



# Effect of work environment and work discipline on employee performance (case study at UPTD Tunggak Jati health center)

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## ARTICLE INFO

### Article history:

Received Jun 30, 2022  
Revised Jul 28, 2022  
Accepted Sep 01, 2022

### Keywords:

Work Environment  
Work Discipline  
Performance

## ABSTRACT

The purpose of this study is to determine the work environment and work discipline on employee performance so that they have good performance. This type of research is quantitative. The population in this study were 44 employees. The data collection technique used in this study was by distributing questionnaires to employees of the Tunggak Jati Health Center. Also by using interviews and observations. The sample was taken with a saturated sample because the total population was below 100. Where the population was only 30 so that all populations were sampled, the method used was multiple regression analysis, with the help of SPSS 25 software. The results obtained Fcount of 1,655 and greater than the value of Ftable 3.33 and a significant value of 0.210 which is greater than 0.05. This indicates that the research results are accepted by  $H_0$ . Simultaneously, the work environment and work discipline have a positive but not significant effect on employee performance at the UPTD Puskesmas Tunggak Jati Kab. Karawang.

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## 1. INTRODUCTION

The importance of maintaining health for the community so that there are no diseases that can attack the human body itself, in this case the community, needs to be maintained. However, it is undeniable that illness or a weak immune system can happen to anyone. So they try when they are sick to seek treatment not only at the hospital but also for treatment at the nearest health center.

Based on data from Sunda al-Jabar, there are 50 health centers in Karawang Regency. One of them is the Puskesmas in Tunggak Jati Village, the Tunggak Jati Health Center has 44 employees. Tunggak Jati Public Health Center is one of the health centers located in the West Karawang sub-district, which is the main health center with a working area of 1,207,837 hectares, mostly consisting of rice fields (73.9%) with land conditions are land, no mountains and the sea, so it is a flood-prone area. Tunggak Jati Health Center has a Pustu (Puskesmas Pembantu) which is located in Mekarjati Village. The administrative and legal operations of the UPTD Tunggak Jati Health Center are based on the Decree of the Head of the Karawang District Health Office Number: 503/PKM/Dinkes/XI/2018 concerning the Operational Permit of the Tunggak Jati Health Center UPTD.

Community Health Centers (PUSKESMAS) as one of the health facilities that provide health services to the community have a very strategic role in accelerating the improvement of public health status. Therefore, Puskesmas are required to provide satisfactory quality services for their patients in accordance with established standards and can reach all levels of society.

The conducive working environment of UPTD Tunggak Jati Health Center provides a sense of security and allows employees to work optimally. If the employee is very comfortable with the work environment, the employee will feel safe and comfortable in doing his job so that a work discipline attitude emerges. On the other hand, if the work environment is inadequate, it can reduce employee work services. The work environment in an organization has an important role for the smooth process of activities, the work environment is everything in the work environment that can affect him in carrying out the tasks assigned (Abdul Aziz, 2016). The work environment is everything that is around employees and can affect the performance of the tasks assigned to them, for example with air conditioning (AC), adequate lighting and so on (Nitisemito, 2013).

Work discipline of UPTD Puskesmas Tunggak Jati employees, an effort from organizational management to implement or carry out regulations or provisions that must be obeyed by every employee without exception. Work discipline is an attitude and behavior of a person who shows obedience, obedience, loyalty, order and order to the regulations of the agency or organization and the prevailing social norms. As for employees, work discipline has an impact on a pleasant work atmosphere so that it will increase enthusiasm in carrying out their work. One of the important things in maintaining the consistency of employee performance is discipline. Work discipline is an important factor in achieving optimal performance. Employee performance will not be achieved if work discipline has not been implemented. One of the efforts that can be done to improve work discipline is by providing motivation to employees. With motivation, it is expected that employee work discipline is well formed.

In improving employee performance, each employee has a different level of qualification and different performance in relation to his duties. Performance depends on the combination of skill, effort and opportunity acquired. This means that performance is the result of an employee's work over a certain period. Performance is the result of a process. Conversely, poor employee performance will also have a negative impact on the success of the agency. The results of this employee's performance can be assessed from the aspect of quality, quantity, working time and also cooperation in achieving the goals set by the agency.

The phenomenon of performance found in UPTD Tunggak Jati employees, performance is the work output of employees achieved in carrying out their duties and responsibilities in order to achieve the main goals of the organization. The purpose of the performance appraisal of employees also aims to identify the organizational capabilities of employees in a health agency. In addition, this assessment is also useful for avoiding misunderstandings or miscommunication about the quality and quantity of work expected by the health agency.

Likewise with the phenomenon that occurred in the UPTD Puskesmas Tunggak Jati Kab. Karawang, it is necessary to prepare a good and conducive work environment, such as an adequate office layout. The work environment is everything that is around employees, both physical and non-physical, which can affect the performance of all the tasks assigned to them. There are several facilities found such as noise in the workplace, air conditions, relations among employees. The effect of noise from outside the workplace adjacent to the highway causes employees to be less focused on completing their work.

In addition to the work environment, work discipline at the UPTD Puskesmas Tunggak Jati Kab. Karawang. Violations still frequently occur, namely often arriving late at work hours, and sometimes completing work not in accordance with predetermined standards and time. To improve the work discipline of UPTD Tunggak Jati Health Center, the headmaster must provide sanctions for violations that have been committed by the employee by giving a direct warning or if the employee still violates the headmaster must give a SP (Warning Letter). Employees are not fully aware that discipline greatly affects the progress of the agency's organization and their work performance.

## 2. METHOD

The research method used is quantitative. Collecting data using a closed questionnaire. The research location is the UPTD Tunggak Jati Health Center which is located on Jl. Raya Rengasdengklok No. 345, Tunggak Jati, Kec. West Karawang, Kab. Karawang, West Java. Research time from December 2021-May 2022.

The data collection technique used in this study was by distributing questionnaires to employees of the Tunggak Jati Health Center. Also by using interviews and observations. Samples were taken with saturated samples because the total population was below 100. Where the population was only 30 so that all populations were sampled. The analysis tool uses multiple regression.

## 3. RESEARCH RESULTS AND DISCUSSION

UPTD Tunggak Jati Health Center is one of the health centers located in the West Karawang sub-district, which is the main health center with an area of 1,207,837 ha, mostly consisting of 3,804 ha of rice fields (73.9%) with flat land conditions, no mountains and the sea so that it is a flood-prone area. Tunggak Jati Health Center has a Pustu (Puskesmas Assistant) which is located in the Mekar Jati sub-district. The UPTD of the Tunggak Jati Health Center is located in the Tunggak Jati Village, which is  $\pm 9$  km from the city of Karawang Regency with a travel time of  $\pm 17$  minutes using a four-wheeled vehicle.

The results of the validity of the data can be seen in the table below:

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

**Table 1.** Work Environment Validity Test Results

No	Indicator	r Count	r Table	Information
1	Lighting	0,397	0,361	Valid
2	Air Condition	0,669	0,361	Valid
3	Voice	0,675	0,361	Valid
4	Color	0,748	0,361	Valid
5	Security	0,822	0,361	Valid
6	Employee Relations	0,656	0,361	Valid
7	Employee Relations	0,586	0,361	Valid
8	work/team communication	0,493	0,361	Valid
9	work/team communication	0,560	0,361	Valid

**Table 2.** Work Discipline Validity Test Results

No	Indicator	r count	r Table	Information
1	Punctuality	0,577	0,361	Valid
2	Regulatory compliance	0,419	0,361	Valid
3	Responsibility	0,402	0,361	Valid

**Table 3.** Employee Performance Validity Test Results

No	Indikator	r Count	r Table	Information
1	Individual skills and expertise	0,413	0,361	Valid
2	Work completed by target	0,474	0,361	Valid
3	Individual ability	0,439	0,361	Valid

4	Individual experience and skills	0,515	0,361	Valid
5	Caring for co-workers	0,540	0,361	Valid
6	Work completed by target	0,693	0,361	Valid

Based on the data above, it is stated that  $r$  Count is greater than  $r$  Table so that the data is declared valid.

**Table 4.** Reliability Test Results

Variable	$r$ Count	$r$ Crisis	Criteria
Work environment	0,753	0,60	Reliabel
Work discipline	0,478	0,60	Reliabel
Employee performance	0,651	0,60	Reliabel

Based on the data above, it is stated that  $r$  Count is greater than  $r$  Table so that it is declared reliable.

### 3.1 Multicollinearity Test

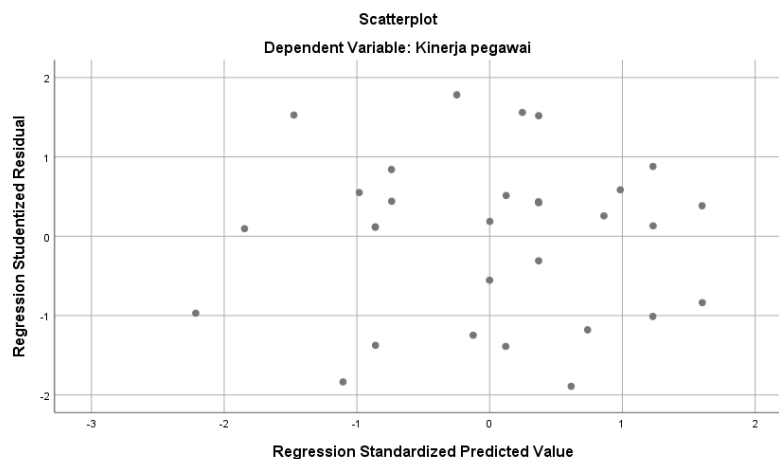
**Table 5.** Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Work environment	.944	1.060
Work discipline	.944	1.060

Source: Processed Data (2022)

Based on the table above, it shows that the tolerance value shows that each variable shows its value does not exceed 1, it can be concluded that this model meets the multicollinearity requirements because the tolerance value of each variable does not exceed 1. Meanwhile, the VIF value of each variable shows the VIF value.  $<10$  so that this multiple regression model fulfills the assumption of multicollinearity.

### 3.2 Heteroscedasticity Test

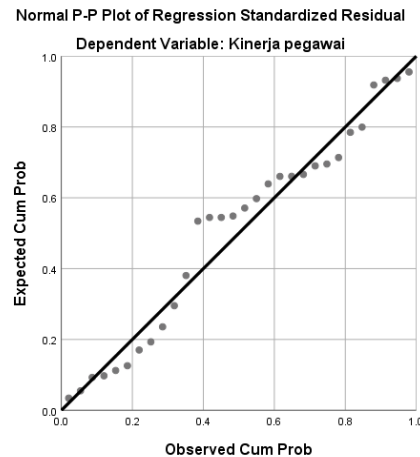


**Figure 1.** Heteroscedasticity Test

Source: Processed Data (2022)

Based on the pattern above, it shows that the distribution of research data in the scatterplot spreads randomly and does not form a certain pattern. Thus it can be concluded that the multiple regression model is free of heteroscedasticity.

### 3.3 Normality test



**Figure 2.** Normality test

Source: Processed Data (2022)

Based on the graphic above, it shows that the Normal P-P Plot of Regression Standardized Residual graph describes the spread of data around the diagonal line and its distribution follows the direction of the graph's diagonal line, so the regression model used in this study meets the assumption of normality.

### 3.4 Multiple Regression Analysis

**Table 6.** Multiple Regression Analysis

Model	Coefficients <sup>a</sup>					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Tolerance	VIF
	B	Std. Error	Beta				
(Constant)	11.124	3.859		2.883	0.008		
1 Work environment	0.116	0.091	0.237	1.268	0.216	0.944	1.060
Work discipline	0.232	0.240	0.181	0.968	0.342	0.944	1.060

a. Dependent Variable: Employee performance

Source: Processed Data (2022)

Based on the table above shows that the beta coefficient ( $\beta$ ) for each variable, the resulting multiple regression equation is as follows:

$$Y = 11,124 + 0.116 X_1 + 0.232 X_2$$

The multiple regression equation above, can inform that:  $a = 11,124$  is a constant number, which means that if the independent variables are  $X_1$  and  $X_2$  are equal to zero, then the employee's performance is 11,124. The coefficient  $b_1 = 0.116$  is the magnitude of the regression coefficient  $X_1$ , which means that each increase in one unit score of the variable  $X_1$  will increase employee performance by 0.116 with the assumption that the other variables studied are constant. The coefficient  $b_2 = 0.232$  is the magnitude of the regression coefficient  $X_2$  which means that every increase in one unit score  $X_2$  will increase employee performance by 0.232 assuming other variables in this study are constant.

### 3.5 Hypothesis t Test (Partial)

Based on the table above shows that the significant value (sig.) t for the work environment is 0.216 which is greater than 0.05. Thus, the null hypothesis ( $H_0$ ) is accepted; while at the same time accepting the alternative hypothesis ( $H_a$ ) which states that the work environment ( $X_1$ ) has no effect on employee performance. The significant value (sig.) t for work discipline is 0.342 which is greater than 0.05. Thus, the null hypothesis ( $H_0$ ) is accepted; at the same time accept the alternative hypothesis ( $H_a$ ) which states that work discipline ( $X_2$ ) has no effect on employee performance.

### 3.6 Hypothesis F Test (Simultaneous)

Table 7. Hypothesis F Test (Simultaneous)

ANOVA <sup>a</sup>						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	25.722	2	12.861	1.655	.210 <sup>b</sup>
	Residual	209.778	27	7.770		
	Total	235.500	29			

a. Dependent Variable: Employee performance (Y)

b. Predictors: (Constant), Work environment (X1), Work discipline (X2)

Source: Processed Data (2022)

Based on the table above, it shows that the calculated F of 1.655 is greater than the F table of 3.33 with a significant level of  $0.210 > 0.05$ . Thus, the null hypothesis ( $H_0$ ) which states that the work environment and work discipline have no effect on employee performance is accepted; while at the same time accepting the alternative hypothesis ( $H_a$ ) which states that the work environment and work discipline affect employee performance.

### 3.7 Discussion

#### The Influence of the Work Environment on Employee Performance

Based on the results of the study, the calculated t value for the Work Environment variable ( $X_1$ ) is 1.268, which is greater than t table 1.709 with a sig value of  $0.216 > 0.05$ . This means that the work environment variable partially has a positive but not significant effect on the employee performance variable. In accordance with previous journals, the results of this study are in line with research conducted by Rizal Nabawi (2019) regarding the Effect of the Work Environment, Job Satisfaction and Workload on the Performance of Public Workers and Public Housing Service Offices of Aceh Tamiang Regency. The work environment is an atmosphere and supporting tools around workers that can affect employee performance in carrying out assigned tasks (Tiya Intan, 2018: 38). The work environment is also a means of supporting the smooth running of the work process, where comfort and safety at work are also very taken into account in creating a conducive and pleasant working atmosphere for employees so that they can support employee performance in carrying out their work activities.

#### The Effect of Work Discipline on Employee Performance

Based on the results of data processing, it is obtained that the t count for the Work Discipline variable ( $X_2$ ) is 0.968, which is greater than t table 1.709 with a sig value of  $0.342 > 0.05$ . This means that the work discipline variable partially has a positive but not significant effect on the employee performance variable. Based on these criteria, the decision is  $H_0$  is accepted. These results prove that the work discipline variable has a positive but not significant effect on the performance of the employees of the UPTD Puskesmas Tunggak Jati Kab. Karawang. Work discipline is an attitude of obedience and loyalty of employees to written and unwritten rules that are reflected in the form of behavior and actions in the agency to achieve a certain goal (Frans Edward, 2021: 19). The results of this study are in line with research conducted by Sri Langgeng,

DKK (2021) Analysis of Leadership, Work Environment, and Work Discipline on the Performance of Djwita School Teachers in Riau Islands.

#### **The influence of the work environment and work discipline on employee performance**

Based on the results of the study, it was obtained that the Fcount was 1.655 and was greater than the Ftable value of 3.33 and the significant value was 0.210, which was greater than 0.05. This indicates that the research results are accepted by  $H_0$ . Simultaneously, the work environment and work discipline have a positive but not significant effect on employee performance at the UPTD Puskesmas Tunggak Jati Kab. Karawang. A good and conducive work environment, providing adequate places and facilities for employees to be able to work optimally. If the employee likes the work environment in which he works, then the employee will feel at home in carrying out activities and completing his duties. Factors that affect the performance of UPTD Tunggak Jati Health Center employees are the work environment, and work discipline. The better the work environment and work discipline, the better the performance of the employees of the UPTD Puskesmas Tunggak Jati Kab. Karawang.

#### **4. CONCLUSIONS**

Based on the results of research and discussions that have been carried out regarding the effect of the work environment on employee performance, it has an effect but is not significant on employee performance variables. The results showed that the effect of work discipline on employee performance was influential but not significant. The results showed that there was a positive and significant influence between work environment variables, and work discipline on employee performance at the UPTD Puskesmas Tunggak Jati Kab. Karawang.

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