
The Influence of Work Discipline And Work Environment on Motivation That Has an Impact on Employee Productivity at PT. Argo Textile in Tangerang

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ABSTRACT

This study aims to determine the effect of work discipline and work environment on motivation, impacting employee productivity at PT. Argo Textile in Tangerang. The method used is explanatory research with a sample of 125 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study, work discipline has a significant effect on motivation by 41.4%, hypothesis testing obtained a significance of $0.000 < 0.05$. Furthermore, the work environment significantly affects motivation by 36.1%; hypothesis testing acquired a value of $0.000 < 0.05$. Finally, work discipline and work environment simultaneously significantly affect motivation by 51.0%; hypothesis testing obtained a significance of $0.000 < 0.05$.

Keywords: work discipline, work environment, motivation, employee productivity.

INTRODUCTION

In the current era of globalization, human resources are the foundation for companies that primarily keep their employees highly motivated at work. The motivation for employees is essential, including efforts to encourage employee creativity requires energy and commitment. However, these two things are practical ways that arise from each employee, hoping that the company can develop well. In addition, motivation can be an influential driving force and does not require as much effort as controlling.

Maintaining employee productivity is also a company's demand in maintaining and managing quality human resources, which is increasingly urgent by the dynamics of the changing

environment. It is said to be productive if these resources have high work productivity, achieve predetermined targets and complete tasks on time.

Employee productivity is a benchmark for every company in carrying out its business activities, both in terms of product quality and quantity, as is the case in today's trade competition where companies must strive for quality and employee welfare which are the competitiveness of other companies. Companies have significant capital to achieve their goals, but companies need to pay attention to other production factors, including nature, labor, and expertise, where these factors cannot stand alone.

Likewise, with employee discipline, work discipline is needed to be responsible for their

work. Therefore, companies with work discipline will ensure smoothness in carrying out tasks to obtain suitable work results. In contrast, employees with high work discipline will get a pleasant working atmosphere on time according to the plan to prevent misused waste of time. Moreover, employees have duties in each part of the work unit to carry out their operational activities in their work environment. Therefore, the possibility when they are active influences works productivity.

Another factor that contributes to the impact is the work environment. Conducive working conditions support employee productivity; otherwise, an uncomfortable environment will interfere with work concentration. The company should not ignore the problems that arise in the corporate environment. Therefore the company strives to pay attention to the work environment of employees. In supporting work productivity, work environment factors have a relationship. Creating a comfortable and conducive work environment stems from the self-awareness of employees and leaders in the company. (Ramadon, Syahri & Yanti Pasmawati., 2017).

A good work environment if employees in a company carry out their operational activities smoothly. They are improving employee productivity to need better be support by a healthy and conducive work environment. Employee productivity can increase if the work environment around the employee is conducive because a conducive work environment will provide smoothness, pleasure, security, and safety in carrying out the tasks assigned to him.

PT. Argo textile is a company engaged in manufacturing textiles that produces a cloth called gray cloth, which is made from yarn, then increases the type of production. Companies need optimal employee productivity to get maximum results; companies need to motivate employees, such as bonuses and awards. This is done so that employees do not feel satisfied quickly so that it will further increase their productivity so that the desired goals are achieved.

Employees at PT. Argo textiles that arrive late and often get permits not on time will cause the

operational activity plans not to run correctly. Therefore, it is necessary to have strict sanctions for employees who violate and be more orderly in working in the company. To function optimally, work environment factors such as adequate lighting, adequate air ventilation in the workspace, and low noise levels become the driving force for employees to work comfortably. The unavailability of a canteen in the company is also a lack of facilities for employees

The problem in this company is about the fluctuations in the production results that are not by the targets set by the company. Furthermore, employee turnover also influences work productivity due to lack of motivation, employee discipline, and a comfortable environment. Therefore, work productivity is essential in this company to meet the needs of the goods produced have quality and consumers feel satisfied.

The objectives of this research are:

- a. To determine the partial effect of work discipline on motivation at PT. Argo Textile in Tangerang.
- b. To determine the partial effect of the work environment on motivation at PT. Argo Textile in Tangerang.
- c. To determine the simultaneous effect of work discipline and work environment on motivation at PT. Argo Textile in Tangerang.
- d. To determine the effect of motivation on employee productivity at PT. Argo Textile in Tangerang.

Literature review

1. Work Discipline

According to Sutrisno (2016) defines "Discipline is the behavior of a person by the regulations, existing work procedures or attitudes and behavior and actions that are by the regulations of the organization both written and unwritten." In this study, the indicators used include: obeying the rules of time, obeying the laws of the organization, obeying the rules of behavior at work, obeying other regulations.

2. Work environment

According to Sedarmayanti (2020: 21), the work environment is the entire tooling and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and groups.

3. Motivation

According to Maslow in Sutrisno (2016: 55), motivation is the provision of a driving force that creates enthusiasm for one's work so that they are willing to work together, work effectively, and are integrated with all their efforts to achieve job satisfaction. Employee work motivation is influenced by many needs which are then derived from these needs factors into indicators to determine employee work motivation, which is described as follows: Physiological needs, safety needs, social needs, The need for esteem

(esteem need), and the need for self-actualization (self-actualization need).

4. Employee Productivity

According to Tohardi in Sutrisno (2019: 46) suggests that work productivity is a mental attitude. The mental attitude is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and tomorrow better than.

5. Research Model

According to Sugiyono (2018), "The research model is a synthesis that reflects the relationship between the variables studied and is a guide for solving research problems and formulating hypotheses in the form of a flow chart equipped with qualitative explanations." In this study, the research model is made as follows:

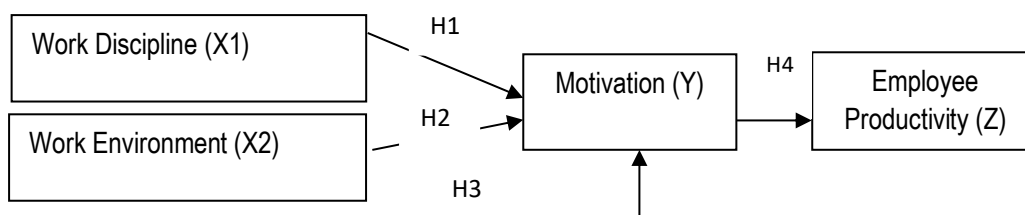


Figure 1. Research Model Paradigm

6. Research Hypothesis

According to Sugiyono (2018), "The hypothesis is a temporary answer to problems because it is temporary, it needs to be proven true through the empirical data collected." Therefore, the formulation of the proposed hypothesis is as follows:

H1: There is a significant effect of work discipline on motivation at PT. Argo Textile in Tangerang.

H2: There is a significant effect of work environment on motivation at PT. Argo Textile in Tangerang.

H3: There is a significant effect of work discipline and work environment simultaneously on motivation at PT. Argo Textile in Tangerang.

H4: There is a significant effect of motivation on employee productivity at PT. Argo Textile in Tangerang.

METHOD

The type of research used is associative; the population in this study amounted to 125 respondents PT. Argo Textile in Tangerang. The sampling technique used in this study is a saturated sample, where all population members are used as samples. Thus the model in this study amounted to 125 respondents.

In analyzing the data, used instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

a. Instrument Test

In this test, validity and reliability tests are used.

1) Validity test.

The validity test is intended to determine the accuracy of the data regarding the suitability between what is to be measured and the

measurement results. To test the validity, the significance value of 2 tailed is compared to 0.05 with the following conditions:

- (a) If the significance value of 2-tailed < 0.05 , then the instrument is valid,
- (b) If the 2-tailed significance value > 0.05 , then the instrument is not valid,

2) Reliability Test.

A reliability test is a series of measurements or a series of measuring instruments that have consistency if the measurements made with the measuring instrument are repeated. A good instrument will not tend to lead respondents to choose a particular answer. The criteria used are as follows:

- (a) If Cronbach's Alpha $> 0,600$, then the instrument is reliable.
- (b) If Cronbach's Alpha < 0.60 , then the instrument is not reliable.

b. Classic assumption test

A classical assumption test is intended to determine the accuracy of data. In this study, the classical assumption tests used include Normality Test, Multicollinearity Test, Autocorrelation Test, and Heteroscedasticity Test. The results are as follows:

1) Normality test

Normality test is used to test whether in a regression model, the dependent variable, the independent variable, or both have a normal distribution or not. Normality test using the Kolmogorov-Smirnov test, with the following conditions:

- (a) If the significance value is < 0.05 , then the data is not normally distributed.
- (b) If the significance value is > 0.05 , then the data is usually distributed.

2) Multicollinearity Test

This multicollinearity test aims to test whether in the regression model there is a correlation between independent variables. In this study, the tolerance limit and its opposite, variance inflation factor (VIF), is used with the following conditions:

(a) If the tolerance value is more than one and the Variance Inflation Factor (VIF) value is < 1 , then there is no multicollinearity.

(b) If the tolerance value is more than one and the Variance Inflation Factor (VIF) value is > 1 , then multicollinearity occurs.

3) Autocorrelation Test

The autocorrelation test is used to determine whether or not there is a deviation from the classical assumption of autocorrelation, namely the existence of a correlation between sample members. In this study, the Durbin Watson Test was used.

4) Heteroscedasticity Test

The Heteroscedasticity test determines whether there is an inequality of variance in the regression model from one observation residual to another word. How to predict the presence or absence of heteroscedasticity is used Glejser Test.

c. Statistic test

1) Linear Regression

Linear regression analysis is a statistical technique used to find a regression equation helpful in predicting the dependent variable's value based on the independent variables' values. In this study, multiple linear regression was used.

2) Correlation coefficient

The correlation coefficient test is intended to determine the level of strength of the relationship between the independent variable and the dependent variable either partially or simultaneously.

3) Coefficient of Determination

The coefficient of determination analysis is intended to determine the magnitude of the influence between the independent variables on the dependent variable either partially or simultaneously.

4) Hypothesis testing

Hypothesis testing is intended to determine whether a hypothesis should be accepted or

rejected. In this study, the t-test (partial) and the F test (simultaneous) were used.

RESULT and DISCUSSION

1. Instrument Test Results

a. From The test results obtained that all questionnaire items on the work discipline variable obtained a 2-tailed significance value of $0.000 < 0.05$. Thus the instrument is valid.

b. From The test results obtained that all questionnaire items on the work environment variable obtained a 2-tailed significance value of $0.000 < 0.05$. Thus the instrument is valid.

c. From The test results obtained that all questionnaire items on motivational variables obtained a 2-tailed significance value of $0.000 < 0.05$. Thus the instrument is valid.

d. From the results of reliability testing, the following results were obtained:

Table 1. Reliability Test Results

Variable	Cronbach's Alpha	Alpha Critical Standard	Information
Work Discipline (X1)	0.644	0.600	Reliable
Work environment (X2)	0.667	0.600	Reliable
Motivation (Y)	0.612	0.600	Reliable
Employee Productivity (Z)	0.622	0.600	Reliable

Based on the results of the above examination, the overall variables of work discipline (X1), work environment (X2), Motivation (Y), and Employee Productivity (Z) obtained a Cronbach alpha value greater than 0.600. Thus declared reliable.

2. Classic Assumption Test Results

a. Normality test

The results of the normality test using the Kolmogorov-Smirnov Test are as follows:

Table 2. Kolmogorov-Smirnov Test . Normality Results

	Tests of Normality					
	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Motivation (Y)	.068	125	.200*	.972	125	.011

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Based on the test results in the table above, a significance value of 0.200 is obtained where the value is greater than the value of $= 0.050$ or $(0.200 > 0.050)$. Thus, the assumption of the distribution of the equations in this test is standard.

b. Multicollinearity Test

Multicollinearity test was carried out by looking at the Tolerance Value and Variance Inflation Factor (VIF). The test results are as follows:

Table 3. Multicollinearity Test Results with Collinearity Statistics.

Model	Coefficients				Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients Beta	Tolerance	VIF	
	B	Std. Error				
1 (Constant)	8,563	2,701				

Work Discipline (X1)	.457	.075	.453	.724	1,380
Work environment (X2)	.337	.069	.363	.724	1,380

a. Dependent Variable: Motivation (Y)

Based on the test results in the table above, the tolerance value of each independent variable is $0.724 < 1.0$, and the Variance Inflation Factor (VIF) value is $1.380 < 10$. Thus this regression model does not occur multicollinearity.

c. Autocorrelation Test

The test was carried out with the Darbin-Watson test (DW test). The test results are as follows:

Table 4. Autocorrelation Test Results

Model Summary					
Model	R	R Square	Adjusted R Square	Std. The error of the Estimate	Durbin-Watson
1	.714a	.510	.502	2.458	1,656

a. Predictors: (Constant), Work environment (X2), Work discipline (X1)

b. Dependent Variable: Motivation (Y)

The test results in the table above obtained the Durbin-Watson value of 1,707; the value is between the intervals 1,550 – 2,460. Thus the regression model stated that there was no autocorrelation disorder.

d. Heteroscedasticity Test

The test was carried out with the Glejser Test Model test tool. The test results are as follows:

Table 5. Heteroscedasticity Test Results with Glejser Test Model

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.042	1,631		1,866	.064
	Work Discipline (X1)	.030	.045	.069	.656	.513
	Work environment (X2)	-.059	.042	-.149	-1.410	.161

a. Dependent Variable: RES2

The results of the test using the lesser test obtained the value of Sig. > 0.050 . Thus, the regression model has no heteroscedasticity disorder.

3. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

Table 6. Results of Descriptive Statistics Analisis Analisis

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Work Discipline (X1)	125	30	46	38.18	3.455
Work environment (X2)	125	30	46	38.23	3,753
Motivation (Y)	125	32	46	38.89	3,483
Employee Productivity (Z)	125	31	50	39.19	3,530

Valid N (listwise)	125			
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Work discipline obtained a minimum variance of 30 and a maximum variance of 46 with a rating score of 3.818 with a standard deviation of 3.455.

The work environment obtained a minimum variance of 30 and a maximum variance of 46 with a rating score of 3.823 with a standard deviation of 3.753.

Motivation obtained a minimum variance of 32 and a maximum variance of 46 with a rating score of 3.889 with a standard deviation of 3.483.

Employee productivity obtained a minimum variance of 31 and a maximum variance of 50 with a rating score of 3.919 with a standard deviation of 3.530.

4. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

In conclusion, write the statement in paragraph style. So stated the research limitation and future research Engagement is currently one of the many constructs recognized in various countries.

Table 7. Multiple Linear Regression Test Results

Model	Coefficients		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	8,563	2,701		3,314	.000
Work Discipline (X1)	.457	.075	.453	3,622	.000
Work environment (X2)	.337	.069	.363	6,831	.000

a. Dependent Variable: Motivation (Y)

Based on the test results in the table above, the regression equation $Y = 8.563 + 0.457X1 + 0.337X2$ is obtained. From these equations, it is explained as follows:

1) a stable of 8.563 means that if there is no work discipline and work environment, there is a motivation value of 8.563 points.

2) The regression coefficient of work discipline is 0.457; this number is positive. Therefore, every time there is an increase in work discipline of 0.457 points, the motivation will also increase by 0.457 points.

3) The regression coefficient of the work environment is 0.337; this number is positive, meaning that every time there is an increase in the work environment of 0.337 points, the motivation will also increase by 0.337 points.

b. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 8. Results of the Coefficient of Determination of Work Discipline on Motivation.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.644a	.414	.410	2,677

a. Predictors: (Constant), Work discipline (X1)

Based on the test results obtained a discipline has a contribution of 41.4% influence on determination value of 0.414, meaning that work motivation.

Table 9. Results of Testing the Coefficient of Determination of the Work Environment on Motivation.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.601a	.361	.356	2,795

a. Predictors: (Constant), Work environment (X2)

The test results obtained a determination value of 0.361, meaning that the work environment influences 36.1% motivation.

Table 10. Results of Testing Coefficient of Determination of Work Discipline and Work Environment Simultaneously on Motivation.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.714a	.510	.502	2.458

a. Predictors: (Constant), Work environment (X2), Work discipline (X1)

Based on the test results obtained, a discipline and work environment simultaneously contribute 51.0% influence on motivation, while other factors influence the remaining 49.0%. determination value of 0.510 means that work discipline and work environment simultaneously

Table 11. Results of Testing the Coefficient of Determination of Motivation on Employee Productivity.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.616a	.380	.375	2,791

a. Predictors: (Constant), Motivation (Y)

The test results obtained a determination value of 0.380, meaning that motivation contributes 38.0% to employee productivity.

c. Test Hypothesis
 Partial hypothesis test (t-test)
 Hypothesis testing with a t-test is used to determine which partial hypothesis is accepted. The test results are as follows:

Table 12. Hypothesis Test Results of Work Discipline on Motivation.

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.115	2,667		5,293	.000

Work Discipline (X1)	.649	.070	.644	9.327	.000
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a. Dependent Variable: Motivation (Y)

Based on the test results in the table above, is a significant influence between work discipline the value of t arithmetic > t table or (9.327 > 1.979). Thus the proposed hypothesis that there on motivation is accepted.

Table 13. Hypothesis Test Results in Work Environment on Motivation.

Model	Coefficients		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	17,558	2,569		6,834	.000
Work environment (X2)	.558	.067	.601	8,341	.000

a. Dependent Variable: Motivation (Y)

Based on the test results in the table above, is a significant influence between work the value of t arithmetic > t table or (8.341 > 1.979). Thus the proposed hypothesis that there environment on motivation is accepted.

Table 14. The results of the motivational hypothesis test on employee productivity.

Model	Coefficients		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	14,902	2,810		5.304	.000
Motivation (Y)	.625	.072	.616	8,679	.000

a. Dependent Variable: Employee Productivity (Z)

Based on the test results in the table above, the value of t arithmetic > t table or (8.679 > 1.979). Thus the proposed hypothesis that there is a significant influence between motivation on employee productivity is accepted.

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted.

The third hypothesis: There is a significant influence between work discipline, work environment, and motivation on motivation.

Simultaneous Hypothesis Testing (F Test)

Table 15. Hypothesis Test Results of Work Discipline and Work Environment Simultaneously on Motivation.

Model	ANOVA				
	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	767,127	2	383,563	63.467	.000b
Residual	737,305	122	6.043		
Total	1504.432	124			

a. Dependent Variable: Motivation (Y)

b. Predictors: (Constant), Work environment (X2), Work discipline (X1)

Based on the test results in the table above, the calculated F value $>$ F table or (63.467 $>$ 2.680), thus the fourth hypothesis proposed that there is a significant influence between work discipline and work environment simultaneously on motivation is accepted.

Discussion of Research Results

1. The Effect of Work Discipline on Motivation

Work discipline has a significant effect on motivation, with a coefficient of determination of 41.4%. Furthermore, testing the hypothesis obtained the value of t arithmetic $>$ t table or (9.327 $>$ 1.979). Thus the theory proposed that there is a significant effect between work discipline on motivation is accepted.

2. The Influence of Work Environment on Motivation

The work environment has a significant effect on motivation, with a coefficient of determination of 36.1%. Testing the hypothesis obtained the value of t arithmetic $>$ t table or (8.341 $>$ 1.979). Thus the theory proposed that there is a significant effect between the work environment on motivation is accepted.

3. The Influence of Work Discipline and Work Environment on Motivation

Work discipline and work environment significantly affect motivation by obtaining the regression equation $Y = 8.563 + 0.457X_1 + 0.337X_2$, with a coefficient of 51.0%, while other factors influence the remaining 49.0%. The calculated F value obtains hypothesis testing $>$ F table or (63.467 $>$ 2.680). Thus the hypothesis proposed a significant effect between work discipline and work environment on motivation is accepted.

4. The Effect of Motivation on Employee Productivity

Motivation has a significant effect on employee productivity, with a coefficient of determination of 38.0%. Testing the hypothesis obtained the value of t count $>$ t table or (8,679 $>$ 1,979). Thus the theory proposed that there is a

significant effect between motivation on employee productivity is accepted.

CONCLUSION

The conclusions in this study are as follows:

a. Work discipline has a significant effect on motivation with a contribution of 41.4% influence. Hypothesis test obtained value of t count $>$ t table or (9,327 $>$ 1,979).

b. The work environment has a significant effect on motivation with a contribution of 36.1%. Hypothesis test obtained value of t count $>$ t table or (8,341 $>$ 1,979).

c. Work discipline and work environment simultaneously significantly affect motivation with a contribution of 51.0% influence while other factors influence the remaining 49.0%. Hypothesis test obtained value F arithmetic $>$ F table or (63.467 $>$ 2.680).

d. Motivation has a significant effect on employee productivity, with a contribution of 38.0%. Hypothesis test obtained value of t count $>$ t table or (8,679 $>$ 1,979).

The following are suggestions for this research:

a. company must enforce regulations properly by applicable rules to ensure employees are treated fairly.

b. It is expected that the company should increase motivation to all employees by giving bonuses, awards, and prizes at the end of the month and the end of the year to increase work productivity.

c. It is hoped that the company must increase awareness for work discipline by disciplined time in terms of employee attendance and completing work so that the implementation of the activity plan can run on time.

d. It is expected that the company must create conditions in a safe, clean and conducive work environment so that employees feel comfortable in increasing maximum work productivity

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