



# The influence of the work environment and work discipline on the performance of employees of PT. Razer brothers

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## ABSTRACT

This study aims to determine: (1) The effect of the work environment on the performance of PT. Razer Brothers, (2) The effect of work discipline on the performance of PT. Razer Brothers, (3) The influence of the work environment and work discipline on the performance of PT. Razer Brothers. This research is a causal associative research with a quantitative approach. The sample of this research are employees of PT. Razer Brothers has a total of 130 employees using a population sampling technique. Data collection uses a questionnaire that has been tested for validity and reliability. Data analysis techniques were performed using multiple regression analysis. At a significance level of 5%, the results of the study found that: (1) The work environment has a positive and significant effect on the performance of employees of PT. Razer Brothers,  $\beta=0.198^*$  (\* $p<0.05$ ;  $p=0.022$ ) with the contribution of the work environment to employee performance of ( $\Delta R^2$ ) 0.039. (2) Work discipline has a positive and significant effect on the performance of employees of PT. Razer Brothers,  $\beta=0.174^*$  (\* $p<0.05$ ;  $p=0.045$ ) with the contribution of work discipline to employee performance of ( $\Delta R^2$ ) 0.030. (3) Work environment and work discipline have a positive effect on the performance of employees of PT. Razer Brothers, which was shown from the results of the regression test that the work environment  $\beta=0.198^*$  (\* $p<0.05$ ;  $p=0.021$ ) and work discipline  $\beta=0.174^*$  (\* $p<0.05$ ;  $p=0.042$ ). Contribution of work environment and work discipline to explain the performance of employees of PT. Razer Brothers by ( $\Delta R^2$ ) 0.069\*.

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## 1. INTRODUCTION

The success of a company is not always measured by how much money it has, but there are other things that are more important, namely Human Resources (HR) in the company. In the current era of globalization, quality human resources are needed because the progress of a company is very dependent on the quality of its human resources or employees. The better the quality of a company's employees, the higher the company's competitiveness against other companies. Employees are valuable assets that need to be cared for and nurtured properly so that companies must pay attention to every detail of programs related to human resource development in order to produce competent and highly competitive employees.

PT. Razer Brothers is a company engaged in the production and retail of women's shoes and sandals under the brand name "The Sandals and Le Beaute". PT. Razer Brothers has 22 company branch outlets spread across 7 JABODETABEK areas including Depok, Atrium, Giant, Kuningan, Semanggi, Tamini, and Tanah Abang as well as 2 outlets in Medan. PT. Razer Brothers, which has 130 employees spread across 7 branches, experienced a decline in performance in 2015. Based on data obtained from the finance department of PT. Razer Brothers, the company's performance has decreased which can be seen from the decrease in the number of annual sales in the last 5 years from 2011 to 2015. The following is PT. Razer Brothers 2011-2015 period.

Table 1. Target Data and Realization of Sales at PT. Razer Brothers Period 2011 – 2015

No	Year	Sales (IDR)		Sales (units)		Percentage (%)
		Target	Realization	Target	Realization	
1	2011	20,000,000,000	18,862,780,000	133,000	125,046	94 %
2	2012	20,000,000,000	19,093,608,500	133,000	126,358	95 %
3	2013	20,000,000,000	19,605,102,000	133,000	130,436	98 %
4	2014	20,000,000,000	19,599,988,500	133,000	130,415	98 %
5	2015	20,000,000,000	17,982,506,000	133,000	119,883	90%

From table 1 it can be seen that the performance of PT. Razer Brothers experienced ups and downs in the 2011-2015 period. Sales achievements in the 2011-2014 period tend to experience a positive increase from sales that have been targeted by PT. Razer Brothers then experienced a significant decline in the 2014-2015 period. In the 2014-2015 period, employees were only able to sell 119,883 units of the targeted 133,000 product units or only 90%. In contrast to the 2013-2014 period where employees were able to sell 130,415 units of the targeted 133,000 product units or 98%. This indicates a decrease in employee performance which has an impact on declining company performance as a whole.

In addition, based on an interview with Mr. Ade as Supervisor at PT. Razer Brothers on March 30 2016, the lack of knowledge of employees in understanding tasks given by superiors still often occurs, such as understanding the item code printed on production goods. Errors like this often occur, especially for new employees who are assigned by their superiors. This allows misunderstandings to arise between employees at work sites and results in consumers having to wait a long time to get the goods to be purchased. Therefore, consumers are often disappointed with the services provided, so they prefer to look for similar items elsewhere rather than having to wait a long time.

Based on the results of observations and interviews with the secretary of PT. Razer Brothers Ms. Lya and the company's finance department on March 30 2016 found that cooperation between colleagues in the company was still not optimal, as seen from the fact that there were still employees who preferred to work individually rather than work together. Even though cooperation in work teams should be a necessity in realizing successful performance and work achievements. Apart from that, in other cases, delays in collecting daily turnover to the company's finance department also often occur which results in a buildup of bookkeeping tasks. This indicates that cooperation among co-workers is still not optimal as expected.

The physical condition of the company that has not been organized neatly and the work space that is still not conducive is considered as an inhibiting factor in improving employee performance. The workplace is still in the process of being renovated, so employees are often bothered by the uncomfortable atmosphere, poor air circulation, and the size of the room which is not large enough, resulting in piles of production goods everywhere. Another thing that can be seen at the company is the unavailability of canteens, health insurance and attractive career paths indicating the absence of adequate facilities. This kind of condition is considered to cause a decrease in employee performance.

Based on interviews with the secretary of PT. Razer Brothers Mrs. Lya and the finance department of the company Mrs. Khairunnisa on March 30 2016, it is known that there are 2 factors that are indicated to affect the performance of employees at PT. Razer Brothers. This was reinforced

based on the results of a pre-survey of 20 company employees who were allowed to choose 2 factors which were indicated to affect employee performance at PT. Razer Brothers.

Table 2. Factors Affecting Employee Performance at PT. Razer Brothers

No.	Influencing Factors	Response	%
1	Leadership Style	6	15 %
2	Work environment	10	25 %
3	Work Discipline	9	22.5 %
4	Motivation	5	12.5 %
5	Workload	2	5 %
6	Job satisfaction	1	2.5 %
7	Commitment	7	17.5 %

Based on the data in table 2, it is known that the performance of PT. Razer Brothers experienced a decline due to 2 factors, namely the work environment and work discipline. From the results of the pre-survey, it appears that the two highest factors are the work environment by 25% or as many as 10 respondents and work discipline by 22.5% or as many as 9 respondents. Meanwhile, the smallest factor affecting employee performance is job satisfaction, which is 2.5% or only 1 respondent.

In addition, employees of PT. Razer Brothers still neglects some of its duties, such as achieving suboptimal sales targets and delays in collecting daily turnover recaps, so that the finance department often experiences difficulties in recapitulating. In this case, it can be seen how low the employee's responsibility is in carrying out the tasks entrusted to him. This indicates that employees are less able to comply with the work standards set by the company.

In addition to work environment factors and employee work discipline, there are several other factors that are considered to influence employee performance at PT. Razer Brothers is like the commitment of employees to work and the company which is considered to lack a sense of belonging to the company. Employees tend to use the word "kinship" which is attached to the company because most of the employees are family and neighbors so that the resulting performance is not optimal. Some employees also argue that the decline in performance is caused by a leadership style that is not right for the company's conditions. In addition, the motivational factors of employees are less stable and the workload is quite high and the job satisfaction felt by employees is also considered not optimal.

In research conducted by Kusmayadi (2014) shows that individual characteristics, work environment, and motivation have a significant effect, both partially and simultaneously on employee performance at PT. Indomarco Prismatama Cirebon city area. Then in another study conducted by Priyo (2014) stated that both simultaneously and partially work motivation and work discipline have an influence on the performance of employees of PT. Surabaya International Stars. Furthermore, Hidayat's research (2015) shows that the work environment and work motivation have a significant effect on the performance of employees of PT. Berlian Diamond Industries, with work motivation as the most dominant variable.

**2. RESEARCH METHOD**

This type of research is causal associative research using a quantitative approach. Causal associative research is research that aims to determine the effect of two or more variables. This study describes the relationship of influencing and being influenced by the variables to be studied. The approach used in this study is a quantitative approach because the data to be used to analyze the relationship between variables is expressed by numbers or a numerical scale. This study analyzes the effect of work environment and work discipline on employee performance at PT. Razer Brothers. In this study the data collection method is a questionnaire or questionnaire. Questionnaires or questionnaires are data collection techniques through forms that contain questions submitted in writing to a person or group of people to get answers or responses and information needed by researchers, interviews. Interviews were conducted by contacting respondents who work at PT. Razer Brothers to get more complete information in analyzing the data in this study. The object of this research is PT. Razer Brothers which

is located at Jl. H. Muhyin no 94 RT 06/05 kel. Jatimpaka, kec. Pondok Gede, Bekasi. This research was conducted at the end of March until completion. Population and population sample are the entire object of research, as a source of data that has certain characteristics in a study. The population in this study are employees at PT. Razer Brothers, with a total of 130 people. This research is a population study so that all employees of PT. Razer Brothers, totaling 130 people, will be sampled. The research instrument is a questionnaire consisting of three variables, namely employee performance, work environment, and work discipline. This questionnaire contains 24 questions consisting of 10 questions about employee performance, 6 questions about work environment, and 8 questions about work discipline. This instrument grid aims to make the preparation of the instrument more systematic so that it is easy to control and correct. The following is a grid of these instruments. In this research, The data analysis technique used is multiple linear regression analysis and uses a tool in the form of SPSS computer software. Descriptive analysis is an analysis that provides an overview or description of a data seen from the average value (mean), standard deviation, maximum variance, minimum

### 3. RESULTS AND DISCUSSIONS

#### Research result

The data used in this research is primary data. The primary data in this study were obtained by distributing questionnaires at PT. Razer Brothers. The sample in this study amounted to 130 respondents. The research results obtained from the field are presented as follows.

#### Descriptive Analysis

##### a. Employee Characteristics of PT. Razer Brothers

Characteristics of employees of PT. The Razer Brothers observed in this study included: gender, age, education, and length of work. Description of the characteristics of employees of PT. Razer Brothers.

##### b. Variable Category Description

Variable category descriptions describe the responses of employees of PT. Razer Brothers regarding the influence of the work environment and work discipline on employee performance at PT. Razer Brothers. The research data were then categorized into three groups, namely high, medium, and low.

#### Prerequisite Analysis Test

Analysis prerequisite testing was carried out before carrying out multiple linear regression analysis. The prerequisites used in this study included normality tests, linearity tests, and multicollinearity tests which were carried out using the SPSS 22.0 for Windows computer program. The results of the analysis prerequisite test are presented below.

##### a. Normality test

Normality test is a test about the normality of data distribution. In this study, using the Kolmogrov-Smirnov test with results. The results of the normality test in table 3 show that all research variables have a significance value of more than 0.05 at ( $\text{sig} > 0.05$ ), so it can be concluded that the research data is normally distributed.

Table 3. Normality Test Results

Variable	Significance	Conclusion
Employee performance	0.081	Normal
Work environment	0.091	Normal
Work discipline	0.076	Normal

**b. Linearity Test**

The purpose of the linearity test is to determine whether the relationship between the independent variable and the dependent variable is linear or not. The criteria for testing linearity is if the significance value is greater than 0.05, then the relationship between the independent variable and the dependent variable is linear. The results of the linearity test are in Table 4. It can be seen that all variables have a significance value greater than 0.05 ( $P > 0.05$ ), this indicates that all research variables are linear.

Table 4. Linearity Test Results

Variable	Significance	Information
Work Environment on Employee Performance	0.300	linear
Work Discipline on Employee Performance	0.585	linear

**c. Multicollinearity Test**

Multicollinearity test was conducted to determine the magnitude of the intercorrelation between the independent variables in this study. If there is a correlation, then it is called a multicollinearity problem. To detect whether there is multicollinearity, it can be seen in the tolerance and VIF values. If the tolerance value is above 0.1 and the VIF value is below 10, multicollinearity does not occur. From table 5. it can be seen that all variables have tolerance values above 0.1 and VIF values below 10, so it can be concluded that the regression model in this study did not occur multicollinearity.

Table 5. Multicollinearity Test Results

Variable	tolerance	VIF	Conclusion
Environment Work	1,000	1,000	There is no multicollinearity
Work Discipline	1,000	1,000	There is no multicollinearity

**Hypothesis test**

Hypothesis testing is done to test the proposed hypothesis. The hypothesis put forward in this study is related to work environment variables and work discipline on employee performance. Multiple regression analysis was chosen to analyze the hypothesis submission in this study.

Table 6. Hypothesis Testing Results

No.	Hypothesis	Results
1	The work environment has a positive effect on the performance of employees of PT. Razer Brothers	Proven
2	Discipline Work influential positive to PT. Razer Brothers	Proven
3	Work Environment and Work Discipline have a positive effect on employee performance PT. Razer Brothers	Proven

The results showed that the work environment variable had a positive and significant effect on employee performance at PT. Razer Brothers. This is evidenced by the results of the regression calculation obtained by a value of  $(\beta) 0.198$  ( $p = 0.022$ ). The contribution of the influence of the work environment on employee performance is  $(\Delta R^2) 0.039$ ; then the first hypothesis is accepted.

This relates to the theory of the work environment according to Nitisemito (1992) which states that the work environment is everything that exists around employees that can influence them in carrying out the tasks that have been assigned to them. A work environment that receives less attention

will have a negative impact and reduce performance levels, this is because employees experience distractions in carrying out their duties, resulting in a lack of enthusiasm and a lack of energy and thoughts towards their duties. When employees of PT. Razer Brothers work in a comfortable and conducive work environment and good relations among employees, so employees will tend to work better. This shows that employee performance can be improved with a good work environment.

From this explanation it can be concluded that the existence of a good work environment will result in good employee performance, conversely if the work environment is not good it will result in poor employee performance as well. This research is also supported by research conducted by Kusmayadi (2014) which shows that the work environment has a positive and significant effect on employee performance.

The indicator of adherence to work standards and ethical work has the lowest score, which is equal to (4.1). This shows that adherence to work standards is something that some employees of PT. Razer Brothers. For example, employees often neglect their duties, such as achieving sales targets that are not optimal and delays in collecting daily turnover recaps, so that the finance department often experiences difficulties in recapitulating. In this case, it can be seen that employees are unable to comply with the work standards set by the company.

Another phenomenon that is still frequently encountered is the lack of respect for employees whose position or position is higher than other employees, such as calling the name of the person concerned directly. Employees too consider themselves very close to their superiors, causing a lack of respect for their superiors. This indicates that employees are considered unable to work ethically.

From this explanation it can be concluded that the work discipline of employees of PT. A good Razer Brothers will produce good employee performance, otherwise if the work discipline of PT. Poor Razer Brothers will result in poor employee performance. This research is also supported by research conducted by Priyo (2014) which shows that work discipline has a positive and significant effect on employee performance.

The results of the study show that the work environment and work discipline variables together have a positive effect on employee performance. This is evidenced by the statistical results of the regression test obtained work environment value ( $\beta$ ) 0.198 ( $p=0.021$ ) and work discipline ( $\beta$ ) 0.174 ( $p=0.042$ ) have a positive effect on employee performance. The contribution of work environment and work discipline has a positive effect on employee performance of ( $\Delta R^2$ ) 0.069.

The work environment and work discipline both have a positive influence on employee performance. An uncomfortable and non-conductive work environment and a low level of employee discipline means that the targets set by the company cannot be achieved as expected. This is because employees tend to be lazy to work in an uncomfortable environment and feel out of control with low discipline so that some of the targets set are not achieved. Employees will be more active in working in a better work environment and discipline to improve their performance. This indicates that the work environment and work discipline have an impact or influence on the decline in employee performance at PT. Razer Brothers.

A good and conducive work environment greatly influences employee performance, as evidenced by the results of research showing that there is a positive and significant influence between the work environment on employee performance. In addition, a high level of employee discipline also affects employee performance, as evidenced by the results of research showing that there is a positive and significant influence between work discipline on employee performance. This means that if the

work environment is good and the level of employee discipline is high, employee performance will increase, and vice versa.

Work discipline applied by PT. Razer Brothers is still not optimal because they have not used good standards so that employees tend to take disciplinary action. The indiscipline committed by employees of PT. Razer Brothers makes it impossible to optimally achieve the targets set by the company. Starting from the occurrence of employee delays in handling tasks to their completion. This indicates that the performance of employees of PT. Razer Brothers influenced by work discipline factors.

A good and conducive work environment tends to provide a sense of comfort to employees so that they will be encouraged to work well too. Employees who are motivated to work well in the company will have an impact on improving employee performance as well. Even so, a low level of discipline will trigger disciplinary action from employees so that employees will work as they please regardless of the targets set by the company. A good work environment without the support of good work discipline will tend to produce less than optimal performance.

From the explanation above, it can be concluded that a good work environment supported by a high level of discipline will result in good employee performance, on the other hand, a poor work environment and low level of discipline will result in poor employee performance. This research is also supported by research conducted by Kusmayadi (2014) which shows that the work environment has a positive and significant effect on employee performance and research by Priyo (2014) which says that work discipline has a positive effect on employee performance. Thus, if a company wants to get maximum work results, it is necessary to create a comfortable and conducive work environment as well as high work discipline.

#### 4. CONCLUSION

Based on the results of the research and discussion, several conclusions can be drawn as follows: The work environment has a positive and significant effect on employee performance. This is evidenced by the results of the beta coefficient ( $\beta$ ) of 0.198 (\* $p < 0.05$ ;  $p = 0.022$ ). The contribution of the work environment to employee performance is ( $\Delta R^2$ ) 0.039, Work Discipline has a positive and significant effect on employee performance with a beta ( $\beta$ ) value of ( $\beta$ ) 0.174 (\* $p > 0.05$ ;  $p = 0.045$ ). The contribution of work discipline to employee performance is ( $\Delta R^2$ ) 0.030, the work environment has a beta ( $\beta$ ) value of ( $\beta$ ) 0.198 (\* $p < 0.05$ ;  $p = 0.021$ ) has a positive effect on employee performance. Meanwhile, work discipline has a beta ( $\beta$ ) value of ( $\beta$ ) 0.174 ( $p > 0.05$ ;  $p = 0.042$ ) which has a positive effect on employee performance. The contribution of the work environment and work discipline has a positive effect on employee performance of 0.069. This means that the work environment and work discipline have a positive influence on employee performance by 6.9% and it can also be concluded that the third hypothesis is accepted. This shows that the better the work environment and discipline applied by the company, the performance of the employees will also be even better or increase.

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