THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON THE PERFORMANCE

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Article Information

Abstract

This research was conducted at SMPN 2 Kragan, Rembang Regency, with the aim of proving the influence of work discipline and work environment on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency. The data collection technique uses a questionnaire with a population of 55 people. The sampling technique uses the saturated sample method. The data analysis technique uses multiple linear regression analysis with the help of SPSS 22 software for data processing. The data type is subject data and the data source is primary data. The results of his research show that work discipline has a significant positive effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency, and the work environment has a significant positive effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency.The implication of the results of this research is that to improve employee performance as teachers, high work discipline and a supportive work environment are needed so that it can have a positive impact on teacher performance.

INTRODUCTION

Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble morals, and the skills needed by themselves, society, nation and state. Education is very important in creating reliable and skilled humans in the future. Therefore, formal and informal education is needed to develop human resources for the benefit of development in all fields. The success of a school as an institution for the creation of intellectual humans depends on the performance of teachers Waryani (2021).

Teachers and employees will have good performance if they understand their functions and duties well. Lestari (2019) explains that teacher performance is a teacher's ability to carry out learning tasks at school and be responsible for the students under his guidance by improving student learning achievement

To realize and create good teacher and employee performance between various school elements, work discipline must occur. According to Sutrisno in Tumanggor and Girsang (2021) work discipline is a person's behavior that is in accordance with existing regulations, work procedures or attitudes and behavior and actions that are in accordance with the organization's regulations, both written and unwritten. Work discipline can be a driving force in the will and desire to work according to the limits set.

To improve performance, apart from work discipline, a work environment is also needed. Whether employees can carry out their duties and work is influenced by many factors, so that there are employees who are enthusiastic and who are less enthusiastic about working. Employees who work expect respect for them as humans. If you don't pay enough attention, work productivity, work quality and work quantity will decrease. In order to get optimal results, it is necessary to pay attention to employee relationships so that psychology can be fulfilled. A good work environment can improve employee performance through good leadership, smooth information, good employee relations, good working conditions, and a regular wage system.

The object of the research is SMPN 2 Kragan, Rembang Regency, which is an institution operating in the field of education, which is located on Jalan Sedan KM 1View, Sumbergayam Village, Kragan District, Rembang Regency. In carrying out its duties and functions as a place of education, SMPN 2 Kragan, Rembang Regency is supported by

45 teachers and 10 employees consisting of 32 civil servants and 23 non-civil servants whose every activity is to maintain and improve the quality and quality of education. The condition of society is increasingly critical of the quality of education, resulting in demands to improve the quality of education and the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency towards the community. Teachers and employees who have good performance are the hope of society, namely by placing great expectations and attention on the quantity and quality of teacher and employee performance. In order to improve education, SMPN 2 Kragan, Rembang Regency always pays attention to the quality of the performance of its teachers and employees because teachers and employees are very important elements in realizing the goals of SMPN 2 Kragan, Rembang Regency, teachers, employees, school residents, the community and the government.

The formulation of the problem to be proven is : how does competence influence the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency?, how does work discipline influence the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency?, how does the work environment influence the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency?.

According to Sutrisno in Tumanggor and Girsang (2021) work discipline is a person's behavior that is in accordance with existing regulations, work procedures or attitudes and behavior and actions that are in accordance with the organization's regulations, both written and unwritten. Discipline is reflected in the actions or behavior of individuals, groups, or communities in the form of obedience or obedience to established rules. Discipline is a process of directing or controlling interests that are driven to achieve goals that lead to better actions. According to Lestari (2019), discipline is a means to train employees' personalities so that they always show good performance. Good attitudes, behavior and life patterns and discipline do not form over a very long time. One of the processes is to shape them through the training process in order to achieve good performance.

According to Faida in Laksono and Wilasittha (2021), the work environment is defined as the conditions around employees that are able to help or support employees in carrying out their work. According to Hajiali, et al (2021) the work environment is a place where employees carry out work activities. The work environment can have a positive

impact if it creates a conducive environment. On the other hand, it can have a positive impact if a work environment that is not conducive will affect the employee's work and can also affect the employee's work results and long-term employment.

According to Robbins in Misnawati (2021) performance is evidence of a person's success within a certain period of time in carrying out tasks compared to various possibilities that will occur. According to Rosalina and Wati (2020) performance is an important aspect in efforts to achieve company goals. With good employee performance in a company, the company will be able to achieve its desired goals.

Suherman (2021) researched the influence of competency, compensation, work discipline on teacher performance at Lazuardi Global Islamic School. The research results show that the competency and compensation variables have a significant positive effect on teacher performance, but work discipline does not significantly affect teacher performance. Furthermore, the variables of competence, compensation and work discipline together have a significant positive effect on teacher performance.

Lestari (2019) researched the influence of work discipline and competency on teacher performance at SMK Negeri 2 Tangerang. The research results concluded that the work discipline and competency variables had a significant positive effect on teacher performance. As'ad (2021) researched the influence of competence, work motivation and work environment on employee performance. The research results show that competence, motivation and work environment have a significant positive effect on employee performance.

H_1: It is suspected that work discipline has a significant positive effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency.

H_2: It is suspected that the work environment has a significant positive effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency.

METHOD

According to Sutrisno in Tumanggor and Girsang (2021) indicators of work discipline are as follows: Obey the time rules, Comply with organizational rules, Obey the rules of behavior at work, Comply with other regulations.

The population used in this research were all 55 teachers and employees at SMPN 2 Kragan, Rembang Regency. The sampling technique uses saturated samples. Saturated

sampling is a sampling technique when all members of the population are sampled. This is done when the population is relatively small or the research wants to make generalizations with very small errors. Another term for a saturated sample is a census, where the entire population is sampled (Sugiyono, 2013). The samples used in this research were the entire population taken, namely all teachers and employees of SMPN 2 Kragan, Rembang Regency, totaling 55 people.

After the population and sample were determined, the researcher collected data to test the validity and reliability of the questionnaire given. In the instrument test, 30 respondents were used. The validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something measured by the questionnaire. Ghozali (2016) if the significant value (2-tiled) is <5% or less than 0.05 then the instrument is said to be valid. If the significant value is ≥ 5% or more than 0.05 then the instrument is said to be invalid. The questionnaire must also be reliable (trustworthy). Then the reliability is then tested, to measure a questionnaire which is an indicator of the Ghozali (2016) variable. In research conducted, Cronbach Alpha values > (0.70) were used to identify the level of instrument reliability of the research variables. So the instrument is said to be reliable if the Cronbach Alpha value is > (0.70). If the Cronbach Alpha value is > (0.70), then an instrument is said to be reliable, and conversely if the Cronbach Alpha value is ≤ (0.70) then an instrument is considered unreliable.

The data analysis technique uses multiple linear regression analysis. According to Ghozali (2018) multiple linear regression analysis is an analytical technique commonly used to analyze the influence between one dependent variable and two or more independent variables. The multiple linear regression equation used in this research is as follows.

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

The stages of multiple linear regression analysis are as follows:

Partial Test (t test)

In research conducted using the t statistical test. The t statistical test (partial test) is used to determine the partial or individual influence of the independent variable on the dependent variable with a significance level of $\alpha = 0.05$. The research carried out uses the

right side because the direction of the hypothesis is positive which is used to prove H1, H2, and H3.

Determination Test (R2)

The determination test (R^2) functions to measure how much the model's ability to explain variations in the independent variable Ghozali (2016). The coefficient of determination value is between zero and one. If R^2 has a very small value, it means that the ability of the independent variable to explain variations in the dependent variable is limited. Meanwhile, R^2, whose value is close to one, means that the ability of the independent variable to explain variations in the dependent variable is almost all the information provided.

The determination test used in the research carried out was the adjusted R2 determination. From determination, it is usually known how much influence the factors have together by looking at the adjusted coefficient of determination R2. The interpretation of the results of the adjusted coefficient of determination R2 is: The coefficient of determination R^2 is getting bigger (approaching one), so it can be said that the influence of the independent variable is large on the dependent variable (Y). If the coefficient of determination R^2 is getting smaller (approaching zero), then it can be said that the influence of the independent variable is small on the dependent variable (Y).

RESULTS AND DISCUSSION

Description of Respondents

The respondents in this research were all teachers and employees of SMPN 2 Kragan, Rembang Regency. The total number of respondents was 55 people. In this study, researchers prepared a questionnaire which was distributed to teachers and employees of SMPN 2 Kragan, Rembang Regency. All questionnaires distributed are returned with complete contents and can be used in research conducted by researchers. The data obtained contains consumer information, namely name, address, age and gender. The results of the respondent data questionnaire are as follows:

Table 1. Respondent's Gender

No.	Gender	amount	Percentage
1.	Male	20	36,3%
2.	Female	35	63,7%
		55	100%

Source: processed data (2023).

From Table 1 it can be seen that the majority of respondents were men, namely 20 respondents. The remaining 35 female respondents were respondents.

Instrument Test

Before further research, the research instrument was first tested with the aim of determining the validity and reliability of the questionnaire items used. The instrument tested in this study was 30 respondents, if the significant value (2-tiled) is <5% or less than 0.05 then it is said to be valid. If the significant value is ≥ 5% or more than 0.05 then it is said to be invalid. The results of the validity test are as follows:

Work Discipline Variable Validity Test results

The work discipline questionnaire contains 9 (variable) statements. The answers to each item were subjected to validity analysis. The significant values show that all significant values are less than 0.05. Then all work discipline variable statement items are declared valid.

Work Environment Variable Validity Test results

The work environment variable questionnaire contains 11 (eleven) statements. The answers to each item were subjected to validity analysis. The significant values show that all significant values are less than 0.05. Then all work environment variable statement items are declared valid.

Validity Test Results of Teacher and Employee Performance Variables

The teacher and employee performance variable questionnaire contained 11 (eleven) statements. The answers to each item were subjected to validity analysis. The significant values show that all significant values are less than 0.05. Then all work environment variable statement items are declared valid.

Table 2. Validity test

Statement	Sign. Value. Work Discipline	Sign Value. Work environment	Sign Value. Performance	Information
1.	0,000	0,001	0,000	Valid
2.	0,000	0,002	0,000	Valid
3.	0,007	0,000	0,003	Valid
4.	0,000	0,000	0,000	Valid
5.	0,000	0,000	0,003	Valid
6.	0,000	0,000	0,000	Valid
7.	0,000	0,001	0,000	Valid
8.	0,000	0,000	0,000	Valid
9.	0,000	0,003	0,000	Valid
10.		0,013	0,000	Valid
11.		0,007	0,000	Valid

Source: processed data (2023)

Reliability Test Results.

Reliability testing is intended to determine the extent to which measurement results remain consistent.

Table 3. Reliability Test Results

Variable	Cronbach Alpha	Reliable Standardization	Information
Work Discipline	0,864	0,70	Reliabel
Work environment	0,839	0,70	Reliabel
Performance	0,914	0,70	Reliabel

Source: processed data (2023)

Based on the results of the reliability test, it can be seen that the Cronbach alpha for each variable is greater than the reliable standard, namely 0.70. So it can be concluded that the questionnaire for each variable used can produce reliable or trustworthy data.

Classic Assumption Test Results

Normality Test results

In this research, data normality testing uses the Kolmogorov-Smirnov test by looking at the significance of the resulting residuals and a normal probability plot graphic

approach. Detect normality by looking at the distribution of data (points) on the diagonal axis of the graph. The results of the data normality test from the residuals obtained are as follows:

Table 4. Data Normality Test Results (One-Sample Kolmogorov-Smirnov Test)

		DK	LK	K
N		55	55	55
Normal Parameters[a,b]	Mean	2,16265	,55778	,16028
	Std. Deviation	,530361	,383593	,082867
Most Extreme Differences	Absolute	,103	,151	,083
	Positive	,078	,151	,083
	Negative	-,103	-,136	-,080
Test Statistic		,103	,151	,083
Asymp. Sig. (2-tailed)		,179[c]	,002[c]	,200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
Source: processed data (2023)

Based on the results in Table 4 above, it shows that the significance value is above 0.05, namely 0.200. This means that the residual data is normally distributed.

Hypothesis Test Results

The multiple linear regression equation is used to determine the influence between work discipline variables (X_1) and work environment (X_2) on the dependent variable, namely teacher and employee performance (Y). From the results of statistical calculations using the SPSS 22.0 program, the results obtained in Table 5 are as follows:

Table 5. Regression Coefficient Results (β)

Variabel	*Unstandardized Coefficients* B	Significant	Conclusion
Constant	1,485		
work discipline (X_1)	-0,676	0,007	H_1 accepted
work environment (X_2)	0,889	0,000	H_2 accepted

Source: processed data (2023)

Based on Table 5, the β value in the unstandardized coefficient column is obtained as the regression coefficient. Thus the regression equation is as follows:

Y = 1.485 + -0.676X1+ 0.889X2

Based on the regression equation, it can be explained that the constant value is 1.485, meaning that if the independent variables (work discipline and work environment) are constant, then the teacher and employee performance variable (Y) has a value of 1.485. Next, the work discipline regression coefficient (X1) is -0.676, meaning that if work discipline increases by one unit, the performance of teachers and employees (Y) will decrease by 0.676. The regression coefficient for the work environment variable (X2) is 0.889, meaning that if the work environment increases by one unit, the performance of teachers and employees (Y) will increase by 0.889.

Partial hypothesis testing is used to determine the individual influence between the independent variable and the dependent variable. This test was carried out using a significance level of 0.05 (α=5%). Hypothesis one states that it is suspected that work discipline has a significant positive effect on the performance of teachers and employees. To test hypothesis one, use the right-sided t test. The calculation results show that the significance value is 0.007. So it can be concluded that the significance value is <0.05. Thus hypothesis one is rejected. The test results show that work discipline has a positive and significant effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency.

Hypothesis two states that it is suspected that the work environment has a significant positive effect on the performance of teachers and employees. To test hypothesis two, use the right-sided t test. The calculation results show that the significance value is 0.000. So it can be concluded that the significance value is <0.05. Thus hypothesis two is accepted. The test results show that the work environment has a positive and significant effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency.

The determination test (R^2) essentially measures how much the model's ability to explain variations in the dependent variable (Ghozali, 2018). To determine the contribution of the independent variable to the dependent variable, look at the adjusted R square, the adjusted R square value was chosen because this research uses regression analysis with more than one variable. The value of Adjusted R^2 is 0.507, so it can be

interpreted that 50.7% of the variation in the performance of teachers and employees at SMPN 2 Kragan, Rembang Regency can be explained by variations in the two independent variables, namely work discipline and work environment. Meanwhile, the remaining 49.3% was explained by other causes not examined in this study.

Table 6. Determination Test Results (R^2)

R	R Square	Adjusted R Square
.731[a]	.535	.507

Source: processed data (2023)

DISCUSSION

The Influence of Work Discipline on Teacher and Employee Performance

From the research results it was found that work discipline had a significant positive effect on the performance of teachers and employees, so the first hypothesis which stated that work discipline had a significant positive effect on the performance of teachers and employees was accepted. This means that the lower the work discipline of teachers and employees, the lower the performance of teachers and employees, and vice versa.

The results of this research show that work discipline has a significant positive effect on the performance of teachers and employees. This shows that work discipline influences the performance of teachers and employees. The lower the work discipline, the greater the impact on reducing the performance of teachers and employees. It is possible that the work discipline carried out by teachers and employees is not in accordance with standard procedures and regulations set by the organization and results in a decrease in the performance of teachers and employees. Work discipline is important because with this work discipline it is hoped that each individual teacher and employee will be willing to work in accordance with the rules and standard organizational procedures that have been established by the organization, and will be enthusiastic about achieving high work productivity.

The results of this research are in line with Lestari's (2019) research showing that the work discipline variable has a significant positive effect on teacher performance. This means that the success of an organization in achieving its goals is largely determined by work discipline, because improving work discipline will create and produce good performance. According to Lestari (2019), discipline is a means to train employees'

personalities so that they always show good performance. Good attitudes, behavior and life patterns and discipline do not form over a very long time. One of the processes is to shape them through the training process in order to achieve good performance.

Influence of the Work Environment on Teacher and Employee Performance

From the research results it was found that the work environment had a significant positive effect on the performance of teachers and employees, so the third hypothesis which stated that the work environment had a significant positive effect on the performance of teachers and employees, was accepted. This means that the better the work environment for teachers and employees, the better the performance of teachers and employees.

The results of this research show that the work environment has a significant positive effect on the performance of teachers and employees. This proves that the work environment influences the performance of teachers and employees. A good work environment that can support the performance of teachers and employees will create a sense of security and comfort for workers in an organization. With a good working environment, teachers and employees can feel at home and be loyal to the company, so this becomes a big advantage for the company in terms of efficiency in costs related to human resources. The relationship between the work environment and goal setting theory is that if teachers and employees are in a comfortable and safe work environment to carry out their work, it will improve the performance of teachers and employees.

The results of this research are in line with research by As'ad (2021) showing that work environment variables have a significant positive effect on employee performance. This means that the work environment is guaranteed by the company and has increased, so teachers and employees at work will feel safe and comfortable, resulting in good productivity. According to As'ad (2021) the work environment is the environment where employees carry out their daily work. A conducive work environment includes the creation of good relationships between fellow employees, good relationships between superiors and subordinates, the existence of a physical work environment which includes the size of the work space, lighting, air temperature, color, controlling noise levels, cleanliness of the workplace, and the availability of work equipment.

CONCLUSIONS AND SUGGESTIONS

From the results described previously, conclusions can be drawn, namely : work discipline has a significant positive effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency. The work environment has a significant positive effect on the performance of teachers and employees of SMPN 2 Kragan, Rembang Regency.

This research has been attempted and carried out in accordance with scientific procedures, however it still has limitations, namely: This research is planned to collect 55 respondents in the research, with a target of getting 55 respondents when distributing questionnaires at the research location for 2 days. However, during its implementation the researchers were only able to get 55 respondents for 4 (four) days. This problem was caused by the difficulty of meeting respondents who wanted to fill out the questionnaire when the researcher distributed the questionnaire. This research only covers 50.7% of the variation in teacher and employee performance at SMPN 2 Kragan, Rembang Regency, which can be explained by variations in the two independent variables, namely work discipline and work environment. Meanwhile, the remaining 40.3% was explained by other causes not examined in this study.

Suggestions for future research include the following : For further research, add other variables besides the two variables used in this research, for example work motivation variables, leadership style, organizational culture and so on. So that research results can be maximized. Conducting research does not only use teachers and employees of SMPN 2 Kragan, Rembang Regency, but also adds other objects, for example all teachers and employees in sub-districts throughout Rembang Regency. The implication of the results of this research is that to improve employee performance as teachers, high work discipline and a supportive work environment are needed so that it can have a positive impact on teacher performance.

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