

## THE INFLUENCE OF WORK ENVIRONMENT, WORK DISCIPLINE, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. OPAL COFFEE INDONESIA

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### **ABSTRACT**

This research has a background to achieve the author's goal, namely to study and explain the effect of work environment, work discipline, and work motivation on employee performance at PT Opal Coffee Indonesia. The results obtained by researchers in the influence of the work environment, work discipline and work motivation on employee performance in the company are not maximized enough. Therefore, research is carried out using scientific methods. Simple random sampling is a method that researchers use to select samples from a simple random population type. Thus the number of respondents studied was 50 employees at PT. Opal Coffee Indonesia. The first process is done by measuring the answers to sample data using validity tests and reliability tests. Furthermore, the results of the data test are measured by the classical assumption test (normality test, multicollinearity test, heteroscedasticity test) and hypothesis testing using the t test partially, simultaneous F test and multiple linear regression test. The results in this study, partially there is a work environment, work discipline and work motivation have a significant effect on employee performance at PT Opal Coffee Indonesia. Simultaneously work environment, work discipline and work motivation have a positive and significant effect simultaneously on employee performance at PT Opal Cofee Indonesia. Keywords: work environment, work discipline, work motivation, employee

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## INTRODUCTION

PT. Opal Coffee Indonesia is a private company operating in the Food and Beverage (F&B) sector, operating since 2000. This company is one of the companies that employs many employees, and expects each employee to contribute by showing excellent performance, so that the company can compete and excel in their field. Below you can see the initial survey at PT. Opal Coffee Indonesia in the HR department stated that the performance of several employees had not met the Company's expectations, and could be categorized as not being good.

**Table 1. Initial Employee Performance Survey**

No.	Statement	yes	Percentage	No	Percentage
1	I can always be present on time and arrive at work at least 30 minutes earlier than 35 hours	35	70%	15	30%
2	I always smile and serve customers well	25	50%	25	50%
3	I am ready and able to work together with other people or fellow employees	45	90%	5	10%
4	I can fulfill and achieve the quality of employees expected by the Company, based on the regulations in force in the Company.	41	82%	9	18%

Source: PT. Opal Coffee Indonesia, 2023.

Based on table 1 it can be seen that as many as 30% of employees are often late, and this can be categorized as that these employees are not yet able to have discipline regarding their performance, and in table 1, number 2 it can be seen that there are still many employees who are not able to serve customers well, and this can also affect the performance of others and also affect the work environment, where the company is very dependent on consumers.

Based on the background explanation detailed above, the problem can be identified, namely:

1. The work environment has an important influence on employee performance
2. The application of work discipline can improve employee performance
3. The influence of

work motivation on employee performance 4. Leaders' attention in improving employee performance

Based on the survey and explanation above, the author is interested in conducting research related to "The Influence of Environment, Discipline and Work Motivation on Employee Performance" within the PT environment. Opal Coffee Indonesia.

## **LITERATURE REVIEW**

### **Work Environment Theory**

Afandi (2018:66) states that to create a good work environment there are several things that must be considered, namely:

- a. Workplace building b. Spacious work space c. Good air ventilation d. Availability of places of worship
- e. Availability of employee transportation facilities

### **Work Discipline Theory**

Bejo Siswanto and Lijan Poltak Sinambela (2016:356) explain the dimensions and indicators of discipline, namely:

- a. Frequency of attendance
- b. Level of employee alertness c. Adherence to work standards. d. Compliance with work regulations e. Work ethic

### **Work Motivation Theory**

Motivation is the driving force for someone to make the greatest possible contribution to the success of something

company/organization in achieving its goals (Siagian, 2009: 102).

### **Employee performance**

According to Wibowo (2018:215), performance indicators that can be used to measure employee performance include:

- 1. Productivity
- 2. Quality

3. Accuracy, time, cycle time
4. Resource utilization and costs

### Framework

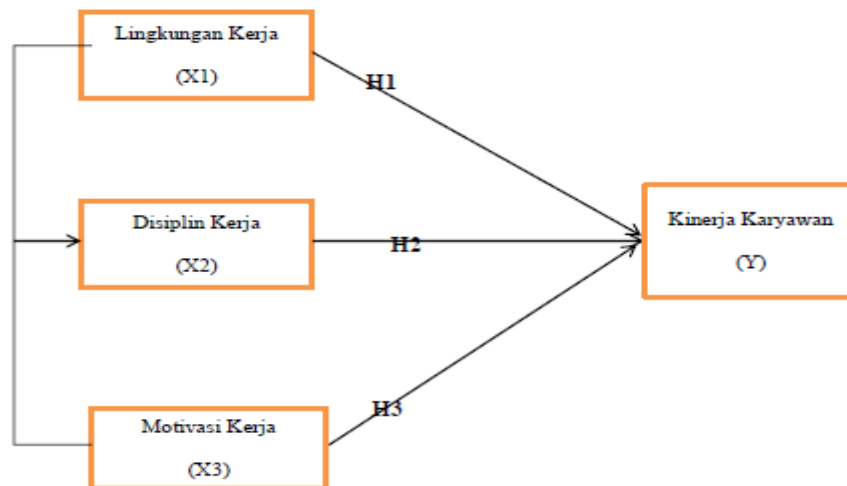


Figure 1. Framework of Thought  
Source: Processed data, 2024

### Hypothesis

The hypothesis of this research is as follows:

- H1: The work environment has a positive and significant effect on the performance of PT Opal Coffee Indonesia employees
- H2: Discipline has a positive and significant influence on the performance of PT employees. Opal Coffee Indonesia
- H3: Motivation has a positive and significant effect on employees of PT. Opal Cofee Indonesia
- H4: Work environment, work discipline and work motivation influence employee performance at PT Opal Coffee Indonesia.

## METHOD

The research was conducted at PT. Opal Coffee Indonesia, which is located at Jl. Cemara Asri Boulevard Raya Blok A1 No.60. with the title the influence of the environment, discipline and work motivation on employee performance. The research method used in this research is a quantitative method. According to Sugiono (2012:13), quantitative research methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, quantitative/static data analysis, with the aim of testing existing hypotheses. has been established. This type of research is quantitative by giving questionnaires to a number of employees as well as observations. Observation is a method of collecting information by conducting a review of the work system at PT. Opal Coffee Indonesia.

The population taken in this research was a number of PT employees. Opal Coffee Indonesia, namely 50 respondents. This research selected a population who worked at PT. Opal Coffee Indonesia as much as the population. Simple random sampling is a method that the author uses to select samples from a type of population at simple random so that each member of the population has an equal chance of being taken as a sample. Thus, the number of respondents studied was 30 employees of PT. Opal Coffee Indonesia

Data collection techniques in this research are: a. Questionnaire, the author distributed questionnaires to 50 respondents. The number of questions distributed is 40 questions, each variable  $x_1$ ,  $x_2$ ,  $x_3$  is 10 questions and variable  $y$  is 10 questions. B. Observation, the observations that the author uses in this research are employee work discipline data such as the number of employees, employee absence lists, data on employees who are late, data on employee work shift exchanges.

Variable Measurement, In writing this thesis, the author measured variables using a questionnaire with a Likert scale, namely a scale used to measure a person's attitudes, opinions and perceptions about a particular object or phenomenon with the

following answer criteria: a. Statement Strongly agree. b. Agree, c. Disagree, d. Disagree, e. Strongly disagree.

## RESULTS AND DISCUSSION

### Multiple Linear Regression

This analysis is to determine the direction of the relationship between the independent variable and the dependent variable, whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases.

**Table 2. Multiple Linear Regression**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.834	4.605		5.827	.000
	Lingkungan kerja	.311	.092	.433	3.378	.001
	Disiplin Kerja	-.172	.088	-.258	-1.964	.056
	Motivasi Kerja	.194	.077	.332	2.529	.015

a. Dependent Variable: Y

**Source: SPSS Ver 26 Processed Results (2023)**

Employee performance  $26,834 = 0.311 X_1 - 0.172 X_2 + 0.194 X_3$  Note:

1. If the work environment and work motivation variables increase in value by one time, it will increase the employee's performance value by 26,834, assuming that the other variables are constant or zero.
2. If the Work Environment variable increases in value by one time, then the employee performance value is 0.311, assuming that the other variables are constant or zero.
3. If the Work Discipline variable increases in value by one time, then the employee performance value is 0.172, assuming that the other variables are constant or zero.
4. If the Work Motivation variable increases in value once, then the employee performance value is 0.194, assuming that the other variables are constant or zero.

## Partial Test (t Test)

**Table 3. Partial Test (t Test)**  
**Coefficients<sup>a</sup>**

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Source: SPSS Ver 26 Processed Results (2023)

Based on the table it can be explained as follows:

### 1. Variable XI

The calculation results show that the significant value of t is 0.001 - 0.05, meaning that there is no partial influence between the Work Environment (XI) on Employee Performance (Y) at PT. Opal Coffee Indonesia

### 2. Variable X2

The calculation results show that the significant value of t is 0.056 < 0.05, meaning that there is a partial influence between Work Discipline (X2) on Employee Performance (Y) at PT. Opal Coffee Indonesia

### 3. Variable X3

The calculation results show that the significant value of t is 0.015 < 0.05, meaning that there is a partial influence between Work Motivation (X3) on Employee Performance (Y) at PT. Opal Coffee Indonesia

## Simultaneous Test (F Test)

The F test functions to test simultaneously or together the independent variables Work Environment (X1), work discipline (X2), and work motivation (X3) whether all variables have a positive and significant influence on employee performance (Y).

**Table 4. Simultaneous Test (F Test)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	146.795	3	48.932	7.285	.000 <sup>b</sup>
	Residual	308.985	46	6.717		
	Total	455.780	49			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Source: SPSS Ver 26 Processed Results (2023)

Based on the simultaneous test table (F) above, it can be seen that the F value of 7.285 is positive and significant with a sig value of 0.000 which is smaller than the significance level of 0.05, so the conclusion is that the independent variables are work environment (X1), work discipline (X2), work motivation (X3) has a positive and significant effect simultaneously on the dependent variable employee performance (Y) at PT Opal Coffee Indonesia.

## Discussion

### The Influence of the Work Environment on Employee Performance at PT. Opal Coffee Indonesia

Based on multiple linear regression research, the research results show that the work environment (X1) has a significant positive effect on employee performance (Y) by showing a significant value of 0.311 and a significant value of 0.001 which is smaller than 0.05. If the work environment variable (X1) has a positive effect on employee performance (Y), then the hypothesis is accepted and shows that the work environment improves, so employee performance also increases.

### The Influence of Work Discipline on Employee Performance at PT Opal Coffee Indonesia

Based on multiple linear regression test research, it shows that the work discipline variable (X2) has a negative effect on employee performance (Y) by showing a value of -0.072 and a significant value of 0.056 which is greater than 0.05. If the work discipline variable does not have a positive effect on employee performance then the hypothesis is not accepted and showing work discipline, increasing employee performance has no effect.



### **The Influence of Work Motivation on Employee Performance at PT Opal Coffee Indonesia**

Based on research, multiple linear regression tests show that the work motivation variable (X3) has a positive effect on employee performance (Y), showing a value of 0.077 and a significant value of 0.015, which is smaller than 0.05. If the work motivation variable (X3) has a positive effect on employee performance (Y), the hypothesis is accepted and shows that work motivation increases, employee performance will increase.

### **The Influence of Work Environment, Work Discipline, and Work Motivation on Employee Performance at PT. Opal Coffee Indonesia**

Based on the results of this research, the influence of the work environment (X1), work discipline (X2) and work motivation (X3) on employee performance (Y) states that the hypothesis results are accepted because they simultaneously have a positive effect and can be assessed from an F value of 7.285 and a significant value of 0.000 smaller than the significance level of 0.05.

### **CONCLUSION**

Based on the results of research analysis on the influence of the work environment, work discipline and work motivation on employee performance at PT. Opal Coffee Indonesia, the following conclusions can be drawn:

1. The work environment has a positive effect on employee performance by showing a value of 0.311 and a significant value of 0.001 which is smaller than 0.05
2. Work Discipline does not have a significant effect on employee performance. This can be seen from the value of -0.072 and the significant value of 0.056 is greater than 0.05.
3. Work motivation has a positive effect on employee performance. This can be seen from the value of 0.077 and the significant value of 0.015 is smaller than 0.05.

4. Work environment, work discipline, and work motivation have a positive effect simultaneously on the dependent variable of employee performance. It can be seen that the F value of 7.285 is positive and significant at 0.000, which is smaller than the significance level of 0.05.

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