The Influence of Work Discipline, Awarness, Work Environment on Employee Perfromance at PT Samara Hutama Innovation

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A B S T R A C T

This research is a quantitative study using a questionnaire addressed to employees of PT. Samara Inovasi Hutama. Sampling in this study was carried out by distributing questionnaires with a total sample of 40 respondents. The design used in this study is hypothesis testing using the SmartPLS 4.0 statistical tool.

The results of this study provide an explanation that the variable Awareness has a positive effect on the performance of employees of PT. Samara Inovasi Hutama. However, the variables of work discipline and work environment have no effect on the performance of employees of PT. Samara Inovasi Hutama in this study indicating that work discipline and work environment are not the main considerations in employee performance.

INTRODUCTION

Employee performance can be achieved if every element in the organization is well-integrated and able to carry out its role. An employee's performance in the company can affect the achievement of the company itself. Mangkunegara (2016) says that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to him.

Work discipline is an important factor in regulating the behavior and way of working of members in the organization. These rules are in the form of a set of values and norms that have been agreed upon by members of the organization to regulate how members of the organization behave in carrying out organizational activities. Joo and McLean (2006) said that in the current era,

organizations are competing in attracting, developing, and retaining people who have the potential to become choices in generating competitive advantage.

Self-awareness is the process of recognizing our motivations, choices, and personality and then realizing the influence these factors have on our judgments, decisions, and interactions with others. Self-awareness is the basis of emotional intelligence, namely the ability to integrate feelings from time to time. (Safitri et al., 2014)

The work environment can affect the emotions of employees. If employees like the work environment in which they work, then employees will feel at home in their workplace to carry out activities so that work time is used effectively and are optimistic that employee performance is also high. The work environment includes working relationships that are formed between fellow employees and working relationships between subordinates and superiors as well as the physical environment where employees work (Mardiana, 2005).

THEORETICAL REVIEW

EMPLOYEE PERFORMANCE

According to Sutrisno (2016), performance or work performance is the result of work that has been achieved by a person based on his work behavior in carrying out activities at work. Employee performance can also be interpreted as work results in quality and quantity achieved by employees in carrying out their duties by the responsibilities given to them (Arisanti et al., 2019).

WORK DISCIPLINE

Work discipline is a predictor of employee performance. Company goals can be realized if the culture of work discipline is realized appropriately. Implementation of work discipline is based on awareness of the creation of conditions in harmony between desires and reality. Harmonious conditions are accompanied by harmony between the obligations and obligations of employees. So that it means that work discipline is the behavior of loyalty and obedience of individuals and groups to written and unwritten regulations, seen through behavior and actions (Nugrahaningsih & Julaela, 2017).

AWARENESS

In his humanistic theory, self-awareness is understanding and understanding who we are, how to be ourselves, what potential we have, what style we have, what steps we take, what we feel, what values we have and believe in, which direction our development will go (Abraham, 1994).

WORK ENVIRONMENT

The definition of the work environment according to Sofyan (2013) is development and development means dynamic change, an accelerating one that is expected to have a positive impact. One aspect of development is the creation of a conducive work environment. The work environment is the factors outside of humans, both physical and non-physical in an organization. Some definitions of the work environment can be

described by several experts, namely: the work environment and job satisfaction have a positive relationship and the work environment affects the work performance of an organization.

1.The Effect of Work Discipline on Employee Performance
Employee work discipline is the most dominant factor. Work discipline needs to be improved so that employee expectations can be achieved and satisfaction at work. This can provide enthusiasm for work in the employee's work environment (Ahmad, 2012).
H1: Work discipline has no effect on employee performance.

2.The Effect of Awareness on Employee Performance
one of the criteria that must be owned by a good leader. With self-awareness, a leader can consciously influence the situation and environment of an organization. We know that self-awareness is important for a leader.
H2: Self-awareness affects employee performance

3.The Effect of the Work Environment on Employee Performance
Musriha (2011), that the work environment has a positive impact on employee performance. A comfortable work environment causes the level of concentration of employees in work to increase, and these conditions cause the level of employee productivity to increase.

H3: Work Environment does not affect employee performance.
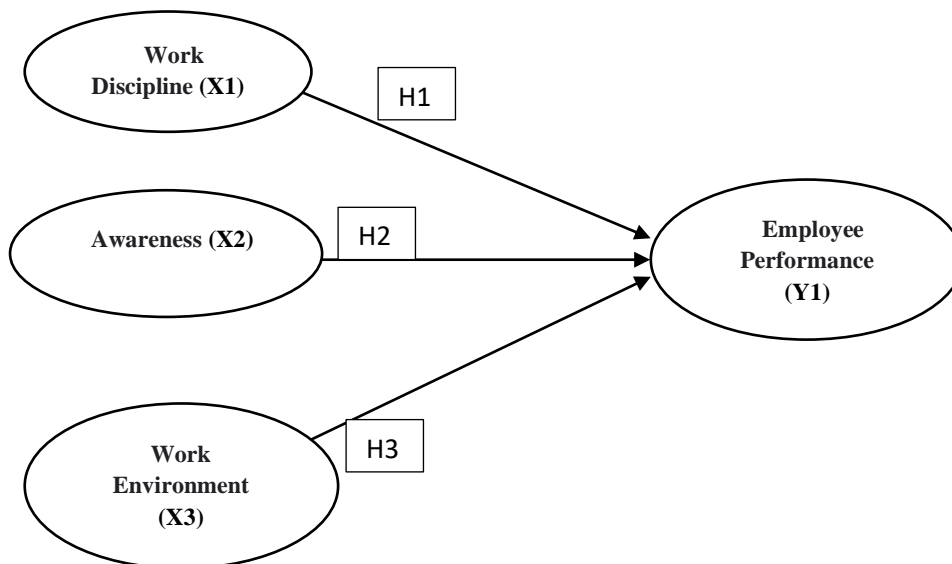
Conceptual Framework

Figure 1. Conceptual Framework

Hypotheses

H1. Work Dicipline affect the employee performance on PT Hutama Samara Innovation
H2. Awarness affect the employee performance on PT Hutama Samara Innovation
H3. Work Environment affect the employee performance on PT Hutama Samara Innovation

METHODOLOGY

RESEARCH DESIGN

This research is quantitative research using a survey. According to (Sugiyono (2013) survey research method is a quantitative research method used to obtain data that occurred in the past or present, about beliefs, opinions, characteristics, behavior, and relationship variables and to test several hypotheses about sociology and psychology from samples taken from certain populations, data collection techniques with observations (interviews or questionnaires) are not in-depth.

POPULATION AND SAMPLE

The population in this study are employees of PT. Hutama Innovation Samara. According to (Sugiyono, 2006), the population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by the researcher to be studied and then draw conclusions. The population in this study is employees at PT. Hutama Innovation Samara. Based on the data obtained, the number of employees of PT. Samara Innovation Hutama is 40 people. Sugiyono (2015), sample as part of the number and characteristics possessed by a population. Sample measurement is done through statistics or based on research estimates to determine the size of the sample taken in researching an object. As for determining the number of samples used by the authors in research in this company with the saturation/census method totaling 40 people.

DATA ANALYSIS TECHNIQUES

This study uses the partial least squares (PLS) data analysis method. PLS is a structural equation model that uses a component-based or variance-based structural equation model as its method. According to (Ghozali & Latan, 2015) Theory development or theory construction is the goal of PLS-SEM (predictive orientation). PLS is used to explain whether predictive and latent variables are related. PLS is a strong checking strategy because it does not expect information

flow with a certain estimation size, and the number of tests is small (Ghozali, 2011). Due to the small sample and complicated models in this study, SmartPLS software was used to analyze the data. Because SmartPLS does not require a predetermined minimum sample size, it can be used in studies with small sample sizes.

RESULTS

The results of the outer model test in this study were carried out by looking at the results of the values of convergent validity, discriminant validity, and internal consistency reliability of the SmartPls analysis for the outer model test using data from 80 respondents with PLS 4.0
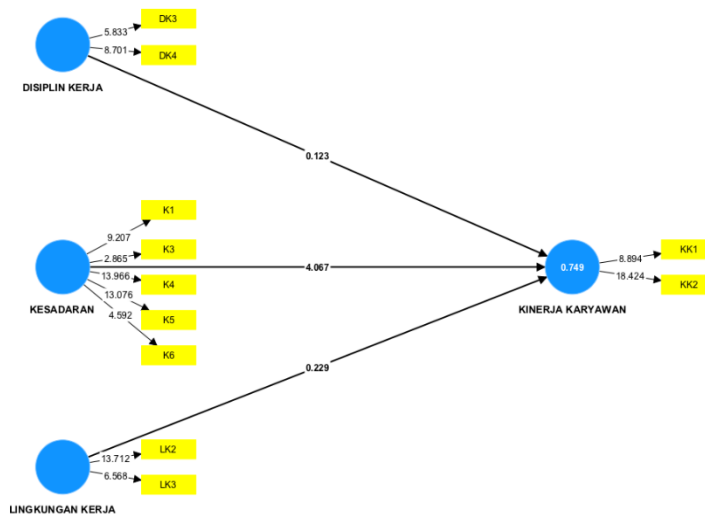
Source: Author Data Processing, 2023

Convergent Validity

On the Indicator's Outer Loading, you can see the results of Convergent Validity. In determining its value, it can be seen from the resulting loading factor if > 0.7. (Saleh & Utomo, 2018) it can be said that it is accepted. The following is the outer loading value of each indicator on the research variable.

	Work Dicipline	**Awareness**	**Employee Performance**	**Work Environment**
DK3	0.906			
DK4	0.917			
K1		0.761		
K3		0.717		

K4	0.896		
K5	0.880		
K6	0.779		
KK1		0.906	
KK2		0.911	
LK2			0.947
LK3			0.923

Source: Author Data Processing, 2023

Discriminant Validity

Discriminant Validity is a test that compares the loading value with its latent variable, and the loading value between indicators and other latent variables or it can be said to what extent a different construct can be said to be unique. Discriminant validity is assessed based on cross-loading for each variable > 0.7. The following is a cross-loading of research variables.

	Work Dicipline	Awareness	Employee Performance	Work Environment
DK3	0.906	0.726	0.629	0.804
DK4	0.917	0.774	0.669	0.773
K1	0.514	0.761	0.682	0.640
K3	0.769	0.717	0.558	0.778
K4	0.673	0.896	0.820	0.745
K5	0.794	0.880	0.784	0.860
K6	0.601	0.779	0.614	0.718
KK1	0.605	0.780	0.906	0.760
KK2	0.689	0.792	0.911	0.673
LK2	0.811	0.893	0.797	0.947
LK3	0.808	0.824	0.667	0.923

Source: Author Data Processing, 2023

Average Variant Extract (AVE)
The Discriminant Validity test can be determined by using other methods, namely through the AVE value must be> 0.5 so that it can fulfill the Discriminant Validity requirements.

Variable	AVE
Work Dicipline	0.831
Awareness	0.655
Employee Performance	0.825
Work Environment	0.875

Source: Author Data Processing, 2023

R-Square
The coefficient of determination or R-Square (R2) is carried out to determine the strength of exogenous latent variables on endogenous latent variables by measuring, namely: 0.75 strong, 0.50 moderate, and 0.25 weak. (Yuliawan, 2021).

Variable	R-Square	Adjusted R-Square
Employee Performance	0.749	0.711

Source: Author Data Processing, 2023

From the table above, it is stated that the R-Square value of the employee performance variable is 0.749, so this value meets the moderate standard. This value can be interpreted as the ability of R-Square to have a moderate influence. This shows that job training, work discipline and work motivation moderately affect performance.

Q-Square
Predictive Relevance or Predictive Relevance (Q2) is carried out to measure how positive the observed value is generated by the model and its parameter estimates. If the Q-Square value > 0 it is stated that the model has predictive relevance, but conversely if the Q-Square value ≤ 0 then the model does not have predictive relevance. (Adipradana, 2021) The following is the Q-Square table:

Variable	Q-Square
Employee Performance	0.634

Source: Author Data Processing, 2023

From the table above, the Q-Square value is 0.634, this shows that the Q-Square value is said to be a model that has predictive relevance because the Q-Square value is > 0.

F-Square

The test is used to determine a relative impact of an independent variable that affects the dependent variable. The F-Square values are 0.02 (small), 0.15 (medium), and 0.35 (large). (Yuliawan, 2021)

Variable	F-Square Value	Conclusion
Work Dicipline	0.001	Kecil
Awareness	0.493	Besar
Work Environment	0.002	Kecil

Source: Author Data Processing, 2023

HYPOTHESIS TESTING

Variable	Original Sampel (o)	Sample Mean (M)	Standart Deviation (STDEV)	T-Statistik	P-Value
DK→KK	0.025	0.026	0.201	0.123	0.902
K→KK	0.908	0.923	0.223	4.067	0.000
LK→KK	-0.069	-0.095	0.301	0.229	0.819

The results of hypothesis testing are used to determine the influence of work discipline, awareness, and work environment variables partially on employee performance. The following is the result of hypothesis testing in this study.

CONCLUSION

Based on the results of the research and discussion in which the authors analyze Work Discipline as a variable X1, Awareness as a variable X2, Work Environment as a variable X3, and Employee Performance as a variable Y, the authors draw the following conclusions

1. Work Discipline has no positive and significant effect on Employee Performance, so the low value of Work Discipline affects employee performance.
2. Awareness has a positive and significant effect on Employee Performance, the higher the value of Awareness, this can improve employee performance.
3. The work environment has no positive significant effect on Employee Performance, so the low value of the Work Environment affects employee performance.

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