Enhancing Employee Performance: Exploring the Impact of Work Environment and Work Discipline at the Karawang District Agriculture Office

Meningkatkan Kinerja Pegawai: Eksplorasi Pengaruh Lingkungan Kerja dan Disiplin Kerja di Kantor Pertanian Kabupaten Karawang

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ABSTRACT

This study aims to determine, analyze and explain: (1) work environment; (2) work discipline; (3) employee performance; (4) partial effect of work environment on employee performance; (5) partial effect of work discipline on employee performance, and (6) simultaneous effect of work environment and work discipline on employee performance at the Karawang Regency Agriculture Office. The research was conducted using descriptive quantitative and verification methods, namely through literature studies conducted by studying the literature related to the research topic, as well as field studies conducted through interviews and direct observation to get an overview of the situation and conditions of the research site. The sample used was 90 respondents. Based on the results of the overall analysis, the research results are obtained, namely 1. The condition of the work environment is quite good. 2. Work discipline conditions are quite good. 3. Employee performance conditions are quite good. 4.The work environment partially affects employee performance 5.Work discipline partially has no effect on employee performance 6.The work environment and work discipline simultaneously affect employee performance at the Karawang Regency Agriculture Office.
Keywords: Work Environment, Work Discipline, Employee Performance.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis dan menjelaskan: (1) lingkungan kerja; (2) disiplin kerja; (3) kinerja pegawai; (4) pengaruh secara parsial lingkungan kerja terhadap kinerja pegawai; (5) pengaruh secara parsial disiplin kerja terhadap kinerja pegawai, dan (6) pengaruh secara simultan lingkungan kerja dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang. Penelitian dilakukan dengan menggunakan metode deskriptif kuantitatif dan verifikatif, yaitu melalui studi kepustakaan yang dilakukan dengan cara mempelajari literatur-literatur yang berkaitan dengan topik penelitian, serta studi lapangan yang dilakukan melalui wawancara dan observasi langsung untuk mendapatkan gambaran mengenai situasi dan kondisi tempat penelitian. Sampel yang digunakan sebanyak 90 responden. Berdasarkan hasil analisis secara keseluruhan, maka diperoleh hasil penelitian yaitu 1. Kondisi lingkungan kerja sudah cukup baik. 2. Kondisi disiplin kerja cukup baik. 3. Kondisi kinerja karyawan cukup baik. 4. Lingkungan kerja secara parsial berpengaruh terhadap kinerja pegawai. 5. Disiplin kerja secara parsial tidak berpengaruh terhadap kinerja pegawai. 6. Lingkungan kerja dan disiplin kerja secara simultan berpengaruh terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang.
Kata Kunci: Lingkungan Kerja, Disiplin Kerja, Kinerja Pegawai.

1. Introduction

Human resources (HR) are universally recognized as fundamental to organizational success, particularly in today's era of rapid technological advancement and the fourth industrial revolution. The efficient management and optimal utilization of human capital are crucial for organizational

effectiveness and sustainability (Adriansah, Ramli, & Ferils, 2023; Aprisa, Muis, & Reni, 2023; Budirianti, Agusdin, & Surati, 2020). The quality and adaptability of human resources are pivotal factors that determine an organization's ability to navigate challenges and capitalize on opportunities presented by the evolving landscape of technology and global markets.

In the realm of government institutions, such as the Karawang Regency Agriculture Office, the significance of robust human resource management is equally pronounced. This office plays a critical role in agricultural licensing and management within its jurisdiction, underscoring the importance of competent and motivated personnel (Dewa, 2023; Sari, Rahayu, & Sundjoto, 2024). To fulfill its mandate effectively, the office requires a workforce that is not only proficient in technical skills but also motivated and supported by conducive work environments.

Previous research has illuminated various factors influencing employee performance across different organizational contexts. Studies have highlighted the positive impacts of leadership styles, work environment quality, and remuneration on employee performance through enhanced work discipline and motivation (Choiriyah et al., 2021; Salim & Ernanda, 2023). Moreover, the interaction between work discipline, organizational culture, and job satisfaction has been shown to significantly affect employee productivity and organizational outcomes (Surajiyo et al., 2021; Tahir, 2023).

However, despite the established positive correlations, discrepancies in research findings underscore the need for context-specific investigations. For instance, variations in the effect of the work environment on employee performance have been observed across different sectors and organizational settings (Nasir, 2019; Prasetyo et al., 2021). These variations necessitate further exploration to ascertain the specific dynamics at play within the Karawang Regency Agriculture Office.

Performance evaluation methodologies in governmental institutions often encounter challenges related to fairness and accuracy. Many existing evaluation frameworks may not adequately accommodate the diverse roles and responsibilities within organizations, potentially leading to biases in assessing employee contributions (Darmawanty et al., 2024; Wahyudi, Semmaila, & Arifin, 2020). Understanding these evaluation practices is crucial for ensuring that performance assessments align with organizational goals and effectively measure employee contributions.

Against this backdrop, this study aims to investigate how the work environment and work discipline influence employee performance at the Karawang Regency Agriculture Office. It seeks to address gaps in current research by examining the specific factors that contribute to employee productivity and satisfaction within this governmental setting (Yahya, Arimbawa, & Damayanti, 2019). By doing so, the research aims to provide actionable insights that can inform strategies for enhancing human resource management practices and optimizing organizational performance.

Moreover, the study will explore the existing performance measurement practices within the Karawang Regency Agriculture Office. By critically evaluating these practices, the research intends to identify opportunities for refining evaluation methodologies to better reflect the diverse roles and responsibilities of employees (Sudiarditha et al., 2019; Surajiyo et al., 2021). This holistic approach will contribute to the development of comprehensive strategies that promote a conducive work environment, foster greater work discipline, and ultimately enhance employee performance.

In summary, this research addresses critical gaps in the current understanding of factors influencing employee performance in governmental institutions. By focusing on the Karawang Regency Agriculture Office, the study aims to provide empirical evidence that can guide policy and practice in human resource management. Through its findings, the research seeks to contribute to

the enhancement of organizational effectiveness and the promotion of sustainable development in local government contexts.
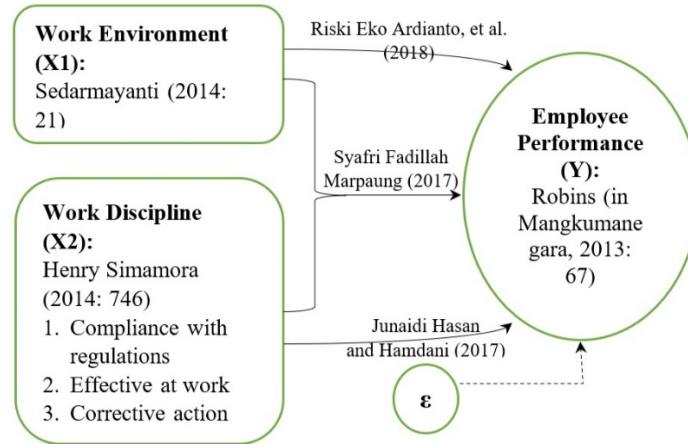
Conceptual Framework

Figure 1. Research Framework

2. Methods

The research methodology for this study is quantitative, employing verification through the SPSS 26.0 application. The research was conducted at the Karawang Regency Agriculture Office, focusing on all 90 employees as the study population. According to Arikunto (2016: 104), when the population size is less than 100, it is advisable to use the entire population as the sample. Thus, in this study, all 90 employees of the Agriculture Office were included as the research sample. Both primary and secondary data were utilized in this research. Primary data refers to information collected directly from the research subjects, while secondary data was gathered through literature review, internet sources, documents, archives, and relevant books. Data collection methods encompassed the distribution of questionnaires, conducting interviews, making observations, and comprehensive literature reviews. The analysis of data involved several techniques including validity tests, reliability tests, classical assumption tests, and multiple linear regression analysis. Additionally, statistical tests such as the t-test, F-test, and coefficient of determination (R^2) were employed to analyze the relationships and significance between variables in the study. This methodological approach ensures rigorous data collection and analysis, allowing for a comprehensive investigation into the factors influencing employee performance at the Karawang Regency Agriculture Office.

3. Results and Discussion

Research Results

The validity test of the research variables was carried out on 30 respondents, this aims to determine whether the contents of the statement items contained in the research questionnaire in measuring the desired factors or constructs are valid or not. The results of the research instrument

test on work environment variables, work discipline and employee performance at the Karawang Regency Agriculture Office were declared valid.

The reliability test of research instruments regarding work environment variables, work discipline, and employee performance was carried out on 30 respondents. The results of the reliability test of the research variable instruments are all reliable.

Normality Test

The results of the normality test regarding the research instrument on work environment variables (X1), work discipline (X2) and employee performance (Y) conducted on 30 respondents obtained the following results:

Table 1. Normality Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		30
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.72982115
Most Extreme Differences	Absolute	.153
	Positive	.153
	Negative	-.075
Test Statistic		.153
Asymp. Sig. (2-tailed)		.071[c]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Results of Data Processing through SPSS, 2023

Based on the data in table 1, the *Asymp. Sig.* (*2-tailed*) of 0.071, this value is greater than 0.050 (0.071>0.050), it can be concluded that the residual value is normally distributed.

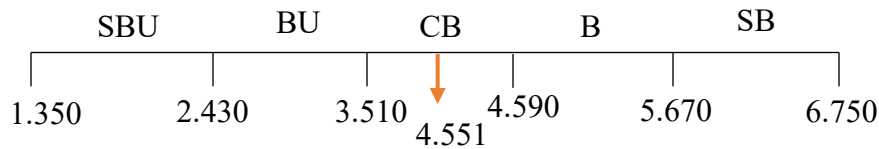**Descriptive Analysis of Work Environment Variables (X1)**

The results of the recapitulation of descriptive analysis of work environment variables (X1) on each indicator based on the answers of 90 respondents are as follows:

Table 2. Recapitulation of Respondents' Answers to Work Environment Variables (X1)

	N	Minimum	Maximum	Sum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
Item X1-01	90	2	4	301	3.34	.062	.584
Item X1-02	90	3	4	299	3.32	.050	.470
Item X1-03	90	2	4	308	3.42	.063	.599
Item X1-04	90	2	5	292	3.24	.068	.641
Item X1-05	90	3	4	338	3.76	.046	.432
Item X1-06	90	2	5	311	3.46	.073	.690
Item X1-07	90	3	4	299	3.32	.050	.470
ItemX1-08	90	2	4	308	3.42	.063	.599
Item X1-09	90	2	5	292	3.24	.068	.641
Item X1-10	90	3	4	338	3.76	.046	.432
Item X1-11	90	2	5	295	3.28	.076	.719
Item X1-12	90	3	4	299	3.32	.050	.470

	N			Sum	Mean		
Item X1-13	90	2	4	308	3.42	.063	.599
Item X1-14	90	2	5	307	3.41	.079	.748
Item X1-15	90	2	5	256	2.84	.114	1.080
Total_X1	90	41	62	4551	50.57	.670	6.357
Valid N (listwise)	90						

Source: Results of Data Processing through SPSS, 2023

```
     SBU        BU        CB        B         SB
   |---------|---------|----↓----|---------|---------|
 1.350     2.430     3.510    4.590     5.670     6.750
                          4.551
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Based on the data in table 2, the answer score of 90 respondents regarding the work environment variable is 4,551. this shows that the work environment conditions found at the Karawang Regency Agriculture Office are quite good (3,510 - 4,590 = Quite Good).
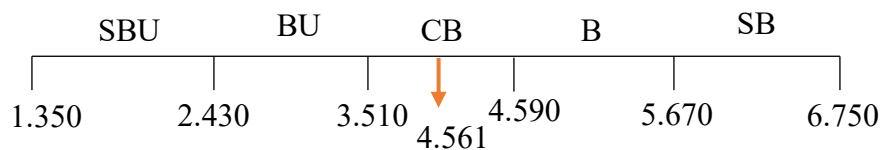
Descriptive Analysis of Work Discipline Variables (X2)

The following is a recapitulation of respondents' answers regarding the work discipline variable (X2) found at the Karawang Regency Agriculture Office.

Table 3. Recapitulation of Respondents' Answers to Work Discipline Variables (X2)

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
Item X2-01	90	2	5	311	3.46	.690
Item X2-02	90	3	4	299	3.32	.470
Item X2-03	90	2	4	308	3.42	.599
Item X2-04	90	2	5	292	3.24	.641
Item X2-05	90	3	4	338	3.76	.432
Item X2-06	90	2	5	296	3.29	.691
Item X2-07	90	3	4	299	3.32	.470
Item X2-08	90	2	4	308	3.42	.599
Item X2-09	90	2	5	304	3.38	.743
Item X2-10	90	2	5	265	2.94	1.095
Item X2-11	90	2	4	305	3.39	.631
Item X2-12	90	2	5	293	3.26	.646
Item X2-13	90	3	4	336	3.73	.445
Item X2-14	90	2	5	313	3.48	.691
Item X2-15	90	2	4	294	3.27	.536
Total_X2	90	41	62	4561	50.68	6.328
Valid N (listwise)	90					

Source: Results of Data Processing through SPSS, 2023

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     SBU        BU        CB        B         SB
   |---------|---------|----↓----|---------|---------|
 1.350     2.430     3.510    4.590     5.670     6.750
                          4.561
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Based on the data in table 3, the answer score of 90 respondents regarding the work discipline variable is 4,561. This shows that in general the condition of work discipline contained in the Karawang Regency Agriculture Office is quite good (3,510 - 4,590 = Quite Good).

Descriptive Analysis of Employee Performance Variables (Y)

Recapitulation of Respondents' Answers Regarding Employee Performance Variables (Y)

Table 4. Recapitulation of Respondents' Answers to Employee Performance Variables (Y)

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
Item Y-01	90	2	5	307	3.41	.717
Item Y-02	90	1	4	181	2.01	.727
Item Y-03	90	1	4	292	3.24	.739
Item Y-04	90	3	4	301	3.34	.478
Item Y-05	90	2	4	306	3.40	.596
Item Y-06	90	3	4	336	3.73	.445
Item Y-07	90	2	5	300	3.33	.848
Item Y-08	90	2	5	310	3.44	.583
Item Y-09	90	2	4	195	2.17	.456
Item Y-10	90	2	4	270	3.00	.335
Item Y-11	90	2	4	299	3.32	.615
Item Y-12	90	3	4	301	3.34	.478
Item Y-13	90	2	4	306	3.40	.596
Item Y-14	90	2	5	307	3.41	.717
Item Y-15	90	1	4	181	2.01	.727
Total_Y	90	38	62	4192	46.58	5.669
Valid N (listwise)	90					

Source of Data Processing Results through SPSS, 2023
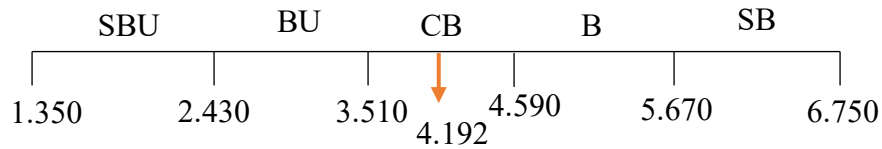
Based on the data in table 4, the answer score of 90 respondents regarding the employee performance variable is 4,192. This shows that the condition of employee performance at the Karawang Regency Agriculture Office is quite good (3,510 - 4,590 = Quite Good).

Model Test

The results of the model test or F test / anova test regarding the effect of work environment and work discipline on employee performance at the Karawang Regency Agriculture Office using the SPSS application program data processing tool are shown in the following table:

Table 5. F Test Results / Anova Test

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3006.632	2	1503.316	70.112	.000[b]
	Residuals	1865.413	87	21.442		
	Total	4872.045	89			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Discipline, Work Environment						

Source: Results of Data Processing through SPSS, 2023.

Based on the data in table 5, it is known that the calculated F value is 70.112 with a significance value of 0.000. The calculated F value (70.112) is greater than the F table value (70.11> 3.10) and the significance value is smaller than the standard deviation (0.000 <0.05). So it can be interpreted that the regression model made is good or significant.

Verificative Analysis

1. Correlation Analysis

   The results of the correlation analysis of the work environment with work discipline are shown in the following table:

   Table 6. Results of Correlation Analysis between Work Environment and Work Discipline

Correlations				
Control Variables			Environment Work	Work Discipline
Employee Performance	Environment Work	Correlation	1.000	.993
		Significance (2-tailed)	.	.000
		df	0	87
	Work Discipline	Correlation	.993	1.000
		Significance (2-tailed)	.000	.
		df	87	0

   Source: Results of Data Processing through SPSS, 2023.

   Based on the data in the table above, it is known that the correlation coefficient value of the work environment with work discipline is 0.993, this shows that the relationship between the work environment and work discipline is very strong (0.800 - 1.00 = Very Strong).

2. Coefficient of Determination Analysis

   The results of the coefficient of determination analysis are shown in the *R Square* column of the following table:

   Table 7. Results of Determination Coefficient Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.786[a]	.617	.608	4.63050

   a. Predictors: (Constant), Work Discipline, Work Environment

   Source: Results of Data Processing through SPSS, 2023.

   Based on the data in the table, it is known that the coefficient of determination is 0.617 or 61.70%. The remaining 38.30% is influenced by other variables not examined. These other variables include organizational culture, organizational commitment, work motivation, work stress, and others.

3. Multiple Linear Regression Analysis

   The results of multiple linear regression analysis are shown in the *Unstandardized Coefficients* column B table below:

   Table 8. Multiple Linear Regression Analysis Results

Coefficients[a]					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta		

1	(Constant)	13.583	3.449		3.939	.000
	Work Environment	1.815	.750	2.117	2.421	.018
	Work Discipline	-1.154	.752	-1.342	-1.535	.129

a. Dependent Variable: Employee Performance

Source: Results of Data Processing through SPSS, 2023.

Based on the data in the table above, the multiple linear regression equation regarding the effect of work environment and work discipline on employee performance can be formulated as follows:

$$Y = 13.583 + 1.815X_1 - 1.154X_2 + e$$

Based on the multiple linear regression formula equation, it can be interpreted as follows:

1) The coefficient value of 13.583 is the value of employee performance when the work environment (X_1) and work discipline (X_2) are equal to zero (0);
2) The coefficient value of 1.815 on the work environment (X_1) is if the work environment increases by one unit score, then employee performance (Y) increases by 1.815 assuming work discipline (X_2) is constant or fixed; and
3) The coefficient value of -1.154 on work discipline (X_2) is that if work discipline increases by one unit score, then employee performance decreases by 1.154 assuming the work environment (X_2) is constant or fixed.

Hypothesis Test

The results of hypothesis testing based on the results of model testing and verification analysis are as follows:

1. Partial Effect of Work Environment on Employee Performance

   The partial effect of the work environment on employee performance at the Karawang Regency Agriculture Office based on the results of multiple linear regression analysis obtained a t value of 2.421 with a significance value of 0.018. The t table value (df = 90) with a standard deviation of 0.05 obtained a value of 1.987. If the calculated t value is compared with the t table value, the calculated t value is greater than the t table value (2.421 > 1.987) and the significance value is smaller than the standard deviation value (0.018 < 0.05). This shows that there is a partial influence of the work environment on employee performance at the Karawang Regency Agriculture Office.

2. Partial Effect of Work Discipline on Employee Performance

   The partial effect of work discipline on employee performance at the Karawang Regency Agriculture Office based on the results of multiple linear regression analysis in table 4.60 obtained a t value of -1.535 with a significance value of 0.129. The t table value (df = 90) with a standard deviation of 0.05 obtained a value of 1.987. If the calculated t value is compared with the t table value, the calculated t value is smaller than the t table value (-1.535 < 1.987) and the significance value is greater than the standard deviation value (1.129 > 0.05). This shows that there is no partial effect of work discipline on employee performance at the Karawang Regency Agriculture Office.

3. Simultaneous Effect of Work Environment and Work Discipline on Employee Performance

   The simultaneous effect of work environment and work discipline on employee performance at the Karawang Regency Agriculture Office based on the results of the model test analysis or F test / anova test obtained a calculated F value of 70.112 with a significance value of 0.000. The F table value (df = 90) obtained a value of 3.10. If the calculated F value is compared with the F table value, the calculated F value is greater than the F table value (70.112> 3.10) and the

significance value is smaller than the standard deviation (0.000 < 0.05). This shows that there is a simultaneous influence of the work environment and work discipline on employee performance at the Karawang Regency Agriculture Office.

Discussion

The discussion of findings from the study conducted at the Karawang Regency Agriculture Office reveals several significant insights regarding the working environment, work discipline, and employee performance. The research findings indicate that the average score of 4.551 on the work environment suggests a perception of a fairly good working environment among the 90 respondents. This aligns with prior research by Salim and Ernanda (2023) and Sari, Rahayu, and Sundjoto (2024), which emphasized that a conducive work environment positively impacts employee productivity and satisfaction. Similarly, Junaidi Hasan and Syafri Fadillah Marpaung (2017) demonstrated in their study on Pertamina that a positive work environment enhances employee performance, reinforcing the significance of a supportive workplace atmosphere.

However, while the study at the Karawang Regency Agriculture Office found a positive perception of the work environment, the analysis did not establish a statistically significant correlation between work discipline and employee performance (Tahir, 2023). This contrasts with research conducted by Riski Eko Ardianto and Ergo Nurpatria Kurniawan (2018) and Ismi Hardiyanti and Hayanuddin Syafri, which indicated a strong positive impact of work discipline on employee productivity in different organizational contexts. Nevertheless, the assessment of employee performance at the Agriculture Office yielded an average score of 4.192, indicating a satisfactory level of performance among employees. This finding supports the broader understanding that effective employee performance is crucial for organizational success, as highlighted by Darmawanty, Setianingsih, and Reskiputri (2024) and Prasetyo et al. (2021).

Verifying the findings through statistical analysis, the study confirmed a significant partial effect of the work environment on employee performance (t = 2.421, p = 0.018 < 0.05). This affirms that a conducive work environment positively influences employee performance, consistent with previous research by Junaidi Hasan and Syafri Fadillah Marpaung (2017) and Yuli Yantika et al. (2018). However, the analysis did not find a significant partial effect of work discipline on employee performance (t = -1.535, p = 0.129 > 0.05), contrasting with studies that emphasized the critical role of work discipline in enhancing employee productivity (Riski Eko Ardianto & Ergo Nurpatria Kurniawan, 2018; Ismi Hardiyanti & Hayanuddin Syafri).

In conclusion, these findings underscore the importance of fostering a supportive work environment to optimize employee performance at the Karawang Regency Agriculture Office. They provide valuable insights into how organizational contexts and practices can shape employee outcomes, offering practical implications for enhancing workplace effectiveness and efficiency.

4. Conclusion

Based on the research findings on the impact of work environment and work discipline on employee performance at the Karawang Regency Agriculture Office, the following conclusions can be drawn:

1. The work environment at the office is perceived as quite good, encompassing factors like safety, air quality, and interpersonal relationships, which are crucial for enhancing productivity and employee satisfaction.

2. Work discipline within the office is also viewed positively; however, the study did not find a significant partial effect of work discipline on employee performance.
3. Employee performance at the office is perceived as quite good, indicating effective performance management practices.

The study confirmed a significant partial effect of the work environment on employee performance, suggesting that improvements in workplace conditions can lead to better outcomes. Future research could explore additional variables such as organizational culture, commitment, motivation, and stress levels to gain deeper insights into their impact on employee behavior and organizational performance.

Recommendations include enhancing the work environment by improving safety measures, air quality, and interpersonal relationships. Additionally, efforts should focus on strengthening work discipline through initiatives that promote timeliness, willingness to follow directives, and efficient use of work time. These steps aim to create a more supportive and productive workplace conducive to improving employee performance.

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