Analysis Of Work Motivation, Work Environment And Work Discipline On The Performance Of PTPN III Bandar Selamat, Asahan District, Security Section

Abdi Setiawan, Teguh Wahyono, Afifah Rizky Naibaho

Department of Management, Panca Budi Development University, Medan, North Sumatra, Indonesia

(email: abdisetiawan@dosen.pancabudi.ac.id)

Abstract

This study investigates the impact of performance-related factors, namely work motivation, work environment, and work discipline, on the performance of employees in the Security Section of PTPN III Bandar Selamat, Asahan District. Utilizing a quantitative approach and employing multiple linear regression analysis with SPSS program version 20.0, the study involved 46 respondents from the target population. The findings reveal that work motivation significantly influences the performance of PTPN III Bandar Selamat employees in the Asahan District Security Section (tcount=2.600, p=0.013), affirming a positive correlation. Similarly, the work environment demonstrates a significant positive effect on employee performance (tcount=2.069, p=0.045), indicating that a conducive work environment contributes to enhanced performance. On the other hand, work discipline is found to be insignificant in influencing employee performance (tcount=0.550, p=0.585), suggesting that adherence to work discipline does not significantly impact performance. When considering these factors collectively, the study establishes that work motivation, work environment, and work discipline jointly exert a positive and significant influence on employee performance (Fcalculate=28.944, sig. 0.000). This indicates that the combined impact of these factors is more substantial than their individual effects. In summary, the study underscores the importance of fostering work motivation and maintaining a positive work environment to enhance employee performance. While work discipline alone may not significantly impact performance, a comprehensive approach considering all three factors can contribute to a more effective and productive workforce in the Security Section of PTPN III Bandar Selamat, Asahan District.

Keywords:
Work Motivation, Work Environment, Work Discipline, Performance

Introduction

Palm oil in Indonesia is a prima donna commodity, its area continues to grow and is not only a monopoly of large state plantations or large private plantations. Currently, community plantations have developed rapidly. Moreover, it is estimated that the demand for palm oil products to meet the needs of the community is very high and is able to provide abundant employment for labor, both directly and indirectly.

Bandar Selamat Plantation is one of the Nusantara III Plantations of State-Owned Enterprises which is included in part of the working area of Asahan District and the oil palm produced by Bandar Selamat plantation is one of the best results where growth soars more than targeted. Bandar Selamat plantation consists of 6 afdeling with the number of employees = 268 executive employees + leadership employees + Papam = 10 people. The total number of employees in February 2022 = 278 people and the total land area is 3,651.40. Ha.

In general, the security situation of Bandar Selamat Plantation is still conducive, but there are still security problems that need attention including loss of production, cultivation, HGU areas and other criminal acts, with the above security problems found, in that case security activities are increased in a coordinated, integrated and integrated manner. Therefore, human resources have 1 very important role because considering that the results of PT. Bandar Selamat Plantation is for State Foreign Exchange and employee welfare, so Security activities are very important to be able to correct how far the security system is running.

Performance is a concrete work result that can be observed and measured within a certain time span. Performance is the success of an employee in carrying out the duties assigned to him. Good performance in employees can be seen from the ability of an employee to understand and complete the tasks given to him so that in working he gets optimal results that can provide target achievement in accordance with the goals of the organization. According to Kasmir (2016) said performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period. In carrying out their work, employees produce something called performance. Wibowo (2009: 4), stated "performance is the implementation of the plan that has been prepared. Performance implementation is carried out by human resources who have the ability,

competence, motivation and interests." Increasing individual performance is also likely to improve company performance (corporate performance) because the two have a close relationship.

The pre-survey results showed that there were 10 employees (55%) who agreed and disagreed that relationships between individuals create a comfortable atmosphere to produce better work activities, 8 employees (40%) who agreed Performance can be done by looking at the quantity produced by a person But 12 employees (60%) who disagree, and 9 employees (45%) who agree that employees are able to complete every job given by their superiors and 11 employees (55%) who disagree. This shows that there is indeed a problem regarding the performance of PTPN III Pekerbunan Bandar Selamat Security Section employees.

One of the Factors that Affect Employee Performance is Work Motivation. According to Edison, et al (2017) motivation is a need or reason that drives and raises power in directing one's behavior to do something for a certain purpose. Meanwhile, Wijayanto & Dotulog (2017) argue that work motivation is the result of a process that is internal and external to individuals that fosters enthusiasm behavior and consistency in terms of carrying out certain activities.

Motivation is formed from the attitude of employees in dealing with work situations in the company (situation). In addition, Hamali, (2018) states that motivation is a psychological state that encourages, activates, or moves, directs or channels a person's behavior, attitudes and actions that are always associated with achieving goals.

Literature Review

Performance

Performance comes from the word job performance or actual performance which means work performance or actual achievement achieved by someone. Performance is a word in the Indonesian of the root word "Work" which translates words from foreign languages, can also mean the result of work. Performance is the result of work achieved by a person or group of people in an organization or group of people in an organization or company in quality

and quantity in a certain period that reflects how well a person or group meets the requirements of a job in an effort to achieve organizational or company goals. According to Mangkunegara (2017) explained, performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Afandi (2018), performance is the result of work that can be achieved by a person or group in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals legally, does not violate the law and does not conflict with morals / ethics.

According to Kasmir (2016) said performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period. Increasing individual performance is also likely to improve company performance (corporate performance) because the two have a close relationship. Meanwhile, according to Robbin (2016), defining performance is a result achieved by employees in their work according to certain criteria that apply to a job.

From some of the opinions above, it can be concluded that performance is the result of work in quality and quantity that can be achieved by an employee in carrying out his main duties and functions as an employee in accordance with the responsibilities charged or given to him.

Work Motivation

Work motivation is a psychological drive that can direct the behavior of a person or group in achieving a predetermined goal (Susila, 2019). Meanwhile, Wijayanto & Dotulog (2017) argue that work motivation is the result of a process that is internal and external to individuals that fosters enthusiasm behavior and consistency in terms of carrying out certain activities.

Motivation is formed from the attitude of employees in dealing with work situations in the company (situation). And Edison, et al (2017) also suggest the notion of motivation is a need or reason that drives and causes strength in directing one's behavior to do something for a certain purpose. In addition, Hamali, (2018) mentions that motivation as a psychiatric state that encourages, activates,

or moving, directing or channeling a person's behavior, attitudes and actions that are always associated with achieving goals.

Based on the opinions of the experts above, the conclusion that can be drawn in this study is that motivation is a need or reason that encourages and causes strength in directing one's behavior to do something for a certain purpose.

Work Environment

The work environment is the physical, social, and psychological life within a company that affects employee performance and productivity. Some experts describe the work environment as everything that surrounds employees and that influences them in working and performing tasks.

 The work environment according to Afandi (2018) is something that exists in the environment of workers that can affect them in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and whether or not work equipment is adequate. The work environment can be interpreted as the entire tool faced, the surrounding environment where a worker, his work method, as an influence of his work as an individual or as a group.

According to Sedarmayanti (2017), the work environment is a place for a number of groups where there are several supporting facilities to achieve company goals in accordance with the company's vision and mission. Heizer and Render (2015) describe the work environment in which employees work can affect the performance, safety and quality of their work life.

Work Discipline

According to Kasmir (2016) stated "Discipline is a management activity to carry out organizational standards". Discipline is an employee's effort to carry out their work activities seriously. Work discipline in this case can be in the form of time, for example, entering work is always on time. Then discipline in doing what is told to him according to the orders that must be done. Disciplined employees will affect performance. Of the several factors that affect employee performance above, researchers only raise two factors that have been

adjusted to the state of the object of research, namely work discipline factors, and the work environment. According to Hasibuan (2017) suggests that work discipline is a person's awareness and willingness to comply with all applicable company regulations and social norms.

According to Sutrisno (2016) defines "discipline as a force that develops in the body of employees and causes employees to adjust voluntarily to decisions, regulations, and high values of work and behavior".

Meanwhile, according to Veithzal Rivai Zainal (2017) suggests that: "work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase awareness and willingness of someone to obey all rules. From some of the opinions above, it can be concluded that discipline is a feeling of obedience and obedience to the values that are believed to be his responsibility.

Methods

This research uses a quantitative approach where the quantitative approach is an approach in the process, hypothesis, going to the field, data analysis and data conclusions until writing using aspects of measurement, calculation, formula and certainty of numerical data. With quantitative research methods, the significance of the relationship between the variables studied will be obtained. Therefore, researchers use this research method to test the relationship between the variables to be studied and can solve existing problems.

The author's purpose is to use a quantitative method research approach in order to describe and analyze the effect of Work Motivation (X1), Work Environment (X2), and Work Discipline (X3), on the Performance (Y) of PTPN III Bandar Selamat Employees, Asahan District, Security Section.

Population and Sample/ Data Type and Data Source

Manullang and Pakpahan (2014: 67), explain that population is a group of research elements, where elements are the smallest units that are the source of the required data. In this study, the population was PTPN III Perkebunan Bandar Selamat Security Section employees totaling 46 people with permanent employee status.

According to Manullang and Pakpahan (2014: 67), explained that the research sample is part of the population that is expected to represent the study population. If the population is less than 100, it is better to take all until the study is a population study. Researchers focused on sampling security permanent employees. Given the total population in PTPN III Perkebunan Bandar Selamat Security Section is 46 people, the sampling technique used is a saturated sample where the entire existing population, namely 46 employees with permanent employee status, is used as a research sample.

Table 1. Sample

No	Position	Sum
1	Post Office	4
2	Pos TK	4
3	Post Home Manager	3
4	Sub-Post	2
5	Island City Post	1
6	AFD I	6
7	AFD II	3
8	AFD III	5
9	AFD IV	5
10	AFD V	5
11	AFD VI	8
Total		46

Research Variables and Operational Definitions

The operationalization of variables in this study are as follows:

Table 2. Operational Definition of Research Variables

Variable	Definisi	Indicator	Skala
Performance (Y)	Performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities assigned in a certain period. Kasmir (2016)	a. Quality (general) b. Quantity (quantity) c. Time (time period) d. Cost reduction e. Relations between cashmere employees (2016)	Likert

Work Motivation (X1)	Motivation is a need or reason that drives and gives rise to power in directing one's behavior to do something for a specific purpose. Edison dkk (2017)	a. Physiological Needs b. The Need for Security c. The Need to Be Liked d. Self-esteem needs e. Self-Development Needs Edison dkk (2017)	Likert
Work Environment (X2)	The work environment is a place for a number of groups in which there are several supporting facilities to achieve company goals in accordance with the company's vision and mission. Sedarmayanti (2017)	1. Non-physical work environments include: 　a. Working relationship between subordinates and superiors 　b. Working relationships between colleagues 2. Physical work environments include : 　a. Light description 　b. Air Temperature 　c. Hygiene 　d. Use of Color 　e. Security 　f. Sedarmayanti Working Hours (2017)	Likert

Variable	Definisi	Indicator	Skala
Work Discipline (X3)	Discipline as a force that develops in the body of employees and causes employees to conform voluntarily to decisions, regulations, and high values of work and behavior." Sutrisno (2016)	1. The rules of entry hours, home and hours of rest. 2. Basic rules about p　dress, and behave in work. 3. Regulation of ways of doing work and relating to other work units. 4.Rules about what can and what officials cannot do during the course of the maintenance and so on. Sutrisno (2016)	Likert

Fields of Work (Job Description)

The tasks of each section are as follows :

MANAGER

1. Plan, develop and implement strategies in the field of HR management and development (including recruitment and selection of policies / practices, discipline, complaints, counseling, wages and requirements, contracts, training and development, succession planning, morale and motivation, culture and development of work attitudes and morale, performance weighing management and matters around quality management – etc. (added as long as relevant) Establish and maintain appropriate systems to measure important aspects of HR development Monitor, measure and report on problems, opportunities, HR-related development plans and their achievements in an agreed timescale and form/format.

2. Organize and develop direct staff (who report directly to him).

3. Manage and control HR spend per department within approved budgets

ASSISTANT HEAD

A Head Assistant is tasked with helping the Manager with small tasks from the work or large projects of PPID Helpers in the Farm / Unit.

1) Provide responses to requests for public information submitted by public information applicants.

2) Coordinate and consolidate the collection of information and documentation materials in their environment.

3) Coordinate the documentation, provision and service of information in their environment to the public.

4) Verifying public information materials in their environment.

5)   Update information and documentation in the environment.

6)   Provide information and documentation in their environment to be accessed by the public.

7)   Conduct an inventory of excluded information to be submitted to PPID Utama.

8)   Provide reports on the management of information in their environment to PPIUtama regularly.

Description of Respondent Characteristics

The characteristics of respondents that will be described below reflect how the circumstances of the respondents studied include gender, age, last education and length of service.

Characteristics of respondents by gender.

Table 3. Sex

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Law Law	46	46,0	46,0	100,0
	Total	46	100,0	100,0	

Source : SPSS Processing Results Version 20.0 (2023)

Based on Table 3, it can be seen that the majority of PTPN III Bandar Selamat employees of the Asahan District Security Section who were respondents were male, which was 46 people or 100.0% of the total respondents

Results

Uji Hypoplant

Partial Significant Test (Test t)

The Partial Test (t) shows how far the independent variable individually explains the variation of this test performed using a significance level of 5%. The t-test is used to

test a hypothesis if the researcher analyzes partial regression (an independent variable with a dependent variable).

This test is performed using a significance level of 5% or by comparing t count with t_table. If the significance value of t < 0.05 or t is calculated> t_table, then there is a significant influence between the independent variable and the partially bound variable. If the significance value of t > 0.05 or t is calculated< t_table, it means that there is no influence between the independent variable and the partially bound variable. t table can be searched using t table or using MS. Excel application by looking at the *degree of freedom* (df) value where df = n–k = 46–4 = 42. Then type =tinv(0.05 ; 42) in the Ms. Excel application so that the size of the t_table is obtained by 2.018.

Model	Unstandardized Coefficients		T	Say.	Collinearity Statistics	
	B	Std. Error			Tolerance	BRIGHT
1 (Constant)	-7,998	4,580	-1,746	,088		
Work Motivation	,317	,122	2,600	,013	,909	1,100
Work Environment	,477	,231	2,069	,045	,102	9,812
Work Discipline	,250	,456	,550	,585	,102	9,802

a. Dependent Variable: Kinerja

Source : SPSS Processing Results Version 20.0 (2023)

Based on Table 4.61 above, it can be seen that:

Affect work motivation on performance. Significant testing with decision-making criteria: Ha is accepted and H0 is rejected, if t counts > t table or Sig. t < α Ha is rejected and H0 is accepted, if t counts< t table or Sig. t > α t count is 2.600 while t table is 2.018 and significant is 0.013 so t count is 2,600 > t table 2.018 and significant 0.013 < 0.05, then Ha is accepted and H0 is rejected, which states work motivation has a positive and significant effect on performance. The influence of the work environment on

performance.

Significant testing with decision-making criteria: Ha is accepted and H0 is rejected, if t counts > t table or Sig. t < α Ha is rejected and H0 is accepted, if t counts< t table or Sig. t > αt count is 2.069 while t table is 2.018 and signif/ is 0.045, so t count is 2.069 > t table 2.018 and significant 0.045< 0.05, then Ha is accepted and H0 is rejected, which states the work environment has a positive and significant effect on performance.

The influence of labor discipline on performance.

Significant testing by decision-making criteria: Ha accepted and H0 rejected, when t count > t table or Sig. t < α Haditolak and H0 are accepted, when t count< t table or Sig. t > α

t count is 0.550 while t table is 2.018 and significant is 0.585, so t count 0.551 < t table 2.018 and significant 0.585> 0.05, then Ha is rejected and H0 is accepted, which states work discipline has no positive and insignificant effect on performance.

Discussion

Multiple linear regression aims to calculate the magnitude of the influence of two or more independent variables on one dependent variable and predict the dependent variable using two or more independent variables. The formula of amultiple regression analysis is as follows:

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Table 4.61 Multiple Linear Regression

Coefficients[in]

Model	Unstandardized Coefficients		T	Say.	Collinearity Statistics	
	B	Std. Erro			**Tolerance**	**BRIG**

		r				HT
1	(Constant)	-7,998	4,580	-1,746	,088		
	Work Motivation	,317	,122	2,600	,013	,909	1,100
	Work Environment	,477	,231	2,069	,045	,102	9,812
	Work Discipline	,250	,456	,550	,585	,102	9,802

a. Dependent Variable: Kinerja

Source : SPSS Processing Results Version 20.0 (2023)

Conclusion

Based on the results of the research described above. So it can be concluded that:

1. Work Motivation has a positive and significant effect on the performance of PTPN III Bandar Selamat employees, Asahan District, Security Section, based on the calculation results of 2,600 while the ttable is 2,018 and significant is 0,013 so that the tcount is 2,600 > the table is 2,018 and significant is 0.013 < 0.05, then Ha is accepted and H0 is rejected, which states that work motivation has a positive and significant effect on performance.

2. The Work Environment has a positive and significant effect on the performance of PTPN III Bandar Selamat employees, Asahan District, Security Section, based on the calculation results of 2.069, while the ttable is 2.018 and significant is 0.045, so that the tcount is 2.069 > ttable 2.018 and significant 0.045< 0.05, then Ha is accepted and H0 is rejected, which states that the work environment has a positive and significant effect on performance.

3. Work discipline has no effect and is not significant on the performance of PTPN III Bandar Selamat employees of the Asahan District Security Section based on the results of the tcount of 0.550 while the ttable is 2.018 and significant is 0.585, so that the tcount is 0.551 < ttable 2.018 and significant 0.585> 0.05, then Ha is rejected and H0 is accepted, which states that work discipline has no positive and insignificant effect on performance. Work Motivation, Work Environment, and Work Discipline

have a positive and significant effect simultaneously on the performance of PTPN III Bandar Selamat employees, Asahan District, Security Section. This can be seen from the multiple linear regression analysis through the F Test with a positive sign with an Fcalculate value of 2.944 with sig.0.000.

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