



Relationship Between Employee Discipline and Working Environment in Improving Employee Performance at CV. Rahmad Syariah Swalayan

Adri Yani Lifa^(✉), Prihatin Lumbanraja, and Meilita Tryana Sembiring

University of North Sumatra, Medan, Indonesia

adriyani34@gmail.com

Abstract. Optimal performance is required to achieve organizational goals because all current corporate activities and policies fully support it. Researchers conducted this study in a supermarket in Padang Sidempuan, North Sumatra. This study was conducted to see whether employee discipline and work environment improve employee performance at CV Rahmad Syariah Swalayan. Responding to the increasingly fierce competition in the retail industry today, Rahmad Syariah Swalayan must be able to maintain its organizational performance to survive in the retail market amidst the onslaught of retail such as Indomaret and Alfamart. Researchers conducted this study with a quantitative approach by distributing it to 67 employees of CV Rahmad Syariah Swalayan. In this study, researchers used interview observation techniques and questionnaires to collect data on the results. Then in this study, the writer uses the application of statistical data programs for social science (SPSS) to find out the final results of this study. This research was intended to provide insight into the organization regarding the fact that employee discipline and work environment can affect employee performance improvement.

Keywords: Employee Discipline · Work Environment · Employee Performance

1 Introduction

Today, human resources (HR) is the most important asset owned by an organization. In need to have good quality human resources because it is undeniable that if the quality of an organization has sound capabilities, it will also have a good effect on organizational performance and vice versa. If an organization has a poor quality of HR capabilities, it will harm organizational performance. Abdurahman Fathoni [1] states that human resources are the essential capital and wealth of every human activity. However, humans as not analyzed and developed in these ways. Employees can optimally use time, energy, and abilities to benefit the organization and the individual.

Performance is the result obtained from work done by someone based on specific targets/requirements to get certain results and goals, which can also refer to as work standards, Bangun [2]. Furthermore, Bangun [2] also explains that performance can

measure employee performance through the amount of work produced, quality of work, timeliness of a person in completing work, timeliness in completing work, and ability to understand. If the results of employee performance are reasonable, employees likely feel happy to work in the organization, which can affect organizational performance. Furthermore, so the organization does not need to worry about corporate turnover, good performance can also reduce work accidents caused by employee negligence. In addition, employees will be more thorough in their work to do better for the organization.

Work discipline, in the complete sense, is a condition of attitude in which the organization of all human resources (HR) must obey all things in the organization's regulations. There is a complete division of labor on performance so that everyone will consciously know the task and how to do it when it starts and when it is finished [3]. According to Soetjipto [4], the performance environment is all things and aspects that are related or not directly related to the organization or company, so it has a good or bad impact on improving employee performance and job satisfaction.

Researchers conducted this research at a supermarket in Padang Sidempuan, North Sumatra. Self-service has the meaning of means or place of business to sell daily necessities in retail directly to consumers using self-service. Sometimes a comfortable, clean, fresh atmosphere and friendly service are prioritized by consumers rather than just low prices, which may not necessarily guarantee the continuity of the supermarket. In essence, the organization's progress will experience ups and downs in the business world in line with the ups and downs of the organization's performance if you look at the conditions in the work environment at CV Rahmad Syariah Swalayan, Padang Sidempuan. The discovery of the problem of the distance between competitors being close and facing each other or side by side, the parking area is not so vast, and there is no place to sit to wait for visitors who accompany shopping. CV Rahmad Syariah has problems with work discipline as follows:

1. Employees often do not come to work outside the holidays determined by the company (employees skip work).
2. Employees do not obey the working hours set by the company (come late for work).
3. Employees chat a lot during working hours.
4. Employees do not inform their superiors when they do not come to work.

Several times, superiors find that employees are not off duty during working hours, and employees feel Tired, bored, and depressed at work. Researchers also found that some employees were still circulating during working hours elsewhere, unrelated to work, such as smoking. This problem is the low level of employees in terms of discipline. For this reason, researchers are interested in conducting research for the title "the relationship between employee discipline and the work environment in improving employee performance at CV Rahmad Syariah Swalayan".

2 Methods

Researchers conducted this research in the province of North Sumatra, precisely at CV Rahmad Syariah Swalayan, located in the city of Padang Sidempuan. In this study, the researchers used a quantitative and qualitative approach, quantitative obtained through

questionnaires distributed to employees and qualitative obtained through interviews conducted with employees. In this study, the researchers used saturated sampling (census), a collection of samples in which all population members are used as samples. In this case, CV Rahmad Syariah Swalayan has a total population of 67 employees.

3 Results and Discussion

This research consists of the independent variable, namely brand image (X), and the After knowing the overall results that have been obtained, this research then analyzed the existing data correctly. The most important thing is expertise in explaining how well work discipline and work environment can improve employee performance. The research was carried out as follows:

The Effect of Work Environment Variables (X1) on Employee Performance (Y)

Based on the analysis of the calculation results of SPSS version 20, the results of the t-test of the Work Environment research variable as an independent variable on Employee Performance as the dependent variable show the results of the tcount value of 3.713 while the ttable with the level of significant 10% (0.10) and degrees of freedom (dk) = $n - k - 1 = 67 - 2 - 1 = 64$ is 1.669. Therefore, by making a comparison, namely tcount 3.713 > 1.669, then H_0 is rejected. H_a is accepted with a significant value of $0.000 < 0.10$, which means the results of this study, the coefficient of the work environment variable (X1), has a positive and significant effect on the employee performance variable (Y). So, the results of this study are in line with the research of Ajimat & Latif (2020), where the research explains that the work environment (X1) has a partial and significant effect on the employee performance variable (Y).

The Influence of Work Discipline Variables (X2) on Employee Performance (Y)

Based on the analysis of the calculation results of SPSS version 20, the results of the t-test of Work Discipline research variables as an independent variable on employee performance as the dependent variable show the results of the tcount value of 5.305 while the ttable with the level of significant 10% (0.10) and degrees of freedom (dk) = $n - k - 1 = 67 - 2 - 1 = 64$ is 1.669. Therefore, by making a comparison, namely tcount 5.305 > 1.669, then H_0 is rejected. H_a is accepted with a significant value of $0.000 < 0.10$, which means the results of this study, the coefficient of the work environment variable (X1), has a positive and significant effect on the employee performance variable (Y). So, the results of this study are in line with the research of Winda Andriani, Rami Widyanti, and Husnurripiq [5], where the study explains that work discipline (X2) has a partial and significant effect on the employee performance variable (Y).

The Effect of Work Environment Variables (X1) and Work Discipline (X2) on Employee Performance (Y)

Based on the results of testing the simultaneous effect of independent variables on the dependent variable, $F_{\text{count}} = 70.959 > F_{\text{table}} = 2.39$, so H_0 is rejected, and H_a received, which has the understanding that there is a significant influence between the variables of work discipline and work environment simultaneously on the dependent variable, namely the performance of employees of CV Rahmad Syariah Swalayan. The results of this study are in line and consistent with the previous [6, 7].

4 Conclusions

From the overall results of the study, the researcher concludes. CV Rahmad Syariah Swalayan shows that employee discipline and the work environment are essential in improving employee performance. This fundamental research implies that employee discipline and work environment can affect employee performance. First, the organization must apply inevitable disciplinary regulations to employees. Thus, employee behavior that may harm the company due to poor employee performance can be limited. The company can prioritize employee performance so that the feedback obtained is good through work discipline. With reasonable work discipline in the company, the company will provide rewards for the work done by the employee, which will lead to employee job satisfaction. Of course, improving the company's work environment will help enhance employee performance, who interact directly with the company's work environment daily. Therefore, it can make employees feel comfortable at work.

Acknowledgement. The author would like to thank all University of North Sumatra lecturers who have guided the author in finishing the research and CV Rahmad Syariah Swalayan, who has allowed the author to carry out this research.

References

1. Fathoni, A. *Manajemen Sumber Daya Manusia*. (PT. Rineka Cipta, 2006).
2. Wilson, B. *Manajemen Sumber Daya Manusia*. (Erlangga, 2012).
3. Moenir. *Manajemen Pelayanan Publik*. (Bina Aksara, 2000).
4. Seotjipto, B. W. *Budaya Organisasi dan Perubahan*. (Alex Media Komputindo, 2008).
5. Andriyani, W., Widyanti, R. & Husnurrofiq, H. Pagaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan (Study pada Karyawan Rumah Sakit Islam Banjarmasin). *J. Komun. Bisnis dan Manaj.* **7**, (2020).
6. Ferawati, A. Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Cahaya Indo Persada. *J. Agora* **5**, 1–131 (2017).
7. Runtuuwu, H. J., Lopian, J. & Dotulong, L. Pengaruh Disiplin, Penempatan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Badan Pelayanan Perizinan Terpadu Kota Manado. *J. EMBA* **3**, 81–89 (2015).

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

