Work Discipline, Competency, and Work Environment: Its Effect on Employee's Performance

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Abstract. This study aims to examine, analyze data, and explain the effect of work discipline, competence, and work environment on employee performance at Perumdam Tirta Satria, Banyumas Regency. This research is a quantitative research using a questionnaire of 150 respondents to permanent employees of Perumdam Tirta Satria Banyumas. The sampling technique used a simple random sampling method. Data analysis using multiple linear regression test and coefficient of determination test. And testing the hypothesis using the T-test. The research results show that work discipline has a significant effect on employee performance, competence has a significant effect on employee performance, and the work environment has a significant effect on employee performance. Based on the coefficient of determination test (R^2), shows that the percentage of work discipline, competence, and work environment on employee performance is 51.9%, and the remaining 48.4% is influenced by other variables not included in the study.

Keywords: Work Discipline, Competence, Work Environment, Employee Performance

1   Introduction

Water resources have now become a global problem, so the sustainability and sustainability of water resources must be maintained to meet the needs of human life. Without water, humans will experience difficulties in life, so the treatment process must be arranged in such a way that it can be used effectively [13]. The management of clean water services for the people of Banyumas Regency is carried out by the Regional Public Drinking Water Company (PERUMDAM) Tirta Satria Banyumas. Perumdam Tirta Satria has an important role in distributing water to the community. On the other hand, the population is increasing so the need for clean water is also increasing. For the distribution of clean water to be spread evenly to every community, Perumdam Tirta Satria Banyumas requires quality human resources and has good performance. To improve employee performance, it is necessary to have employees who have high work discipline, have competence in the field of work, besides that a comfortable work environment can also improve employee performance.

Based on initial observations by the author at Perumdam Tirta Satria. Perumdam Tirta Satria has several phenomena that cause a decrease in employee performance such as the lack of service quality, the level of employee delay is quite high because there is no clear sanction pressure. So, there are still many employees who continue to act in violation. Some employees lack work experience, causing many errors in completing their work and complaints from customers, an uncomfortable work environment such as noise, there are still damaged facilities but no repairs by the company.

With the above problems, the author will discuss and further examine the problem with the title "The Effect of Work Discipline. Competence, and Work Environment on the Performance of Perumdam Tirta Satria Employees, Banyumas Regency".

The aims of this research are:

1. To analyze and find out whether work discipline has a significant effect on the performance of Perumdam Tirta Satria employees, Banyumas Regency.
2. To analyze and find out whether competence has a significant effect on the performance of Perumdam Tirta Satria employees, Banyumas Regency.
3. To analyze and find out whether the work environment has a significant effect on the performance of Perumdam Tirta Satria employees, Banyumas Regency.

2   Literature Review

a. **Work Discipline**
    According to [17] discipline is a person's awareness and willingness to obey all company regulations and applicable social norms.
b. **Competence**
    According to [23] competence is knowledge of skills, abilities, or individual personal characteristics that directly affect job performance.
c. **Work Environment**

According to [25], the work environment is the overall facilities and infrastructure that exist around employees who are doing the work themselves.

d. Employee Performance

According to [22] performances are the implementation of a job and the improvement of the work by its responsibilities so that it can achieve results as expected.

Research Framework

Based on the description above can be described the following framework:
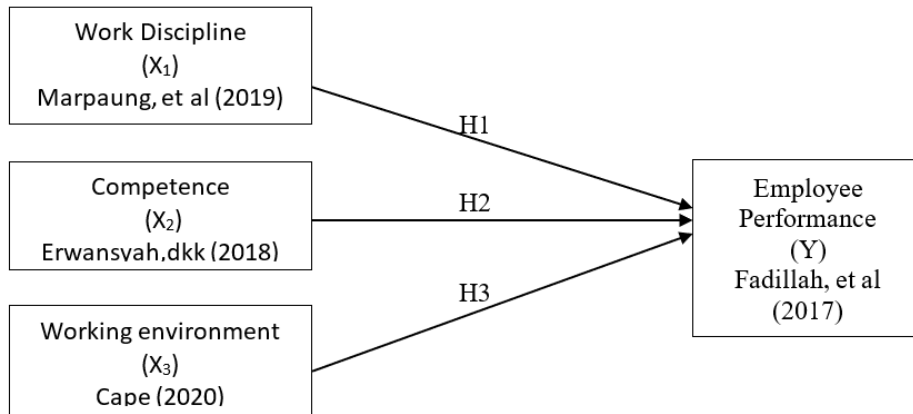
Fig. 1. Research Framework

Hypothesis:

H_1: Work Discipline influences the performance of Perumdam Tirta Satria Banyumas employees.

H_2: Competency influences the performance of Perumdam Tirta Satria Banyumas employees.

H_3: Working Environment influences the performance of Perumdam Tirta Satria Banyumas employees.

3 Research Method

This research was conducted at Perumdam Tirta Satria, Banyumas Regency. The population of this study was 238 permanent employees of Perumdam Tirta Satria, Banyumas Regency. The method used in this sampling is simple random sampling dengan the total number of 150 respondents. The data collection technique of this study used questionnaires with data analysis techniques using multiple linear regression analysis and a coefficient of determination test (R^2). The source of this research data is primary data obtained from respondents through questionnaires that are distributed directly to employees of Perumdam Tirta Satria, Banyumas Regency.

4 Result and Discussion

In this study, the statement items for each variable, both dependent and independent, passed the data instrument test with the test results of all statement instruments in each variable declared valid and the indicators used in the questionnaire statements in each variable were declared reliable. In classical assumption tests, it is known that the residual unstandardized data have been normally distributed, there is no multicollinearity between independent variables in the regression model, and there is no heteroskedasticity between variables in the regression model. As for the multiple linear regression analysis tests, the coefficient of determination test (R^2), the F test (F test), and the hypothesis test are as follows:

4.1. Multiple Regression Analysis

Table 1. Multiple Linear Test Results Model

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.707	.280		2.523	.013
Disiplin Kerja	.346	.069	.360	5.016	.000

Kompetensi	.336	.075	.336	4.494	.000
Lingkungan Kerja	.159	.067	.167	2.368	.019

a. Dependent Variable: Kinerja Karyawan

Based on the regression analysis results, the equation of the multiple linear regression model is obtained as follows:

$$Y = \alpha + \beta1X1 + \beta2X2 + \beta3X3 + e$$
$$Y = 0{,}707 + 0{,}346X1 + 0{,}336X2 + 0{,}159X3$$

The regression equation above can be explained as follows:

α = Constant value (α) shows a positive value of 0.707 stating that if Work Discipline, Competence, and Working Environment are zero or remain unchanged, then Employee Performance is 0.707 units.

$\beta1$ = The regression coefficient value of the Work Discipline variable shows a positive value of 0.346, indicating that each increase in Work Discipline is 1 unit, it causes Employee Performance to increase by 0.346 units assuming other variables remain.

$\beta2$ = The value of the regression coefficient of the Competency variable shows a positive value of 0.336 that each increase in Competency is 1 unit, it causes Employee Performance to increase by 0.336 units assuming other variables remain.

$\beta3$ = The value of the regression coefficient of the Working Environment variable shows a positive value of 0.159 that every 1 unit increase in Working Environment causes employee performance to increase by 0.159 units assuming other variables remain.

Based on the results of multiple linear regression, it was found that the most influential variable in this study was the Work Discipline variable with a Beta value of 0.346.

4.2. Determination Coefficient Test (R^2)

The value of the Adjusted R^2 regression model formed in this study is 0.466, which shows that the ability of the independent variables of Work Discipline (X1), Competency (X2), and Working Environment (X3) explains the variance of Employee Performance (Y) of 51.9% the remaining 48.4% is influenced by factors others not investigated.

4.3. F-Test

The F-test is used to test the accuracy of the model (goodness of fit). The F-test was used to test whether the free variable used in the model can explain the change in the value of the dependent variable or not. The results of the F-test analysis are obtained in table 2 below:

Table 2. F-Test Results

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.825	3	3.275	54.604	.000[b]
Residual	8.757	146	.060		
Total	18.582	149			

a. Dependent Variable: Kinerja Karyawan
b. Predictors: (Constant), Disiplin Kerja, Kompetensi, Lingkungan Kerja

4.4. Hypothesis Testing

1. **H_1: The influence of Work Discipline on the Employee Performance**

   The results of hypothesis testing (H1) have proven that the Work Discipline variable has a significant effect on Employee Performance of Perumdam Tirta Satria Banyumas with a t-count > t-table that is 5.106 > 1.97635 with a significance value of 0.000 < 0.05, so the 1st hypothesis is accepted and can be concluded that Work Motivation can improve the Employee Performance of Perumdam Tirta Satria Banyumas.

2. **H_2: The influence of Competency on the Employee Performance**

   The results of hypothesis testing (H2) have proven that the Competency variable has a significant effect on the Employee Performance of Perumdam Tirta Satria Banyumas with a t-count > t-table that is 4.494 > 1.97635 with a significance value of 0.000 < 0.05, so the 2nd hypothesis is accepted and can be concluded that Competency can improve the Employee Performance of Perumdam Tirta Satria Banyumas.

3. **H₃: The influence of the Working Environment on the Employee Performance**
   The results of hypothesis testing (H3) have proven that the Working Environment variable has a significant effect on the Employee Performance of Perumdam Tirta Satria Banyumas with a value of t-count > t-table that is 2.368 > 1.97635 with a significance value of 0.019 < 0.05, so the 4th hypothesis is accepted and can be concluded that the Working Environment can improve the Employee Performance of 2.368 > 1.97635.

Discussion
1. Based on the results of the first hypothesis test, it can be concluded that the work discipline variable has a significant effect on the performance of Perumdam Tirta Satria Banyumas employees. According to [24], the relationship of discipline with performance is the sixth operative function of human resource management which is most important because the better the discipline of the employee, the higher the performance he achieves. Similar results were also found by [6], [16], [13], and [15], which state that work discipline has a significant effect on employee performance.
2. Based on the results of testing the second hypothesis, it can be concluded that the competency variable has a significant effect on the performance of Perumdam Tirta Satria employees in the Banyumas Regency. According to [23], "Competency is the knowledge, skills, and abilities related to work, as well as the ability needed for non-routine jobs." Competency is a key determining factor for a person in producing excellent performance. Similar results were also found by [6], [11], [29], [7], and [3], which state that competency has a significant effect on employee performance.
3. Based on the results of the third hypothesis test, it can be concluded that the work environment variables have a significant effect on the performance of employees of Perumdam Tirta Satria, Banyumas Regency. According to [25] The work environment is one of the determining factors in improving employee performance. The better the work environment provided by the company; the performance produced by employees can be improved. Similar results were also found by [6] that the work environment has a significant effect on employee performance Other supporting research conducted by [26], [10], [7], [2] and [21] states that the work environment significantly affects employee performance.

5 Conclusion

Based on the results of the study on 142 respondents of employees on PT. Bank BTN Purwokerto Regency Branch Office, the following conclusions were:
1. Work Motivation has significantly affected the Employee Performance of Perumdam Tirta Satria Banyumas.
2. Competency has significantly affected the Employee Performance of Perumdam Tirta Satria Banyumas.
3. Working Environment has significantly affected the Employee Performance of Perumdam Tirta Satria Banyumas.

Based on the limitations of this study, the suggestions for further research are as follows
a. Work Discipline
   Leaders are expected to impose sanctions or penalties on employees who violate the regulations must be more emphasized, so that employee discipline can increase. And it is hoped that companies will be even better at improving the discipline of their employees, both discipline arising from themselves and discipline based on leadership orders so that employees are more accomplished to work better.
b. Competency
   The company is expected to make regular observations regarding company regulations. It is necessary to socialize work regulations to employees so that employees understand the applicable regulations in the company.
c. Work Environment
   It is expected that Perumdam Tirta Satria Banyumas can provide a comfortable work environment so that employee performance is expected to increase.
   For further researchers, that is by adding other variables that are thought to affect employee performance, such as Self-Efficacy, Organizational Citizenship Behavior, Leadership Style, etc.

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