

PERFORMANCE: Self, Management, and Organizational Social Perspectives

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Submitted: 03rd Feb 2022 | **Edited:** 20th April 2022 | **Issued:** 01st June 2022

Cited on: Anggraini, F. N. (2022). PERFORMANCE: Self, Management, and Organizational Social Perspectives. *PRODUKTIF: Jurnal Kepegawaian dan Organisasi*, 1(1), 1-9.

ABSTRACT

Good work results are the hope of every leader, but in reality performance is not always achieved. Therefore, managers/directors need to make measurable efforts in encouraging performance improvement, including by making disciplinary rules, encouraging morale, and trying to create a healthy work environment. Based on this phenomenon, this study seeks to analyze the factors that affect performance. The research method used is quantitative with regression analysis. The research data was obtained by distributing questionnaires to 33 employees of Kopkar GMF Aero Asia Sejahtera. The sampling technique was carried out by simple random sampling. The results of the study explain that it is possible for employee performance to increase significantly both in partial and simultaneous models, especially in the discipline variable. Discipline rules are management products that are made to control measurable and quality work behavior, so as to maintain good task execution and quality results.

Keywords: Work Quality, Work Rules, Motivation, Environment

INTRODUCTION

The Indonesian government is very interested in Cooperatives, because Cooperatives in the economic system are the pillars of the economy. Cooperatives in Indonesia do not yet have the ability to carry out their roles effectively and strongly. This is due the fact that cooperatives still face structural obstacles in controlling production factors, especially capital. Thus, there is still a need for wider attention by the government so that the existence of cooperatives in Indonesia can truly serve as the pillars of the Indonesian economy which is an economic system as outlined in the 1945 Constitution.

There are several things that cooperatives can do First, carry out professional management of the organization in a broad sense, namely choosing cooperative people who are responsible, moral, ethical, dignified and have expertise in the field of cooperative and business management. Second, utilizing information technology in running a cooperative business. Third, understand the needs and wants of customers

(cooperative members). Fourth, run cooperatives in accordance with cooperative principles and values (Nazaruddinaziz, & Mulia, 2022).

The increasing number of employees who join as members, cooperatives must always try to provide the best service and play an active role in creating prosperous employees and play an active role in efforts to improve the quality of life through cooperative forums. Cooperatives are required to have competent human resources so that cooperatives can compete with other employee cooperatives (Wijaya, 2018). However, this comfort and convenience is not always felt by consumers (employees).

To anticipate complaints from consumers (employees), cooperatives must be able to improve and always improve the services provided. The better the services provided by the cooperative, the level of consumer satisfaction will increase and ultimately will give confidence to the cooperative. This is because the management of public services is every activity carried out by the government or private parties against a number of people who have every profitable activity in which the results are not tied to a physical product (Desi, 2020).

Quality services will be realized if the employee's performance is high. High performance can be formed with the awareness of every company leader to provide direction regarding the work carried out by each employee, thus employees can better understand the responsibilities of the work they do (Anggoro, & Wijono, 2022). In addition, a good workplace atmosphere, creation of work discipline good behavior to each employee, providing motivation, and a comfortable environment for employees will be able to increase employee morale at work.

Work discipline is very important in a company, because with work discipline employees can achieve goals according to targets determined through existing procedures. This opinion is in accordance with the opinion (Efendi, & Hardiyanto, 2021) which states "the existence of a good level of work discipline reflects the credibility of employees to achieve an optimal work result for the success of the company".

In addition to work discipline, the work environment also affects employee performance. The work environment which consists of the physical and non-physical environment is also an equally important part for the continuity of the employee's work in carrying out the work which will then lead to interactions between individuals and the work environment. The condition of the work environment is said to be good or

appropriate if humans can carry out activities optimally, healthy, safe, and comfortable. The suitability of the work environment can be seen as a consequence in the long term, furthermore, unfavorable work environments can demand more labor and time and do not support obtaining an efficient work system design (Hanafi, & Zulfikar, 2018).

Besides work discipline and work environment, factors that affect employee performance are motivation, not only discipline and work environment factors that need to be considered by companies to improve employee performance, but companies must also pay attention to motivational factors because one of the factors that affect employee performance is work motivation (Ekhasn, 2019).

Motivation can encourage employees to work diligently and be disciplined in their work so that the company's goals can be achieved, namely creating a conducive atmosphere for the company's work environment. Every employee is not necessarily willing to mobilize their capabilities optimally, so there is still a need for encouragement from outside parties. For this reason, in order to foster work motivation in an organization, intensive communication is needed between employees and leaders and among fellow employees.

Motivation is the giving of individual impulses to act that causes the person to behave in a certain way that leads to goals. (Juliyanti, & Onsardi, 2021) explains that motivation is the driving force that causes an organization member to be willing and willing to carry out various activities that are their responsibility and carry out their obligations. Giving motivation is one of the goals so that employees who are motivated can work in accordance with the work reference and responsibilities given so that the company's goals can be achieved properly. In addition, it also contains elements of effort, namely quality efforts that are directed and consistent with the goals of the organization to be achieved.

THEORETICAL BASIS

Management

Management is a science and art to apply the functions of planning, organizing, directing, and controlling the activities of a group of people equipped with economic resources (factors of production) to achieve predetermined goals (Daspar, 2020).

Human Resource Management

HR can also be referred to as personnel. Manpower, workers, employees, human potential as the driving force of the organization in realizing its existence, or potential which is an asset and functions as non-material capital in business organizations, which can be realized into real potential physically and non-physically in realizing the existence of the organization (Anggoro, & Wijoyo, 2022).

Organizational Behavior

The theory or science of *organizational behavior* essentially bases its studies on behavioral science itself (the roots of psychology), which was developed with its focus on human behavior in organizations (Nurjaya, 2021). Thus, the basic framework of organizational behavior theory is supported by two main components, namely individuals who behave and formal organizations as a forum for that behavior. So, organizational behavior is a study concerning aspects of human behavior in an organization or a particular group. The first aspect includes the influence of the organization on humans, while the second aspect includes the influence of humans on the organization.

Work Discipline

Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms (Jufrizen, 2021). According to (Juliyanti, & onsandi, 2021) argued that "*Discipline is management action to enforce organization standards*". Based on this understanding, work discipline can be interpreted as the implementation of management to strengthen organizational guidelines.

Work Environment

A good working environment will have a positive impact on employees in improving employee performance. This is one way that can be taken so that employees can carry out their duties without experiencing interference, because the work environment greatly affects employee performance (Tamali, & Munasip, 2019).

Motivation

Every organization has a purpose. In achieving these goals required human resources who have high motivation. Understanding motivation according to (Simbiring, et, al., 2021) says that "Motivation is a condition that encourages others to

be able to carry out tasks in accordance with their functions in the organization".

Performance

Etymologically, the word performance means something to be achieved, the achievements shown, the ability to work. In the *Contemporary English Indonesia Dictionary*, the term performance is used when someone carries out a process skillfully in accordance with existing procedures and provisions. According to (Prayoga, et, al., 2019) employee performance is an expression such as output, efficiency and effectiveness often associated with productivity. Performance can even be seen from the point of view of performance by emphasizing the value of efficiency associated with the quality of output produced by employees based on several standards that have been previously set by the organization concerned. Performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization (Widyawati, 2021).

METHOD

Population is the number of generalization areas consisting of objects or subjects that have the qualities and characteristics set by the researcher to be studied which then draws conclusions. The sampling technique used in this study is a saturated sample. Saturated sampling is a sampling technique when all members of the population are used as samples.

Data Primary data in this study was obtained by using a questionnaire / questionnaire technique, which is a data collection technique carried out by giving a set of questions or written statements to respondents to be answered. Questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to answer. The questionnaire in this study was by asking a list of questions directly to the respondents, namely the employees of the GMF AAS Employee Cooperative. Interview is a data collection technique that is done by conducting direct question and answer with employees of the GMF AAS Employee Cooperative related to research.

RESULT

Normality Test

Based on the results of the Kolmogorov-Smirnov test, it can be seen that the Asymp.Sig value in this study was obtained at 0.130, greater than the provisions of the Kolmogorov-Smirnov normality test with a value > 0.05 . This shows that the data in this study are normally distributed, the results are consistent with the previous test.

Multicollinearity Test

Based on the multicollinearity test, calculate the Variance Inflation Factor (VIF) shows the VIF value for Work Discipline is 1.075, the VIF value for the Work Environment is 1.107, the VIF value for Work Motivation is 1.048. This shows that there is not a single independent variable that has a VIF value of more than 10. This shows that no independent variable has a VIF value of more than 10.

Heteroscedasticity Test

Based on the results of the glejser test, it can be seen in the significant column that the significant value of Work Discipline is 0.598, the significant value of Work Environment is 0.532 and the significant value of Work Motivation is 0.878 . This shows that all independent variables (independent) have a significance value greater than the probability of 0.05, this indicates that there is no heteroscedasticity.

Individual Parameter Significance Test

Table 1. Partial Test

Model	T value	Sig.
Work Discipline	3.338	.002
Work Environment	2.889	.007
Motivation Work	2.331	.027

Source: SPSS output, 2021

Look at the SPSS output in the coefficients table in the t-test above and compare the t_{count} with the t_{table} of 2,042 obtained from the t table with $df = nk (33-3)$ which is 30 and alpha 0.05. The following is a discussion of the partial test between the dimensions of work discipline, work environment and motivation on employee performance.

Simultaneous Significance Test

Simultaneous testing of the effect of work discipline (X_1), work environment (X_2), and work motivation (X_3) on employee performance (Y). From the regression analysis, it is obtained that the calculated F value (12.388) $>$ F table (2.93) and the significance value is less than the probability of 0.05 or the value of $0.000 < 0.005$, then

H_{a4} accepted and H_{04} is rejected, meaning simultaneously (simultaneously).) work discipline (X_1), work environment (X_2), and work motivation (X_3) have a significant effect on employee performance (Y).

Multiple Linear Regression Analysis

Table 2. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	-157	9.038	
Work Discipline	.865	.259	.425
Work Environment	.676	.234	.374
Motivation Work	.282	.121	.293

Source: SPSS output, 2021

The value of the constant (a) indicates the magnitude of the employee's performance value (Y). This states that if the variables of work discipline, work environment and work motivation are considered constant, then the value of employee performance is -0.157.

Work discipline is directly proportional to employee performance. This can be seen from the regression coefficient on the work discipline variable (X_1) of 0.865. This means that there is a unidirectional relationship between work discipline and employee performance. Where the better and higher the work discipline, the better the employee performance.

The work environment is directly proportional to employee performance. This can be seen from the regression coefficient on the work environment variable (X_2) of 0.676. This means that there is a unidirectional relationship between the work environment and employee performance. Where the better and more comfortable the work environment, the better the performance of employees.

CONCLUSION

This study aims to determine the effect of work discipline, work environment, and work motivation on the performance of the employees of the GMF AeroAsia Sejahtera Employee Cooperative. Based on the data that has been collected and has been tested using multiple linear regression models, it can be concluded as follows:

1. Work discipline has a significant influence on the performance of the employees of the GMF AeroAsia Sejahtera Employee Cooperative.

2. The work environment has a significant influence on the performance of the employees of the GMF AeroAsia Sejahtera Employee Cooperative.
3. Work motivation has a significant influence on the performance of the employees of the GMF AeroAsia Sejahtera Employee Cooperative.
4. Work discipline, work environment and work motivation have a significant influence on the performance of the employees of the GMF AeroAsia Sejahtera Employee Cooperative.

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