



The Effect of Work Environment and Work Discipline on Performance of Pamong Praja Police Unit (Satpol Pp) Karawang Performance

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ABSTRACT

The purpose of this study was to obtain empirical evidence and to find clarity of phenomena and conclusions about the effect of the work environment and work discipline on employee performance in the civil service police unit in Karawang regency. This research was conducted with descriptive quantitative methods and verification. The data analysis technique used is path analysis technique. From the results of the research data analysis, the following conclusions were drawn: The work environment of the Karawang district civil service police unit was good, the work discipline of the Karawang district civil service police unit was good, the performance of employees in the Karawang district civil service police unit was good. There is a low correlation between the work environment and work discipline, there is no partial effect of the work environment on employee performance, there is a partial effect of work discipline on employee performance and there is a simultaneous influence between work environment and work discipline on the performance of the civil service police unit in Karawang regency

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1. INTRODUCTION

The success of an institution is not always measured by how much money it has, but there are other things that are more important, namely the human resources (HR) in the institution. In the current era of globalization, it is very necessary to have quality human resources because the progress of an institution is very dependent on the quality of its human resources or employees. The better the quality of the employees of an institution, the higher the competitiveness of the institution against other institutions. In the process, the performance of the institution or the performance of the institution has ups and downs in line with the ups and downs of the performance of the institution's employees. This indicates that there is a positive relationship between the Institution's employees and the Institution where they work. Performance is the results of the function of a person or group of workers in an organization in a certain period of time that reflects how well a person or group fulfills the requirements of a job in an effort to achieve organizational goals.

Performance in a government institution requires employees who are able to manage all areas of performance that have been determined. The performance of these employees cannot be separated from the responsibility of leaders and superiors. Because everything that is done by employees is the responsibility of the leadership to encourage and motivate in managing their performance. In connection with the conditions of peace and order, it is necessary to carry out guidance on peace and order in the region in a planned and integrated manner, to achieve a steady condition of peace and order in the region, it is necessary to carry out a coaching which includes all efforts, actions, direction and control of everything. relating to peace and order.

The problem that then arose was when the PP Satpol faced street vendors in order to enforce city order. The phenomenon that develops is a repressive clash that actually occurs. The rejection of the existence of street vendors and generally the informal sector occurs in all cities in Indonesia. As the main impact of urbanization, street vendors are recognized as a structural phenomenon that continues to exist. The eviction of evictions seems to have become the destiny and fate of street vendors (PKL). This creates fear and anxiety that the place of business will be evicted. As traders do not know that there is now a Small Business Law where small businesses that have been run so far receive attention and protection

The Civil Service Police Unit as one of the Government Agencies in Karawang Regency is an institution that carries out the organizational functions of government administration in the field of peace and public order and the enforcement of regional regulations supported by the work facilities budget. The Karawang Regency Satpol PP has a performance report, Karawang Regency as an autonomous region in carrying out its authority has compiled the Karawang Regency authority as stated in Regional Regulation Number: 7 of 2008, concerning the Authority of the Karawang Regency Government. The Civil Service Police Unit as one of the Government Agencies in Karawang Regency is an institution that carries out the organizational functions of government administration in the field of peace and public order and the enforcement of regional regulations supported by the work facilities budget.

The results of the implementation/maintenance of the trantibum and the enforcement of regional regulations in 2015 saw a significant increase especially street vendors and illegal buildings amounted to: 224 street vendors were fostered and brought under control, 233 stalls/buildings were brought under control and 142 Anjal/Gepeng were netted in 90 activities, 195 PSKs (Commercial Sex Workers) were arrested in various places of prostitution, then the prostitutes were sent to orphanages. PSK Rehabilitation

Pasar Rebo Jakarta to be nurtured and trained. Confiscation of 214 boxes alcohol and 943 pieces of pornographic VCD/DVD, 22 Individuals/Legal Entities that are disciplined Licensing/Closing of individuals and legal entities that violate, 148 data collection and supervision of individuals and legal entities, Investigation and Mindik on 16 people/violators of the Perda that sell alcohol, sex workers, Pimps and distributors of pornographic VCD/DVDs, 53 civil servants were arrested in the operation of the Regional Disciplinary Movement (GDD), 115 students/teenagers were arrested and fostered as a result of these activities, 2 people (alcohol dealers) were examined for the Tipiring trial, which is expected to reduce potential for disturbances of tribum in Karawang Regency.

At the time of the presence of the Civil Service Police in the neighborhood The Karawang Regency Government seems to be nothing more than a custodian of the official house or security for the local government office building. This situation arises because of various limitations, especially because the Civil Service Police of Karawang Regency are not played proportionally in accordance with their main duties, functions and authorities. According to (Sunyoto, Danang, 2012: 43) the work environment is everything that is around the workers and that can affect them in carrying out the tasks that often occur in the work environment. given, for example cleanliness, music, lighting, and others.

The work environment is divided into two types, namely the physical environment and the work environment non-physical environment. As the physical work environment is all circumstances physical form found around the workplace, while the non- The physical environment can be in the form of the social environment, the condition of the relationship between co-workers, communication, work atmosphere or work climate, and so on, there are several factors that

influence the environment itself. Based on the results of a survey at the Karawang City SATPOL PP regarding work environment problems including the condition of the work space being too narrow and untidy, the lack of parking facilities for both two and four-wheeled vehicles, the lack of trees in the SATPOL PP Karawang environment causing it to be less fresh, and also still lacking trash cans so that there is a lot of garbage scattered about, the absence of a canteen so that employees go out to buy food causes reduced hours of rest.

In addition to the work environment, factors that affect performance are about employee discipline, another phenomenon that is still often encountered about discipline is the way the Karawang City Satpol PP employees dress uniforms and there are still employees who violate discipline in terms of coming and going home from work. This indicates that employees are considered unable to work ethically. In addition, employee discipline factors are less stable and the workload is quite high and the job satisfaction felt by employees is also considered not optimal so that employee performance decreases. In addition, the Karawang City Satpol PP employees still ignore several tasks that are their obligations, such as ignoring the assignment order, leaving the picket place, not attending the apple, which is basically a mandatory task that must be followed every Monday. In this case, it can be seen how the employee's responsibility is still low in carrying out the tasks assigned to him. This indicates that the Karawang City Satpol PP employees are less able to comply with the duties and functions that have been set by the agency

2. METHOD

The research method used is descriptive quantitative and verification. Collecting data using a questionnaire. The research location is the Karawang Regency Satpol PP, which is located at Jl. Jendral Ahmad Yani No. 70, Karawang, West Java 41314. Research time from May-December 2021, with a research sample of 100 respondents. The sampling technique used is the Proportional Random Sampling (Proportional RS) technique. Data collection is based on the distribution of questionnaires. Data analysis using path test and data validity test using validity and reliability test. The hypothesis uses statistical t test (t test) and F test. Data transformation uses MSI (Methode of Successive Interval).

3. RESEARCH RESULTS AND DISCUSSION

The Civil Service Police Unit as one of the Government Agencies in Karawang Regency is an institution that carries out the organizational functions of government administration in the field of peace and public order and the enforcement of regional regulations supported by the work facilities budget. The formation and organizational structure of the Civil Service Police Unit is currently guided by Government Regulation No. 6 of 2010 concerning the Civil Service Police Unit. In carrying out its authority, it has compiled the authority of the Karawang Regency as stated in Regional Regulation Number: 14 of 2016 concerning the Formation and Composition of the Karawang Regency Regional Apparatus. In the past, the existence of the Civil Service Police in the Karawang Regency Government seemed to be nothing more than a guard for the official house or security. Regional Government Office Building. This situation arises because of various limitations, especially because the Karawang Regency Civil Service Police are not played proportionally in accordance with their main duties, functions and authorities. Along with the formation of the Karawang Regency Civil Service Police Unit from Type B to Type A in accordance with the Regulations Regional Karawang Regency Number: 4 of 2010 concerning the Civil Service Police Unit is firmly regulated about the main tasks, functions and authorities of the Civil Service Police Unit.

Based on the results of the study, the results of the validity of the data with the number of respondents 30, $df = n-2 = 28$ (r table 0.361) stated that all of the question item variables were valid. It can be seen in the table below.

Table 1. Work Environment Validity Test Results

No	Item	r Count	R Table	Information
1.	X1.1	0,835	0,361	Valid
2.	X1.2	0,829	0,361	Valid
3.	X1.3	0,830	0,361	Valid
4.	X1.4	0,803	0,361	Valid
5.	X1.5	0,584	0,361	Valid
6.	X1.6	0,729	0,361	Valid
7.	X1.7	0,701	0,361	Valid
8.	X1.8	0,890	0,361	Valid
9.	X1.9	0,758	0,361	Valid
10.	X1.10	0,779	0,361	Valid
11.	X1.11	0,877	0,361	Valid
12.	X1.12	0,855	0,361	Valid
13.	X1.13	0,860	0,361	Valid
14.	X1.14	0,447	0,361	Valid
15.	X1.15	0,547	0,361	Valid

Table 2. Work Discipline Validity Test Results

No	Item	r Count	R Table	Information
1.	X2.1	0,836	0,361	Valid
2.	X2.2	0,827	0,361	Valid
3.	X2.3	0,748	0,361	Valid
4.	X2.4	0,778	0,361	Valid
5.	X2.5	0,602	0,361	Valid
6.	X2.6	0,741	0,361	Valid
7.	X2.7	0,747	0,361	Valid
8.	X2.8	0,883	0,361	Valid
9.	X2.9	0,659	0,361	Valid
10.	X2.10	0,713	0,361	Valid
11.	X2.11	0,732	0,361	Valid
12.	X2.12	0,738	0,361	Valid
13.	X2.13	0,580	0,361	Valid
14.	X2.14	0,583	0,361	Valid
15.	X2.15	0,823	0,361	Valid

Table 3. Employee Performance Validity Test Results

No	Item	r Count	R Table	Information
1.	Y.1	0,830	0,361	Valid
2.	Y.2	0,834	0,361	Valid
3.	Y.3	0,673	0,361	Valid
4.	Y.4	0,867	0,361	Valid
5.	Y.5	0,774	0,361	Valid
6.	Y.6	0,874	0,361	Valid
7.	Y.7	0,830	0,361	Valid
8.	Y.8	0,876	0,361	Valid
9.	Y.9	0,889	0,361	Valid
10.	Y.10	0,827	0,361	Valid
11.	Y.11	0,721	0,361	Valid
12.	Y.12	0,575	0,361	Valid
13.	Y.13	0,567	0,361	Valid
14.	Y.14	0,622	0,361	Valid
15.	Y.15	0,783	0,361	Valid

Table 4. Reliability Test Results

Variabel	r Count	r Critical	Criteria
Work environment	0,943	0,70	Reliabel
Work discipline	0,931	0,70	Reliabel
Employee Performance	0,902	0,70	Reliabel

3.1 Path analysis results (Path Analysis)

Based on the results of the study, the path coefficients of the work environment variables, and work discipline on employee performance can be seen in the table below:

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	35.144	6.156		5.709	.000
	Work environment	.135	.082	.158	1.637	.105
	Work Discipline	.272	.084	.312	3.233	.002

a. Dependent Variable: Employee Performance
Source: Data Processing Results, SPSS 2022

The work environment that has been set by the Karawang Regency Civil Service Police Unit is good because the respondents answered on average agree with an average value of 394.8 because they are in the score range of 343.5-424.2

The work discipline that has been set by the Karawang Regency Civil Service Police Unit is good because the respondents answered on average agree with an average value of 395.2 in the score range of 343.5-424.2. The performance of the Civil Service Police Unit in Karawang Regency is good because the respondents answered on average agree with an average value of 395.6 which is in the score range of 343.5-424.2

3.2 Discussion

From the results of the above analysis, the correlation coefficient between the exogenous variables, namely the work environment X1 and work discipline X2 can be assessed at 0.233, which can be seen in the table below.

Table 5. Guidelines for Providing Interpretation of Correlation Coefficients

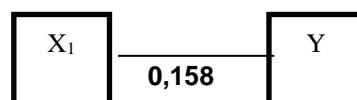
Coefficient Interval	Relationship Level
0,00 - 0,199	Very low
0,20 - 0,399	Low
0,40 - 0,599	Currently
0,60 - 0,799	Strong
0,80 - 1,000	Very strong

Source: (Sugiyono, 2013: 184)

Based on table 4.10 above, the work environment (X1) and work discipline (X2) have a coefficient interval of 0.233. If 0.20 -0.399 then the level of relationship between the work environment (X1) and work discipline (X2) is low and unidirectional because the value is positive.

a. Path coefficient of work environment variable (X1) on employee performance variable (Y)

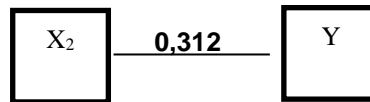
Based on table 4.104, the path coefficient for the work environment (X1) on employee performance (Y) is 0.158. This shows that the contribution of the work environment (X1) to employee performance (Y) is 0.158. So that the equation $Y = 0.158X_1$ is obtained. The path coefficient of the work environment variable (X1) on the employee performance variable (Y) can be described as follows



Picture 1 Path coefficient of work environment variable (X1) on employee performance (Y)

b. Path coefficient of work discipline variable (X2) on employee performance (Y)

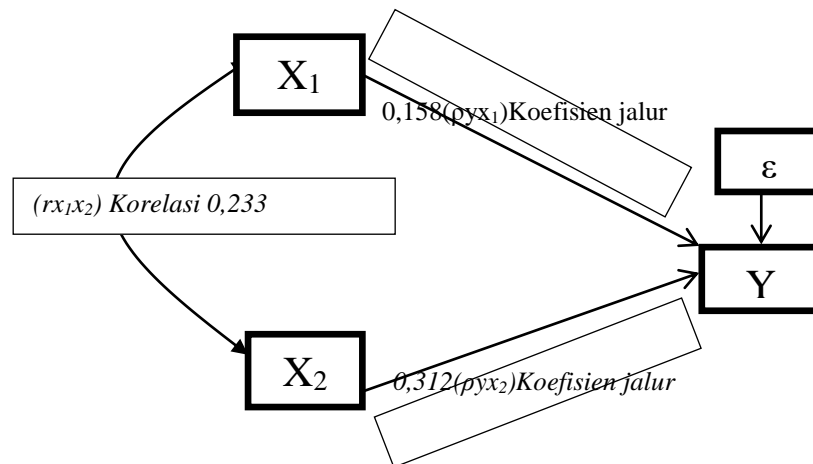
Based on table 4.104 the path coefficient for the work discipline variable (X_2) on employee performance (Y) is 0.312. This shows that the contribution of work discipline (X_2) to employee performance (Y) is 0.312 so that the equation $Y = 0.312 X_2$ is obtained. The path coefficient of the work discipline variable (X_2) on the employee performance variable (Y) can be described as follows:



Picture 2. Path coefficient of work discipline variable (X_2) on employee performance (Y)

c. Path coefficient of work environment (X_1) and work discipline (X_2) on employee performance (Y)

The path coefficient of the work environment (X_1) and work discipline (X_2) variables on employee performance (Y) can be described as follows:



The work environment applied in the Civil Service Police Unit of Karawang Regency has an average value of 394.8 which is on a scale range of 343.5-424.2 with the agreed criteria, meaning that the work environment in the Karawang Regency Civil Service Police Unit is in the agreed criteria or The work environment is good, there are 15 indicators, all of which answer are in the agreed criteria. According to (Alex S.Nitisemito, 2012: 159) there are 3 dimensions of the work environment, namely the work atmosphere, relationships with colleagues and the availability of work facilities.

Based on the results of research on the work environment, the aspects proposed by (Alex S.Nitisemito, 2012: 159) are indirectly applied to the Civil Service Police Unit of Karawang Regency. The work discipline applied in the Civil Service Police Unit of Karawang Regency has an average value of 395.2 which is on a scale range of 343.5-424.2 with the agreed criteria, meaning that the work discipline in the Karawang Regency Civil Service Police Unit is in the agree or have good work discipline, there are 15 indicators, all of which answer are in the agree criteria.

According to (Drs. H. Malayu S.P. Hasibuan, 2014: 194) there are 3 dimensions of work discipline, namely Attendance, Obedience to work regulations, Obedience to work standards. Based on the results of research on work discipline, the aspects proposed by (Drs. H. Malayu S.P. Hasibuan, 2014: 194) are indirectly applied to the Civil Service Police Unit of Karawang Regency.

Employee performance applied in the Civil Service Police Unit of Karawang Regency has an average value of 395.6 which is on a scale range of 343.5-424.2 with the agreed criteria, meaning that the performance of employees in the Karawang Regency Civil Service Police Unit is in the agreed criteria or have good employee performance, there are 15 indicators, all of which answer are in the agreed criteria.

According to (A.A. Anwar Prabu Mangkunegara, 2014: 75) there are 5 dimensions of employee performance, namely quality of work, quantity of work, responsibility, employee cooperation and initiative. Based on the results of research on employee performance, the aspects proposed by (A.A. Anwar Prabu Mangkunegara, 2014: 75) are indirectly applied to the Civil Service Police Unit of Karawang Regency.

- a) Correlation between independent variables Work environment (X1) and work discipline (X2)

The correlation (relationship) between the work environment and work discipline has an independent correlation value of 0.233 if 0.20-0.399 has a low and unidirectional relationship because the value is positive.

- b) Partial Influence of Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y)

- 1) Partial Effect of Work Environment (X1) on Employee Performance (Y)

The partial effect of the work environment on employee performance is 0.158. This shows a negative influence between the work environment on employee performance. According to (Tiya Intan Permata Sari., 2018) the work environment variable has no effect on employee performance. Based on the results of hypothesis testing in this study, it shows that the value is $-276 < 2.006$, and the significance level value is $0.783 > 0.05$, it can be concluded that Work environment has no significant effect on employee performance.

- 2) Partial Effect of Work Discipline (X2) on Employee Performance (Y)

The partial effect of work discipline on employee performance is 0.312. This shows a positive influence between work discipline on employee performance.

According to research results (Doni Setiyawan, Hamidah Nayati Utami, Edlyn Khurotul Aini, 2017) This study shows that work discipline has an effect on employee performance. From the statistical test results, work discipline (X2) has a positive and significant effect on performance (Y) at PT. PLN (Persero) Malang Area). Due to the results of t-count $2.808 > t\text{-table } 2.000$ with a significant value of $0.007 < 0.05$, H_0 is rejected and H_a is accepted. it means that there is a partial effect of work discipline variable (X2) on employee performance (Y).

Because the work environment (X1) has an influence of 0.158 which is smaller than work discipline (X2) of 0.312, it can be stated that the work discipline variable (X2) contributes more to employee performance (Y). employees feel more interested in aspects of work discipline than the work environment. This work discipline can provide encouragement for employees in the Karawang Regency Civil Service Police Unit.

- c) Simultaneous effect of work environment (X1) and work discipline (X2) on employee performance (Y)

Work environment and work discipline on employee performance with the sig test criteria. $(0.000) < \alpha (0.05)$ and $f_{\text{count}} (8.241) > f_{\text{table}} (3.09)$ then H_0 is rejected. it means that there is a simultaneous effect of work environment variable (X1) and work discipline variable (X2) on employee performance. The total work environment and work discipline on employee performance is 0.145 or 14.5%. Employee performance is influenced by work environment and work discipline, while the remaining $1 - 0.145 = 0.855$ or 85.5% is explained by other factors not examined in this study. (ϵ) which was not investigated in this study.

According to research results, previous research from (Doni Setiyawan, Hamidah Nayati Utami, Edlyn Khurotul Aini, 2017) shows that the work environment and work discipline affect employee performance. Employee performance will be better if work discipline is enforced and a comfortable and calm environment is created. Work Environment and Work Discipline have a positive and significant effect on employee performance with the results of the calculation of the value of $F_{\text{count}} (12.661) > F_{\text{table}} (2.755)$ with a value of $\text{Sig.} 0.000 < 0.05$. From this statement, it can be seen that the Work Environment (X1) and Work Discipline (X2) can affect employee performance (Y)

CONCLUSIONS

Based on the research that has been done, the conclusions that can be drawn regarding the influence of the Work Environment and Work Discipline on Employee Performance in the Civil Service Police Unit, Karawang Regency:

The work environment at the Civil Service Police Unit of Karawang Regency by using 15 statement items on the variables based on the results of the questionnaire obtained an average value of 394.8. This shows that the average working environment of the Karawang Regency Civil Service Police Unit agrees because the Karawang Regency Civil Service Police Unit's work environment is considered good and acceptable by employees of the Karawang Regency Civil Service Police Unit. Work Discipline of the Karawang Regency Civil Service Police Unit by using 15 statement items on the variables based on the results of the questionnaire obtained an average value of 395.2. This shows that the average work discipline at the Karawang Regency Civil Service Police Unit agrees because the work discipline of the Karawang Regency Civil Service Police Unit is considered good but not optimal.

Employee Performance at the Civil Service Police Unit of Karawang Regency by using 15 statement items on the variables based on the results of the questionnaire obtained an average value of 395.6. This shows that the average performance of employees at the Civil Service Police Unit in Karawang Regency feels very agreeable because the performance of employees at the Civil Service Police Unit in Karawang Regency is considered good.

Work Environment and Discipline have a correlation value of 0.233 if 0.20 - 0.399 have a low and unidirectional relationship because the value is positive. The partial influence of the work environment and work discipline on employee performance are: The influence of the work environment on employee performance is 0.158. This shows a positive influence between competence on employee performance. The effect of work discipline on employee performance is 0.312. This shows a positive influence between compensation on employee performance. Work environment and work discipline have a simultaneous effect on employee performance by 0.145 or 14.5% while the remaining $1 - 0.145 = 0.855$ or 85.5% is the contribution of other variables (ϵ) which were not examined in this study.

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