

## Conference Paper

# The Influence of the Physical Work Environment, Work Motivation, and Work Discipline on Employee Performance

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**Abstract.**

Employee performance is a measure of an employee either or proficient in completing his work. This research will examine various aspects of proficiency that affects the employee performance in an organization. The purpose of this study was to determine the effect of the physical work environment, work motivation, work discipline and other factors that influence employee performance. In the last two decades the terminology of human resources has been replaced by the terminology of human capital. Thus, organization's members are no longer considered as a resource, but have shifted as capital or assets of the organization. The volatility of an organization are inseparable from the role of organizational members in realizing organizational goals. Good employee performance will affect the growth and development of an organization. The study critically reviews various aspects that effectively predict employee performance in the organization. Finally, this study proposes a model of the relationship between the physical work environment, work motivation, and work discipline, and the performance of employees in an organization.

**Keywords:** physical work environment, work motivation, work discipline, employee performance, and organization

## 1. Introduction

In government organizations, human resources or called employees, are the most important element that must be considered. All governments must be able to optimize their human resources to achieve organizational goals. Human resources are the drivers and determinants of organizational leadership. Employees play a strategic role as thinkers, planners and managers of the organization's activities. Therefore, agencies are required to be able to provide positive direction to all employees to achieve organizational goals and be able to improve employee performance. All institutions want and strive for a healthy work environment to improve the work efficiency of their employees. In Opinion Robbins [1]: "Saying effectiveness has to do with the ability to

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choose or do something that is most appropriate or appropriate and able to provide immediate benefits.”

Employee performance has a significant impact on the success of the organization. Therefore, it is necessary to evaluate the performance of each work unit in the organization so that an objective view of the performance of human resources in the organization can be obtained. Every organization always strives to improve the performance of employees in the hope that the goals of the organization will be achieved. According to Kariyamin et al. [2], performance is a description of the level of success in carrying out a program of activities or policies to achieve the goals, objectives, vision and mission of the organization as outlined in the organization’s strategic plan.

One of the factors that affect employee performance is the physical work environment [3]. The physical work environment is important when working. A good physical work environment is a clean workbench, a spacious workspace, adequate office equipment, good lighting, and a comfortable room air temperature to use when working. However, when one of the facilities is damaged, it is better to repair it immediately so that employee performance is maintained. Another factor affecting employee performance is motivation. Wibowo [4] states, “Motivation as a process that causes intensity, direction, and persistence of individuals towards the achievement of goals”. Another factor that has an impact employee performance is work discipline. According to Afandi [5], discipline is a tool that managers use to change their behavior and increase their awareness and willingness to comply with all applicable company rules and social norms. Sunarsi [6] stating that the purpose of disciplining employees is to create or maintain respect and mutual trust among supervisors and their subordinates. Improperly imposed discipline can create problems such as low working capital, anger, and bad will among the supervisor and his subordinates. The correct implementation of disciplinary actions will not only improve employee behavior, but will also minimize disciplinary problems in the future through positive relationships between subordinates and superiors, as well as help employees to be more productive, thus being profitable in the long term. Based on the perspective of human resources at the Inspectorate General from the Ministry of Environment and Forestry has potential resources. Below is data on the formal education levels of employees collected by researchers from the Ministry of Environment and Forestry’s Inspector General’s Department.

Based on table 1, it can be seen that civil servants at the Inspectorate General of the Ministry of Environment and Forestry are mostly employees who graduated from Strata I, namely 105 people out of 231 employees, or about 45.45% of the total number of employees, while a small part (9.52) are employees with a high school

TABLE 1: Education Level of Civil Servants.

Group Level	Number of Employees	Percentage
I	0	0
II	50	21,65
III	105	45,45
IV	54	23,38
PTHL	22	9,52
<b>Sum</b>	<b>231</b>	<b>100</b>

Source: Personnel Section of the Secretariat of the Inspectorate General of the Ministry of Environment and Forestry December 2021.

education background. This indicates that the Inspector General of the Ministry of Environment and Forests is highly educated. The General Inspector General of the Ministry of Environment and Forestry is responsible for optimizing the performance of all employees in order to achieve organizational goals by taking into account the performance evaluation of civil servants in accordance with Decree No. 46 of 2011 on Evaluation. do my best. Regarding the performance of duties by civil servants. Below are the employee performance appraisal data for the Ministry of Environment and Forests Inspector General in 2021.

TABLE 2: Employee Performance Appraisal.

No	Elements	Value	Information
1	Loyalty	82	Good
2	Work Performance	70	Enough
3	Responsibility	70	Enough
4	Obedience	70	Enough
5	Honesty	70	Enough
6	Collaborate	70	Enough
7	Initiative	70	Enough
8	Leadership	70	Enough
	<b>Sum</b>	<b>572</b>	<b>Enough</b>
	<b>Average</b>	<b>71,5%</b>	<b>Enough</b>

Source: Inspectorate General of the Ministry of Environment and Forestry in 2021.

Based on Table 2, the researchers concluded that the average performance of employees in the 2021 Ministry of Environment and Forestry Total Inspection was in the “adequate” category (71.5%). This is an interesting phenomenon and requires research to further improve employee performance appraisals in the Ministry of Environment and Forestry. Employee performance is a key asset in achieving goals and must therefore be considered and improved through the various efforts of an organization.

A performance phenomenon found in the Inspectorate General of the Ministry of Environment and Forestry is that there are still service complaints. Likewise with the phenomenon of the physical work environment, such as there are still employees who use personal laptops, limited printers, limited scanners, hot room temperatures, and so on. The phenomenon of motivation based on observations and interviews with several employees is still encountered: (1) employees who are lazy at work so that they relax more than work, (2) employees prioritize personal interests over office interests in carrying out their duties, (3) if there are mistakes in work, employees lack the initiative to correct them, (4) employees in coming up with new ideas in completing tasks.

Meanwhile, the phenomenon of discipline is such as arriving late, lack of interest in completing work on time, carrying out activities other than work activities, not being at work during working hours and employees not returning quickly when they finish their lunch break. Effects of physical work environment, work motivation, and work discipline can be seen in the fact on the ground that the three independent variables are able to slow down work, increase employee absences, leave the workplace, repeat bad achievements and refuse cooperation with colleagues. Against the background described, we can identify the following issues:

1. Does the physical work environment affect the performance of Department of Environment and Forestry employees?
2. Does job motivation affect the performance of Ministry of Environment and Forestry staff?
3. Does labor discipline affect the performance of Ministry of Environment and Forests staff?

## 2. Literature Review

### 2.1. Performance

Achievement can be interpreted as the work result achieved by an employee or employee in accordance with their duties and responsibilities, both in quantity and quality. According to Mulyadi [7], "Performance (work performance) can be defined, the result of work achieved by a worker or employee in quality or quantity in accordance with their duties and responsibilities". Anwar Prabu Mangkunegara [8] while defining employee performance "The term performance comes from the word job performance or actual performance (actual work performance or achievement achieved by a person).

So, the definition of 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". From this it can be concluded that performance is the overall activity of fulfilling the obligations to the company or agency according to their respective responsibilities to the company.

From the various definitions given by the experts above, we conclude that performance is the result of work that can be done by an individual or group of people within an Agency according to their respective responsibilities in order to achieve the Agency's goals in accordance with specific provisions. can be attached. principle.

According to Mangkunegara [8], there are eight dimensions that need to be considered in performance based on specific behavior (Judgement Performance Evaluation), including:

1. Quality of work. Job quality is achieved based on suitability and readiness.
2. Workload. Amount of work done in a given time period.
3. Expertise. Extensive knowledge of his job and skills.Four.
4. Creativity. The credibility of the ideas and actions put forward to solve the problems that arise.
5. Cooperation. Awareness of cooperating with others.
6. Initiative. The credibility of fresh ideas presented as temporary company programs.
7. Reliability. Awareness and confidence in attendance and job description.
8. Personal qualities. It's about personality, leadership, skills, and personal integration.

## 2.2. Motivation

According to Sudarman [9], motivation is defined as the force, drive, need, passion, pressure, or psychological mechanism that encourages an individual or group of people to achieve a certain outcome according to their desires. Motivation is the impetus for a person to make the greatest possible contribution to Success of an organization achieving its goals [10]. Understand that achieving organizational goals means achieving the personal goals of the members of the organization in question.

Based on several expert opinions, work motivation is the process of driving a person to perform a set of activities that leads to the achievement of specific goals and

objectives of an organization and that satisfies some need. can conclude. Low employee motivation to work also determines performance levels.

McClelland in Mangkunegara [11], this theory focuses on three needs:

1. Power requirements: The urge to surpass yourself, to surpass yourself.
2. Membership requirements: Passion for friendly and intimate interpersonal relationships.
3. Power requirements: The need to make others behave the way they do not (without being forced to do so).

### 2.3. Work environment

Mangkunegara [12], stellt fest, dass: "The work environment is all aspects of physical work, work psychology and work regulations that can affect the work environment and the achievement of productivity". Supardi in Subroto [13], states that: "The work environment is a situation around the workplace both physically and non-physically that can give a pleasant impression, secure, calm, and feel at home at work".

According to Moekijat [14], the physical working environment refers to the equipment, office equipment used, and office design that affect the physical working environment of the office and the physical working conditions in which work must be performed. He said that it is a working environment that.

Based on the explanations of the definitions proposed by experts, we can see that the working environment plays a real role in human working life. The role of a good working environment is to incentivize employees to work comfortably, motivate and ultimately to work in optimal conditions, so it is not surprising that the working environment within companies is receiving more and more attention. I cannot deny it. Then before. According to Moekijat [14], the important factors of the physical work environment in most offices are:

1. Spatial Planning
2. Lighting
3. Color
4. Air exchange (ventilation)
5. Music
6. Found (noise level)

## 2.4. Discipline

According to Sinambela [15], labor discipline is the ability of a person to work regularly, to persevere continuously, and to work according to established rules without violating established rules. Singodimejo in Soetrisno [16] in his book Mulyadi [7]. To say work discipline is an attitude of a person's willingness and willingness to follow and follow the norms that are in force around him.

Basically, there are many indicators that affect the level of discipline of employees in an organization. Singodimejo in Soetrisno [17], disciplinary work can be divided into four dimensions, including:

1. Follow the rules of the times. It is measured by the time you arrive at work, the time you leave, and the time you take a proper rest, according to the regulations in force at your company.
2. Please comply with company regulations. Basic rules of dress and behavior in the workplace.
3. Comply with the Code of Conduct in the workplace. Shown in terms of job titles, duties, work styles according to responsibilities, and relationships with other departments.
4. Follow other rules. Rules on what employees are and are not allowed to do at the company.

## 2.5. Conceptual framework

## 3. Research Methods

This investigative process begins with an activity to identify the issue, with a start date for this investigation in April 2022. The authors select study subjects with a comprehensive inspection of the Ministry of Environment and Forestry. The study design used by the authors is the causality study method. According to Sugiyono [18], causal studies are studies aimed at finding causal relationships in the presence of independent variables (free variables) and dependent variables (tied variables). The purpose of this study is to determine the impact of physical work environment, work motivation, and work discipline on employee performance. In this study, the ordinal measurement method used the Likert scale to measure the attitudes, opinions, and perceptions of individuals or groups of individuals toward social phenomena [18].

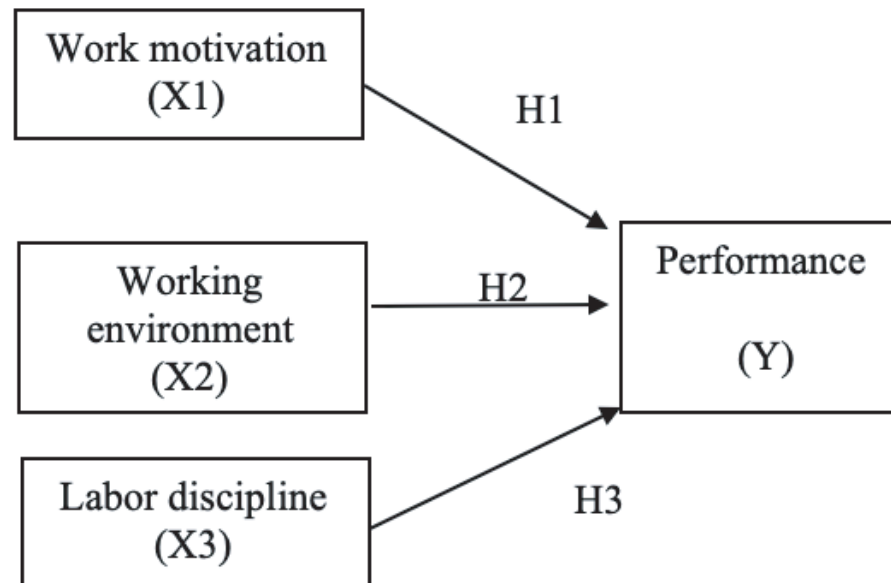


Figure 1: Conceptual Outline.

## 4. Result and Discussion

A motive is an external stimulus in the form of an object or non-object that can fuel people's urge to own, enjoy, or master an object, or to acquire or not acquire an object. According to Robbins [19], motivation is the desire to do something and determines the ability to act to meet an individual's needs. With all these needs, people are expected to work harder and be more active, because high work motivation can improve the performance of the company and achieve the goals of the company.

Previous studies on the impact of work motivation on employee performance have been conducted by Rosmaini and Tanjung [20], and Sunarsi [6], demonstrating that work motivation has a positive and significant impact on employee performance. is found to give According to Supardi in Subroto [13]: A work environment is the physical and non-physical surroundings of the workplace that make you feel comfortable, safe, calm and make you feel at work.

The role of a pleasant working environment is a driving force in helping employees find their work more rewarding, show more enthusiasm, and be able to work optimally.

Findings Previous research on the impact of work environment on employee performance was conducted by Triastuti and Sulaiman [21], resulting in work environment having a large positive impact on employee performance.

According to Syafrina [22], work discipline is the observance of the institution or organization and all that is provisioned without the use of feelings, only based on



conversion and the realization that in the absence of such obedience everything that is a provision in the goals of the organization is not achieved. Work discipline requires the ability to comply with applicable rules, standards, laws and regulations in order to consciously implement and comply with them. Work discipline is primarily concerned with recognizing and enforcing the rules and regulations in force in the company. Work discipline is very important to ensure the maintenance and smooth implementation of the discipline.

A previous study on the impact of work discipline on employee performance by Kania Teja Utari [23] concluded that work discipline has a positive and significant impact on employee performance.

Research results are in the form of research proposals and do not describe actual results on the subject of research. This is because the data must be processed to determine the effects between variables.

## 5. Conclusion

From the template above, we can draw the following conclusions:

1. Physical work environment affects performance.
2. Work motivation affects performance.
3. Work discipline affects performance.

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