THE INFLUENCE OF WORK DISCIPLINE AND INFRASTRUCTURE ON EMPLOYEE PERFORMANCE AT REGIONAL DISASTER MANAGEMENT AGENCY LAMPUNG PROVINCE

Refi Arioen[1], Maria Elina[2]
Sang Bumi Ruwa Jurai University
refiarioen@gmail.com , mariasaburai3@yahoo.ci.id

Abstract. *This type of research is quantitative research with the sample used in this study amounted to 33 employees who were selected randomly. Data collection methods include primary data and secondary data. Data collection techniques include observation, documentation and questionnaires. The data analysis method uses a quantitative approach with the help of the SPSS Windows version of the statistical tool. 18.0 includes the calculation of the validity test, reliability test, regression test, coefficient of determination test t test, and F test.The results of testing the hypothesis of the effect of work discipline on employee performance partially show that work discipline has a positive effect on employee performance with a contribution of 32.4%. The effect of infrastructure on employee performance partially shows that infrastructure has a positive effect on employee performance with a contribution of 26.8%. Simultaneous hypothesis testing shows that the independent variables of work discipline and infrastructure together have a positive effect on the dependent variable, namely performance with a contribution of 51.3%, while the remaining 48.7% is a variation of other variables not examined in this study.*

Keywords : *Work Discipline, Infrastructure, Employee Performance*

PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA PEGAWAI PADA BAGIAN PEREKONOMIAN KABUPATEN LAMPUNG TENGAH

Senen Mustakim[1], Junaidi[2]
Sang Bumi Ruwa Jurai University
Mustakimdr2019@gmail.com , Junaidiedi51@yahoo.ci.id

Abstrak. Jenis penelitian ini adalah penelitian kuantitatif dengan Sampel yang digunakan pada penelitian ini berjumlah 33 orang pegawai yang di pilih secara acak. Metode pengumpulan data meliputi data primer dan data sekunder. Teknik pengumpulan data meliputi kegiatan observasi, dokumentasi dan angket. Metode analisis data menggunakan pendekatan kuantitatif dengan bantuan alat statistik SPSS Windows versi. 18.0 meliputi perhitungan uji validitas, uji reliabilitas, uji regresi, uji koefisien determinasi uji t, dan uji F. Hasil pengujian hipotesis pengaruh disiplin kerja terhadap kinerja pegawai secara parsial menunjukkan bahwa disiplin kerja berpengaruh positif terhadap kinerja pegawai dengan kontribusi sebesar 32,4%. Pengaruh sarana prasarana terhadap kinerja pegawai secara parsial menunjukkan bahwa sarana prasarana berpengaruh positif terhadap kinerja pegawai dengan kontribusi sebesar 26,8%. Pengujian hipotesis secara simultan menunjukkan bahwa variabel bebas disiplin kerja dan sarana prasarana secara bersama-sama berpengaruh secara positif terhadap variabel terikat yaitu kinerja dengan kontibusi sebesar 51,3%, sedangkan sisanya sebesar 48,7% merupakan variasi variabel lain yang tidak diteliti dalam penelitian ini

Kata Kunci : Disiplin Kerja, Sarana Prasarana, Kinerja Pegawai

INTRODUCTION

One of the indicators for achieving organizational goals is the work environment. A conducive work environment will increase the productivity of employee performance, so that employees will be motivated to work. This is in accordance with the opinion of Umar, 2011;59 stating that a good work environment can support the implementation of work so that employees have a passion for work and improve employee performance. A conducive work environment in addition to increasing productivity also provides a sense of security and allows employees to work optimally. If the employee likes the work environment in which he works, then the employee will feel at home in his workplace to carry out activities so that work time is used effectively and optimistically so that employee performance is also high. The work environment includes working relationships formed between fellow employees and working relationships between subordinates and superiors as well as the physical environment where employees work. In addition to the work environment, the supporting factor to improve employee performance is motivation. According to Hasibuan (2018:

92) motivation is the provision of a driving force that creates one's work enthusiasm so that they are able to work together, work effectively and with integrity with all their efforts to achieve satisfaction.

Employees provide their abilities in completing work because they believe that with the success of the organization in achieving its goals, the individual interests of the organization will be fulfilled, thus motivation is a driving force for someone to carry out an activity that is realized in the form of real actions. Employees provide their capabilities and the organization fulfills the needs of its employees, so the higher a person's motivation, the higher his performance and vice versa, the lower a person's motivation, the lower his performance.

Assessment of employee performance as actors in the organization by making performance measures that are in accordance with organizational goals. Performance appraisal standards of an organization must be projected into the performance standards of employees in accordance with their work units. Performance evaluation must be carried out continuously so that organizational goals can be achieved effectively and efficiently. An employee who has high and good performance can support the achievement

of goals and objectives set by an agency. To be able to have high and good performance, an employee in carrying out his work must have expertise and skills that are in accordance with the work he is doing.

Employee performance factors are still an obstacle in the Economic Section of Central Lampung Regency, this can be seen from the completion of work that is not on time and the realization of activities has not met the target, as shown in Table 1, as follows:

Work Program Realization

No.	Program	Target (%)	Realisasi (%)
1	Fasilitasi Pelaksanaan Pasar Murah	100	81
2	Koordinasi Pengembangan Produk Unggulan Daerah	100	79
3	Pemantauan Kebutuhan Pokok Masyarakat	100	75
4	Fasilitasi Kegiatan Bidang Kerajinan	100	83

Source: Economic Section of Central Lampung Regency

Another fact that has happened so far is that the work environment is not good, this is due to the inadequate number of work supporting infrastructure such as computers compared to the number of employees so that they have to take turns in completing work and the unorganized room seems cramped so that it makes employees uncomfortable at work. Meanwhile, the motivation of the employees of the

Economic Section of Central Lampung Regency can be categorized as low, it can be seen from the leadership always has to be supervised in completing the work.

The problems that exist ultimately affect the level of achievement of the performance of the employees of the Economic Section of Central Lampung Regency in carrying out their duties and functions. Performance in the organization is an important aspect to determine the success or failure of the organizational goals that have been set, where performance is a combination of abilities, efforts and opportunities that are assessed from the results of their work, which is achieved by someone in carrying out the tasks assigned.

THEORETICAL BASIS

Understanding Work Environment

Organizational goals can be achieved, one of which is how the organization provides the work environment needed by its employees. According to Mardiana (2017: 73) "The work environment is an environment where employees do their daily work". A conducive work environment provides a sense of security and allows employees to work optimally. The work environment can affect the emotions of employees. If the employee likes the work environment in

which he works, then the employee will feel at home in his workplace to carry out activities so that work time is used effectively and optimistically the employee's work performance is also high. The work environment includes working relationships formed between fellow employees and working relationships between subordinates and superiors as well as the physical environment where employees work.

Sedarmayati (2017:11) defines the work environment as follows: the work environment is the entire tooling and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and as groups. Meanwhile, Nitisemito (2015:175) the work environment is everything that is around the workers that can affect him in carrying out the tasks assigned to him.

Sedarmayanti (2017: 18) states that broadly speaking, the type of work environment is divided into 2, namely: (a) physical work environment, and (b) non-physical work environment. The physical work environment includes: lighting/light, temperature/air temperature, humidity, air circulation, noise, mechanical equivalence, moderate odor, color scheme, decoration, music and safety in the workplace. While

the non-physical work environment includes social relations in the workplace, both between superiors and subordinates or relationships between subordinates.

According to Danang (2015, p.38) the work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned. The work environment is everything that is around the workers that can affect themselves in carrying out the tasks assigned, for example lighting, air temperature, space for movement, security, cleanliness, employee social interactions and others. Based on this definition, it can be stated that the work environment is everything that is around employees that affect employees in carrying out their workloads. The problem of the work environment in an organization is very important, in this case it is necessary to regulate and organize the factors of the work environment in the organization of organizational activities.

Understanding Motivation the term work motivation comes from the Latin "move" which is the same as "to move" in English which means to encourage or move. According to Samsudin (2015: 281) motivation is the process of influencing or encouraging from outside a person or work group so that they want to carry out something that has been determined.

Meanwhile, according to Liang Gie in Samsudin stated that motivation is the work done by managers in providing inspiration, enthusiasm and encouragement to other people, in this case employees, to take certain actions.

In a general sense, motivation is said to be a need that drives action towards a certain goal. The definition of motivation as "The process by which behavior is energized and directed" (a process, where the behavior is fertilized and directed) psychologists provide similarities between motives and needs (drives, needs). From the above limitation, it can be concluded that the motive is the background of the individual to act to achieve certain goals.

Understanding Performance According to Rivai & Basri in Masram (2017:138) stated: "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets as well as predetermined criteria. Performance is basically loading elements related to problems of motivation, discipline, loyalty and responsibility as well as a sense of sincerity in work, including the level of productivity and achievement that can be realized at work. All instruments of an institution of whatever form it is necessary to clearly know the level of work that has been achieved, besides that performance needs to be informed to certain parties, in order to determine the level of achievement of the work of the institution which is associated with the vision and mission carried out by the institution itself.

Rahman (103: 21) also means that performance is a description of the level of achievement of the implementation of an activity/program/policy by employees in realizing the goals, objectives, mission and vision of the organization contained in the formulation of strategic planning (Strategic Planning) of an organization. Foster and Seeker (2014: 201), that an employee's performance is influenced by knowledge, skills, motivation and self-confidence.

Based on the above understanding, it can be concluded that performance is the work ability of an employee which can be proven from the results of daily work which can provide more value for the progress of the work unit or organization.

RESEARCH METHODS

The object of research is something that is of concern in a study. The object of research is the target to obtain data in accordance with the opinion of Husein Umar (2013: 303) which explains that: "The object of research explains what and or who is the object of research.

According to Sugiyono (2012:144) the notion of the object of research is a scientific target to obtain data with certain purposes and uses about an objective, valid, and reliable thing about a thing. This research was conducted in the Economic Section of Central Lampung Regency, which is located on Jl. Raya Padang Ratu No. 1 Gunung Sugih District, Central Lampung Regency.

Suharsimi Arikunto (2016: 183) states that if the population is 100 then all of them are taken as samples, but if the population is 100 then 10-15% or 20-25% can be taken. Thus the sample in the study was 21 employees, in addition to researchers.

The data collection technique used in this study is expected to be able to provide accurate and more specific data, while the technique used is Field Research.

To see the actual activities of the existing problems, field research is needed to obtain primary data directly from companies or institutions. The steps in grouping primary data according to Sugiyono (2012: 194-203) are: (a) interview/interview, (b) questionnaire/questionnaire, and (c) observation.

Simple Linear Regression Equation for the work environment (X1) on employee performance (Y)

$$Y = a + b1X1 + e$$

Information :
Y = Employee Performance
a = Constant
b1 = Regression coefficient X1
X1 = Work Environment
e = error factor

The t-test aims to determine whether the independent variable or independent variable (X) partially (alone) has an effect on the dependent variable or dependent variable (Y). To partially test the hypothesis, the t-test is used with the formula:

$$t\_count = (r\,(n-2))/\sqrt{(1-r^2)}$$

Information :
tcount = t value
r = Correlation Coefficient
n = Number of respondents
(Sugiyono, 2012: 230)

RESEARCH RESULTS AND DISCUSSION

This study uses more than one variable as an indicator, namely work environment (X1), motivation (X2) and performance (Y). The test is carried out

using the SPSS 16 program, the following are the results of multiple linear regression testing:

Multiple Linear Equation Test Results

| | Coefficients^a | | | | |
| | Unstandardized Coefficients | | Standardized Coefficients | | |
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	8.439	5.664		3.256	.004
TOTAL X1	.429	.155	.602	2.761	.013
TOTAL X2	.169	.205	.180	.825	.420

a. Dependent Variable: TOTALLY

The equation shows that:

1. It can be seen that the constant is 8.439

2. The regression coefficient for X1 = 0.429 states that each addition of one unit of X1 (Work environment) will increase performance by 0.429

3. The regression coefficient for X2 = 0.169 states that each addition of one unit of X2 (Work Motivation) will increase performance by 0.169.

Correlation Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.737a	.543	.492	2.241

a. Predictors: (Constant), TOTALX2, TOTALX1

Source: Data processed in 2022

Based on Table 12, the correlation coefficient value (R) shows between variables (0.737). The coefficient of determination R2 (R Squares) of 0.543 indicates that performance (Y) is influenced by the work environment (X1) and work motivation (X2) by 54.3%, the remaining 45.7% is influenced by other factors not examined in this study.

The F test is used to determine whether there is a significant effect between the independent variables together on the dependent variable. Regression testing is done together to test the hypothesis.

- Ho : Work environment (X1) and work motivation (X2) have no effect on performance (Y)

- Ha : Work environment (X1) and work motivation (X2) affect performance (Y)

  Hypothesis testing criteria:

1. If Fcount < Ftable ($\alpha = 0.05$) then Ho is accepted. This means that the work environment (X1) and work motivation (X2) have no significant effect on performance (Y).

2. If Fcount > Ftable ($\alpha = 0.05$) then Ho is rejected. This means that the work environment (X1) and work motivation (X2) have a significant effect on performance (Y).

CONCLUSION AND IMPLICATION

Conclusion

From the results of the research that has been carried out, the conclusions and

implications of this research are presented, namely:

1. From the results of the analysis successfully support the first hypothesis, namely the work environment has an effect on employee performance in the Economic Section of Central Lampung Regency, this is evident from the contribution of the work environment to performance of 52.6%.

2. Subsequent testing shows that work motivation has an effect on employee performance in the Economic Section of Central Lampung Regency, this is evident from the contribution of work motivation to performance of 34.9%.

3. The results of simultaneous hypothesis testing between work environment and work motivation on employee performance in the economy section of Central Lampung Regency are proven from the contribution of work environment and work motivation together to performance by 54.3%, while the remaining 45.7% is influenced by other factors. outside of research.

Implication

Based on the results of the research above, the implications and suggestions are formulated as follows:

1. Work environment variable, which needs attention for improving the work environment is the statement item regarding "Arrangement of a good workspace so that it looks wider" because the score obtained is low. will ultimately affect employees in completing work so that the performance of employees in the Economic Section of Central Lampung Regency improves.

2. Work Motivation Variables, which need attention to increase motivation are statement items regarding "Always able to communicate everything related to achievement at work" because the score obtained is low. To increase work motivation, leaders must be able to create conducive working relationships both leaders and subordinates as well as between colleagues so as to create a comfortable working atmosphere and good working relationships are established which will accelerate the completion of tasks in the Economic Section of Central Lampung Regency.

3. Employee Performance Variables, which need attention for improving employee performance are being able to complete the given job well because this indicator gets a low score. To improve performance, the leader in

assigning tasks to subordinates in this case the employee must be in accordance with the competencies possessed by the employee, if the employee lacks competence, the leader can submit a budget for training and technical guidance related to work so that employee competence can increase and the work given can be completed. well., because this can improve employee performance in the Economic Section of Central Lampung Regency.

BIBLIOGRAPHY

Arikunto, S, 2016, *Prosedur Penelitian Suatu Pendekatan Praktik.* Rineka Cipta; Jakarta.

Azwar, S. (*2011*). Sikap dan Perilaku Dalam: Sikap Manusia Teori dan. Pengukurannya. : Pustaka Pelajar ; Yogyakarta.

Danang Sunyoto. (*2015*). Manajemen dan Pengembangan Sumber Daya Manusia. Center for Academic Publishing Service ; Yogyakarta.

Hasibuan, Malayu SP, 2018, *Manajemen Sumber Daya manusia,* PT. Bumi Aksara ; Jakarta.

Husein Umar, 2013, *Metode Penelitian Untuk Skripsi dan Tesis, PT.* Rajawali ; Jakarta.

Kusaeri dan Suprananto, 2012, , *Pengukuran dan penilaian Pendidikan,* Graha Ilmu; Yogyakarta

Malayu SP. *Hasibuan*, *2015*, Manajemen Sumber Daya Manusia, Edisi Revisi. : Bumi Aksara, Jakarta

Mangkunegara, *2013*, Manajemen Sumber Daya Manusia. Perusahaan, Remaja Rosdakarya, Bandung.

Manulang, M. *2015*. Manajemen Sumber Daya Manusia. Refika. Aditama ; Bandung.

Mardiana Yusuf dkk, 2017, *Komitmen Organisasi,* CV Nas Media *Pustaka ;* Makasar

Mathis, Robert & H. *Jackson*, John. 2011. Human Resource Management (edisi. 10). Jakarta : Salemba Empat

Nitisemito. Alex, (*2015*), Manajemen Sumber Daya Manusia, Pustaka setia,. Bandung

Rahman, A. (*2013*). Psikologi Sosial : Integrasi Pengetahuan Wahyu Dan. Pengetahuan Empirik. Jakarta: Rajawali Pers

Robbins, Judge 2015. *Perilaku Organisasi.*Salemba Empat ; Jakarta.

Samsudin, Sadili, 2015, Manajemen Sumber Daya Manusia, *Pustaka* Jaya; Bandung.

Sedarmayanti. *2017*. *Perencanaan dan Pengembangan SDM untuk Meningkatkan. Kompetensi, Kinerja dan Produktivitas Kerja*. PT Refika Aditama. Bandung.

Seeker Karen R. *2014*. Manajemen Sumber Daya Manusia, ALFABETA ; Bandung.

Sondang P. *Siagian. 2014.* Manajemen Sumber Daya Manusia. Bumi Aksara ; Jakarta.

Sudjana, 2010, *Metode & Teknik Pembelajaran Partisipatif,* Falah Production; Bandung

Sugiyono. (*2017*). Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung

Supriyanto, M. *2012*, Fasilitas Sebagai Peningkatan Sumber Daya Alam di. Lingkungan Kerja, Cet.1, PT Bumi Aksara, Jakarta

Triguno, 2011, *Manajemen Sumber Daya Manusia,* Bumi Aksara; Jakarta.

Umam, Khaerul. *2012*. Manajemen Organisasi. *Pustaka* Setia; Bandung.

Umar, *Husein*, *2014*. Metode Penelitian untuk Skripsi dan Tesis Bisnis. Jakarta : PT.Raja Grafindo Persada.

Uyanto, S, Stanislaus, 2011, *Pedoman Analisi Data dengan SPSS,* Graha Ilmu; Yogyakarta.

Winardi, J. 2016, Manajemen Perubahan, *Pustaka* Pelajar ; Yogyakarta.

Kasus pada PT. Pos Indonesia (Persero) Kantor Pos Lawang. Vol. 2, No. 2,

Reichers. A.E. & Schneider. B. 2010. Climate and culture: An Evolution of Constructs. In B. Schneider (Ed.). *Organizational climate and culture*. San Francisco: Jossey-Bass

Robbins Stephen P. 2006. Prinsip-prinsip Perilaku Organisasi. Edisi Kelima, Erlangga, Jakarta.

Sari. 2016. Pengaruh fasilitas kerja terhadap kinerja karyawan di Kantor Camat Sanggata Selatan Kabupaten Kutai Timur.

Sudjana. 2006. *Teknik Analisis Regresi Dan Korelasi*. Tarsito: Bandung.

Sugiyono. 2003. *Metode Penelitian Administrasi*. CV Alfabeta. Bandung.

.... 2008. Cetakan kelima, *Statistika Untuk Penelitian*, Alfabetta. Bandung.

Supriyanto. 2008. *Metodologi Riset Bisnis.* PT. Indeks. Jakarta.Suprianto, J. 2000. *Statistik: Teori dan Aplikasi*. Edisi Kelima. Jilid 2. Jakarta: Erlangga.Sutrisno

Vardi Y. 2001. The effects of organizational and ethical climate on misconduct at Work. Journal of Business Ethics, 29: 325-337.

Wahyuni. 2014. Asnaini, Sri Wahyuni (2014), "Faktor-Faktor Yang Mempengaruhi Non Performing Financing Pada Bank Umum Syariah Di Indonesia", Jurnal Tekun Vol 5,