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An Analysis of Work Discipline, Work Environment and Employment Satisfaction Towards Performance

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Abstract: This study aims to determine whether work discipline, work environment, and job satisfaction have a real and significant impact on the performance of the Makassar Islamic University Academic Office and identify the most important variables affecting the performance of university academic staff. The research method use Analysis method. Data were collected using a list of questions or questionnaires filled out by respondents and then analyzed using multiple linear regression analysis. The results show that labor discipline (Discipline variable1), work environment variable X2) and job satisfaction variable X3) also significantly demonstrate the performance of employees at the Islamic University Academic Makassar. The variable that has a significant impact on employee performance is the work discipline variable.

Keywords: Work Discipline; Work Environment; Employment Satisfaction; Performance.

Introduction

Implementation of the human resources function in the organization is highly dependent on the quality of its human resources. Therefore, how important and strategic it is to develop and improve the quality of human resources in an evolving organization. The quality of human resources in the organization will determine the progress of the organization's future activities. An important factor that has a strong impact on performance is work discipline. In order to achieve the organization's goals, both short-term and long-term goals, employee work discipline is required. Work discipline is the process of correcting or punishing a subordinate for violating a rule or procedure. From this point of view, it can be concluded that work discipline is a form of employee self-control and regular execution, showing the seriousness of teamwork in the organization.

Furthermore, as (Basalamah, 2018) stated, human resources are the determining factor of an organization or institution. Human resource management has become important because manpower is an

integral part of the organization and has improved many aspects of quality and the requirements that must be fulfilled in the development of the organization. ('Walker, R', no date), also said that Innovations are adopted by public organizations to improve the services delivered to users and citizens, with the broad aim of improving quality of life and building better and stronger communities.

Nitisemito, (2006) proposes a number of factors that influence work discipline, including threats, firmness of discipline implementation, participation of employees in disciplinary implementation, and role models for leadership. Using the work discipline of the members of the organization, it strikes a balance between behavior and the results to be achieved. In order to achieve good work discipline, the leadership must provide practical and continuous guidance in the context of implementing clear and firm codes of conduct. Analyzed the relationship between work discipline and employee performance in Fitria (2008). The results obtained show that there is a strong relationship between work discipline and employee performance, which can be expressed by the value of rs = 0.71. The analysis of the determination coefficient (kd) shows that the impact of work discipline on employee performance is 50.00%. The rest equals 50.00% due to other factors. This means that the better the employee's work discipline and the better the performance, so the work discipline has a strong relationship with the employee's performance.

In organizational life, members of the organization cannot and cannot be isolated from colleagues and the environment in isolation. The goals to be achieved, the strategies to be implemented, the decisions that must be implemented, the plans to be developed, the work plans that must be performed, the individual activities, and the various work units. In other words, members of the organization absolutely need to communicate with each other in the work environment.

A healthy work environment is a work environment that can influence, encourage, and motivate someone to do the best job in their career to get work and job satisfaction. To create a comfortable quality of life, five human needs must be met, namely, physiological needs, safety needs, social needs, appreciation of needs and self-fulfilling needs, so they strive to achieve personal achievements, not just pictures of success. They are eager to do things better or more effective than before.

Comfortable, safe and quiet working conditions and ample equipment support will definitely make employees feel at home. Under comfortable working conditions, employees will feel safe and efficient in their daily work. The physical environment of personal work affects working hours and attitudes toward the work itself.

The working environment is everything around the workers that affects their task of performing the assignment (Nitisemito, 2006). Good working conditions are sufficient air circulation, bright lighting and noise away from interference with work concentration, good layout and beautiful color and cleanliness, which really makes employees feel at home. Such a work environment will increase job morale (Nitisemito, 2006). Although this work environment factor is important and has a great impact, so far, many organizations have not considered this factor. For example, a pleasing musical problem, although

seemingly trivial, has a great impact on the excitement of performing tasks because it reduces fatigue.

In addition, in order to be able to do a good job, you must be supported by a working atmosphere or a harmonious working relationship, that is, to establish an intimate relationship, full of kinship and mutual support for the relationship between employees or superior employees. Outside of work or outside the work environment, human beings as social creatures always need to build relationships with others, which can lead people to the best results. Job satisfaction is an important factor in getting the best results. When someone is satisfied with the job, he will of course do his best to complete his or her work tasks, so as to improve their productivity and employee productivity as much as possible. The job satisfaction of each individual worker is different because basically job satisfaction is individual, with each individual having different levels of job satisfaction according to the system applicable to each individual. Workers' satisfaction is a feeling of satisfaction or unhappiness in their work, which is different from objective thinking and behavioral desires (Sariyathi, 2007). Lower satisfaction leads to an interruption in the individual's achievement of the goal, as job satisfaction is an indicator of the effectiveness of individual performance.

Performance refers to the work done by a person on the basis of skill, experience, sincerity and time in accordance with the duties assigned to him in terms of quality and quantity. In short, performance is a combination of three important factors: the ability and interest of the worker, the delegation's interpretation of the task, and the ability and acceptance of the worker's role and motivation level. The higher the weight of these three factors, the better the performance of the relevant employees.

Based on previous research, the study plans to understand relationships, including work discipline, work environment, job satisfaction, and employee performance. For testing purposes, employees of the Islamic National Academic Office will be required to participate in the study as respondents. The National Islamic University of Makassar is a national high school whose mission is to create an "academic atmosphere" that will help improve the quality of higher education and the quality of life of people. Through this mission, the National Islamic University of Makassar must be able to create a comfortable working atmosphere for its employees, and of course must set up work discipline for its employees to establish healthy management, leadership and institutional systems, and achieve health, Islamic Campus space, environment and climate.

The discipline of the staff of the Makassar Islamic University Academic Bureau is still poor, which can be seen in the absence of employees who want to attend or not go to work, especially when family events occur, they give priority to events rather than going Go to work instead of allowing them to move on. Work environment conditions are still not good, because the communication between employees is still less, because some employees still use the local language often, and the job satisfaction that employees feel is only a stepping stone, because employees only work for high salary instead of Based on their performance to the Makassar National Islamic University, the researchers concluded

that the staff of the Academic University of Makassar Islamic State University did not perform well.

After presenting the background, the author asks the following questions: Does work discipline, work environment and job satisfaction have an impact on the performance of the staff at the Academic Office of the National Islamic University of Makassar, and which variable has an employee performance for the National Islamic University Academic Office? More important influences in Makassar.

Literature Review and Hypotheses Development

It can be explained from the conceptual framework. Employee performance is determined by several influencing factors, including work discipline, work environment and job satisfaction. Work discipline is a form of employee self-control and regular execution that shows the seriousness of teamwork in an organization. Everyone brings their wishes, hopes and ideals into their organization. The wishes, hopes, and ideals of each member of the organization can be reflected in their work behavior, so every effort must be made to do so so that behavior can be arranged in this way and the achievement of organizational goals can be achieved. The various regulations (whether written or unwritten) developed by the organization are designed to improve the work discipline of the employees in the organization, as work discipline is natural but comes from within the relevant employees.

This conceptual framework is intended as the basis for guidance, ideas and development assumptions. The relationship between the independent variable and the dependent variable is shown in Figure 1.
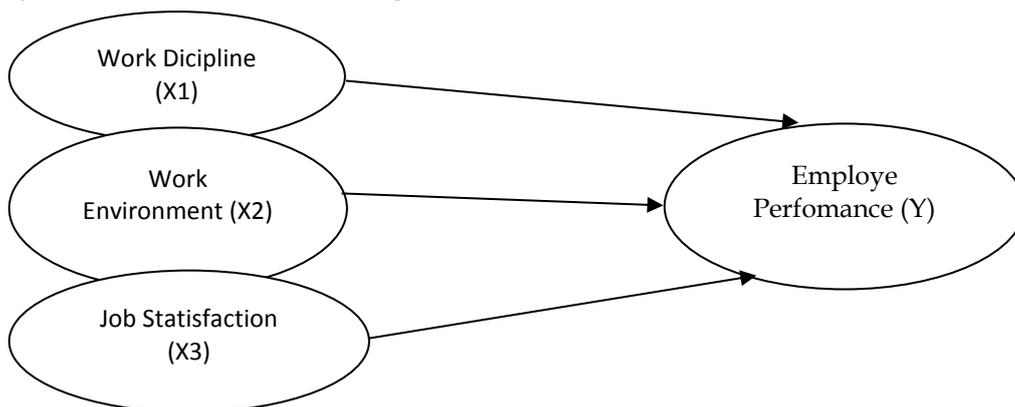

Figure 1 The research conceptual framework

A healthy work environment is a work environment that can influence, encourage, and motivate someone to do the best job in their career to get work and job satisfaction. Comfortable, safe and quiet working conditions and ample equipment support will definitely make employees feel at home. Under comfortable working conditions, employees will feel safe and efficient in their daily work. The physical environment of

personal work affects working hours and attitudes toward the work itself. Job satisfaction is a person's attitude towards work. People with high job satisfaction will be positive about their work. On the contrary, if someone is not satisfied with his work, he will be negative about his work. From the perspective of employee work, job satisfaction is closely related to pleasure and unpleasant emotional state. If the organization values and meets all the needs of its employees, employees will feel happy and happy physically and mentally in the face of work and work. The more factors that match the employee's wishes at work, the higher the employee's job satisfaction.

Performance is basically the work that employees have completed or not completed in order to influence the number of people they contribute, including the quality of the services provided. Performance is a determinant of organizational sustainability and a measure of organizational success and leadership effectiveness. Employee performance is the interaction between motivation and ability. Performance is an important part of supporting the achievement of organizational goals. Performance goals are employee performance, so accurate performance information is available regardless of whether the performance is satisfactory. Based on this description, it is clear that each employee has high hopes for achieving high performance in the organization, assuming that the management in the organization is able to create and apply good work discipline, pay attention to the important factors that shape the favorable working environment and the existence of efforts. And pay attention to the important factors that affect the job satisfaction of the organization.

Based on this background, the problem is supported by theoretical research and has a conceptual framework. Therefore, the authors put forward the following hypothesis:

H_1 : *The work discipline variable also affects the performance of the staff of the Academic Office of the National Islamic University of Makassar.*

H_2 : *Work environment variables have a simultaneous impact on the performance of the Makassar Islamic National University Academic Office.*

H_3 : *The employment satisfaction variable also has an impact on the performance of the staff of the Islamic State University of Makassar.*

Research Method

The study was conducted using survey methods to analyze facts and data that support the information needed to support the research discussion. The type of research is a descriptive qualitative and quantitative study that describes and explains the work discipline of the academic bureau of the National Islamic University of Makassar, the impact of the work environment and job satisfaction on employee performance. Research is an objective and systematic approach to finding solutions to the problems presented. The study focused on the academic bureau of the National Islamic University of Makassar,

located at Makassar, 63 Aladdin Street. From August to October 2018 is the time for the study (three months).

1. Population and Respondents

In this study and discussion, the population is the number of employees of the Academic Bureau of the National Islamic University of Makassar, with up to 45 people, all of whom are respondents, due to the Academic Bureau of the Islamic State University of Makassar. The total number of employees is only 45, so the census or saturated sampling method is used when sampling the entire population.

2. The data analysis

National Bureau of Islamic State University of Makassar conducts a descriptive analysis of the variables affecting employee performance. Quantitative analysis was performed using multiple linear regression analysis methods to observe the impact of work discipline, work environment and job satisfaction on the performance of the staff of the National Islamic University of Makassar. The formula is as follows (Sugiyono, 2013).

$$Y = b_0 + b_1 x_1 + b_2 x_2 + b_3 x_3 + e_i$$

where:
Y = employee performance
X_1 = work discipline
X_2 = work environment
X_3 = job satisfaction
b_0 = constant
b_1, b_2, b_3 = regression coefficient (parameter
e = factor failure

3. Operation and measurement definition

To understand the independent variables of each variable and who become dependent on the meaning of the main reference in this study:

a. work discipline is a person / group The level or degree of objection against the organization/company for good purposes for certain purposes has the following indicators: timeliness of work, completion of responsible work, high responsibility and compliance.
b. The working environment is a condition that can influence, encourage and motivate someone to perform the best work according to their own occupation. The following indicators can be used to achieve job and work satisfaction: the working environment can support performance, the availability of facilities and infrastructure, and work together. In the work.
c. Job Satisfaction is the satisfaction of employees on how their work benefits the organization. It has the following indicators: salary/salary can support employee

performance, fair supervisor is the driving force to support employee performance, and promotion is a kind of performance support.

d. Employee performance is the result of a person's work done in accordance with the duties and responsibilities assigned to him. It has the following indicators: the number of jobs completed, the accuracy of the work, and the employee turnover rate.

Result and Discussion

Effectiveness is measuring the accuracy and accuracy of a measurement instrument while performing its measurement function. A measuring instrument is said to have a high effectiveness if it performs its measurement function or provides a measurement according to the purpose of the measurement. To see the problem, I first tried 45 respondents. This is done by associating the answer scores obtained on each item with the total score of the entire project.

While reliably measuring the reliability of the measurement results, if multiple measurements are made to the same group or multiple measurements are made on the results obtained, It is believed that the measurement results are as long as the various aspects of the group or subject show the consistency of the measurement tool used in measuring the same symptoms. The results should be based on the significant correlation of the size of some statistical data, the overall reliability of the test results can be seen in table 2.

Table 1 Testing of Validity

Pearson Coefisien Correlation	Validity of Y Variable	Validity of X_1	Validity of X_2	Validity of X_3
Performance (Y)	1.000	0.754	0.802	0.837
Work Dicipline (X1)	0.754	1.000	0.660	0.753
Work Environment (X2)	0.802	0.660	1.000	0.850
Job Statisfaction (X3)	0.837	0.753	0.850	1.000
Sign. (1 Tail)	0.000	0.000	0.000	0.000
Sample	45	45	45	45

Source: SPSS

Table 2 Reliability test results

Variable	value	description
X_1	0.090	reliable
X_2	0.090	reliable
X_3	0.090	reliable
Y	0.090	reliable

Source: treatment results SPSS

Table 3 Testing of variance expansion factor

Variables	VIF	specification
Work Dicipline (X₁)	2,320	does not occur to multiple
Work Environment (X₂)	3,621	common
Job Statisfaction (X₃)	4,725	

Source: SPSS processing

In addition, calculations can be performed to see if there is a multicollinearity variance expansion factor (VIF). As mentioned earlier, if the value of the variance expansion factor (VIF) is less than 10, then there will be no multicollinearity. See Table 3 for more details.

then factors - allegedly affecting significant (actual) performance of employees in the National Islamic University disciplines Makassar Bureau It is a variable factor work (X1), a work environment (X2) and job satisfaction (X3) at the National Islamic University of Makassar's academic bureau), which also has a significant impact on employee performance.

However, it is considered that the most important factor in the academic work discipline of the National Islamic University is the variable (affects employee performance).To test the proposed hypothesis, multiple linear analyses were used. The analysis results use the SPSS program as shown in the table 5.

Table 5 Regression analysis of perfomance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.833	.229		3.643	.001		
WD (X1)	.454	.093	.448	4.857	.000	.385	2.594
WE (X2)	.128	.061	.197	2.109	.039	.377	2.652
JS (X3)	.213	.073	.328	2.919	.005	.260	3.846

Dependent Variable: Perfomance (Y)

The data from the regression results are shown in the table 5, and the results of the regression equation obtained are as follows

Perfomance (Y) = 0.959(Constant) +0.257(X_1) + 0.228(X_2) + 0.284(X_3)+ 0.01(e)

This equation shows that there is no variable work discipline, working environment In the case of job satisfaction, employee performance was 0.959. However, the work discipline variable is 0.257, the working environment is 0.228, and job satisfaction is 0.284. This means that all variables will affect the performance of the staff of the Academic Office of the Islamic State University in Makassar.

In order to find the local influence of each variable, it can be evaluated by the local determination coefficient shown in Table 6.

Table 6 Determination of coefficient

variables	correlation (R)	determination (R^2)	Important sig.
work discipline (X_1)	0.754	0.5685	0.001
work environment (X_2)	0.802	0.6432	0.001
job satisfaction (X_3)	0.837	0.7005	0.001

Source: results of SPSS treatment Return

To determine the each independent variables (ie; work discipline (X_1), work environment (X_2), and job satisfaction (X_3) on the performance (Y) of the Makassar National Islamic University Academic Bureau), which can be Part of the results are seen for each variable with α = 0.10.

The work discipline variable (X_1) has a very important impact on the performance of the staff of the South Sulawesi Education Office. This is represented by R = 0.754 and (R_2) 0.5685. Based on multiple linear regression analysis, it can be said that this variable means that as work discipline increases, employee performance will also increase. Then, the working environment variable (X_2) has a major impact on the performance of the staff of the Makassar National Islamic University Academic Bureau. This is represented by (R^2= 0.802) and 0.6432. From the multiple linear regression analysis, this variable means that as the work environment increases, the performance of employees will also increase. In addition, variable job satisfaction (X_3) greatly affected the performance of the staff of the Academic Office of the National Islamic University of Makassar. This is represented by R^2 = 0.837 and 0.7005. From multiple linear regression analysis, this variable means that employee performance will increase as job satisfaction increases.

In other hand, Based on the t-test, the results show that the working state variables (X_1), working environment (X_2) and job satisfaction (X_3) have a significant impact on the performance of the staff of the National Islamic University of Makassar. From the calculation results, an F count of 43.689 was obtained. This means that the independent variables have a significant (actual) impact on the Performance variable at the same time. Therefore, the proposed hypothesis is proved when the independent variables affect the performance of the staff of the Makassar Islamic University Academic Bureau.

The table also shows that the multiple linear regression analysis model can be used to analyze the impact of the disciplinary variables of the academic bureau of the National Islamic University of Makassar on employee performance variables.

It is shown from Table 5 that the decision (coefficient 2 of R) shows that the change in the dependent variable (performance) can be explained together (simultaneously). [R = 0.873 means 87.3%. Changes in employee performance at the National Islamic University of Madagascar can be explained by independent variables, while the remaining 12.7% can be explained by analyzing confounding variables outside the model. In other words, the number means that all the independent variables used in the regression equation can contribute to the performance of the staff of the Academic Office of the National Islamic University of Makassar. To understand the close relationship between all variables or the

degree of relevance, ie work status (X_1), work environment (X_2) and job satisfaction (X_3) to the performance of the National Islamic University Academic Bureau (Y) The relationship between R^2 and Makassar = 0.762 or 76.2%. This figure is relative and shows the relationship between all independent variables (X) and dependent variables (Y).

Conclusion

Work discipline variable (X_1) have a very important impact on the performance of the staff of the National Islamic University of Makassar. This is evident from the respondent's statement of the answers to the questionnaires distributed in this study. This also shows us that the work discipline variable can be used as one of the support for the academic performance of the Islamic State University of Makassar to improve employee performance. In addition, the working environment variable (X_2) has a significant impact on the performance of the staff of the Academic Office of the National Islamic University of Makassar. This is also evident from the respondents' statements to the responses to the questionnaires distributed in this study. In this study, the working environment variable was declared acceptable because the academic school at the Islamic State University in Makassar considered the variable to improve employee performance. The job satisfaction variable (X_3) has a significant impact on the performance of the Makassar Islamic National University Academic Office. This is also reflected in the respondents' responses to the questionnaires distributed in this study. The training variables are considered to improve the performance of the staff of the Academic Office of the National Islamic University of Makassar.

Suggestion

Variable work dicipline has a very important impact on the performance of the staff of the National University Academic Bureau. Therefore, it is expected that these variables will be more focused on every decision related to improving employee performance. Then, other variables that must be considered are the working environment variables and job satisfaction variables, which also have a significant impact on improving the performance of the staff of the Islamic State University of Makassar. Therefore, in each decision, decisions related to improving employee performance are also worth considering. In order to maximize the performance of the staff of the Academic Office of the Islamic State University in Makassar, all variables can be used as a competency in an effort to improve the performance of the staff of the Academic Office of the Islamic National University of Makassar. In addition to the confusion, probably the next researcher can find a combination of new variables.

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