persada.
- Priansa, D. J. (2014). *Perencanaan & Pengembangan SDM*. Bandung: Alfabeta.
- Putri, S. H. (2020). Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan. *Jurnal Manajemen Modal Insani Dan Bisnis*, 26-39.
- Ramdhani, S. N., & Indiyati, D. (2023). Pengaruh Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Dinas Kebakaran Dan Penanggulangan Bencana Kota Bandung. *Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi (Jmbi Unsrat)*, 1236-1251.
- Romadhon, S. A., & Indiyati, D. (2020). Pengaruh Budaya Organisasi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *E-Proceeding Of Management*, 5407-5414.
- Saputra, P. M., & Martha, L. (2022). The Influence Of Work Discipline And Work Environment On Employee Performance At PT. Sumatera Jaya Agro Lestari Silaut



- Lunang Subdistrict Silaut South Coast District. *Bina Bangsa International Journal Of Business And Manageemnt (BBIJBM)*, 424-441.
- Sary, F. P., Dudija, N., & Moslem, M. (2023). Do Digital Competency and Self-Leadership Influence Teachers' Innovative Work Behavior? *European Journal of Educational Research*.
- Sugiyono. (Metode Penelitian Bisnis). 2017. Bandung: Alfabeta.
- Sulfemi, W. B. (2020). Pengaruh Rasa Percaya Diri Dan Gaya Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru Di Kecamatan Ciampea Kabupaten Bogor. *Jurnal Manajemen Pendidikan Islam* , 1-23.

