THE INFLUENCE OF THE WORK ENVIRONMENT, WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE DEPOK CITY NATIONAL NARCOTICS AGENCY OFFICE

Riyo Al Mufqi, Ahmad Cik, Melati, Kumba Digdowiseiso*
Faculty of Economics and Business, National University, Jakarta
Email : almufqiriyo@gmail.com, ahmad.cik@civitas.unas.ac.id, melati@civitas.unas.ac.id,
kumba.digdo@civitas.unas.ac.id*

Abstract:

This study aims to determine the effect of work environment, work motivation, and work discipline on employee performance of the Depok City National Narcotics Agency. The data of this study used primary data in the form of a questionnaire to 55 individuts. The data analysis technique was using inferential analysis with multiple linear regression and using the Statistical Product and Service Solution (SPSS) version 26.0 program. The results of multiple linear regression analysis show that the variables of Work Environment (X1), Work Motivation (X2), and Work Discipline (X3) have a positive and significant effect on employee performance. The results of this study expect the company to improve the work environment, work motivation, and work discipline that can support employee performance.

Keyword : *Work Environment, Work Motivation, Work Discipline and Employee Performance*

INTRODUCTION

Human resources are components which means that and plays a role as a driver of activity in a business entity or organization, the achievement or success or failure of a business entity is not always measured by the amount of money or profit that the business entity has, but there are other things that more this means that it is human resources (HR) located in the business entity. If in a business entity the human resources are lacking, the work contained in the business entity mentioned will be habituated, but if the human resources can be fulfilled properly, the work contained in the business entity will run smoothly.

However, the human resources needed by a business entity must have the expertise and ability that are suitable in their fields, especially in the current globalization period, every business entity must be ready to adapt and establish themselves in order to compete and be able to overcome the challenges that will arrive.

Quality and competent human resources are needed in order to compete with human resources in other business entities because human resources greatly produce influence which in a business entity can be said to be the progress or retreat of a business entity depends on the

quality of human resources. Human resources also need to be considered and maintained properly, which in the end business entities must pay attention to every detail of programs related to human resource development in order to produce competent and highly competitive human resources.

That way human resource management has a task that must be carried out, namely regulating and managing human resources in business entities to then be directed in accordance with values, things to be addressed and the culture of business entities. As stated by Susan (2019), human resources in this connection are included in employees where they always move actively and dominantly in carrying out every activity and activity of business entities because employees are like planners, implementers and determinants of the realization of things that business entities want to aim for.

Sources The National Narcotics Agency (BNN) of Depok City is included in the Indonesian Non-Ministerial Government Institution (LPNK) which has the task of carrying out government duties in the field of prevention, eradication of abuse and illicit circulation of psychotropics, precursors, and other addictive substances. In carrying out their duties, employees do not escape as one of the supports for the running of a task, in addition to being equipped with training that has been given to employees both from within the National Narcotics Agency (BNN) Depok City and training from outside the business entity.

However, training is not enough to support the implementation of tasks, employees must have appropriate abilities and have soft skills in completing a job. So basically if a business entity wants to achieve optimal performance in accordance with the targets that have been set, the business entity must provide motivation to employees so that employees are willing and willing to devote their energy and thoughts for work. The problem in motivating employees is not easy because in employees there are different wants, needs and expectations from one employee to another.

So if management can understand motivation problems and overcome them, business entities will get optimal employee performance in accordance with the established standards. The Work Environment can create a binding work relationship between individuals in their environment. Therefore, efforts should be made so that the Work Environment must be good and conducive because a good and conducive Work Environment makes employees feel at home in the room and feel happy and eager to carry out their duties which in the end job satisfaction will be formed and from the employee job satisfaction that has been mentioned, employee performance will also increase.

Basically, there is already a high motivation at work and a conducive work environment at the National Narcotics Agency of Depok City which is further written by BNNK Depok, but there is still a fluctuating presence. In this case, there are still many employees who arrive late for work and do not come to work without a certificate. As knowledge has been obtained, most BNNK Depok employees are included in civil servants whose salaries and benefits are relatively more than enough, but as based on attendance data, it can be judged that employee performance is still less than optimal. Judging from the things discussed in the previous paragraph, of course, the National Narcotics Agency of Depok City continues to provide understanding to employees about discipline and constantly applies discipline in order to create an employee performance.

Basically, there is already high motivation at work and a conducive work environment at the National Narcotics Agency of Depok Regency as based on the description described above, the author is interested in carrying out a more in-depth study entitled The Influence of Work Environment, Work Motivation and Work Discipline on the Performance of Employees of the National Narcotics Agency (BNN) Depok City.

As based on the problem formulation that has been mentioned, several problem formulations can be proposed, namely; a) Does the Work Environment produce that effect with the performance produced by employees of the National Narcotics Agency (BNN) Depok City? b) Does Motivation at Work produce an influence on the performance produced by employees of the National Narcotics Agency (BNN) Depok City? c) Does Discipline at Work produce an influence on the performance produced by employees of the National Narcotics Agency (BNN) Depok City?

The objectives of this study: a) To obtain knowledge related to and carry out an analysis of the influence of the Work Environment with the performance produced by employees of the National Narcotics Agency (BNN) Depok City. b) In order to obtain knowledge related to and carry out an analysis of the influence of Motivation in Work with the performance produced by employees of the National Narcotics Agency (BNN) Depok City. c) In order to obtain knowledge related to and carry out analysis of the influence of Discipline in Work with the performance produced by employees of the National Narcotics Agency (BNN) Depok City. The expected use of this study is below Theoretical Benefits; for reference in the next study related to environmental influences, motivation and discipline in working with the performance produced by employees so that it is easy to get solutions and innovations.

RESEARCH METHODS

The object of study in this thesis is Employee Performance which is influenced by the Work Environment, Motivation and Discipline at Work place of study at the office of the National Narcotics Agency (BNN) Depok City Jl. Merdeka No.10, Abadijaya, Sukmajaya District, Depok City, West Java 1641 and is related to the time of the study starting in December 2021 until it is completed. The source of data in this final project study is data obtained through the distribution of questionnaires. Individuals in this study are employees at BNN Depok City.

The type of data used in this study is As conveyed (Siyoto &; Sodik, 2015: 57), primary data is data obtained or collected by individuals who carry out studies or those concerned who need it. Primary data is also known as original data or new data that has an up to date nature. To obtain primary data, researchers must collect it directly without intermediaries. This primary source includes individuals who directly confronted the events mentioned.

Secondary data is included in the data that has been collected previously for things to be studied, in addition to things to be addressed that exist today. Secondary data also belongs to additional data types that are not obtained from the primary source, but have gone through several sources. In the sense that the individuals mentioned can feel directly the phenomenon that is experiencing events or being studied, but obtain data from other primary sources.

The data sources used in this study utilize primary data. Primary data is data obtained directly from the results of interviews, observations and questionnaires that have been distributed to several samples of individuals who are in accordance with the target target and who are considered representative of all populations contained in this study, namely employees of the National Narcotics Agency (BNN) Depok City.

Sugiyono (2014) Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by the researcher for the implementation of learning and then conclusions are drawn. The population used in this study is all employees of BNN Depok City totaling 55 individuals taken from the data.

Understanding Sample is partial or partial of the number and certain characteristics that are owned or found in the population itself (Sugiyono, 2014). When the population of the study to be studied will be large and large, and it is not possible to carry out comprehensive learning. In sampling in this study is utilizing the Probability Sampling technique. Probability Sampling is where all sampling has an element of chance to be selected as a sample. In determining the number of samples utilizing Saturated Samples where the sampling technique if all members of the population are used as samples, saturated samples are also known as censuses where all members of the population are sampled. The samples taken amounted to 55 individuals. In the study carried out for assisted calculations utilizing the SPSS version 2 program.

In this study, the techniques and tools of data collection used are: As conveyed as stated by Kuniawan and Puspitaningtyas (2016: 81) included in data association techniques intended to carry out observations of various phenomena / situations / circumstances that experience events. The observation method carried out in this study is a participatory observation method which is included in the data association technique carried out directly by researchers at PT. Telkomsel Smart Office Jakarta Customer Service Division

As stated (Setiaman, 2020), the Likert Scale is used to measure the behavior, comments and assumptions of individuals or groups of individuals about social events or indications. Using the Likert scale, until the variables are described for the sequence of variables-sub variables-indicators-descriptors. And this descriptor can be used as a starting point for making instrument items in the form of statements or problems that need to be answered by individuals.

RESULTS AND DISCUSSION
A. Individual characteristics

In this study, the authors conducted a study on 55 individuals by providing several statements in the form of questionnaires. Data analysis is carried out using statistical calculation methods whose calculations utilize tools through SPSS (Statistical Product and Service Solution) version 26. To get an idea of individual characteristics, the following authors put forward individual identity as based on the classification of gender, age, recent education, and length of work obtained from the Depok City National Narcotics Agency Tribe through the description of individual identity is expected to gain a deeper understanding of the background of the individual study, which in the end is expected to understand the tendency of the answers given   by individuals.

1. Individual characteristics by sex

Profiles of individuals with gender who are the object of questionnaire distribution are for men and women who serve at the National Narcotics Agency of Depok City. The total number who filled out this questionnaire was 55 individuals from the number of two. Knowledge was obtained for female individuals totaling 25 individuals where the percentage is (45%) and for male individuals amounting to 30% individuals where the percentage is (55%).

2. Individual Characteristics by Age

In this study, the author divided into 4 groups, namely 18-28 years, 29-39 years, 39-49 years and >50 years. As based on table 4.2 and figure 4.2 above, it is obtained that there are 16 individuals aged 18-28 years where the percentage is (29%), for individuals aged 29-39 years there are 23 individuals where the percentage is (42%), for individuals aged 36-45 years there are 10 individuals where the percentage is (18%) and for individuals aged >50 years there are 6 individuals where the percentage is (11%).

3. Individual characteristics based on recent education

Individual education levels are divided into four groups, namely SLTA, D3, S1, and S2. The percentage of which is (27%), 9 individuals with their education on the SLTA general, the percentage of which is (27%), 9 individuals who have their education on the D3 side, the percentage of which is (16%), 24 individuals who have their education on the S1 Colon, the percentage of which is (44%) and 6 individuals who have their education on the S2 side, the percentage of which is (13%).

4. Individual Characteristics Based on Length of Work

Individual profiles as based on length of work are divided into three groups, namely employees who have worked for a long time <2 years, 2-4 years, 4-6 years and >6 years who work for the National Narcotics Agency of Depok City. Judging from the results of the study that individuals who have worked for <2 years amounted to 10 individuals where the percentage is (18%), 2-4 years is 20 individuals where the percentage is (36%), 4-6 years is 11 individuals where the percentage is (20%) and >6 years is 14 individuals where the percentage is (36%).

It was learned that the number of individual employees of the City National Narcotics Agency with permanent employee status amounted to 31 individuals or 62% value, and not fixed amounted to 19 individuals or 38% value. As based on the results above, it can be said that from the samples taken amounted to 55 individuals.

B. Complete Results of Research Estimates
1. Analysis of Perceptual Levels

The influence of the Work Environment, Work Environment and Discipline at Work, with the performance produced by employees of the Depok City National Narcotics Agency is included in an analysis taken from questionnaire data distributed to employees serving at the Depok City National Narcotics Agency. This study is carried out to obtain knowledge related to the influence of the Work

Environment, Work Environment and Discipline in Work with the performance produced by employees as based on the results of quantitative answers utilizing the Likert scale.

As based on the statement on the questionnaire that has been submitted to 55 individuals, various responses were obtained to the variables Work Environment (X1), Motivation at Work (X2) and Discipline at Work (X3), with the performance produced by employees (Y). Data analysis in the study by utilizing statistical calculation methods by utilizing SPSS program tools version 26.

a. Descriptive Research Variable Data

The results of descriptive statistical testing are carried out to obtain knowledge related to the average value of the total mean and the total total mean for each variable. The independent variables are Work Environment (X1), Motivation at Work (X2) and Discipline at Work (X3), each variable is divided into 4 statements and the dependent variable is Employee Performance (Y) which is divided into 4 pieces of his statement. Data analysis is carried out by carrying out calculations as based on individual answers.

b. Descriptive Data on Work Motivation Variables

The results of descriptive statistical testing are to obtain knowledge related to the average value of the total mean and the total total mean for each variable. Independent variables are Work Environment (X1), Work Environment (X2) and Discipline at Work (X3) which each variable is divided into Work Environment (X1) 10 statements, Work Environment (X2) 10 statements and Discipline At Work (X3) 8 statements, and the dependent variable is Employee Performance (Y) which is divided into 8 statements.

The results of a descriptive analysis of the Job Environment variable (X1), where the average value of individual statement results. obtained the results of the individual assessment of the average Job Environment answered in agreement with the Total Mean of the Occupational Environment 41.07. The highest average total value is found in the fruit of his statement with an indicator with an Employee Linkage value of 4.31 and the lowest assessment result with an Air Temperature indicator with a value of 3.76

Obtained individual assessment results of the average Job Environment answer agree with the Total Mean of the Job Environment 41.07. The highest average total value is found in the fruit of his statement with an indicator with an Employee Linkage value of 4.31 and the lowest assessment result with an Air Temperature indicator with a value of 3.76.

c. Descriptive Data Variable Work Motivation

The results of a descriptive analysis of the variable Motivation at Work (X2), where the average value of the results of individual statements. obtained the results of individual assessments Motivasi_Kerja on average answered at least agree with the Total Mean Motivation In Work 41.00. The average total highest score of 4.18 is found in the first indicator with a statement that the Work Environment is comfortable to make employees enthusiastic to work, at this time it is classified as quite the lowest assessment is found in the first indicator with the statement of benefits obtained from working at BNNK Depok is feasible and satisfactory value of 4.00.

d. Descriptive Data Variable Work Discipline

The results of a descriptive analysis of the variable Discipline at Work (X3), where the average value of individual statements. The results of the study are obtained as based on individual assessments as based on the variable Discipline at Work (Y). The average individual answered in agreement with the total mean of Discipline at Work which was valued at 33.20. The highest average total score is found in the indicator of Compliance with Other Regulations in Business Entities with a value of 4.44. And related to the lowest average value is found in the second indicator with the indicator Obeying the Rules of Time with a value of 4.00.

e. Descriptive Variable Data on Employee Performance

The results of a descriptive analysis of the variable Employee Performance (Y), where the average value of the results of individual statements. obtained the results of individual assessments of average employee performance answered in agreement with the Total Mean Performance of Pegeawai 33.80. The highest average total score is found in the Quality indicator with a value of 4.40 and the lowest assessment result is found in the statement of the Completion Time indicator which is 3.69.

2. Instrument Testing

a. Validity Testing

The validity and reliability tests to be carried out in this study utilize a sample of 55 individuals. Validity testing is carried out in order to carry out tests related to the questionnaire items submitted as instruments in this study whether they are suitable for use. The calculation is to make a comparison of r count with r table. If r count has the value above compared to r table where the correlation coefficient is 0.266 then all the statements mentioned are declared valid which in the end can be used in this study.

1) Working environment(X1)

Below are the results of validity testing calculations which are divided into 10 (ten) statements variable Work Environment (X1) by utilizing the SPSS26 program as a tool to calculate a sample of 55 individuals. It was obtained that all questionnaires submitted had the value of Corrected Item Total Correlation above compared to the r value of the table in the 55th N sample, which was 0.266 which means that the entire r count > r table.

From the output of Validity Testing that has been mentioned, the largest coefficient value of the Work Environment instrument (X1) is found in the second statement, which is 0.707 and related to the smallest value is found in the seventh statement which is 0.324, From the output of the overall validity test proposed using the SPSS 26 program as a calculation tool on the Work Environment variable (X1), declared valid where in the end all statements from the Work Environment variable (X1) can be used for further stages.

2) Work Motivation (X2)

The calculation results of validity testing which are divided into 10 (ten) statements variable Motivation in Work (X2) by utilizing the SPSS 26 program as a calculation tool for a sample of 55 individuals. Knowledge was obtained that the output results from data processing utilizing the SPSS 26 calculation tool stated that all questionnaires totaling 10 (ten) question items had the value of Corrected Item Total Correlation above compared to the r table in the 55th N sample which was 0.266 which in the end could be interpreted that the entire r count > r table.

From the output of the Validity Test that has been mentioned, the largest coefficient value of the Motivation in Work instrument (X2) is found in the seventh statement, which is 0.679 and related to the smallest value is found in the jump statement which is 0.360. From the output results, the overall validity test on the variable Motivation at Work (X2) can be declared valid, which in the end all the statements mentioned can proceed to a further stage.

3) Work Discipline (X2)

The calculation results of validity testing which is divided into 8 (eight) statements variable Discipline at Work (X3) by utilizing the SPSS 26 program as a calculation tool for a sample of 55 individuals. Knowledge was obtained that the output results from data processing utilizing the SPSS 26 calculation tool stated that all questionnaires totaling 8 (eight) question items had the value of Corrected Item Total Correlation above compared to the r table in the 55th N sample which was 0.266 which in the end could be interpreted that the entire r count > r table.

From the output of the Validity Test that has been mentioned, the largest coefficient value of the Discipline in Work instrument (X3) is found in the fifth statement, which is 0.800 and related to the smallest value contained in the eighth statement which is 0.338. From the output results, the overall validity test on the variable Discipline at Work (X3) can be declared valid which in the end all the statements that have been mentioned can proceed to a further stage

4) Employee Performance (Y)

Below is included in the calculation results of validity testing which is divided into 8 (eight) statements variable Employee Performance (Y) by utilizing the SPSS 26 program as a calculation tool for a sample of 55 individuals. It was obtained that the output results from data processing utilizing the SPSS 26 calculation tool stated that all questionnaires totaling 8 (eight) question items had the value of Corrected Item Total Correlation above compared to the r table in the 55th N sample which was 0.266, which in the end could be interpreted that the entire r count > r table.

From the output of the Validity Test that has been mentioned, the largest coefficient value of the Employee Performance instrument (Y) is found in the sixth statement with a value of 0.939 and related to the smallest value is found in the fourth statement which is valued at 0.535. From the output of the overall validity test on the Employee Performance variable (Y), it is stated that all of his statements submitted are valid where in the end all of his statements that have been mentioned can proceed to further stages.

3. Reliability Testing

Reliability testing is included in testing that is used to obtain knowledge related to the consistency of measuring instruments, whether measuring instruments can be relied on for further use. After testing the validity is declared valid, further reliability testing is carried out by utilizing the Alpha Cronbachs formula. Where an instrument can be said to be reliable (reliable) when it has a reliability coefficient or alpha that is more than 0.6.

From the results of data processing carried out with the SPSS 26 program as a calculation tool, in table 4.15 above it can be said that the entire questionnaire items of each variable Work Environment (X1), Motivation at Work (X2), Discipline at Work (X3) with the performance produced by employees (Y) in this study is reliable which is shown in Cronbach's alpha value all variables have a good value above 0.6. Which in the end can be interpreted that all values of these study variables are said to be good and acceptable, which is seen from the output of Realiability statistics, namely the value of Cronbach's alpha all variables above the good level.

4. Classical Assumption Testing

In this study, classical assumption testing was carried out with four tests, namely, normality testing, multicollinearity testing, heteroscedasticity testing and autocorrelation testing with a number of samples valued at 55 individual individuals.

a. Normality Testing

One Sample Kolmogorov–Smirnov Test, or Normality Test is used to obtain knowledge related to population distribution, whether following a theoretical distribution (normal, poisson, or uniform). Which has something to aim for, namely to carry out tests related to whether in regression modeling, bound variables and independent variables both have normal distributions. The distribution data is said to be normal when the level of significance value is $> \alpha = 0.05$ and when the opposite is $< \alpha = 0.05$ then it is said to be abnormal.

that the value of Asymp Sig. (2- tailed) is 0.200. Which means that the regression modeling in this study has a dependent or independent variable has a normal sample distribution as based on its significance value $> \alpha = 0.05$. So it can be said that the distribution of employee performance results derived from the Work Environment (X1), Motivation at Work (X2) and Discipline at Work (X3) is normally distributed at the level of significance $\alpha = 0.05$.

b. Multicollinearity Testing

Multicollinearity testing is used to obtain knowledge related to the presence or absence of deviations from the classical assumption of multicollinearity, namely the existence of linear relationships or variance inflation factor (VIF) values, when the Tolerance value > 0.1 or VIF < 10, it can be said that it does not experience multicollinearity events in the model studied. It is learned that the variance inflationfactor (VIF) of each independent variable has a value: 1) The VIF value for the Job Environment variable (X1) is 2.318 < 10 and the tolerance value is 0.461 > 0.10. 2) The VIF value for the variable Motivasi_Kerja (X2) which is 1.797 < 10 and the tolerance value is 0.557 > 0.10. 3   ) The VIF value for the variable Discipline at Work (X3) is 2.633 < 10 and the tolerance

value is 0.331 > 0.10. Thus, it is concluded that the regression equation model does not experience multicollinearity events and can be used in this study

c. Heteroscedasticity Testing

In testing Heteroscedasticity A good regression should not experience heteroscedasticity events, this test has something to aim for, namely to carry out tests related to whether a regression model experiences variance inequality events from one observation to another. A good regression model is homokedasticity, or does not experience heteroscedasticity. The explanation is related to that the results of each independent variable, namely Work Environment (X1), Motivation at Work (X2), and Discipline at Work (X3) by utilizing glacier modeling obtained significant results above 0.05. Which means that the data in this study did not experience heterokedasticity problems which in the end this study can be continued.

d. Autocorrelation Testing

Autocorrelation is a condition in which there is a strong correlation for observations between one and another observation that is arranged as conveyed by time series. Autocorrelation testing has something to aim for, namely to carry out tests related to whether in linear regression modeling there is a correlation between confounding errors in the current period and confounding errors in previous periods. A good regression equation is one that has no autocorrelation. When experiencing an autocorrelation event, the equation that has been mentioned becomes not good for production. One measure in determining the presence or absence of autocorrelation problems is by utilizing Durbin-Watson (DW) testing.

It is explained that the Durbin-Watson value is 2.256. Where the K value or number of independent variables is 3 and the N value or the number of individual data = 55. Which in the end obtained dL value = 1.4523 and dU value = 1.6815 then 4-dU value = 2.2385. When included in the criteria which in the end obtained dU < DW < 4-dU (1.4523 < 2.256 < 2.2385) which means that the regression model obtained does not experience autocorrelation events.

5. Double Linear Regression Analysis

Multiple linear regression analysis is included in the form of analysis that discusses the extent to which the influence of the independent variable (X) on the dependent variable (Y). where for the independent variables of Work Environment (X1), Motivasi_Kerja (X2), and Discipline at Work (X3) and the dependent variable is Employee Performance (Y). In calculating the regression coefficient in this study utilizing the SPSS 26 program.

The interpretation of the results of the equation that has been mentioned is below:

-Work Environment (X1) obtained a contribution value of 0.559 to the variable Employee Performance (Y). If the Work Environment variable (X1) shows an increase in results, the Employee Performance variable (Y) will increase by 0, 559 or 55.9%.

- Motivation at Work (X2) obtained a contribution value of 0.582 to the variable Employee Performance (Y). If the Motivasi_Kerja variable (X2) shows an increase in results, the Employee Performance variable (Y) will increase by 0.582 or 58.2%.

-Discipline at Work (X3) obtained a contribution value of 0.762 to the variable Employee Performance (Y). If the Discipline at Work variable (X3) shows an increase in results, the Employee Performance variable (Y) will increase which is 0.762 or 7.62%.

In this study, knowledge was obtained that the Standardized Coefficient Beta which has the greatest value is found in the variable Discipline At Work (X3) which is valued at 0.762 which means that in the process of Human Resource Management (HRM) it is necessary to maintain the factors or influences of Discipline in Work or be improved which in turn can improve the Performance of Employees of the National Narcotics Agency of Depok City. And related to the Work Environment variable (X1) has the lowest Standardized Coefficient Beta value of 0.559 which in the end needs to be considered and improved again in order to improve the Performance of Employees of the National Narcotics Agency Depok City.

6. Modeling Qualification Testing

In order to carry out tests related to the significance of the influence of independent variables, namely Work Environment, Motivation at Work and Discipline at Work on the dependent variable, namely Employee Performance, ANOVA testing (Testing F) is used. It is explained that the Fcalculate value is 328,814 with a GIS value of 0.00. The Ftabel value (α= 5%) is 2.787 because the Fcalculate value above is compared to Ftable (328.814 > 2.787), it is concluded that there is an influence on the three independent variables of the Work Environment (X1), Motivation at Work (X2) and Discipline at Work (X3) with the performance produced by employees (Y). The things mentioned are supported by the probability value of p-value (significance) Sig value = (0.00) which is below alpha or the error limit level obtained which is 5% (α = 0.05). The meaning of the Sig value in the Anova modeling table is said to be significant because it is below the limit of alpha values set at 0.000 < 0.05.

In the end, it was concluded that in this study simultaneously the Work Environment (X1), Motivation at Work (X2) and Discipline at Work (X3) are said to be significant and worthy of use in this study as they are based on the Sig value obtained, that all independent variables can provide explanations related to any changes in the value of the dependent variable because it has a significant influence.

7. T testing (Research Hypothesis Testing)

This test is used to obtain knowledge related to the significance of the influence of independent variables partially or individually on the dependent variable. The effect mentioned can be estimated by the cynical value and tcount obtained. In order to obtain knowledge related to whether the Work Environment (X1), Motivation at Work (X2), and Discipline at Work (X3) produce a significant influence on the performance produced by employees (Y).

a) The Influence of Motivation at Work on Employee Performance

As the test carried out in table 4.22 above, it is obtained that the calculated value of the Job Environment variable (X1) is 6.879 where the significance value is 0.000 (0.000 < 0.05). And related to the value of ttable with df 51 and the significant level of 5% obtained a value of 1.674. Because

of the tcount > ttable (6.879 > 1.674), then, a rejection of his Ho and acceptance of his Only is carried out, which means that there is a positive and real influence between Motivation at Work (X1) and the performance produced by his employees (Y).

b) The Influence of Motivation in Work With the performance produced by its employees

As the test carried out in table 4.22 above, it was obtained that the value of t is calculated on the variable Motivation in Work (X2) which is 8.922 where the significance value is 0.000 (0.000 < 0.05). And related to the value of ttable with df 51 and the significant level of 5% obtained a value of 1.674. Because of the tcount of > ttable (8.922 > 1.674), then, a rejection of his Ho and acceptance of his Only is carried out, which means that there is a positive and real influence between Motivation at Work (X2) and the performance produced by his employees (Y).

c) The Effect of Discipline at Work (X3) with the performance produced by its employees

As the test carried out in table 4.21 above, knowledge was obtained that the value of t is calculated on the variable Discipline at Work (X2) which is 9.455 where the significance value is 0.001 (0.001 < 0.05). And related to the value of ttable with df 51 and the significant level of 5% obtained a value of 1.674. Because the calculation > ttable (9,455 > 1,674), then, a rejection of his Ho and acceptance of his Only is carried out, which means that there is a positive and real influence between Work Discipline (X3) and the performance produced by his employees (Y).

D. Work Environment Analysis (X1) of Employee Performance (Y)

As based on the implementation of the study that the researchers conducted, it was found that the Work Environment produced a positive and tangible influence on the Performance of Employees of the National Narcotics Agency of Depok City. Through the distribution of questionnaires to Employees, the National Narcotics Agency of Depok City obtained knowledge of the average mean results of the Work Environment (X1) as a whole, knowledge was obtained that the Work Environment received a good score. Obtained the results of the individual assessment of the Job Environment answered the average affirmative with the Total Mean of the Occupational Environment 41.07. The highest average total value is found in the second statement with a safety indicator in working with a value of 4.30 and the lowest assessment result with an air temperature indicator with a value of 3.76

As tested by the hypothesis, it was found that the Job Environment has a value of 6.879 which is 0.000 which is below the error rate of 0.05 or 5% which indicates a significant positive influence. This positive and significant influence indicates that increasing motivation at work can have an influence on improving the performance of employees of the National Narcotics Agency in Depok City. This is also evident from the value of the coefficient which is 0.559 which means that if the good Work Environment is applied, this will have an impact on the high performance of employees to be produced. The results of this study are supported by a study conducted by Issalillah (2019) concluded that motivation produces a positive and real influence on employee performance at PT. Luxury Beautiful Jaya – Binjai. This is supported by a study conducted by

Wibowo (2016) in Imran (2021), saying that the environment has an influence on teacher performance. And the Environment contributes to the formation of performance.

E. Work Motivation Analysis (X2) on Employee Performance

As based on the implementation of the study that the researchers conducted, the results were obtained that Motivasi_Kerja produce a positive and real influence on the Performance of Employees of the National Narcotics Agency of Depok City. Through the distribution of questionnaires to employees of the National Narcotics Agency of Depok City, knowledge was obtained from the average mean of Motivation at Work (X2) as a whole, knowledge was obtained that Motivation at Work received good grades.

The average total highest score of 4.18 is found in the fruit of the statement, the first indicator with a statement of a comfortable Work Environment that makes employees eager to work at this time is quite sufficient, the lowest assessment is found in the first indicator with a statement of BNNK benefits that are decent and satisfactory with a value of 4.00.

As tested by the hypothesis, it was found that Motivation at Work has a value of 8.922 where the significance is 0.000 which is below the error level of 0.05 or 5% which indicates a significant positive influence. This positive and significant influence indicates that the increase in Motivasi_Kerja can have an influence on improving the Performance of Employees of the National Narcotics Agency of Depok City. This is also evident from the value of the coefficient which is 0.582 which means that if good Motivation at Work is given, this will have an impact on the high performance of employees to be produced. This study is in line with a study conducted by Rozali & Kusnadi (2020) in their study obtained knowledge that Motivation at Work produces a positive and real influence on employee performance. A study conducted by Sugito Efendi, (2020) stated that Motivation in Work directly has a positive and real effect on employee performance.

F. Work Discipline Analysis (X3) of Employee Performance

As based on the implementation of the study that the researcher conducted, it was found that Discipline at Work produced a positive and tangible influence on the Performance of Employees of the National Narcotics Agency of Depok City. Through the distribution of questionnaires to Tribal Employees of the National Narcotics Agency of Depok City, knowledge was obtained from the average mean result of Work Discipline (X3) as a whole, knowledge was obtained that Work Discipline received good grades.

The average individual answered in agreement with the total mean of Discipline at Work which was valued at 33.91. The highest average total score is found in the Obey Other Regulations indicator with a value of 4.44. And related to the average of the lowest values found in the second indicator with the indicator Obey the Rules of Time with a value of 4.00.

As tested by the hypothesis, it was found that Work Discipline has a value of 9.455 where the significance is 0.001 which is below the error level of 0.05 or 5% which indicates a significant positive influence. This positive and significant influence indicates that increasing discipline at work can have an influence on improving the performance of employees of the National Narcotics

Agency in Depok City. This is also evident from the value of the coefficient which is 0.762 which means that if good Discipline in Work is given, this will have an impact on the high performance of employees to be produced.

The results of this study are supported by a study conducted by Situmindividu et al., (2021) obtained knowledge of the results of hediscipline resulting in a significant and positive influence on the quality of employee performance of PT Pancakarsa Bangun Reksa Dana in Medan. And related to the study conducted by Dori Mittra Candana, Ramdani Bayu Putra, Ronni Andri Wijaya (2020) stated that it produces a real influence between discipline and the performance produced by its employees. The influence between Work Discipline and performance is also supported by a study conducted by Sugito Efendi &; Hardiyanto, (2021) stating that Discipline at Work and Work Environment produces a positive influence on the performance produced by its employees at PT. Shopee International Indonesia.

CONCLUSION

In this study the author can draw conclusions that:

1.The   Work Environment has a t-test value of 6.879 which is 0.000 significance which is below the error rate of 0.05 or 5% which indicates a significant positive effect. This positive and significant influence indicates that the improvement of the Work Environment can have an influence on improving the Performance of Employees of the National Narcotics Agency of Depok City. This is also evident from the value of the coefficient which is 0.559 which means that if the good Work Environment is applied, this will have an impact on the high performance of employees to be produced.

2. Motivation at Work has a t-test value of 8.992 which is 0.000 which is below the error level of 0.05 or 5% which indicates a significant positive effect. This positive and significant influence indicates that increasing motivation at work can have an influence on improving the performance of employees of the National Narcotics Agency in Depok City. This is also evident from the value of the coefficient which is 0.582 which means that if the good Motivasi_Kerja given, this will have an impact on the high performance of employees to be produced.

Discipline at Work has a t test value of 9.554 which is 0.001 whose significance is 0.001 which is below the error level of 0.05 or 5% which indicates a significant positive influence. This positive and significant influence indicates that increasing discipline at work can have an influence on improving the performance of employees of the National Narcotics Agency in Depok City. This is also evident from the value of the coefficient which is 0.762 which means that if good Discipline in Work is given, this will have an impact on the high performance of employees to be produced.

BIBLIOGRAFI

Arista, R. (2020). Pengaruh Motivasi Dalam Bekerja Dan Lingkungan Pekerjaan Dengan kinerja yang dihasilkan oleh karyawannya Pt. Fastfood Indonesia. Jurnal Mitra Manajemen, 4(7), 1074–1087. https://doi.org/10.52160/ejmm.v4i7.435

Burhannudin., Zainul, M., & Harlie, M. (2019). Pengaruh Kedisiplinan Dalam Bekerja, Lingkungan Pekerjaan, dan Komitmen Organisasional dengan kinerja yang dihasilkan oleh karyawannya. Jurnal Maksipreneur: Manajemen, Koperasi, Dan Entrepreneurship, 8(2), 191–206.

Candana, D. M., Putra, R. B., & Wijaya, R. A. (2020). Pengaruh Motivasi Dan Lingkungan Pekerjaan Dengan kinerja yang dihasilkan oleh karyawannya Dengan Kedisiplinan Dalam Bekerja Sebagai Variable Intervening Pada Pt Batang Hari Barisan. Jurnal Ekonomi Manajemen Sistem Informasi, 2(1), 47–60. https://doi.org/10.31933/jemsi.v2i1.329

Efendi, S., & Hardiyanto, E. H. (2021). Penganalisisan Pengaruh Gaya Kepemimpinan, Kedisiplinan Dalam Bekerja, dan Lingkungan Pekerjaan dengan kinerja yang dihasilkan oleh karyawannya melalui Motivasi sebagai Variable Intervening. Focus, 2(1), 15–26. https://doi.org/10.37010/fcs.v2i1.291

Onsardi, O., & Putri, S. H. (2020). Pengaruh Kedisiplinan Dalam Bekerja Dan Lingkungan Pekerjaan Dengan kinerja yang dihasilkan oleh karyawannya. 62(1), 172–180. https://doi.org/10.31219/osf.io/tfbve

Paulo. (2019). No Titייle. ペインクリニック学会治療指針２, 7(2), 1–9. Situmindividu, L. L., Purba, M. I., Naibaho, K. M., Sinaga, M., & Roulina, R. (2021).

Gaya Kepemimpinan, Kedisiplinan, dan Motivasi dengan kinerja yang dihasilkan oleh karyawannya. Jurnal Kajian Dan Pengembangan Sains Dan Humaniora, 5(2), 176. https://doi.org/10.23887/jppsh.v5i2.35098

Susanto, A. (2021). Analysis of the Effect of Transformational Leadership, Communication and Motivation on Employee Performance. International Journal of Educational Review, Law And Social Sciences (IJERLAS), 1(2), 129–136. https://doi.org/10.54443/ijerlas.v1i2.45

suwanto. (2019). pengaruh gaya kepemimpinan dan Lingkungan Pekerjaan dengan kinerja yang dihasilkan oleh karyawannya unit telesales pada pt BFI FINANCIAL indonesia TBK. Jurnal Ekonomi Efektif, 3(2), 58–66. http://www.tjyybjb.ac.cn/CN/article/downloadArticleFile.do?attachType=PDF&id=987

Suwanto, S. (2019). Pengaruh Kedisiplinan Dalam Bekerja Dan Motivasi Dalam Bekerja Dengan kinerja yang dihasilkan oleh karyawannya Pada Rumah Sakit Umum Tangerang Selatan. JENIUS (Jurnal Ilmiah Manajemen Sumberdaya manusia), 3(1), 16. https://doi.org/10.32493/jjsdm.v3i1.3365

Tasya Fadillah, Ahmad Cik, Melati, Kumba Digdowiseiso

Terhadap, K., Kerja, P., Kasus, S., Pt, P., & Karya, G. (2021). Jurnal Ekonomi. 3(2), 176– 184.

Yuliantari, K., & Prasasti, I. (2020). Pengaruh Lingkungan Pekerjaan Dengan kinerja yang dihasilkan oleh karyawannya Pada LLDIKTI Wilayah III Jakarta. Widya Cipta: Jurnal Sekretari Dan Manajemen, 4(1), 76–82. https://doi.org/10.31294/widyacipta.v4i1.7699

Yuliantini, T., & Santoso, R. (2020). Pengaruh Lingkungan Pekerjaan, Motivasi Dalam Bekerja, Dan Kedisiplinan Dalam Bekerja Terhadap Kepuasan Kerja Karyawan Pt Travelmart Jakarta Pusat. Jurnal Manajemen Oikonomia, 16(1), 1–13