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DOES WORK DISCIPLINE AFFECTED BY THE WORKING ENVIRONMENT AND WORK MOTIVATION?

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Introduction. Human resources are the main factor, because with their main importance, namely as the activator and determinant of the agency, which is in charge of regulating the agency nets from start to finish. Even though the position of human resources in an agency is central, human resources themselves have many limitations and shortcomings that the agencies must pay attention to, so that human resources themselves are maximized in carrying out their duties assigned by the agencies themselves. Work discipline is one of the determining factors for the success of achieving the goals of an agency / company. Good employee discipline will accelerate company goals, while degenerating discipline will become a barrier and slow down the achievement of company goals.

Aims and Task. This study aims to analyze and describe the influence of the work environment and motivation on the Work Discipline of the State Civil Apparatus, Panyileukan District. The population is 60 State Civil Servants, Panyileukan District, Bandung City. The method used in this research is descriptive and verification methods with a quantitative approach, in which the analysis uses the SPSS version 20 program package.

Results. Based on the calculation results show that the variables of work environment and motivation to work discipline. Adjusted R square 0.336 shows that the influence of these two variables is 33.6% and the remaining 66.4% is influenced by other factors described by the researcher. Through the results of partial hypothesis testing, it is found that the work environment has a significant effect on Work Discipline Adjusted R by 0.333, indicating that the Work Environment has an influence of 33.3% and the remaining 76.7% is influenced by other factors, while motivation has a significant effect on discipline Adjusted R work of 0.014 shows that motivation has an influence of 1.4% while the remaining 98.6% is influenced by other factors.

Conclusion. This study provides an insight that the work environment and motivation have a significant effect on work discipline, which means that work discipline will follow the work environment, and motivation is the same as a work environment that is constant.

Keywords: work discipline, working environment, work motivation, work ethic.

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ВПЛИВАЄ ДИСЦИПЛІНА РОБОТИ НА РОБОЧУ СЕРЕДУ І МОТИВАЦІЯ ПРАЦІ?

Вступ. Людські ресурси є головним фактором, тому що вони мають головне значення, а саме як активатор і визначальний фактор агентства, яке відповідає за регулювання агентських мереж від початку до кінця. Незважаючи на те, що положення людських ресурсів в агентстві є центральним, у самих людських ресурсів є багато обмежень і недоліків, на які агентства повинні звертати увагу, щоб самі людські ресурси були максимально задіяні при виконанні своїх обов'язків, покладених самими агентствами. Трудова дисципліна - один з визначальних факторів успіху в досягненні цілей агентства / компанії. Хороша дисципліна співробітників прискорить досягнення цілей компанії, а погіршується дисципліна стане перешкодою і сповільнить досягнення цілей компанії.

Мета і завдання. Це дослідження спрямоване на аналіз і опис впливу робочого середовища і мотивації на трудову дисципліну в державному цивільному окрузі Паньілеканського району. Населення - 60 державних цивільних службовців, район Паньілекан, місто Бандунг. В даному дослідженні використовується метод опису і перевірки з кількісним підходом, в якому для аналізу використовується програмний пакет SPSS версії 20.

Результати. За результатами розрахунків видно, що змінні виробничого середовища і мотивації до трудової дисципліни. Скоригований R-квадрат 0,336 показує, що вплив цих двох змінних становить 33,6%, а на решту 66,4% впливають інші чинники, описані дослідником. За результатами часткового тестування гіпотез встановлено, що робоче середовище значно впливає на скоригований R по робочій дисципліні на 0,333, що вказує на те, що робоче середовище впливає на 33,3%, а на решту 76,7% впливають інші чинники, в той час як мотивація значно впливає на дисципліну. Скоригований робота R 0,014 показує, що мотивація впливає на 1,4%, в той час як на інші 98,6% впливають інші чинники.

Висновки. Це дослідження дає уявлення про те, що робоче середовище і мотивація роблять значний вплив на робочу дисципліну, а це означає, що робоча дисципліна буде відповідати робочому середовищу, а мотивація така ж, як і постійна робоче середовище.

Ключові слова: трудова дисципліна, робоче середовище, трудова мотивація, трудова етика.

Introduction. The role of human resources for the organization is not only seen from how much work productivity results, but also from the quality of work produced. Therefore, the increase in contributions that can be given by employees to the organization cannot be separated from employee work discipline. The continuity of the activities of an organization needs to pay attention to the existence of human resources because they can be an effective profit center for the organization, society, and other stakeholders. This is in accordance with what was stated by Laraswati [1] that human resources are very important in a company, because they will be the company's driving system. However, even if the company and government agencies have not been able to bind the discipline of their employees such as complying with existing norms and the level of attendance of workers, it means that the company or government agency will find it difficult to achieve the targets that have been set, because according to Putri [2], is a person's willingness and willingness to obey and obey the prevailing regulatory norms around him. Good employee discipline will accelerate the company's goals, while slumping discipline will become a barrier and slow down the achievement of company goals [3].

According to Razak [4] a good form of discipline will be reflected in the atmosphere, namely: a high sense of employee concern for the achievement of company goals, high enthusiasm and passion for work and employee initiative in doing work, a large sense of responsibility for employees to carry out tasks with as well as possible, developing a sense of belonging and a high sense of solidarity among employees, as well as increasing the efficiency and productivity of employees' work. According to Dapu [5] explains that work discipline can be measured by obeying the rules of the time, obeying company rules, obeying rules of conduct, other stages of regulations.

The implementation that occurs in the Panyileukan District Civil Servants, Bandung City, the level of discipline through attendance can be said to be quite good but not optimal. And this lack of discipline is caused by an environment that must be paid more attention to and motivation among colleagues because these two things affect the employees themselves. If

the environment is not good, it will trigger employees not to be disciplined in carrying out their duties or attendance because of the discomfort of the environment at work. If the need for motivation from agencies to employees is lacking, it will have an impact on the work discipline of the agency employees, because employees do not feel the need for motivation which aims to provide enthusiasm is not fulfilled by the agency [6].

The absentee level of the State Civil Apparatus, Panyileukan District, Bandung City can be said to be not good, because the absentee level has not been able to reach the target of 100% (all attendance). From 2017 to 2019, the average attendance rate was less than 98%, it is necessary to know that the State Civil Apparatus is in charge of serving the community, but if the Panyileukan District, Bandung City has not been able to make the State Civil Apparatus in Panyileukan District, Bandung City capable present at any time without absenteeism, then the services provided will be more effective and efficient and will not make fellow colleagues do work that should be completed by colleagues who are not present.

According to Marinda [7] in defining the work environment is the entire tooling tool and materials faced, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and as groups According to Farisi [8] stated that broadly speaking, the type of work environment is divided into two, namely: a physical work environment and a non-physical work environment.

In the non-physical work environment dimension, according to Farisi [8], the non-physical work environment dimension is actually much more difficult than designing or designing a physical work environment, this is due to heterogeneous human nature and changes that can take place quickly in humans, making the design of this non-physical work environment cannot be calculated mathematically like in a physical work environment. The non-physical environment is part of the overall work environment which includes things such as the behavior of the people in it, including all people who are members of the organization, where the behavior is influenced by organizational habits

and culture so that the non-physical work environment cannot be ignored [9]. Therefore, the researcher decided to find out the environmental conditions in Panyileukan District, Bandung City to 13 employees.

Based on the results of the pre-survey from the dimensions of the non-physical work environment, it can be said not, because seen from the total average of respondents as much as 58.46% said that the work environment was good and the rest answered 42.54% not well. Meanwhile, the dimensions of the physical work environment can be said to be quite good because 80.75% said the work environment was good and 19.25% said it was not good.

According to Esthi [10] there are other factors that influence the level of employee work discipline, namely meeting the needs of the employees themselves. If it means that fulfillment of needs is the work motivation of the employees themselves, this is in accordance with the research conducted by Farid [11] that it turns out that work motivation has a significant influence on employee work discipline. According to Busro [12], motivation comes from the Latin word *movere* which means encouragement or driving force. This motivation is only given to humans, especially to subordinates or followers. Work motivation becomes a trigger for employees so that employees produce good work discipline without coercion, on the contrary, a lack of motivation at work can affect employee work discipline even though the employee has good work potential.

There are five levels of needs that must be met in the life of every worker, including: Psychological Needs, Security Needs, Social Needs, Appreciation Needs and Self-Actualization Needs [13]. So if the employees have not been able to meet their needs, it will cause the employees to feel disappointed with the company and make their level of discipline decrease. If the level of discipline decreases, the process of achieving goals will not be created. Because Robbins [14] explains that motivation is a process that explains the strength, direction and persistence of a person in an effort to achieve goals. From the results of the pre-survey conducted on work motivation using the five dimensions of need levels above, the results can be said to be low, because from an average

of 43% respondents said their needs had been met and the remaining 57% said they had not been met.

So seeing this, the researcher is interested in exploring what causes the State Civil Apparatus of Panyileukan Subdistrict, Bandung City to not be able to attend consistently according to a predetermined working day or in other words the work discipline is not optimal. Does all of this have an effect on the work environment and work motivation. When referring to research conducted by Iswara [15] explained that if there is a problem in the level of employee discipline, this is influenced by the work environment of the company. Because the results of his research show that the work environment plays an important role in increasing morale so that company goals will be well realized. This means that if there are problems with employee discipline it can be caused by the work environment of the company. Likewise with the opinion of Subagja [16] in his research which states that work motivation has a positive effect on work discipline, meaning that work motivation has an important role in creating work discipline.

Literature Review.

Definition of Work Environment. The work environment is a state of physical or non-physical form or what we usually call psychological which affects employees to support their work activities, this is supported by [17]. The work environment is something that is in the environment of workers who can influencing himself in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and whether or not work equipment is adequate. While Imran [18] explains that a good work environment will create pride for employees in the workplace and can have an impact on employee morale. According to Ramli [19], the work environment is an organizational element as a social system that has a strong influence in shaping individual behavior in the organization and affects organizational performance.

Researchers took three indicators of the non-physical work environment according to Dessler [20] which include security at work, harmonious relationships and opportunities for advancement.

Security in the workplace, which includes the safety of employees in carrying out their duties, security in employee property. Harmonious relationships include relationships with superiors, relationships with coworkers, and relationships with subordinates. Meanwhile, the opportunity to advance includes employees who can improve their abilities at work and promotion.

A good work environment can lead to employee productivity and job satisfaction. Badrianto [21], states that the benefits of the work environment are to create work passion, so that productivity and work performance increase, besides that the work environment can also affect employee job satisfaction. Job satisfaction arises as a result of the work situation that exists within the company. Job satisfaction reflects employee feelings about happy or unhappy, comfortable or uncomfortable with the work environment of the company where he works.

Definition of Motivation. Motivation is an encouragement that will trigger employees to carry out their activities in accordance with the direction or goals that have been set by the leader. Omollo [22] motivation is the key to a successful organization to maintain work continuity in the organization in a way and a strong help to survive. Meanwhile, according to Robbins [14] motivation is a process that explains the intensity, direction and persistence of an individual to achieve his goals. Motivation according to Farid [11], namely motivation is an encouragement to a series of human behavior processes in achieving goals. While the elements contained in motivation include elements of arousing, directing, maintaining, showing intensity, being continuous and having a purpose.

Researchers took five indicators of work motivation according to Robbins [14], namely:

1) Physiological needs, which include employee work needs, meeting daily and family needs, bonuses and incentives, and adequate rest hours.

2) Safety needs, which include benefits, health insurance, company environmental conditions, and work safety.

3) Social needs, which includes socializing with colleagues, participating in activities held in the company, working relations among colleagues, working relationships between

superiors and subordinates, helping fellow employees, motivation from colleagues and superiors and subordinates.

4) Esteem needs, which include appreciating employee work, appreciating employee work results, and giving praise to employees.

5) Self-actualization needs, which include employee achievement, employee training, opportunities to participate, and provide opportunities for employees to get higher positions.

Definition of Work Discipline. According to Afandi [17] work discipline is a rule or order made by the management of an organization, legalized by the owner of the capital or the board of commissioners, approved by the labor union and known by the labor service so that people who join the organization submit in the existing order with pleasure, so that it is created and formed through a process of a series of behaviors that show the values of obedience and order. Meanwhile, according to Putri [2] discipline is the attitude of a person's willingness and willingness to obey and obey the prevailing regulatory norms around him. Furthermore, according to Busro [12] discipline is a mental attitude of a person or group who always wishes to obey or follow all the prescribed rules.

Work discipline is intended to fulfill the goals of work discipline itself, so that work implementation becomes more effective and efficient. Work discipline aims to create an orderly, orderly condition and work implementation can be carried out according to the previous plan. Work discipline that is carried out continuously by management is intended so that employees have the motivation to discipline themselves, not because of sanctions but arise from within themselves.

Researchers take three indicators of work discipline as follows:

- 1) Always come and go home on time
- 2) Do all work effectively and efficiently
- 3) Obey company rules

Previous Research. Previous research is used as a basis for the preparation of research. The aim is to find out the results that have been carried out by previous researchers, as well as a comparison and description that can support subsequent similar research activities.

Iswara [15] in their research entitled "The Influence of Leadership Style, Organizational Culture and Physical Work Environment on Employee Work Discipline at Denpasar City's Food Crops and Horticulture Department" suggests that the analysis results show that there is a partial positive influence on the variable work environment towards work discipline. Then Andriani [23] in his research entitled "The Effect of Work Environment on Work Discipline for Employees of PT Hassco Multi Kimindo Sidoarjo" suggests that the work environment has a positive influence on the work discipline of employees of PT. Hasco Multi Kimindo Sidoarjo. According to Setiawan [24] in their research entitled "The Effects of Leadership Function, Work Motivation and Job Satisfaction on Employee's Work Discipline at STIKes Fort De Kock Bukittinggi" revealed motivation work has a significant effect on employee work discipline.

Further research conducted by Subagja [16] with the research title "Effect of Motivation and Job Satisfaction on Employee Performance Through Working Discipline at PT. Bamboo Tirta Engineering" shows that work motivation has a significant influence on work discipline. Rahmi [25] revealed that the results of the research on the factors that affect work discipline, all of the independent variables (work motivation, job satisfaction, leadership) showed insignificant positive effects on work discipline in her research entitled "The Effect of Leadership and Empowerment. Style and Motivation on Work Discipline and Employee Performance in Sungai Kukung Subdistrict, Samarinda City".

Furthermore, research conducted by Saputra [26] with the title "The Effect of Work Motivation on Employee Work Discipline at Hotel Permai Pekanbaru" suggests that the results of research based on regression analysis found that there is an effect of work motivation on employee work discipline, the positive correlation coefficient means that it has a unidirectional relationship. The last research was conducted by Farid [11] entitled "The effect of work motivation on discipline and employee performance of PT. PLN distribution for East Java, Malang area "shows the results that work motivation has a significant effect on employee work discipline.

Hypotheses. The hypothesis in this study is as follows:

H1: Work Environment partially affects Work Discipline.

H2: Work Motivation partially affects Work Discipline.

H3: Work Environment and Work Motivation simultaneously have an effect on Work Discipline.

Research Methodology. The research method used is descriptive and verification methods. The descriptive method according to [27]; [28] is a method used to determine the existence of independent variables, either only in one or more variables (independent variables or independent variables) without making comparisons of the variables themselves and looking for relationships with other variables.

The data used is data that is in accordance with existing problems and in accordance with the objectives of the study so that the data will be collected, analyzed and further processed according to the theories studied, so that the data will be concluded [29].

Types and sources of data used in this study are primary data and secondary data [30]. In this study, the population is the Panyileukan District Office Staff, Bandung City, amounting to 60 employees.

Data collection techniques used by the author in obtaining data and information are questionnaires, interviews and observations. To determine the score of the questions used a Likert scale with a Likert scale, the media is measured/translated into sub-variables, then the sub-variables are translated into measurable components.

Results and Discussion. For Verification Data Analysis, it is done by using validity and reliability tests. The Classical Assumption Test is carried out by performing the Normality Test, Multicollinearity Test and Test Heteroscedasticity [31]. The data analysis method used in this research is multiple linear regression analysis. Multiple regression is useful for proving whether or not there is a relationship between two independent variables (X) and one dependent variable (Y). The multiple regression equation is as follows:

$$Y = a - b_1X_1 - b_2X_2 + e$$

Where:

Y = Work Discipline
A = constant

b_1b_2 = the coefficient of each factor
 X_1 = Work Environment
 X_2 = Work Motivation

Table 1. Linear Multiple Regression Effect of Work Environment and Motivation on Work Discipline

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	vif
(Constant)	2.278	0.607		3.753	0.000		
Environmental	0.467	0.089	0.593	5.251	0.000	0.914	1.095
Motivation	-0.079	0.165	-0.054	-0.480	0.633	0.914	1.095

Source: SPSS 20 output processed by Researchers (2020)

Based on the results of multiple linear regression, the estimation is obtained in the following equation:

$$Y = 2.278 + 0.467X_1 + -0.079X_2 + e$$

Explanation:

1) A constant or intercept of 2.278 means that work discipline will increase if the Work Environment and Motivation is equal to zero/is considered to have not changed in cash, so that the Work Discipline is 2,278. This fact emphasizes the importance of the role of the

Work Environment and Motivation for Work Discipline for the State Civil Apparatus, Panyileukan District, Bandung City.

2) Work Environment (X_1) has a positive value of 0.467, meaning that an increase in a good work environment will boost the Work Discipline of Civil Servants, Panyileukan District, Bandung City.

3) Motivation (X_2) has a positive value of -0.079, meaning that the decrease in motivation has an effect on the work discipline process of the State Civil Apparatus, Panyileukan District, Bandung City.

Table 2. Correlation Coefficient and Determination of X_1 and X_2 Against Y
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.579 ^a	0.336	0.312	0.21699

a. Predictors: (Constant), Work Environment, Motivation; b. Dependent Variable: Discipline

Source: SPSS 20 output processed by Researchers (2020)

Table 2. shows the multiple correlation coefficient (R) of 0.579. In Table 7. regarding the interpretation of the correlation level, the value is in the category 0.40 - 0.60 or the relationship is moderate. So the work environment and motivation have a moderate level of closeness with the Work Discipline for the State Civil Servants, Panyileukan District, Bandung City.

Based on Table 2. above, it is known that the coefficient of determination is 0.336 or 33.6%. This means that the Work Environment (X_1) Motivation (X_2) affects Work Discipline (Y) by 33.6% and the remaining 66.4% is influenced by other factors described by the researcher.

Table 3. F Test Results Effect of Work Environment and Motivation on Work Discipline
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1.357	2	0.678	14.408	0.000 ^b
1 Residual	2.684	57	0.047		
Total	4.041	59			

a. Dependent Variable: Discipline; b. Predictors: (Constant), Motivation, Environment

Source: SPSS 20 output processed by Researchers (2020)

Based on the table above, the compilers get an F-count value of 14.408 which means it is greater than F-table 3.16 ($14.408 > 3.16$).

That is, H_0 is rejected and H_1 is accepted, so it can be concluded that there is a

simultaneous and significant influence on work environment and work motivation on work discipline.

Table 4. Hypothesis Test Results The Effect of Work Environment on Work Discipline

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2,278	0.607		3,753	0.000
Environmental	0.467	0.089	0.593	5,251	0.000
Motivational	-0.079	0.165	-0.054	-0.480	0.633

Source: SPSS output 20 that though the researcher (2020)

From column t in the table above, it can be seen that the t-value of the Motivation variable is 6,352. This figure exceeds the predetermined t-table of 2.00247. This means that the t-count for the Work Environment is greater than the t-table

($6.352 > 2.00247$) or H_0 is successfully rejected, or in other words H_1 is accepted. So, the Work Environment variable (X_1) has a significant effect on the Work Discipline variable (Y).

Table 5. Hypothesis Test Results The Effect of Motivation on Work Discipline

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,094	0.709		4,365	0.000
Motivation	0.176	0.191	0.120	0.921	0.361

Source: SPSS output 20 that though the researcher (2020)

From column t in the table above, it can be seen that the value t count of the motivation variable is 0.921. This figure exceeds the predetermined t-table of 2.00247. This means that the motivation t-count is smaller than the t-table ($0.921 < 2.00247$) or H_1 is rejected, or in other words, H_0 is accepted. This means that the motivation variable (X_2) has no significant effect on the work discipline variable (Y).

Discussion.

The Influence of Work Environment and Motivation on Work Discipline and Comparison with Previous Research. This research was conducted to address whether there is an influence of Work Environment and Motivation on Work Discipline. This study tested 2 variables to determine how much influence it has on work discipline. From the results of the multiple regression analysis carried out by researchers, it is revealed that it turns out that the Work Environment and Motivation has a significant effect on Work Discipline, which means that Work Discipline

will decrease if the Work Environment and Motivation is equal to zero / is considered constant and does not change, so that the Work Discipline is 2,278 .

The Effect of Work Environment on Work Discipline and Comparison with Previous Research. Based on the partial test results on variable X_1 that the Work Environment has a significant effect on Work Discipline with the results of hypothesis testing having a value of (5,382) which means that the Work Environment in the Panyileukan District Office in Bandung City has an effect positive towards Work Discipline.

The Influence of Motivation on Work Discipline and Comparison with Previous Research. Based on the partial test results on variable X_2 that motivation does not have a significant effect on work discipline with the results of hypothesis testing having a value of (0.921) which means that motivation in the Panyileukan District Office has no effect on increasing discipline. Work.

Conclusion. The conclusions that can be drawn based on the findings of the research are as follows:

The physical work environment in Panyileukan District, Bandung City, from the respondent's response, namely that civil servants in that place, in terms of temperature at work, are very good, but the noise in the workplace is still not resolved maximally which means that it is still quite good, while the non-physical work environment in terms of having The opportunity to improve skills at work is very good, but the relationship with superiors at work must be paid more attention so that the relationship with the boss is always harmonious.

The motivation applied in Panyileukan District, Bandung City, namely the presence of a special uniform to make employees work enthusiastically has been very well implemented, however, the rest given by the company is still not optimal but it is good enough.

Work discipline that occurs in Panyileukan District, Bandung City, in terms of

time delays in work, there are no oddities, which means that the time management of employees is very good, but in terms of the institution, it provides strict sanctions for employees who violate the rules, their application is still not optimal in Panyileukan District.

The work environment in Panyileukan District, Bandung City has a significant effect on work discipline, which means that the work environment at the Panyileukan District Office in Bandung City has a positive effect on work discipline. Motivation in Panyileukan District, Bandung City does not have a significant effect on work discipline, which means that motivation at the Panyileukan District Office in Bandung City has no effect on increasing work discipline.

Work environment and motivation have a significant effect on work discipline, which means that work discipline will decrease if the work environment and motivation are equal to zero / are considered constant and do not change.

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