

Analysis Of The Influence Of Work Environment, Work Discipline And Work Facilities On The Performance Of Asn Employees In The Department Of Industry, Trade, Energy, And Mineral Resources Of North Sumatra Province

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ABSTRACT

The results of this study aim to know and analyze the influence of work environment, work discipline, and work facilities on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources. This study uses a quantitative approach. The sample in the study was 72 ASN employees with random sampling techniques. The results of this study show that the work environment partially has a positive and significant effect on employee performance with a tcal value of $4.839 > t_{table} 1.995$ and a significant value of $0.00 < 0.05$. Work Discipline partially has a positive and significant effect on employee performance with a tcal value of $5.998 > t_{table} 1.995$ and significant values $0.00 < 0.05$. Work Facilities did not have a positive and significant effect on employee performance with a tcount value of $0.045 < t_{table} 1.995$ and a significant value of $0.964 > 0.05$. Work Environment, Work Discipline, and Work Facilities simultaneously have an influence on the Performance of ASN Employees of the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province with a value of $F_{cal} 103.893 > F_{table} 2.73$ and a significant value of $0.00 < 0.05$.

Keywords:

work environment, work discipline, work facilities, employee performance.

INTRODUCTION

Employees are one of the important organizational elements both in government and private institutions because their function greatly determines



the achievement of the vision and mission set. Employees greatly determine the success in carrying out institutional functions. Human resources are very important for an organization to manage, organize and utilize employees in order to function effectively and achieve organizational goals. Human Resources will work optimally if the organization is effective in managing human resources. Usually, human resource development will enhance employee performance so that the quality of work is also higher and leads to the realization of the organization's goals. Human resources are important assets and are the main driving force in the implementation of all organizational activities, so they must be managed properly through Human Resource Management (HR) Yohny, A (2018)

One of the indicators of human resources that have a competitive advantage is measured by the level of performance achieved by employees. Institutions or bodies that have qualified employees can certainly be an important factor in achieving the expected performance. Employee performance has a very important role in achieving organizational success (Wahyono, T. et al., 2023).

According to Afandi (2021), performance is the willingness of a person or group of people to carry out or improve activities in accordance with their responsibilities with expected results. Therefore, optimal performance is based not only on productivity and efficiency, but also on integrity and social responsibility at every step taken to achieve organizational goals. Organizations are expected to pay attention to various factors that can affect employee performance (Anwar, Y et al., 2024)

One of the other things that affects employee performance is the level of work discipline. Discipline is a person's awareness and willingness to comply with all applicable social rules and norms. Discipline is indeed necessary because it affects work effectiveness and efficiency in achieving organizational goals. Discipline is more accurately defined as attitudes, behaviors. Good discipline reflects how much responsibility a person has. The company's efforts to improve employee discipline are by providing punishment as a sanction for violating the regulations that have been set (Wahyono, T. et al., 2023).

According to Hasibuan (2018), discipline is the awareness and willingness of a person to obey company regulations and applicable social



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norms. Meanwhile, according to Sinambela (2018) Work discipline is a person's ability to work regularly, diligently continuously and work in accordance with the applicable rules and not violate the rules that have been set.

In addition to the work environment, work discipline, work facilities are interpreted as one of the factors that support the work of an employee in carrying out the tasks given by a company. According to Rifai (2019) Everything used by employees in the implementation of their duties that are able to provide convenience and facilitate the implementation of the employee's work is referred to as work facilities". Work facilities are physical facilities to support company activities, which are used for normal company activities, have a relatively fixed lifespan and provide benefits in the future.

The following is the data obtained regarding the performance achievement targets at the North Sumatra Provincial Department of Industry, Trade, Energy, and Mineral Resources in 2022-2024 as follows:

Job Realization Assessment Criteria

It	The Value of Work Realization	Employment relationship assessment criteria
1	$91 \leq 100$	Very
2	$76 \leq 90$	Tall
3	$66 \leq 75$	Keep
4	$51 \leq 65$	Low
5	≤ 50	Very Low

Source: Department of Industry, Trade, Energy, and Mineral Resources of North Sumatra Province

Target Data and Performance Achievements of the North Sumatra Province Industry, Trade, Energy, and Mineral Resources Office

It	Year	Performance Targets	Realization Target	Percent Realization
1	2022	RP. 988.747.000	RP. 784.971.338	79.39%
2	2023	RP. 1.080.000.000	RP. 899.112.500	83.25%
3	2024	RP. 1.586.550.000	RP. 1.388.368.000	87.51%



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Based on the table above, there are still targets that have not been achieved from 2022, although the targets set are still not fully achieved, these achievements show that there are maximum efforts made in working on larger targets. From year to year, the realization of performance is getting closer to the target that has been set, which reflects the learning process and strategy adjustment so that the desired results can be achieved better. To improve the performance that occurs every year, it is necessary to pay attention to a supportive work environment, good discipline and adequate facilities to encourage employees to work more efficiently and productively.

LITERATURE REVIEW

Performance

Employee performance is important in the company because it can help the company's development well. According to Afandi (2021), performance is the willingness of a person or group of people to carry out or improve activities in accordance with their responsibilities with expected results. According to Kasmir (2018) said that, "Performance is the work results and work behavior that have been achieved in completing the tasks and responsibilities given in a certain period". Performance refers to the ability, skills, and work results of employees in carrying out their duties and responsibilities at work. Meanwhile, according to Mangkunegara (2019) stated that, "Performance is the result of work that is assessed from the quantity and quality achieved by employees in the implementation of tasks based on responsibility the answer charged to him". Employee performance is the result of work and behavior which is reflected in the ability, skills, and efforts of employees in completing the tasks and responsibilities given.

Work Environment

The work environment is one of the important factors in creating good



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or bad employee performance. Sedarmayanti (2019) defines the work environment as the entire material that is faced, the surrounding environment in which a person works, his work methods, and his work arrangements as an individual or as a group. According to Enny (2019) The work environment is everything around the workplace of workers/employees that can affect employee job satisfaction in carrying out their work. A conducive work environment will provide a sense of security and allow employees to develop to work optimally, the work environment factor also affects the mood of employees they will feel comfortable at work so that working time will be more productive. Meanwhile, according to Afandi (2018), the benefits of the workplace environment can generate work morale resulting in the benefits of the workplace environment, which increases work productivity and increases cooperation with others who are motivated to complete tasks on time. A conducive work environment can bring positive changes to the work environment, a supportive work atmosphere.

Work Discipline

Work discipline is the awareness and willingness of employees to comply with the rules, regulations, and rules that exist in the work environment. Agustini (2019) argues that work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee steadfastness in achieve the goals of the company/organization. Discipline in the workplace is important to respect company rules and decisions, as well as reflect employee responsibility and obedience. Employees who often violate or ignore company regulations are employees who lack compliance in carrying out their duties at work. According to (Anwar, Y et al., 2023) Discipline encourages performance or discipline is an important means of achieving performance. Employees who are subject to the company's regulations and regulations describe the existence of good discipline, Hamali (2018). Discipline is a person's behavior that is in accordance with existing rules and work procedures or discipline is attitudes, behaviors, and deeds that are in accordance with the regulations of the organization, both written and unwritten, Sutrisno (2019). Discipline needs to be maintained firmly in an organization. In this case, the organization will find



it difficult to achieve its goals without being supported by a good level of work discipline from its employees. So, discipline is the key to the success of an organization in achieving its goals Sinambela (2019).

Work facilities

Work facilities are very important in supporting the performance of a company's employees because good work facilities and appropriate tools will support employee performance more effectively and efficiently (Jufrizen, 2021). Work facilities must be provided by the company, both those provided directly by the facilities and supporting facilities. In addition to work facilities that support work, there are also other facilities that are no less important are the availability of places of worship, rest rooms, canteens or places to eat, health facilities, etc. The provision of facilities is a form of the company's concern for employees in order to be able to support performance (Sabri and Susanti, 2021). Meanwhile, according to Robbins (2018), work facilities are a form of service for agencies to employees in order to support performance in meeting employee needs, so that they can improve employee performance. The presence of work facilities plays a very important role in supporting employee performance in a company. Adequate facilities that are in accordance with the needs of employees, both directly related to work and supportive, can improve work performance effectively and efficiently. With good facilities, the company not only improves performance, but also shows attention to the needs of employees. This will ultimately help improve overall performance.

RESEARCH METHODS

The research used in this study is a quantitative approach. According to Sugiyono (2019), the quantitative research method is a research method based on the philosophy of positivism, used to research on a specific population or sample, data collection using research, quantitative data analysis, with the aim of testing predetermined hypotheses.

This study uses primary data by distributing questionnaires through google forms by sharing written questions with respondents. And the sukender data, that is, all data was obtained through documentation studies



and other relevant data in this study. The data collection techniques in this study are through interviews, observations and questionnaires.

The population in this study is all civil servants of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources as many as 260 employees. The samples were taken using the slovin formula as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{260}{1 + 260 (0,1)^2}$$

$$n = \frac{260}{3.6}$$

$$n = 72$$

Information:

n = Sample size n = Population size

Based on the slovin formula above, the sample in this study amounted to 72 people with a sampling procedure using the random sampling technique, namely all members of the population got the same opportunity to be randomly selected as a sample.

RESULTS AND DISCUSSION

Validity Test



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Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	69.72	40.598	.467	.907
X1.2	69.50	37.944	.699	.901
X1.3	69.63	38.745	.603	.904
X1.4	69.60	39.061	.547	.905
X1.5	69.47	38.929	.643	.903
X2.1	69.39	38.438	.749	.900
X2.2	69.50	37.944	.699	.901
X2.3	69.47	39.267	.592	.904
X2.4	69.54	40.167	.446	.908
X3.1	69.39	38.438	.749	.900
X3.2	69.49	38.225	.426	.913
X3.3	69.78	38.598	.422	.912
Y1	69.46	39.153	.606	.904
Y2	69.72	40.598	.467	.907
Y3	69.50	37.944	.699	.901
Y4	69.57	39.094	.585	.904
Y5	69.50	37.887	.739	.900

Source: SPSS Data Processing Results (2025)

Based on the results of the validity test above, which can be seen in the Corrected Item-Total Correlation (CITC) column, all items in the research instrument show a correlation value of ≥ 0.3 , which is the minimum limit to



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declare an item valid.

Reality Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.909	17

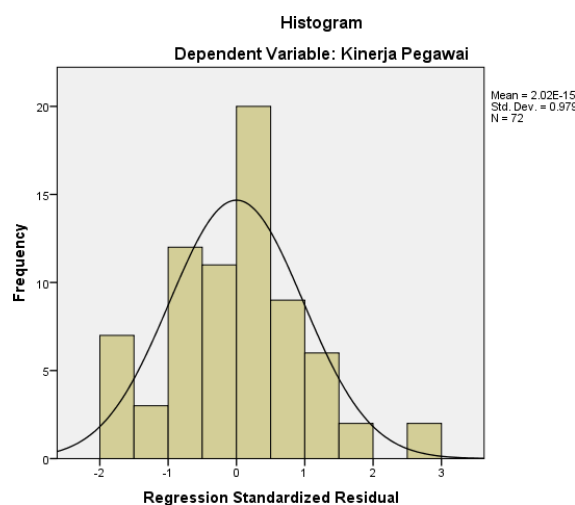
Source: SPSS Data Processing Results (2025)

Based on the reliability test above, if Cronbach's alpha value $\alpha > 0.60$, then the questions/statements included in the questionnaire are declared credible or realistic. Cronbach's Alpha value of 0.909 with a total of 17 items shows that the research instrument has a very high level of reliability.

Classic Assumption Test Normality Test

To determine whether the distribution of data is normal, a histogram analysis test is also used. If the histogram graph is bell-shaped, the distribution of the data is considered normal. The results of histogram analysis are as follows:

Histogram

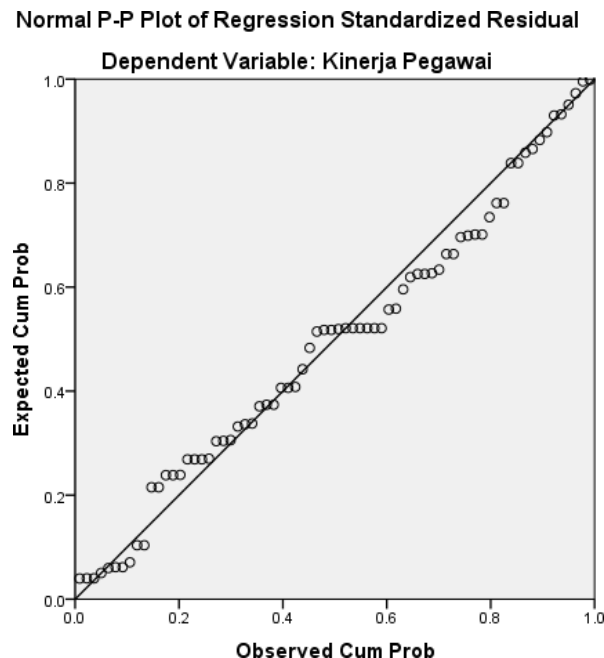


Based on the visualization in the figure above, the distribution of the data



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does not show a slope to one side and has a histogram shape that is close to the normal curve.



The normal probability plot in the figure above shows the data points that tend to follow the diagonal line. This indicates that the distribution of the data is close to the normal distribution, consistent with the results of the normality test.

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		72
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.86304250
Most Extreme Differences	Absolute	.087
	Positive	.087



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	Negative	-.071
Test Statistic		.087
Asymp. Sig. (2-tailed)		.200 ^{c,d}
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 Data Processing Results (2025)

Based on the results of the Kolmogorov-Smirnov normality test in the table above, the Asymp value was obtained. Sig. (2-tailed) by 0.200. In the normality test, if the value of Asymp. Sig. > 0.05, then the data is considered normally distributed, because of the Asymp value. Sig. (0.200) > 0.05, it can be concluded that the residual data in this study is normally distributed

Multicollinearity Test

Coefficients ^a								
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.909	1.184		.768	.445		
	WORK ENVIRONMENT	.422	.087	.420	4.831	.000	.348	2.870
	WORK DISCIPLINE	.665	.111	.537	5.998	.000	.329	3.039



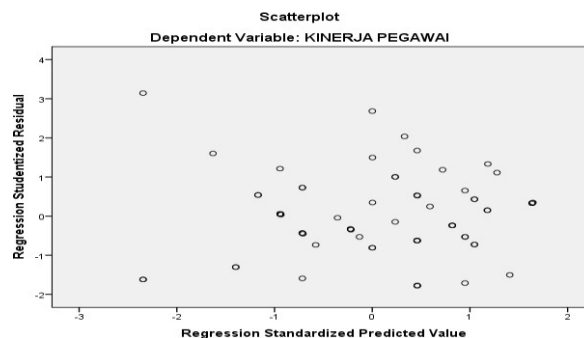
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WORK FACILI TIES	-0.004	.079	-.003	- .045	.964	.597	1.674
a. Dependent Variable: EMPLOYEE PERFORMANCE							

Source: SPSS Data Processing Results (2025)

Based on the Multicollinearity test, the Tolerance value for each independent variable, namely work environment, work discipline, and work facilities, all > out of 0.1, which shows that there is no problem of high multicollinearity. In addition, the Variance Inflation Factor (VIF) values for the variables of work environment, work discipline, and work facilities also < from the threshold number of 10, which further confirms that there is no strong indication of multicollinearity

Heteroscedasticity Test



Based on the results of the Scatterplot heteroscedasticity test above, it can be concluded that Ho: There are no symptoms of heteroscedasticity if there is no clear pattern, such as dots spreading above and below the number 0 on the Y axis.

Multiple Linear Regression

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.909	1.184		.768	.445
	WORK ENVIRONMENT	.422	.087	.420	4.831	.000
	WORK DISCIPLINE	.665	.111	.537	5.998	.000
	WORK FACILITIES	-.004	.079	-.003	-.045	.964
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: SPSS Data Processing Results (2025)

$$Y = 909 + 0.422X_1 + 0.665X_2 - 0.004$$

Based on the results of the multiple linear regression test contained in the table above, the explanation equation for the above regression equation is as follows:

1. The Work Environment Variable (X_1) has a regression coefficient of 0.422 with a significance value of 0.000. This shows that the Work Environment has a positive and significant influence on Employee Performance,



because the significance value is less than 0.05. This means that the better the work environment, the higher the performance of employees.

2. The Work Discipline Variable (X_2) has a regression coefficient of 0.665 with a significance value of 0.000. This shows that Work Discipline also has a positive and significant influence on Employee Performance, because the significance value is less than 0.05. This means that the higher the work discipline, the better the employee's performance.
3. The Work Facility variable (X_3) has a regression coefficient of -0.004 with a value of significance of 0.964. This shows that Work Facilities do not have a significant influence on Employee Performance, because the significance value is greater than 0.05. Although work facilities have a negative coefficient, because they are insignificant, their effect on employee performance is considered irrelevant in this model

Simultaneous Test (Test F)

ANOVAa						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	242.394	3	80.798	103.893	.000
	Residual	52.884	68	.778		
	Total	295.278	71			
a. Dependent Variable: EMPLOYEE PERFORMANCE						
b. Predictors: (Constant), WORK FACILITIES, WORK ENVIRONMENT, WORK DISCIPLINE						

Source: SPSS Data Processing Results (2025)

Based on the results of the Partial Test (F-Test) shown in the table above, it can be seen that F_{cal} is $103,893 > F_{table} 2.73$ and the significant value is $0.00 < 0.05$. Coupled with a Sig. value of 0.000, which is much smaller than

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0.05, this indicates that these independent variables together have a significant effect on Employee Performance.

Partial Test (Test T)

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.909	1.184		.768	.445
	WORK ENVIRONMENT	.422	.087	.420	4.831	.000
	WORK DISCIPLINE	.665	.111	.537	5.998	.000
	WORK FACILITIES	-.004	.079	-.003	-.045	.964
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: SPSS Data Processing Results (2025)

1. The influence of the work environment (X1) on employee performance

The results of the analysis showed that with a tcal value of 4.839 > ttable 1.995 and a significant value of 0.00 < 0.05, Ha was accepted and H0 was rejected which stated that the work environment partially had a positive and significant effect on employee performance

2. The effect of work discipline (X2) on employee performance

The results of the analysis show that with a tcal value of 5.998 > ttable 1.995 and a significant value of 0.00 < 0.05. then Ha is accepted and H0 is rejected which states that work discipline partially has a positive and significant effect on employee performance



3. The effect of work facilities (X3) on employee performance

The results of the analysis show that with a tcal value of $0.045 < t_{table} 1.995$ and a significant value of $0.964 > 0.05$, H_0 is accepted and H_a is rejected which states that work facilities have no significant effect on employee performance.

Coefficient of Determination (R^2)

Model Summary ^b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.906 a	.821	.813	.882
a. Predictors: (Constant), WORK FACILITIES, WORK ENVIRONMENT, WORK DISCIPLINE				
b. Dependent Variable: EMPLOYEE PERFORMANCE				

Source: SPSS Data Processing Results (2025)

The resulting adjusted R Square value is 0.813 or 81.3% which indicates that employee performance can be obtained and explained by the work environment, work discipline and work facilities while the remaining 18.7% can be explained by other factors that are not discussed in this study.

Conclusion

Based on the results of the above discussion, it is concluded that:

1. The work environment partially had a positive and significant effect on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources, with a calculated value of $4,839 > a_{ttable} \text{ of } 1,995$ and a significant value of $0.00 < 0.05$.
2. Work Discipline partially had a positive and significant effect on the



performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources, with a calculated value of $5.998 > a$ table of 1.995 and a significant value of $0.00 < 0.05$.

3. Work facilities did not have a positive and significant effect on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources, with a calculated value of $0.045 < a$ table of 1.995 and a significant value of $0.964 > 0.05$.
4. Work Environment, Work Discipline, and Work Facilities simultaneously have an influence on Employee Performance, with a value of $103,893 > F_{table} 2.73$ and a significant value of $0.00 < 0.05$.

Suggestion

Based on the results of the discussion and conclusions stated above, the following suggestions can be described:

1. It is suggested that the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province needs to pay attention to the work environment factor to improve employee performance, both through improving facilities, comfort, and positive social interaction in the workplace.
2. It is suggested that the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province needs to implement policies that support the improvement of work discipline, such as a reward and punishment system, effective supervision, and creating a work culture that encourages discipline. Thus, the organization can ensure that employee performance remains optimal and in accordance with the goals that have been set.
3. It is recommended that the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources needs to continue to ensure that the available facilities support comfort and efficiency in work. Good facilities, such as comfortable workspaces, adequate equipment, and supporting technology, can still have a positive impact in the long term on job satisfaction and employee well-being.
4. It is recommended that the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province needs to pay attention to the work environment such as lighting, air temperature, noise, the use of colors and



relationships between employees, in order to improve performance and comfort in the workplace, then work discipline is also considered to always come and go home on time, work according to the specified hours, follow the instructions of the boss and responsibility for work, In order to improve performance and better discipline in the work environment, then work facilities also need to be considered that the workspace and equipment provided must be adequate to improve performance and support the smooth running of employees' duties.

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