



# THE INFLUENCE OF DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE OFFICE OF THE MINISTRY OF RELIGION, TANGERANG SELATAN

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## Abstract

This study aims to partially and simultaneously determine the effect of discipline and work environment on employee performance at the South Tangerang City Ministry of Religion Office. This study uses quantitative research methods and questionnaires as data collection tools. The sampling method utilized a saturated sampling approach, consisting of sixty-five individuals who worked at the Office of the Ministry of Religion of the City of South Tangerang. The data analysis technique used regression analysis, correlation coefficient analysis, coefficient of determination analysis, and hypothesis testing. The results of this study indicate that the variables of discipline and work environment partially affect the performance of employees at the Office of the Ministry of Religion of South Tangerang City. The variables of discipline and work environment impact employee performance at the South Tangerang City Ministry of Religion Office.

**Keywords:** Discipline, Work Environment, Performance

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## INTRODUCTION

As a government agency, the Office of the Ministry of Religion of South Tangerang City has regulations regarding discipline that must follow in its functions and roles. The disciplinary rules used by the Ministry of Religion refer to Government Regulation No. 53 of 2010 concerning Discipline for Civil Servants (PNS). The government regulation states that civil servant discipline is the ability of a civil servant to comply with obligations and avoid prohibitions stipulated in statutory rules and official regulations; if a civil servant disobeys and violates it, he will receive disciplinary sanctions.

Performance is a level of task execution that an employee, unit, or division can achieve through existing capabilities and with predetermined limits to achieve an institution's or organization's goals. Performance and quality of resources are values that must be applied to all employees so that they realize their duties as community services. The level of resources of a government agency can know through the performance of government officials. A government agency's service quality can measure by the extent of the activity and efficiency of the institution in serving the public or the community. According to Setiawan (2018: 5), employee performance results from employees' work performance in terms of quality and quantity based on work standards that corporate institutions have determined. Good performance is optimal performance, namely performance that is by the means of a company institution and supports the achievement of the institution.

The following information on the outcomes of performance reviews conducted at the Office of the Ministry of Religion of South Tangerang City over the past three years is present for your perusal to understand the outcomes of employee performances. Years:

Table 1

Results of the Employee Performance Assessment of the Office of the Ministry of Religion of the City of South Tangerang

No.	Indicator	Employee	Target (%)	Realization			Description
				2019	2020	2021	
1	Madrassa education	65	100%	83,92% (B)	78,90% (C)	72,39% (C)	From 2019 to 2021, there was a decline in performance from the Good to Fair category.
2	Islamic religious and religious education	65	100%	87,70% (B)	72,33% (C)	81,28% (B)	From 2019 to 2021, there will be a decrease and increase in the Good-Enough-Good category.
3	Organizing Hajj and Umrah	65	100%	85,91% (B)	69,52% (C)	62,48% (C)	From 2019 to 2021, there was a decline in performance from the Good to Fair category.
4	Guidance of the Islamic community	65	100%	73,83% (C)	72,39% (C)	67,46% (C)	From 2019 to 2021, employee performance will remain in the Adequate category.

Source: Personnel Data of the Office of the Ministry of Religion of South Tangerang City

Category Description:

Very Good = 100

Good = 80 – 99

Enough = 50 – 79.99

Less = ≤ 50

Based on Table 1 above, the authors conclude that the results of employee performance appraisal at the Office of the Ministry of Religion of South Tangerang City for the last three years from 2019 to 2021 refer to IKSS achievements (Strategic Target Performance Indicators). The comparison between actual performance (facts that exist) and the expected performance (target) needs to be revised. From the results of these data, it is evident that there is a decrease in employee performance; it can see a reduction in achievement in indicators of madrasah education and the implementation of Hajj and Umrah. Therefore, it is necessary to study empirically the factors that can affect employee performance at the Office of the Ministry of Religion of South Tangerang City.

Based on the above background, the authors are interested in conducting research titled "The Influence of Discipline and Work Environment on Employee Performance at the Office of the Ministry of Religion in South Tangerang City".

## **LITERATURE REVIEW AND HYPOTHESES**

### **Discipline**

Hasibuan (2018: 193) argues that discipline is the awareness and willingness of an employee to comply with all applicable company regulations and social norms. Meanwhile, according to Sutrisno (2018: 89), employee discipline is a person's behavior with rules and existing work procedures, or discipline is an attitude, behavior, and actions that comply with the organization's laws in writing or not in writing. According to Siswanto (2017: 356), discipline indicators are 1. Frequency of attendance, 2. Obedience to Work Standards, 3. Compliance with Work Regulations, 4. Work Ethics.

### **Work Environment**

Afandi (2018:71) defines the work environment as everything around employees who can provide a comfortable atmosphere or vice versa. The work environment is good if it can positively impact and provide a sense of comfort for employees. According to Nitisemito in Surajiyo et al. (2020: 51), the work environment is everything around employees and can influence them to carry out the assigned tasks. Afandi (2018:71) mentions several indicators of the work environment, namely as follows: 1. Workplace lighting, 2. Workplace windows, 3. Color layout, 4. Sound of music, 5. Air temperature.

### **Employee Performance**

Setiawan (2018: 8) defines performance as an achievement that contrasts between work and established standards. According to Mangkunegara (2018: 67), the term performance comes from the word Job Performance or Actual Performance, which means performance results from work performance or an employee's achievement.

According to Setiawan (2018: 8), to measure performance, the following indicators can use: 1.

Accuracy in Completion of Tasks, which is the management of time at work and the accuracy of employees in completing work, 2. Conformity of Working Hours, the willingness of employees to comply with company institution regulations relating to the timeliness of entering or leaving work and the number of attendances. 3. Attendance Level, the number the absence of employees in a company institution for a certain period. 4. Cooperation between employees is the ability to complete a predetermined task to achieve maximum usability and effectiveness. 5. Job Satisfaction, employees are satisfied with the type of work they are responsible for in the company.

## Hypotheses

H<sub>1</sub>. The effect of discipline is significant on employee performance.

H<sub>2</sub>. The effect of the Work Environment is significant on Employee Performance.

H<sub>3</sub> The effect of Discipline and Work Environment is significant on EmployeePerformance.

## METHOD

The type of research used in this study is quantitative. According to Gay., et al. (2017), quantitative analysis is collecting and analyzing numerical data to describe, explain, produce, or control various fascinating phenomena. The study carries out at the Office of the Ministry of Religion of South Tangerang City, located at Komp. BSD, Jl. Kencana Loka 2 Block F.40 Sector XII.5 Serpong, South Tangerang, Banten. The population and sample used were employees at the Office of the Ministry of Religion, South Tangerang, totaling 65 people. According to Sugiyono (2018: 224), data collection techniques are the first stage because obtaining data is the most important research goal. Data was collected using primary data and secondary data.

The Classical Assumption test in this study, along with the data analysis method, which included the use of validity and reliability tests, normality tests, multicollinearity tests, heteroscedasticity tests, autocorrelation tests, hypothesis tests, multiple regression tests, coefficient of determination tests.

## DISCUSSION

### Validity Test

The validity test carries out through a comparison between rcount and rtable at a significant level of 5% or 0.05. If r-count  $\geq$  r-table, then the statement item is declared valid.

Table 2 Validity Test

No.	Variable	Item	R Table	Validity	Description
1	Discipline	10	0,244	Valid	Rcount > R Table
2	Work Environment	10	0,244	Valid	Rcount > R Table
3	Employee Performance	10	0,244	Valid	Rcount > R Table

Source: SPSS Output Results 2023

From the summary table 2 data results from calculating the validity of the instrument on the Discipline variable, work environment, and employee performance (Y), it can see that the 10 statement items used as instruments on the Y variable can declare valid because the rcount value of each statement item is greater than the value r-table at a significant level of 5%, namely 0.244

### Reliability Test

Reliability will show how much measurement can produce stable results when repeated measures make on the same subject. A research variable is said to be reliable if it meets the criteria. If Cronbach Alpha  $\geq 0.60$ , it is declared trustworthy; if it is  $\leq 60$ , it is declared unreliable.

Table 3 Reliability Test

No.	Variable	Item	Cronbach Alpha	Reliability	Description
1	Discipline	10	0,811	Reliable	Cronbach Alpha > 0,60
2	Work Environment	10	0,808	Reliable	Cronbach Alpha > 0,60
3	Employee Performance	10	0,833	Reliable	Cronbach Alpha > 0,60

Source: SPSS Output Results 2023

Table 2 above shows that Cronbach's Alpha coefficient is  $\geq 0.60$ , so it can conclude that all instruments are reliable or can be trusted. It means that the questionnaire items on the performance variable (Y) with a total of 10 valid statement items can declare reliable or authorized as a means of collecting data in research so that they can use for the next stage of research.

### Normality Test

The normality test has the objective of testing whether, in the regression model, the dependent variable and independent variable have a normal distribution or not. The normality test in this study used the Kolmogorov-Smirnov Test by comparing the significant value of 0.05 with the following provisions:

- a. If significance  $\geq 0.05$ , then the data is declared normal.
- b. If significance  $\leq 0.05$ , then the data is declared abnormal

Table 4 Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		65
Normal Parameters <sup>b</sup>	Mean	.0000000
	Std.	3.15705279

		Deviation	
Most Extreme Differences	Absolute		.079
	Positive		.068
	Negative		-.079
Test Statistic			.079
Asymp. Sig. (2-tailed)			.200 <sup>c,d</sup>
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			

Source: SPSS Output Results 2023

From Table 4 above, the results of the normality test with the Kolmogorov-Smirnov method have a matter of 0.200 greater than 0.05, and it can say that the residual values usually distribute.

### Multicollinearity Test

To detect the presence or absence of multicollinearity in the regression model, look at VIF (Variance Inflation Factor) and tolerance. Regression is free from multicollinearity problems if the VIF value  $\leq 10.00$  and the tolerance value  $\geq 0.10$ . VIF and tolerance test results from the regression model can see in the table below

Table 5 Multicollinearity Test

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.042	2.047		1.486	.142		
	Discipline	.616	.102	.590	6.051	.000	.502	1.992
	Work Environment	.322	.101	.311	3.188	.002	.502	1.992

a. Dependent Variable: Employee Performance

Source: SPSS Output Results 2023

Based on Table 5, you can see the results of calculating the tolerance value for each variable, namely discipline at 0.502 and work environment at 0.502. It shows that no independent variable has a tolerance value  $\leq 0.10$ , so it can conclude that there is no multicollinearity from the tolerance

assessment in the regression model. The VIF value calculation shows a discipline VIF value of 1,992 and a work environment VIF value of 1,992. It shows that no independent variable has a VIF value  $\geq 10.00$ , so it can conclude that there is no multicollinearity between the independent variables in the regression model.

### Autocorrelation Test

The autocorrelation test aims to determine whether or not there is a correlation deviation between sample members. To determine the presence of autocorrelation, the Durbin-Watson test (DW Test) carries out by comparing the Durbin-Watson values with criteria or guidelines in interpretation. The requirements for the Durbin Watson test guidelines (DW Test), which are the reference, are as follows:

Table 6 Autocorrelation Test

<b>Model Summary<sup>b</sup></b>					
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Durbin-Watson
1	.839 <sup>a</sup>	.704	.694	3.20757	1.907
a. Predictors: (Constant), Discipline, Work Environment					
b. Dependent Variable: Employee Performance					

Source: SPSS Output Results 2023

Based on the test results in the table above, this regression model has no autocorrelation. The Durbin-Watson value of 1.907 is in the interval of 1.550 – 2.460.

### Heteroscedasticity Test

One way to detect heteroscedasticity is with the Glesjer test, where the test results can see whether, in the regression model, there is an inequality of variance from one residual observation to another. The conditions for the occurrence and absence of heteroscedasticity disorders are as follows:

- a. If the independent variable (X) has a significance value of  $\leq 0.05$ , there is a heteroscedasticity disorder.
- b. There is no heteroscedasticity disorder if the independent variable (X) has a significance value  $\geq 0.05$ .

Table 6 Heteroscedasticity Test

<b>Coefficients<sup>a</sup></b>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.822	1.282		2.980	.004

	Discipline	-.100	.064	-.275	-1.565	.123
	Work Environment	.056	.063	.157	.892	.376
a. Dependent Variable: Employee Performance						

Source: SPSS Output Results 2023

Based on Table 6 above, it can see that the significance value of all independent variables is more significant than 0.05, which is indicated by the significance value of the discipline of 0.123 and the work environment of 0.376. So there is no heteroscedasticity in the regression model.

### Multiple Regression Tests

The multiple linear regression test aims to know how much influence two or more independent variables (X) simultaneously have on one dependent variable (Y). The dependent variable (Y) in this study is performance, while the independent variables are discipline (X1) and work environment (Y). The following are the results of the multiple linear regression test of the variables studied using SPSS version 25.0:

Table 6 Multiple Regression Tests

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.042	2.047		1.486	.142
	Discipline	.616	.102	.590	6.051	.000
	Work Environment	.322	.101	.311	3.188	.002
a. Dependent Variable: Employee Performance						

Source: SPSS Output Results 2023

The results of data processing in Table 4.20 above obtained  $a = 3.042$ ,  $\beta_{1x1} = 0.616$ , and  $\beta_{2x2} = 0.322$ , so the multiple linear regression equation models can formulate as follows:  $Y = a + \beta_1 X_1 + \beta_2 X_2$   $Y = 3.042 + 0.616X_1 - 0.322X_2$  From the multiple linear regression equation, the interpretation that can explain is as follows:

- The constant coefficient of 3,042 means that if the variables of discipline (X1) and work environment (X2) are 0 (zero). Then the value of employee performance is 3,042, assuming the variables affecting employee performance are considered fixed.
- The disciplinary regression coefficient (X1) has a value of 0.616, meaning that if the other independent variables have a fixed value and discipline (X1) increases by 1%, then employee performance (Y) will increase by 0.616. The coefficient is positive, meaning there is a positive relationship between discipline and employee performance, the higher the discipline, the higher the employee's performance.

c. The work environment regression coefficient (X2) is 0.322, meaning that if the other independent variables have a fixed value and the work environment (X2) increases by 1%, employee performance (Y) will increase by 0.322. The coefficient is positive, meaning there is a positive relationship between the work environment and employee performance; the higher the work environment, the higher the employee performance.

### Hypothesis Uji Tests

The t-test to prove the significant effect of the independent variables on the dependent variable.  $H_a$  accepts if the significance value  $\leq 0.05$  or  $t_{count} \geq t_{table}$ . And vice versa, if the significance value  $\geq 0.05$  or  $t_{count} \leq t_{table}$ , then  $H_0$  is accepted. Based on  $dk$  (degrees of freedom) =  $n-k-1 = 65-3-1 = 61$ , we get a  $t_{table}$  of 1,999 and for a significance level = 5%.

Testing the hypothesis of motivation variables (X1) and work environment (X2) on employee performance (Y) is carried out by the t-test (partial test). This study used a significance criterion of 5% (0.05) by comparing the value of  $t_{count}$  with the  $t_{table}$  as follows.

Table 7 Hypothesis Test Results (t-test)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.042	2.047		1.486	.142
	Discipline	.616	.102	.590	6.051	.000
	Work Environment	.322	.101	.311	3.188	.002

Source: SPSS Output Results 2023

It can infer from Table 7 that  $H_{a1}$  is accepted and  $H_{o1}$  rejects because the significance values for the influence of X1 on Y are 0.000 0.05 and  $t_{count}$  is 6.051  $t_{table}$  1.999, respectively. Indicates that the disciplinary variable positively and significantly impacts employee performance at the Office of the Ministry of Religion of South Tangerang City. And the impact of the workplace (X2) on workers' performance (Y)

It can deduce from Table 7 that  $H_{a2}$  accepts and  $H_{o2}$  rejects because the work environment variable has a positive and significant impact on employee performance at the Office of the Ministry of Religion of Tangerang City South. The significance values for the effect of X2 on Y are 0.002 0.05, and the  $t_{count}$  value is 3.188  $t_{table}$  1.999.

Table 8 Hypothesis Test Results (Anova test)

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1516.502	2	758.251	73.699	.000 <sup>b</sup>
	Residual	637.887	62	10.288		
	Total	2154.389	64			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Environment, Discipline						

Source: SPSS Output Results 2023

Based on Table 8, it can see that the significant value is  $0.000 \leq 0.05$  and Fcount is  $73.699 \geq$  Ftable is 2.75, so it can conclude that Ha3 can be accepted and Ho3 rejects, meaning that there is a significant influence between disciplinary and work environment variables on employee performance simultaneously.

### Determination Coefficient Test

Analysis of the coefficient of determination in this study aims to determine how much the independent variable contributes to the dependent variable in (%). The following are the results of the coefficient of determination test to test how much influence discipline and work environment have on the performance of employees of the South Tangerang City Ministry of Religion Office using SPSS IBM version 25.0:

Table 9 Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error in the Estimate
1	.839 <sup>a</sup>	.704	.694	3.20757
a. Predictors: (Constant), Work Environment, Discipline				

Source: SPSS Output Results 2023

Based on the output results above, it can see that the R square value is 0.704; this implies that the variables X1 and variable X2 simultaneously influence or contribute to the Y variable by 70.4%, and the remaining 29.6% influence by other factors that have not examined affecting the variable performance (Y).

### CONCLUSION

This study aims to determine the effect of discipline and the work environment on employee performance at the Office of the Ministry of Religion of South Tangerang City. The proposed

formulation of the problem base on the data analysis carried out and the discussion put forward. So it can be concluded as follows:

1. Discipline affects the performance of employees at the Office of the Ministry of Religion of South Tangerang City.
2. The work environment influences employee performance at the Office of the Ministry of Religion of South Tangerang City.
3. Discipline and work environment influence employee performance at the Office of the Ministry of Religion of South Tangerang City.

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