

The Influence Of Discipline, Motivation And Work Environment On Employee Performance ATPT. Indonesian Cars Sell (Olx Autos) Solo

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ABSTRACT

The purpose of this study was to determine the effect of discipline, motivation and work environment on the performance of employees at PT. Indonesian Selling Cars (OLX Autos) Solo. This type of research uses descriptive research methods with quantitative analysis. This research was conducted at PT. Indonesian Selling Cars (OLX Autos) which are addressed at HTC Solo Lt. UG Parking Jl. Ir. Soekarno Grogol, Madegondo Hamlet, Sukoharjo Regency, Central Java. This research was conducted by giving questionnaires to all employees of PT. Indonesian Selling Car. The research plan will be carried out for 3 months. The population in this study is 120 employees who work at PT. Indonesian Selling Cars (OLX Autos) Solo. In this study, it was determined that 40% of 120, namely 48, was rounded up to 50 employees. The sampling technique used is incidental sampling technique. The results of this study discipline, motivation and work environment have a simultaneous and significant effect on the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo. Based on the t test, the results of discipline, motivation and work environment have a simultaneous and significant effect on the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.

Keywords: Discipline, Motivation, Work Environment and Employee Performance.

INTRODUCTION

Changes in the business environment have an influence on the main company in facing competition. An organization can be successful in achieving its goals determined by how an organization manages human resources. Resources owned by an organization or institution such as capital, methods, and machines cannot provide optimal results if they are not supported by good human resources, and have optimal performance. So in other words companies need employees who can work faster and better and can have high performance.

Efforts that must be made by the company is to improve the quality of human resources. Increasing human resources is expected to improve their performance. Humans have an important role in an organization, without the help of humans an organization will not run. If a company does not have qualified and competent human resources, the development of a company can be hampered (Adha et al., 2019).

Companies in the process of achieving organizational goals face various problems related to human resources (HR), one of which is employee performance.

The performance of employees in a company or organization is an important factor in the success or failure of company goals that have been set. Employee performance is very beneficial for the dynamics of the company's growth as a whole, through a review of the employee's performance, it can be seen the actual conditions of how to encourage and develop employee performance. Because the employee's performance has not achieved what is desired by the company where an employee has not been able to carry out the assigned tasks properly. This can be seen that there are still a number of things that are delayed or cannot be completed at the time set by the company (Handayani & Berutu, 2021).

Performance or job performance is one of the progress assessment processes for employee performance that must be carried out fairly and impartially to anyone. There are several things related to employee performance such as employee discipline in carrying out their work, employee motivation in completing work, and the work environment around employees can affect employee performance. In line with research from Hustia (2020) that employee performance simultaneously influences discipline, motivation, and work environment at WFO companies during a pandemic. In addition, research from Anggoro and Wijono (2022) also has the same results, namely employee performance has a simultaneous influence on discipline, motivation, and work environment in the self-managed work unit BBWS Serayu Opak Yogyakarta. Employee performance is an element that can be improved if employees want to know the value of their work based on the behavior that employees do (Ahmad et al., 2019).

Employee performance at PT. Indonesian selling cars are influenced by several factors. According to Armstrong & Baron as quoted by Wibowo (2007) there are several factors that affect performance, namely 1) Personal Factors, indicated by the level of skill, competency possessed, motivation, and individual commitment, 2) Leadership factors are determined by the quality of encouragement, guidance and support carried out by managers and team leaders, 3) Team Factors are indicated by the quality of support provided by colleagues, 4) System factors are indicated by the existence of work systems and facilities provided by the organization, 5) Contextual/Situational factors are indicated by high levels of pressure and environmental changes internal and external.

Factors that improve employee performance is work discipline. Work discipline is the most important operational function of human resource management because with high employee work discipline, the performance achieved will be even better. Without good discipline, it is difficult for companies to achieve optimal results. Upholding work discipline is very important for the company. The existence of work discipline will guarantee the maintenance of order and the smooth running of the company's work, so as to obtain optimal results. For employees, work discipline has an impact on a pleasant working atmosphere so that it increases enthusiasm in carrying out their work.

Employee discipline is one of the abilities to control someone's behavior that

comes from within a person in accordance with existing rules and norms (Handayani & Berutu, 2021). The willingness of an employee to carry out and comply with the rules set by the company is one of the attitudes of workdiscipline. According to Handayani & Berutu, (2021) work discipline partially has a positive and significant influence on employee performance. According to Partika et al., (2020) there is a significant influence on employee performance.

Employees who have high work motivation will be able to encourage employees to work more enthusiastically and be able to make a positive contribution to the work they are responsible for. An employee who has the ability to work, but does not have the motivation to complete the task, the final result in his work will not be satisfactory. According to Cahya et al., (2021) in his research said that motivation arises to stimulate the desire and attraction to work for someone to direct and channel attitudes and goals for a company. Motivation is a factor that drives a person to carry out an activity, therefore motivation is often interpreted as a factor that can influence a person's behavior (Adha et al., 2019). In achieving the target desired by employees must have high motivation so that goals are achieved. Motivation is also used as a determinant of the success of a company. Organizations and companies without motivation, the company's goals and targets will not be achieved.

The work motivation of employees is different. The higher the employee's work motivation, the more influential it is on the performance of the employee concerned (Cahya et al., 2021). Motivation partially does not have a positive and insignificant effect on employee performance. In Adha et al.'s research, (2019) motivation has no positive and insignificant effect on employee performance.

According to Adha et al., (2019) the work environment is everything that is around employees while working, be it physical or non-physical, directly or indirectly, which can affect employees while working. An employee working with a good and optimal work environment will also produce good work, and vice versa if an employee works with a work environment that is less supportive and inadequate, it will make the employee lazy and tire quickly so that his work results are not optimal. The work environment has a direct influence on employee performance. In Adha et al.'s research, (2019) the work environment has a significant effect on employee performance. In his research Ahmad et al., (2019) partially the work environment has a positive and significant effect on employee performance.

PT. Mobil Laku Indonesia (OLX Autos) Solo, which is engaged in the automotive sector (buying and selling used cars) having its address at

Hartono Trade Center Solo Lt. UG Parking Jl. ir. Soekarno Grogol, Madegondo Hamlet, Sukoharjo Regency, Central Java. The data shows that the problems that occur at PT. Mobil Laku Indonesia (OLX Autos) Solo is that in the last 3 months the employee's performance has decreased, there are 30% of 120 who cannot meet the target of selling cars for a month of 20 cars due to lack of employee motivation to achieve the target because the desired car criteria is not available in stock. This causes

employees to feel reluctant and lazy at work, there is no passion or enthusiasm at work. This results in decreased employee motivation and sometimes results in not completing work on time. Decreased employee motivation may be caused by not having clear goals in their work. Shows that employee discipline is not good because they often come late not according to the set time and they also often go home earlier than the set working hours, there are still many employees who do not return on time during break times and there are still employees who do not take part in the program in companies such as meetings via zoom. In addition to discipline, the poor work environment can be seen from the lack of air circulation and the lack of fan facilities, which creates a hot room that makes employees uncomfortable at work. Relations with colleagues are still not well established, differences of opinion that often occur among employees often make relations between employees not good so that it can help employee performance.

Based on the background above, it is appropriate for the author to conduct research to reexamine theory and previous research related to employee performance. Based on this, the researcher is interested in taking the title of the research with the theme "The Influence of Discipline, Motivation and Work Environment on Employee Performance at PT. Indonesian Selling Cars (OLX Autos) Solo".

RESEARCH METHOD

This type of research uses descriptive research methods with quantitative analysis. This research was conducted at PT. Indonesian Selling Cars (OLX Autos) which are addressed at HTC Solo Lt. UG Parking Jl. Ir. Soekarno Grogol, Madegondo Hamlet, Sukoharjo Regency, Central Java. The population in this study is 120 employees who work at PT. Indonesian Selling Cars (OLX Autos) Solo. The sample in this study was determined to be 40% of 120, namely 48 rounded up to 50 employees. The sampling technique used is incidental sampling technique.

RESULTS AND DISCUSSION

1.1 Research Results

a. Uji Normalitas

Variabel	Kolmogoro vSmirnov	Asymp. Sig(2-tailed)	Keterangan
<i>Unstandardized Residual</i>	0,565	0,907	Sebaran Data Normal

Source: Data processed 2023

The results of the Kolmogrov Smirnov Test show that the Asymp.Sig (2-tailed) 0.907 > 0.05. This shows that the regression equation for the model in this study has a normal distribution of data.

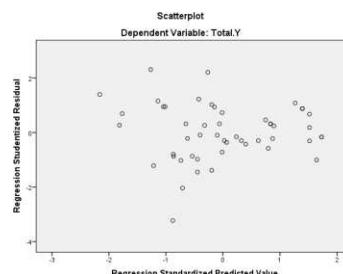
b. Uji Multikolinieritas

Variabel	Tolerance	VIF
Disiplin	0,369	2,712
Motivasi	0,313	3,195
Lingkungan	0,319	3,131
Kerja		

Source: Data processed 2023

It can be seen in the data table that the calculation results obtained from the tolerance value of the discipline variable of 0.369, the tolerance value of the motivational variable is 0.313 and the tolerance value of the work environment variable is 0.319 indicating that the values of the three variables are all > 0.10. Furthermore, the VIF value for the discipline variable is 2.712, motivation is 3.195 and work environment is 3.131 indicating that the VIF values for the three variables are all <10. Therefore, the regression model contained in this study has no multicollinearity between independent variables.

c. Uji Heteroskedastisitas



Source: Data processed 2023

Based on the scatterplot graphic image above, it shows if the points in the graph are spread out or do not describe a pattern, it can be concluded that if the regression model contained in this study does not occur heteroscedasticity.

d. Uji Analisis Regresi Linier Berganda

Variabel	B	Thitung	Sig
(constant)	-	2,362	0,77
	0,688		2
Disiplin	0,420	0,158	0,011
Motivasi	0,292	0,138	0,040
Lingkungan Kerja	0,289	0,131	0,032

Source: Data processed 2023

$$Y = -0,688 + 0,420x1 + 0,292x2 + 0,289x3 + e$$

e. Uji F

Model	F	Sig.	Keterangan
<i>Regression Residual</i>	40,829	0,000	Model Layak
<i>Total</i>			

Source: Data processed 2023

The F_count value is 40.829, because $F_{count} > F_{table}$ ($40.829 > 2.80$) and a significance of $0.000 < 0.05$ then H_0 is rejected. It can be concluded that H_4 is accepted, meaning that discipline, motivation, and work environment simultaneously and significantly influence the performance of employees of PT. Indonesian Selling Cars(OLX Autos) Solo.

f. Uji t

Variabel	Thitung	Ttabel	Sig	Keterangan
Disiplin	2,649	2,008	0,011	Berpengaruh signifikan
Motivasi	2,114	2,008	0,040	Berpengaruh signifikan
Lingkungan Kerja	2,212	2,008	0,032	Berpengaruh signifikan

Source: Data processed 2023

$t_{count} \geq t_{table}$ ($2.649 \geq 2.008$) and a significance value of $0.011 < 0.05$ then H_0 is rejected and $H\alpha$ is accepted. It can be concluded that discipline has a positive and significant effect on the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.

$t_{count} \geq t_{table}$ ($2.114 \geq 2.008$) and a significance value of $0.040 < 0.05$ then H_0 is rejected and $H\alpha$ is accepted. It can be concluded that motivation has a positive and significant effect on the performance of employees of PT. Indonesian selling cars (OLX Autos) Solo.

$t_{count} \geq t_{table}$ ($2.212 \geq 2.008$) and a significance value of $0.032 < 0.05$ then H_0 is rejected and $H\alpha$ is accepted. It can be concluded that the work environment has a positive and significant effect on the performance of employees of PT. Indonesian selling cars (OLX Autos) Solo.

g. Uji Koefisien Determinasi

R	R Square	Adjusted R Square
0,853	0,727	0,709

Source: Data processed 2023

Based on the results of the R Square determination analysis above, the adjusted R Square value is 0.709 or if it is percentized it becomes 70.9%. Determination or contribution of discipline, motivation and work environment to the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo by 70.9%.

1.2 Discussion

a. The Effect of Discipline, Motivation, Work Environment Influence Simultaneously on Employee Performance at PT. Indonesian Selling Cars (OLX Autos) Solo.

The F_count value is 40.829, because $F_{\text{count}} > F_{\text{table}}$ (40829 > 2.80) and a significance of $0.000 < 0.05$ then H_0 is rejected. It can be concluded that H_a is accepted, if discipline, motivation, and work environment simultaneously have a positive and significant effect on the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.

The results of the study are supported by Hustia Anggreany (2020) that work motivation, work environment and work discipline have a positive and significant effect on WFO companies during a pandemic (the case at PT. CS2 Pola Sehat Palembang).

This is because employees are willing to cooperate with other employees. In addition, employees are also considered appropriate in carrying out their respective duties and responsibilities according to predetermined work standards. Employees are also considered to have been able to do the job properly. In addition, employees are also considered to have been able to complete the task correctly and carefully. Most employees also say that they are capable and have excellent skills in carrying out the tasks assigned by the company.

Employees are also able to fulfill every task or target given by the company to them.

b. The Effect of Discipline on Employee Performance at PT. Indonesian Selling Cars (OLX Autos) Solo.

Based on the results of the t_test analysis above, it can be obtained that $t_{\text{count}} \geq t_{\text{table}}$ ($2.649 \geq 2.008$) and a significance value of $0.011 < 0.05$, then H_0 is rejected and H_1 is accepted. It can be concluded that Discipline has a positive and significant effect on Employee Performance at PT. Indonesian Selling Cars (OLX Autos) Solo.

The results of this study are supported by research conducted by Handayani and Berutu (2021) that work discipline has a positive and significant influence on employee performance at the Belawan Middle Type Customs and Excise Service Office.

This is because employees always come and go home on time according to company rules. Employees also always use working time effectively so as to be able to obtain maximum and satisfying results. Some employees who happen to be unable to attend and work always include a letter of permission along with the full reasons for their absence. Employees also always comply with all regulations that have been made and determined by the company. In addition, every employee always tries hard to always achieve every target given to them by the company. Employees are also able to compile and make daily work reports to facilitate the completion of each job assigned to them.

c. The Effect of Motivation on Employee Performance at PT. Indonesian Selling Cars (OLX Autos) Solo.

Based on the results of the test analysis above, it can be obtained that $t_{count} \geq t_{table}$ ($2.114 \geq 2.008$) and a significance value of $0.040 < 0.05$, then H_0 is rejected and H_1 is accepted. It can be concluded that motivation has a positive and significant effect on employee performance at PT. Indonesian selling cars (OLX Autos) Solo.

These results are in accordance with the statement from Cahya et al., (2021) that work motivation has a positive and significant effect on the performance of employees of Gamping New Fruit UMKM (BBO) in Yogyakarta.

This can be seen from the encouragement given by superiors or fellow employees for the completion and delivery of the work targets they have. In addition, the company also provides guarantees and facilities to each employee so that they can have high morale. Each

employee also has the initiative and creativity to complete the tasks they have. So that every employee can have a sense of responsibility for every job they do. The company also provides recognition or appreciation for each employee's achievements in carrying out and completing the tasks assigned to them. In addition, the company also provides THR salaries and bonuses for employees who excel so that employees can feel more motivated.

d. The Effect of the Work Environment on Employee Performance at PT. Indonesian Selling Cars (OLX Autos) Solo.

Based on the results of the t test analysis above, it can be obtained that $t_{count} \geq t_{table}$ ($2.212 \geq 2.008$) and a significance value of $0.032 < 0.05$, then H_0 is rejected and H_1 is accepted. It can be concluded that the work environment does not have a positive and significant effect on employee performance at PT. Indonesian Selling Cars (OLX Autos) Solo.

The results of this study are supported by research (Adha et al., 2019) which states that the work environment has a significant effect on the performance of employees of PT. FIF Manado Group.

This can be seen from a conducive working atmosphere and can make employees comfortable in doing their jobs. The relationship between superiors and subordinates or co-workers is also well established. The company provides complete facilities for employees, especially the existence of workplaces and places of worship that can be used by employees. In addition to additional facilities, the company also provides key facilities in the employee's work space that can make employees feel at home and comfortable while doing work. The relationship between leaders and employees is also well established so that employees feel comfortable in the company's work environment. The company also provides good lighting for each employee's work space that can be utilized and can make employees feel at home.

CONCLUSION

Based on the results of the analysis from the discussion that has been described in the previous chapter and the tests that have been carried out, the following conclusions can be drawn:

- a. Discipline, motivation, and work environment factors simultaneously affect the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.
- b. Discipline factors influence and significantly affect the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.
- c. Work motivation factors influence and significantly affect the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.
- d. Work environment factors influence and significantly affect the performance of employees of PT. Indonesian Selling Cars (OLX Autos) Solo.
- e. The test results for the coefficient of determination (R^2) were obtained at 0.709 or 70.9%. This means that the coefficient of determination of discipline (X_1), motivation (X_2) and work environment (X_3) variables on employee performance is 70.9%.

ADVICE

Based on the limitations and weaknesses that exist in this study, several suggestions can be put forward that can be considered for further research, namely:

- a. Employees should be more disciplined with the rules that have been made by the company, because by increasing the level of discipline, their performance will increase.
- b. Companies should provide more motivation to their employees, because by increasing employee motivation, their performance will increase.
- c. Companies should pay more attention to the work environment of their

employees, such as providing facilities, because by improving the work environment, their performance will increase.

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