

Determinants of Employee Performance at Perumda Pasar Mangu Giri Sedana Mangupura in Badung, Bali-Indonesia



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ABSTRACT: The development of the globalization era requires every company to be capable compete in middle fast competitors. So that objective Which has set achievedso needed planning And management source Power man the best. This study aims to determine the role of the environment Work, motivation And discipline work to improve performance employee. This research is located at Perumda Pasar Mangu Giri Sedana Mangupura, Badung, Bali-Indonesia, a companyarea Which move in field service And trade in managing people's markets in Badung Regency. Data collection is done by share questionnaire to employees randomly as many as 68 people. The data analysis technique used is a quantitative technique of multiple linear regression analysis. The results of this study indicate that employee performance can be improved through improving working conditions, rewarding achievement and paying attention to attendance as a reflection of work dicipline.

KEYWORDS: Environment Work, Motivation Work, Discipline Work, Performance Employee

I. INTRODUCTION

In this technological era, human resourcesis center continuation life organization. Adequate human resources can help organization For reach the goal. Human resources haverole important For quality development performance in every organization.Organization must can optimizingsource Power the human For reach objective Which desired, but This No easy done, need understand organization, need develop, need experience and rigor in order to resource man organization can optimized to operate in respond request. With thereby, organization must notice quality performance And factor resource man. Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out their duties according to their responsibilities Which given to her (Saripuddin, 2017). Rivai (2017) explains that performance is the result of work that can be achieved by a person or group within a company in accordance with authority and responsibility answer each in effort achievement objective company in a manner legal,No violate law And No contrary with moral or ethics.

Perumda Pasar Mangu Giri Sedana Mangupura is a companyarea Which move in field service And trade in managing people's markets in Badung Regency. Currently, managing 10 people's markets, including: Market Animal, Market Kuta 1, Market Kuta 2, Sembung Market, Tenten Market, Ship Market, and Kerta Sari Market. Perumda with its head office in Mengwi, Badung Regency, it carries out its main business activities, first, revitalizing the people's market; secondly, improve performance business trading; third, stabilization price food; And fourth, giveplace MSMEs. Following data target And realization performance Perumda Market Mangu Giri Sedana Mangupura is shown on Table 1.

Table 1. Revenue Target and Realization

No	Month	Revenue Target(IDR)	Realization Income(IDR)	Percentage(%)
1	January	48,000,000,000	44,000,000,000	91%
2	February	50,000,000,000	42,000,000,000	64%
3	March	48,000,000,000	41,250,000,000	86%
4	April	50,000,000,000	40,000,000,000	80%
5	May	48,000,000,000	37,000,000,000	77%
6	June	50,000,000,000	45,700,000,000	91%
7	July	48,000,000,000	42,000,000,000	87%
8	August	50,000,000,000	46,000,000,000	92%

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9	September	48,000,000,000	36,450,000,000	76%
10	October	50,000,000,000	48,000,000,000	96%
11	November	48,000,000,000	36,450,000,000	76%
12	December	50,000,000,000	40,000,000,000	80%
Total				996
Average				83

Table 1 shows the performance of Perumda Pasar employees Mangu Giri Sedana Mangupura in January to December 2021 that target revenue at Perumda Pasar Mangu Giri Sedana Mangupura still has not fully reached the 100% target. Achievement of the lowest target is 64% on month February whereas achievement highest is 96% on month October as well as average from percentage realization sales is 83%. So from that even though the target has been set by the company, however achievement what actually happened did not meet the set targets, this is a justification that the employee's performance has not been maximized. Less than the maximum performance of employees in a company caused by some factors among others motivation, job satisfaction, stress level, physical condition of work, compensation system as well as design on work.

Factors which influence performance according to Siagian (2018) states that employee performance is influenced by several factors, namely: compensation, environment work, culture organization, leadership, and work motivation, work discipline, job satisfaction, communication and factors other. Environment work is wrong one factor which determine performance employee. Performance employee is wrong one key success company to achieve success. Therefore every company must have a work environment that is suitable for the continuity of employee work and improve employee performance. A supportive work environment is who have the ability to involve employees with their performance.

Raziq & Maulabakhsh (2015) stated that environment good work one of which increases production and employee performance. Where on finally will increase effectiveness organization as well as can reduce cost which issued by company. Based on results observations and interviews with 10 employees at Perumda Pasar Mangu Giri Sedana Mangupura found problem work environment between others 1) noise from sounds disturbs the peace of work, spoils hearing, and communication errors as well as 2) lack of lighting in some places and temperature in some no part. The same with another section due to lack of quantity regulator room temperature.

Widiasworo (2014) prove that variable environment work have influence which very significant to performance employee. Jayaweera (2015) shows that the work environment has a positive effect and significant to performance employee. Samson, et al. (2015) also find that environment work influential positive and significant on employee performance. Another study by and Malik, et al. (2011) show that environment work influential significant to performance employee. But different with study Shafira & Rozak (2020) shows that the environment has a negative and insignificant effect on employee performance.

Enhancement performance employee can achieved if company capable provide motivation for employee performance to shape the work climate good performance so as to form high performance (Amarazisa, 2016). Motivation work is a mental attitude or condition of a person where the person is feel moved for do something work which charged to her, so that can influential to ability and ability employee in do work. Saripuddin (2017) stated that wrong one indicator of motivation is an award, where is this indicator be measured from perception respondent about award which given company for increase work motivation employee.

The results of observations and interviews with the author on 10 employees that employee motivation found a problem regarding motivation between others: 1) Awards given to employees are inconsistent run by company which resulted employee not motivated at work, thus can result in employee performance to be less maximum and 2) No exists appreciation for employee which own performance good.

Dobre (2013) prove that motivation has a positive and significant effect on performance employee. Robescu (2016) also find that motivation influential positive and significant to performance employee. Study other by Elvina (2019) show that motivation influential positive and significant to employee performance. Another research by Kuswati (2020) also found that motivation had a positive and significant effect on employee performance. Furthermore, research by Ghaffari et al. (2020) too found that motivation has a positive and significant effect on performance employee. But different with study Muchtar (2016) shows that motivation has no significant effect on performance employee.

Employee performance is not only influenced only by the work environment and work motivation, but also by employee performance very influenced by discipline work discipline. Work even important to have by employee for realize objective organization. Hamali (2018) stated that discipline is function operative management HR which most important because the more

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good discipline work employee, the more tall performance that can be achieved. Discipline is a strength develop in the body employee And cause employee can conform voluntarily to regulatory decisions, and valuestall from work and behavior.

Evaluation discipline on Perumda Market Mangu Giri Sedana Mangupura includes discipline on arrival, discipline on time to go home, internal discipline complete the work, discipline in carrying out the rules in place work, discipline against orders from superiors, and discipline against enhancement Work The same. Matter the can seen on data level presence of employees reflected on table the following 2:

Table 2. Employee Absentee Levels

No	Month	Amount Employee (Person)	Amount Working days(day)	Number of days Work should (Day)	Amount absence (person)	Number of days Work Which indeed(day)	Percentage absence
A	B	C	D	E=CxD	F	G=EF	H=F:Ex 100%
1	January	211	27	5697	197	5500	3.46%
2	February	211	24	5064	180	4884	3.55%
3	March	211	27	5697	187	5510	3.28%
4	April	211	26	5486	179	5307	3.26%
5	May	211	27	5697	185	5512	3.25%
6	June	211	26	5486	181	5305	3.30%
7	July	211	27	5697	178	5519	3.12%
8	August	211	27	5697	178	5519	3.12%
9	September	211	26	5486	189	5297	3.45%
10	October	211	27	5697	190	5507	3.34%
11	November	211	26	5486	199	5287	3.63%
12	December	211	27	5697	194	5503	3.41%
Amount			317	66887	2237	64650	3.34%
Average			26,42	5573.92	186,42	5387.50	3.35%

Based on employee attendance data at Perumda Pasar Mangu Giri Sedana Mangupura is known that the absentee level tends to fluctuate, Where percentage level attendance employee average as big 3.35 percent. According to Flippo (2013) What when attendance 0 until 2 percent considered good,3 percent to 10 percent is considered high, above 10 percent is considered not reasonable so very need For get attention Serious from party company. This means that level attendance on Perumda Market Mangu GiriSedana Mangupura is classified as high, this reflects that level employee discipline at Perumda Pasar Mangu Giri Sedana Mangupura still low.

Syarkani (2017)show that discipline Work influential positive And significant toperformance employee. Meilany (2015) Also find that discipline Work influential positive And significant to performance employee. Study otherby Pangarso (2016) shows that work discipline has a positive effect And significant to performance employee. Study other by Syafrina(2017) Also find that discipline Work influential positive And significant to employee performance. But different with study Syahrial (2017) show that discipline Work negative effect on employee performance.

The search results of previous studies show that they are still found gap from results studies previously so that needconducted further research on environmental influences Work, motivation work and work discipline against employee performance. What distinguishes this research from previous research is the location or different places and using different methods. This study aims to empirically examine the role of the environment Work, motivation work and work discipline against performance of Perumda Pasar Mangu Giri employees Sedana Mangupura.

II. LITERATURE REVIEW

Employee Performance

Performance is very important for A organization or company in reach the goal. In context development source Power man, performance an employee in a company is needed forachieve performance for the employee itself and for success A company. Performance is results process from work in a planned manner at the time and place of the employee as well concerned organization. Performance comes from the word job performance or actual performance that means performance Work or performance indeed Which achieved by somebody. Understanding performance (work achievement) is the result of work in terms of quality and quantityachieved by a employee in carry out function in accordance with the responsibilities given to him (Mangkunegara, 2017). According to Sedarmayanti (2017) that performance refer understanding as behavior is set behavior Which

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relevant to the goals of the organization or organizational unit to which people live Work. Performance is something that people actually do and can be observed. Factor Which influence performance tallow performance a employee naturally determined by factor-factor Which affect it Good in a manner direct or indirect. Based on definition on is known that performance equated with results Work a employee, To achieve good performance , a good element is human resources even though the planning has been arranged properly and neatly when people or personnel who do it are not qualified and not own Spirit that work tall so planning Which arranged will be worthless. It was concluded that performance personnel is results Work or level success Which achieved by somebody or a group in carrying out the task And in accordance not quite enough answer Which given organization in period particular who contributed to organization.

Environment Work

According to Afandi (2018) states that the environment Work is something that exists in the environment para worker Which can influence himself in operate task like temperature, humidity, ventilation, lighting, noise, cleanliness place Work, And adequate nope tools work equipment. Work environment can interpreted as whole tool tools faced, the surrounding environment where a worker, method it works, as influence it works Good as individual nor as group. Work environment is all something Which There is in around worker And Which can influence himself in carrying out his duties charged (Nitisemo, 2015). Sukanto Reksohadiprodjo (2015) argues that the environment Work is condition or circumstances place Work which needs to be set so as not to interfere the work of employees and in order to be obtained increase productivity And decrease cost production each year. Can be concluded that environment Work is something place Which is at in around employees Good physique nor non physique in the region organization, environment can affect employee productivity. Environment Work Also covers interaction or the relationship between employees and organizational leaders. Widiaworo (2014) prove that variable environment Work have influence Which very significant to performance employee. Jayaweera (2015) shows that the work environment has a positive effect And significant to performance employee. Samson, et al. (2015) Also find that environment Work influential positive And significant on employee performance. Other research by and Malik et al. (2011) show that environment Work influential significant on employee performance.

H1: The work environment has a positive and significant effect on the performance of Perumda Pasar Mangu Giri employees Sedana Mangupura

Discipline Work

Discipline Work is something tool Which managers use to communicate with employees in order for them to be willing to change a behavior as well as a effort For increase awareness And someone's willingness to obey all the rules company And norms social Which happen (Christian, 2019). Sisca (2020) argues that discipline Work is respect for employees to adjust self with volunteer without compulsion to obey the rules and regulations already set by the company. It's happening more and more violation will regulation Which Already set so can said employee discipline bad. Discipline Work is closely related to management activities relating to work standards must achieved by something organization in operate the goal in a manner effective And efficient. Discipline Work is activity management For operate standard-organizational standards (Ajabar, 2020). Can concluded that discipline Work is an attempt to improve awareness And willingness somebody obey all regulation company And norms social Which apply. (2017) prove that discipline Work influential positive And significant to performance employee. Meilany (2015) Also find that discipline Work influential positive And significant to performance employee. Study other by Pangarso (2016) shows that work discipline has a positive effect And significant to performance employee. Study other by Syafrina (2017) Also find that discipline Work influential positive And significant to employee performance.

H2: Work discipline has a positive and significant effect on the performance of Perumda Pasar Mangu Giri employees Sedana Mangupura

Motivation Work

Syamsu (2017) states that motivation is the result of a number of processes, which are internal or external to a person individual, which causes attitudes enthusiasm And persistence in matter carry out activities certain. Hasibuan (2017) argues that motivation very needed in the implementation of human activities because motivation is matter Which can causing, channeling and supporting behavior man so Want to Work enterprising And enthusiastic For reach results Which optimal. Kast And James (2017) put forward that motive is What Which move someone For Act with method specific or at least developed something trend. push For Act This can triggered by an external stimulus, or born in the person himself in the process of physiology And thinking individual That. Motivational differences sure is factor important for understanding and predicting difference And behavior individual (Hasibuan, 2017). It can be concluded that work motivation is support And move behavior man Act with method certain or at least

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develop trend. If someone own motivation Which tall so he will do the job to the maximum and also otherwise, if someone does not have motivation in work then there will be no tone things new Which Can he do by target achievement company the.

Dobre (2013) prove that motivation has a positive and significant effect on performance employee. Robescu (2016) Also find that motivation influential positive And significant to performance employee. Study other by Elvina (2019) show that motivation influential positive and significant to employee performance. Another research by Kuswati (2020) also found that motivation had a positive and significant effect on employee performance. Furthermore, research by Ghaffari et al. (2020) too found that motivation has a positive and significant effect on performance employee.

H3: Work motivation has a positive and significant effect on the performance of Perumda Pasar Mangu Giri employees Sedana Mangupura

Conceptual framework

Based on the description of the background, previous theoretical studies, it can be explained that there is a direct relationship between work environment variables, work discipline and motivation on employee performance at Perumda Pasar Mangu Giri Sedana Mangupura can be described in the following picture .

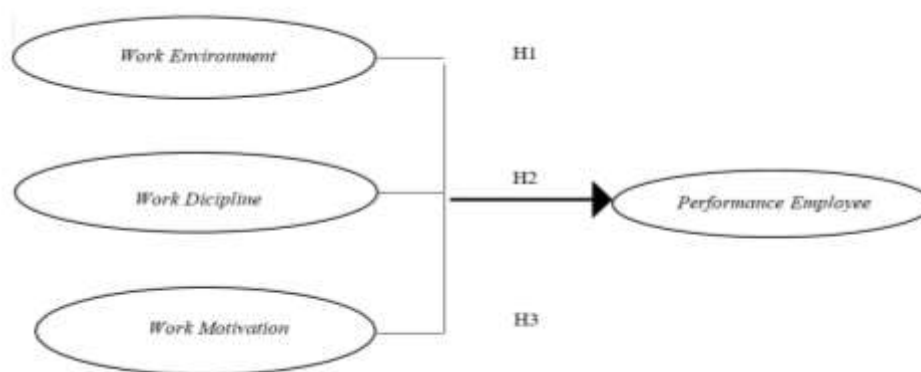


Figure 1. Conceptual Framework

III. METHOD

This research is a quantitative research. In this study, all employees, totaling 211 personnel, were used as the object or population of the study. The sampling method used in this research is simple random sampling. In determining the size of the sample in this study, it will be carried out using the Slovin method or formula. The number of samples to be used in this study is 68 respondents. Furthermore, data collection used a questionnaire and was measured using a 5-point Likert scale. This research uses validity test and reliability test. Ghozali (2021) states that validity is a measure that shows the levels of validity (validity) of a measuring instrument. Testing the validity of measuring each question item or question in the questionnaire was carried out using item analysis, namely correlating the score of each item with the total score. Ghozali (2021) states that reliability is a measure of the consistency of scores achieved by the same person on different occasions, the main idea of which is the degree to which the measurement results can be trusted. Testing the reliability of the instrument by performing a score correlation between items in the research instrument. Data analysis used in this research is descriptive analysis and multiple linear regression analysis. Descriptive analysis is the analysis used to describe the characteristics of the respondents and the distribution of items for each variable. The data collected, edited and tabulated in tables. Then the discussion of data in numbers and percentages. Multiple regression analysis is used as a statistical analysis tool because this research is designed to examine the variables that influence the independent variable on the dependent variable, where the variables used in this study are more than one.

IV. RESULT AND DISCUSSION

After distributing the questionnaires and conducting data screening, 68 questionnaires were returned and ready to be used at a later stage.

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Table 3 characteristics of the respondents

No	Characteristics	Classification	Amount Respondents (person)	Percentage Respondents (%)
1	Type Sex	Man	35	52%
		Woman	33	48%
Amount			68	100%
2	Education final	JUNIOR HIGH SCHOOL	-	-
		SMA/SMK	33	48%
		S1	35	52%
Amount			68	100%
3	Age	17 – 25 Year	24	35%
		26 – 35 Year	26	38%
		36 – 45 Year	13	19%
		> 45 years	5	8%
4	Period Work	1-2 year	18	26%
		2-5 year	15	22%
		> 5 years	35	52%
Amount			68	100%
Amount			68	100%

Validity and Reliability Test.

The results of this study indicate that the instruments used have been tested for validity and reliability. This can be seen from all the indicators used to obtain Pearson correlation values greater than the minimum requirement of 0.30. Likewise for Cronbach's value Alpha obtained a greater value of 0.60 for all constructs namely work environment, work discipline and work motivation.

Table 4. Validity and Reliability Test

Variable	Indicator	Coefficient Correlation	Information	Coefficient Correlation	Information
Work environment (X 1)	X 1.1	0.733	Valid	0.925	Reliable
	X 1.2	0.898	Valid		
	X 1.3	0.883	Valid		
	X 1.4	0.779	Valid		
	X 1.5	0.929	Valid		
	X 1.6	0.891	Valid		
Work motivation (X 2)	X 2.1	0.917	Valid	0.953	Reliable
	X 2.2	0.922	Valid		
	X 2.3	0.950	Valid		
	X 2.4	0.915	Valid		
	X 2.5	0.888	Valid		
Work Discipline (X 3)	X 3.1	0.841	Valid	0.937	Reliable
	X 3.2	0.911	Valid		
	X 3.3	0.921	Valid		
	X 3.4	0.902	Valid		
	X 3.5	0.918	Valid		
Employee performance (Y)	Y 1.1	0.897	Valid	0.946	Reliable
	Y 1.2	0.914	Valid		
	Y 1.3	0.907	Valid		
	Y 1.4	0.936	Valid		
	Y 1.5	0.888	Valid		

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Determination Test

The results of the determination test through the R-square value obtained a correlation coefficient value of 0.684 the relationship between work environment variables, work discipline and motivation on employee performance at Perumda Pasar Mangu Giri Sedana Mangupura . which means that the increase in employee performance can be influenced by 68.4% work environment, work discipline and motivation , while the remaining 31.6% is determined or explained by other variables not included in this study.

Table 5. Hypothesis Test Results

Variable	Coefficient	t test	P. value	information	Hypothesis testing
Work environment	0.160	2,366	0.021	Significant	Accepted
Work Discipline	0.336	3,198	0.002	Significant	Accepted
work motivation	0.421	4,077	0.000	Significant	Accepted

The Influence of the Work Environment on Employee Performance at Perumda Pasar Mangu Giri Sedana Mangupura.

In table 5, it can be explained that the calculated t value of the work environment variable is 2.366, a positive coefficient of 0.160 with a probability value of = 0.021 less than 0.05. it can be concluded that Ho is rejected and Ha is accepted. This means that the work environment variable has a positive and significant effect on employee performance Perumda Pasar Mangu Giri Sedana Mangupura . From the results of research that has been done before, the results of this study are in accordance with the theory put forward by Sukanto Reksohadiprodjo (2015) that environment Work is something place Which is at in around employees Good physique nor non physiquein the region organization, environment can affect employee productivity. Environment Work Also covers interaction or the relationship between employees and organizational leaders. This research is also in line with the results of Widiaworo's research (2014) , Jayaweera (2015), Samson, et al. (2015) and Malik, et al. (2011) show that work environment has a pretty good and positive influence on employee performance .

The Effect of Work Discipline on Employee Performance at Perumda Pasar Mangu Giri Sedana Mangupura.

In table 5, it can be explained that the calculated t value of the work environment variable is 3.198, a positive coefficient of 0.336 with a probability value of 0.02 <0.05. it can be concluded that Ho is rejected and Ha is accepted. This means that the work discipline variable has a positive and significant effect on employee performance Perumda Pasar Mangu Giri Sedana Mangupura . From the results of research that has been carried out previously, the results of this study are in accordance with the theory put forward by Ajabar (2020) that discipline Work an attempt to improve awareness And willingness somebody obey all regulation company And norms social Which apply. This research is also in line with the results of Syakani's research (2017), Meilany (2015) , Pangarso (2016) and Syafrina(2017) which found that discipline Work influential positive And significant effect on employee performance which states that partially work discipline has a fairly good and positive influence on employee performance.

The Influence of Work Motivation on Perumda Pasar Mangu Giri's Employee Performance Sedana Mangupura.

In table 5, it can be explained that the calculated t value of the work motivation variable is 4.077, a positive coefficient of 0.421 with a probability value of 0.000 <0.05. it can be concluded that Ho is rejected and Ha is accepted. This means that the work environment variable has a positive and significant effect on employee performance Perumda Pasar Mangu Giri Sedana Mangupura . From the results of research that has been done before, the results of this study are in accordance with the theory put forward by Hasibuan (2017) that work motivation support And move behavior man Act with method certain or at least develop trend. If someone own motivation Which tall so he will do the job to the maximum and alsootherwise, if someone does not have motivation in work then not aka things new Which Can he do by achievement target company the. This research is also in line with the results of Dobre's research (2013), Robescu (2016) , Elvina (2019); Kuswati (2020) and Ghaffari et al. (2020) which proves that motivation has a positive and significant effect on performance employee.

V. CONCLUSIONS

Research results using the help of SPSS.25 software it can be concluded that employees of Perumda Pasar Mangu Giri Sedana Mangupura performance can be improved through the environment Work, work discipline, and work motivation That the facilities provided for work Already sufficient and sufficient personnel in do his job. Companies need to pay attention to aspects related to improving the work environment, such as lighting in each room employee work by using the type of lamp and light intensity accordance with workspace standards to provide comfort on employee. Companyshould pay attention to the noise level in the workspace with Utilize artificial noise dampers for workspaces own intensity communication tall between employee Also utilise a

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number of type trees And plant as silencer experience on area park For reduce voice enter into the buildings and employee workspaces so that employee performance can be increased by convenience Work obtained from work environment. In the context of work discipline, it can be seen from the personnel who obey regulation Which applied organization. Employees are present on time and use equipment Work in accordance function, thus the higher the level of work discipline employee then most likely will increase performance. Next in the context of motivation Work visible to personnel Which achievement in his field got bonus and awards .Motivation very depends on factor leadership in organization, as the impetus for increase productivity in increase performance employee in framework reach objective organization.

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