The Role of Employee Performance at Distribution Center PT. Indomarco Prismatama Medan Branch Based on Discipline and Work Environment

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Abstract

This study aims to analyze the role of employee performance at the Distribution Center of PT. Indomarco Prismatama Medan Branch based on discipline and work environment. This study used a quantitative research methodology. The 54 participants in this study were all workers at the Distribution Center PT. Indomarco Prismatama Medan Branch. Saturated sampling is the technique employed. Due to the 54 employees who work at the Distribution Center PT. Indomarco Prismatama Medan Branch, all of the employees are used as research subjects. Observation, documentation studies, and questionnaires were the data collection methods employed. Multiple linear regression using the statistical product software solution (SPSS) program is the analytical approach used in this study. The findings of the study demonstrate that, at the Distribution Center of PT. Indomarco Prismatama Medan Branch, discipline has a favorable and significant impact on staff performance. The work environment at the Distribution Center PT. Indomarco Prismatama Medan Branch has a positive and significant impact on employee performance. Employee performance in the Distribution Center of PT. Indomarco Prismatama's Medan Branch is positively and significantly impacted by discipline and the work environment. The adjusted R square value for the coefficient of determination in this study was 0.811, which indicates that the factors of discipline and work environment may account for 81.9% of employee performance.

Keywords: *Discipline, Work Environment, Employee Performance.*

1. Introduction

The company's human resources can affect how successful it is. To be more competitive, businesses must be able to effectively empower each part of their human resources. There are three stages of corporate strategy that are recognized: corporate level, business unit level, and functional level. HR strategy is a form of functional strategy that includes HR development and recruitment. Employees play a crucial role in a company, hence it is crucial that they are managed and used effectively if a firm is to fulfill its objectives. Employee discipline and a positive work environment will help the company reach its goals more quickly.

Managers can use discipline as a communication strategy to influence employees' willingness to alter their conduct as well as a means of raising their understanding of accepted societal norms. This means that in order to develop a disciplined mentality, managers must be able to communicate all applicable standards to all employees inside the organization. Of course, the line manager for the HR division's primary responsibility is to implement discipline in the workplace. Companies that automate HR processes will be able to boost HR managers' efficiency, according to Syamsuri et al., (2022). To execute dynamic job analysis, functional managers in the HR division can actively integrate management practices based on the HR system.

Work discipline integration of management practices can be created through training,

education, or habits with specific examples. Managers must effectively communicate the regulations to their staff members, but they also serve as examples for them. The efficacy of employees' job will ultimately rise with adequate discipline. Since an employee's work discipline may be evaluated from their attitude toward their work as well as their attendance, discipline is one of the human resource activities that can effect employee performance and must be taken into account. Employees that don't exercise strict discipline, don't put off doing their work, and constantly endeavor to finish on time reveal a lack of accountability for the duties given to them by the employer.

Employee compliance with rules set by themselves and by other parties is directly tied to employee punishment. Employees must be aware of the rules on their own so that they can follow them without outside pressure. The summary of staff attendance statistics from 2017 to 2021, which can be found in Table 1, reveals one of the phenomena of work discipline that happens at Distribution Center PT. Indomarco Prismatama Medan Branch:

Table 1. Employee Attendance Data Recapitulation

No	Year	Number of employees	Attendance		
			Sick	Permission	Absent
1	2017	54	11	12	5
2	2018	54	14	8	8
3	2019	54	9	10	9
4	2020	54	12	4	7
5	2021	54	18	9	6

Source: Distribution Center PT. Indomarco Prismatama Medan branch, 2022

An attendance summary for employees from 2017 to 2021 is shown in Table 1. This table demonstrates that some employees miss work during the week. This demonstrates that Distribution Center PT. Indomarco Prismatama's Medan branch staff still lack proper discipline. The recapitulation of employee attendance data for 2019 shows that there were up to 9 employees who lacked discipline. Additionally, as shown in Table 2, researchers gave pre-survey questionnaires to 15 employees of Distribution Center PT. Indomarco Prismatama Medan Branch in order to examine discipline:

Table 2. Results of the Discipline Pre-survey Questionnaire

No	Statement Items	Don't agree	Percentage	Agree	Percentage	Amount
	Discipline					
1.	I operate in compliance with the rules at the Distribution Center PT. Indomarco Prismatama Medan Branch.	6	40%	9	60%	15
2.	The actions I took were in accordance with the norms and remained obedient to the regulations set by the company leadership	8	53%	7	47%	15

No	Statement Items	Don't agree	Percentage	Agree	Percentage	Amount
3.	My pay is in line with the amount of work I've done.	5	33%	10	67%	15
4.	The position that I was given by the leadership was consistent with the work that I was assigned.	4	27%	11	73%	15
5.	Manager of Distribution Center PT. Indomarco Prismatama Medan Branch always provides strict supervision to me in doing my work.	6	40%	9	60%	15
6.	If something goes wrong with the work I perform, I'm willing to accept consequences.	7	47%	8	53%	15
7.	When I make mistakes in my work, the leadership always issues a severe warning.	3	20%	12	80%	15
8.	I get along well with my coworkers and management.	5	33%	10	67%	15

Source: Employees of Distribution Center PT. Indomarco Prismatama Medan branch, 2022.

According to the findings of the pre-survey questionnaire given to 15 employees by researchers, up to 8 respondents (53%) disagreed with the results of the questions regarding the discipline indicator and responded, "The actions I took were in accordance with the norms and remained obedient to the regulations set by the company leadership." These findings unmistakably show that employees at the Distribution Center PT. Indomarco Prismatama Medan Branch continue to act in a manner that is contrary to the rules that have been established. For example, there are still employees who arrive late for work and who skip work altogether, which indicates that employee discipline at the Distribution Center PT. Indomarco Prismatama Medan Branch is still an issue. As a result, the manager of the Distribution Center PT. Indomarco Prismatama Medan Branch must be able to convey to workers the need of adhering to the established rules in order for employee discipline to function properly and increase performance.

The workplace atmosphere has an impact on employee performance as well. The setting in which a person works, the working processes employed, and effective teamwork arrangements all make up the work environment. Employees may carry out their tasks in an ideal manner while being healthy, safe, and comfortable, and these conditions are considered to be acceptable or appropriate for the workplace. Unfavorable environmental activities can require more time and energy and are incompatible with getting a system design that is efficient. A suitable work atmosphere can facilitate the implementation of tasks, enabling employees to work with excitement and, of course, to perform better. The incompatibility of the workplace might make it uncomfortable for employees to perform their jobs. The results of the pre-survey questionnaire

are shown in Table 3, which may be used to determine the phenomena that exist at the Distribution Center PT. Indomarco Prismatama Medan Branch:

Table 3. Results of the Work Environment Pre-survey Questionnaire

No	Statement Items	Don't agree	Percentage	Agree	Percentage	Amount
	Work environment					
1.	I believe that the lighting at the Distribution Center PT. Indomarco Prismatama branch in Medan is now excellent and sufficient.	7	47%	8	53%	15
2.	I have no doubt that the workspace has a proper air flow.	6	40%	9	60%	15
3.	I do not listen to other people's voices when carrying out work in a room	9	60%	6	40%	15
4.	As a worker at the Distribution Center PT. Indomarco Prismatama Medan branch, I always keep the workspace tidy.	4	27%	11	73%	15
5.	I always use the facilities provided by Distribution Center PT. Indomarco Prismatama Medan branch to speed up the work process	10	57%	5	43%	15

Source: Employees of Distribution Center PT. Indomarco Prismatama Medan branch, 2022.

The pre-survey questionnaire's findings Table 3 explains that the indicators included in the statement are used to measure the work environment. The answer "disagree" is intended for the statements "I always use the facilities provided by Distribution Center PT. Indomarco Prismatama Medan Branch to speed up the work process" and "I do not listen to other people's voices when carrying out work in a room," which are both targeted at 9 people (60%) and 10 people (57%), respectively. This demonstrates how poorly the workplace is currently performing at the Distribution Center PT. Indomarco Prismatama Medan Branch. According to research findings, there is noise in the workplace because it is too tiny, not soundproof, and next to other rooms, all of which make it difficult for workers to concentrate on their task. The amenities that Distribution Center PT. Indomarco Prismatama Medan Branch offers its staff are also still not quite complete, according to researches' observations. Of course, a lack of facilities might make it more difficult for staff to do their jobs. The facilities offered by the Distribution Center PT. Indomarco Prismatama Medan branch are listed in Table 4 of Facilities and Infrastructure at Distribution Center PT. Indomarco Prismatama Medan Branch:

Table 4. Facilities and Infrastructure of Distribution Center PT. Indomarco Prismatama Medan Branch

No	Supporting facilities	Amount
1	Wifi	1
2	Computer	7
3	Laptop	4
4	Printer	5
5	CCTV	15
6	Forklip	5

Source: Distribution Center PT. Indomarco Prismatama
Medan Branch, 2022.

Table 4 provides evidence that there are currently facilities or workplaces at Distribution Center PT. Indomarco Prismatama Medan Branch is yet unfinished. The infrastructure and number of facilities are insufficient for the company's current activities to be run properly with 54 personnel. It is not sufficient to construct just one wifi network for the region of the present work space due to the significant number of employees there. Despite the employer providing four laptops, some employees still bring their own laptops to work. Additionally, up to 5 forklifts are available for moving things from one location to another. Employee performance is undoubtedly hampered by a lack of infrastructure and facilities, as the workplaces that employees utilize are not completely furnished by the employer.

Employee performance might be centered on the amount and quality of labor that best supports the accomplishment of organizational objectives. Employees who can produce more work than only their assigned tasks and responsibilities will do better than expected in terms of quantity of work. Employers require workers who are capable of going above and beyond the call of duty. Additionally, employees' sensitivity to their surroundings can be seen in their willingness to improve their own education, take on additional responsibilities, follow rules, and continuously seek to advance the organization. The results of the survey questionnaire are listed in Table 5 as follows:

Table 5. Results of the Employee Performance Pre-Survey

No	Statement Items	Don't agree	Percentage	Agree	Percentage	Amount
	Employee performance					
1.	I always complete work with maximum results	10	57%	5	43%	15
2.	As an employee of Distribution Center PT. Indomarco Prismatama Medan Branch, I always finish my work on time.	8	53%	7	47%	15

No	Statement Items	Don't agree	Percentage	Agree	Percentage	Amount
3.	When there is work that is tough for me to perform alone, I always collaborate.	4	27%	11	73%	15
4.	As an employee, I am always supervised by the leadership of Distribution Center PT. Indomarco Prismatama Medan Branch in order to complete the job well	3	20%	12	80%	15
5.	I'm driven to finish a task that I'm working on.	6	40%	9	60%	15
6.	As an employee of Distribution Center PT. Indomarco Prismatama Medan Branch, I always complete work individually	5	43%	10	57%	15

Source: Employees of Distribution Center PT. Indomarco Prismatama Medan Branch, 2022.

As shown in Table 5, there are still respondents who gave "disagree" responses to the statements "I always complete work with maximum results" and "As an employee of Distribution Center PT. Indomarco Prismatama Medan Branch, I always finish my work on time." These responses were given by up to 10 people (57%) and eight people (53%), respectively.

These outcomes demonstrate that staff members Distribution Center PT. Indomarco Prismatama Medan Branch continues to struggle to produce the best results and performs less efficiently in meeting deadlines. This occurs as a result of the manager Distribution Center PT. Indomarco Prismatama Medan Branch continues to struggle with motivating staff to get the best possible results. This problem also arises from the fact that workers do not receive the substantial incentives they anticipate.

2. Literature Review
2.1. Discipline
Being disciplined means being aware of and ready to follow all workplace policies and relevant social norms. The most crucial operational function of human resource management is discipline since more disciplined employees produce more effectively at work. Without discipline, businesses struggle to produce their best work (Hasibuan, 2019). Discipline demonstrates an employee's state or attitude of respect for the organization's standards and correctness (Sutrisno, 2016). Discipline can be gauged from the following: 1) Ability, 2) Leadership Exemplary, 3) Retribution, 4) Fairness, 5) Inherent supervision, 6) Punishment, 7) Firmness, 8) Human Relations, (Hasibuan, 2017).

2.2. Work environment
According to Siagian (2014), an employee's environment for performing everyday job is the workplace. According to Sedarmayanti's opinion (2017), the workplace is an environment with a group and a number of facilities to help employees accomplish company objectives in line

with the firm's vision and mission. According to Nitisimeto (2014), the following are the indicators that researchers looked at while analyzing the workplace: 1) Lighting, 2) Air circulation, 3) Security in the workplace, 4) Cleanliness, 5) Facilities.

2.3. Employee performance

Performance is an endeavor to boost motivation and inspire staff to actively participate in cutting-edge initiatives so that business goals are accomplished (Minavand and Lorkojouri, 2013). Researchers use performance indicators in accordance with the opinions of Robbins (2016), Kasmir (2016) and Mangkunegara (2015). The employee performance indicators that the researcher uses are: 1) Quality, 2) Time (term), 3) Cooperation between employees, 4) Supervision, 5) Willingness and 6) Independence.

3. Methodology

This study intends to examine how work environment and discipline affect employee performance at the Distribution Center PT. Indomarco Prismatama Medan Branch. This study used a quantitative research methodology. The 54 participants in this study were all workers at the Distribution Center PT. Indomarco Prismatama Medan Branch. Saturated sampling is the technique employed. All of the personnel at the Distribution Center PT. Indomarco Prismatama Medan Branch, which employs up to 54 individuals, were used as research participants. Observation, documentation studies, and questionnaires were the data collection methods employed. Multiple linear regression using the statistical product software solution (SPSS) program is the analytical approach used in this study. regresi linear berganda dengan program Statistical Product Sofware Solution (SPSS)

4. Result and Discussion

Before doing the real research, a validity test tries to evaluate the data as a research experiment. A questionnaire was used to collect data for the validity test in line with the study factors and indicators. In order to conduct the validity test, questionnaires with a significant criterion of 0.5 were initially distributed to 30 respondents outside of the research population who were targeted at PT. Indomarco Adiprima, with its address at Jalan Lintas Sumatra, Tanjung Morawa A, Deli Serdang Regency, North Sumatra Province. Table 6 contains the findings from this study's validity test:

Table 6. Validity Test Results

Variable	Indicator	Correlation Pearson	Value Measurement	Information
Discipline	Ability	0,885	0,5	Valid
	Leadership Exemplary	0,926	0,5	Valid
	Retribution	0,885	0,5	Valid
	Fairness	0,877	0,5	Valid
	Inherent supervision	0,925	0,5	Valid
	Punishment	0,837	0,5	Valid
	Firmness	0,839	0,5	Valid

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	Human Relations	0,874	0,5	Valid
Work environment	Lighting	0,667	0,5	Valid
	Air circulation	0,849	0,5	Valid
	Security in the workplace	0,748	0,5	Valid
	Cleanliness	0,642	0,5	Valid
	Facilities	0,863	0,5	Valid
Employee performance	Quality	0,757	0,5	Valid
	Time (term)	0,704	0,5	Valid
	Cooperation between employees	0,654	0,5	Valid
	Supervision	0,726	0,5	Valid
	Willingness	0,849	0,5	Valid
	Independence	0,607	0,5	Valid

Source: Research Results, 2022

The test of all statements has a value greater than 0.5 based on Table 5. Therefore, all of the study's questions about employee performance, work environment, and discipline are valid.

The objective of the reliability test is to evaluate the answers' consistency. Analyzing the instrument's reliability with internal consistency after only one attempt and using a Cronbach Alpha (CA) > 0.70 value. Table 7 contains the findings from this study's reliability test:

Table 7. Reliability Test Results

Variable	Cronbach Alpha (CA)	Value Measurement	Information
Discipline	0,798	0,7	Reliable
Work environment	0,795	0,7	Reliable
Employee performance	0,779	0,7	Reliable

Source: Research Results, 2022

All research variables are reliable, according to the findings of the reliability test using Cronbach Alpha, which is greater than 0.70. The study's findings suggest that the measurement tool can be utilized as a measuring instrument after passing the reliability test.

The confounding or residual variables have a normal distribution, and the normality test seeks to test the regression model. Graphs and the Kolmogorov-Smirnov test are two techniques for determining if the data are normally distributed. Figure 1 contains the findings from the study's normalcy test.
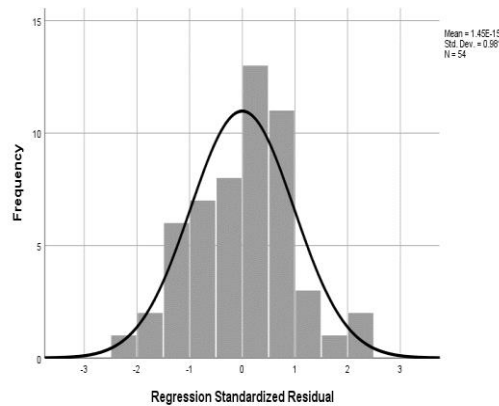
Source: Research Results, 2022

The data from the research's histogram graph revealed a typical curve that perfectly creates a concave. If the line has developed a concave upward as seen in Figure 1, then it can be regarded to be normal. The One-Sample Kolmogrov Smirnov Test, as used in statistical testing, can also be used to observe the normalcy test, as shown in Table 8:

Tabel 8. Hasil Uji One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		54
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.28988696
Most Extreme Differences	Absolute	.071
	Positive	.056
	Negative	-.071
Test Statistic		.071
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: Research Results, 2022

The significant value of Asymp. Sig. (2-tailed) for all variables is 0.200, as shown in Table 8. All variables have a normally distributed distribution if the significance level is larger than 0.05 and the residual value is normal.

Testing for multicollinearity was done using tolerance and the VIF (Variance Inflation Factor). The tolerance value > 0.10 or the same as the VIF value 10 is the cutoff value that is typically used to identify the presence of multicollinearity. Table 9 contains the outcomes of the multicollinearity assumption test:

Table 9. Multicollinearity Test Results

		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
Model		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	.916	1.590			
	Discipline	.275	.080	.331	.381	2.624
	Work environment	.715	.112	.620	.381	2.624
a. Dependent Variable: Employee performance						

Source: Research Results, 2022

There is no evidence of multicollinearity between the independent variables in the regression model, according to tolerance and VIF values from discipline (0.381 > 0.10), (2.624 10) and work environment (0.381 > 0.10). Figure 2 displays the outcomes of the data in this study's heteroscedasticity test:
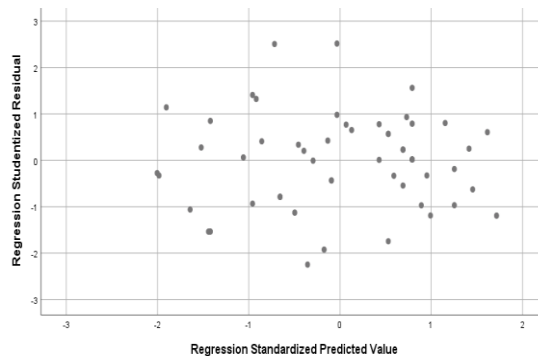

Figure 2. Scatter Plot Graph
Source: Research Results, 2022

Figure 2 shows that the data distributes randomly and does not follow a specific pattern, indicating that this regression model is free of heteroscedasticity symptoms. Using the Glejser technique of data analysis, Table 10 shows the outcomes of the heteroscedasticity test of the study's data:

Table 10. Glejser Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.597	.940		1.698	.096
	Discipline	.064	.047	.294	1.346	.184
	Work environment	-.131	.066	-.433	-1.983	.053
a. Dependent Variable: abs_res						

Source: Research Results, 2022

The results of the heteroscedasticity test using the glejser technique are shown in Table 10, and it is known that the discipline's significant value is 0.184, which is greater than 0.05. The workplace has a score of 0.053, which is higher than 0.05. This explains why this study has no heteroscedasticity. The findings of the multiple linear regression test are produced in Table 11 based on the outcomes of data processing with the SPSS program.

Table 11. Multiple Linear Regression Test Results

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	.916	1.590			
Discipline	.275	.080	.331	.381	2.624
Work environment	.715	.112	.620	.381	2.624
a. Dependent Variable: Employee performance					

Source: Research Results, 2022

Y = 0.916 + 0.275 X1 + 0.715 X2 + e, this regression equation indicates that constant (a) = 0.916, meaning that if the discipline and work environment are both 0, then the employee's performance is 0.916. Table 11 shows that the value of constant (a) is 0.916, b1 is 0.275, and b2 is 0.715. Employee performance will increase by 0.275 if discipline is increased by 1 unit, according to the discipline regression coefficient of 0.275. The employee performance will increase by 0.715 if the work environment improves by one unit, according to the work environment regression coefficient of 0.715. Table 12 contains the study's partial test findings (t test):

Table 12. T-Test Results (Partial)

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.916	1.590		.576	.567
Discipline	.275	.080	.331	3.424	.001
Work environment	.715	.112	.620	6.406	.000
a. Dependent Variable: Employee Performance					

Source: Research Results, 2022

The t test is used to examine how the independent variable affects the dependent variable partially. The results from Table 12 show that discipline has a positive and significant impact on employee performance, with a coefficient value of 0.331, a t-count > t-table (3.424 > 1.6735) value, and a significant value of 0.001 0.05. The work environment has a positive and substantial impact on employee performance, as indicated by the coefficient value of 0.620, the t-count > t-table (6.406 > 1.6735), and a significant value of 0.000 from 0.05.

The influence of the independent variables combined on the dependent variable was examined using the F test (simultaneous). Table 13 can be loaded with the outcomes of the F test using the SPPS program and the Anova value:

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Table 13. F Test Results (Simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
ANOVA[a]						
1	Regression	395.966	2	197.983	114.504	.000[b]
	Residual	88.182	51	1.729		
	Total	484.148	53			
a. Dependent Variable: Employee performance						
b. Predictors: (Constant), Work Environment, Discipline						

Source: Research Results, 2022

Knowing that Fcount (114.504) > Ftable (3.18) and a significant value of $0.000 < 0.05$ indicates that work environment and discipline have an impact on employee performance simultaneously The findings of this study's investigation of the coefficient of determination are as follows:

Table 14. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Model Summary[b]				
1	.904[a]	.818	.811	1.315
a. Predictors: (Constant), Work Environment, Discipline				
b. Dependent Variable: Employee Performance				

Source: Research Results, 2022

According to Table 14, the corrected coefficient of determination (Adjusted R Square) is equal to 0.811. This indicates that 81.1% of employee performance can be accounted for by rules and the workplace, while the remaining 18.9% is explained by factors that cannot be observed.

The findings of Ulfa's research (2019) demonstrate that performance is significantly and favorably impacted by the workplace. This demonstrates how having a positive work environment for employees can help them perform better at their jobs. Employee performance in a company will also be impacted by effective and good discipline. In contrast to Alfiah (2020), the study's findings demonstrate that work discipline has a considerable effect on long-term employee performance, with a value of 0.000, while the work environment has a partial effect with a value of 0.108 and no significant effect. Employee performance is simultaneously impacted by the workplace culture and rules. According to Puspitasari's (2020) findings from a different study, both the work environment and work discipline had a good and significant impact on employee performance.

5. Conclusion

The study's findings are: Partially discipline has a positive and significant impact on employee performance, according to the analysis and discussion's findings. The work environment has a positive and significant effect on employee performance. Employee performance at the Distribution Center of PT Medan Branch of Indomarco Prismatama. is

positively and significantly impacted by both discipline and the work environment.

6. Acknowledgments

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