The Influence of the Work Environment, Work Discipline, and Rewards on the Performance of Production Department Employees at PT. Supreme Food Rembang Regency

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ABSTRACT

A person's performance greatly influences what the company wants to achieve. If the employee's performance is bad, it has a big influence on the company's development, namely the company's development will decrease, and vice versa, if the employee's performance is good, the company will experience an increase. Managing good performance so that the performance process can run well, you must also pay attention to several important things, one of which is the employee environment, employee discipline and rewards. This research aims to determine the influence of the work environment, work discipline and rewards on the performance of employees in the production department of PT. Supreme Food Rembang Regency. The data used in this research is subject data or primary data. The data source used in this research uses primary data sources. Data collection used a questionnaire in the form of statements totaling 44 questions. The research sample used a saturated sample, that is, the entire population was sampled, namely 58 employees in the production department of PT. Supreme Food Rembang Regency. The testing technique uses validity tests and reliability tests. Data analysis uses multiple linear regression analysis techniques. The research results stated that the work environment had a significant positive effect on employee performance, work discipline had a non-significant positive effect on employee performance, rewards had a significant positive effect on employee performance.

Keywords: Work Environment, Work Discipline, Rewards, Performance, PT. Supreme Food Rembang Regency

Introduction

PT. Supreme Food is a peanut processing company that has fulfilled the licensing requirements of the Indonesian Ministry of Trade and Industry. This company has the aim of introducing and selling its products throughout Indonesia, because the company is fully aware of the advantages of raw materials which are quite easy and widely available in the process of making these products. From the Company PT. Supreme Food also tries to collaborate with all parties, especially peanut farmers around the Rembang area.

According to Emron, et al (2018) performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements. So, with the performance of an employee, the company can set standards for a person's performance so that the company's goals are achieved. A person's performance greatly influences what the company wants to achieve. If the employee's performance is bad, it has a big influence on the company's development, namely the company's development will decrease, and vice versa, if the employee's performance is good, the company will experience an increase. Managing good performance so that the performance process can run well, you must also pay attention to several important things, one of which is the employee environment, employee discipline and rewards.

According to Sedarmayanti (2018) the work environment is the totality of tools and materials encountered in the environment around a person working, their work methods, and work arrangements both as individuals and as a group. So a conducive work environment is very good for improving employee performance.

According to Hasibuan (2018) good discipline reflects the extent of a person's responsibility for the tasks given to him. According to Hasibuan in Bintoro and Daryanto (2017) discipline is a person's awareness and willingness to comply with all organizational regulations and applicable social norms. An employee's performance can also be measured from employee discipline. Discipline has not been declared effective if the appearance of discipline is only based on fear. Thus, discipline should also have positive targets, be educational, corrective, not negative actions that bring down officers or employees.

According to Bintoro and Daryanto (2017) rewards are a way to increase employee work productivity and a person's behavior so that they can speed up the implementation of the work assigned and ultimately the targets or goals to be achieved can be carried out well. Rewards are very important in determining employee performance, because by providing rewards employees become enthusiastic about doing their work to get rewards. Regarding employee performance, the company PT. Supreme Food sees the high or low quality of its employees' performance from the employees' monthly absences. The following is the employee attendance data for the production section of PT. Supreme Food.

Table 1. List of PT employee attendance. Supreme Food Rembang Regency

No	Month	Number of employees On time	Number of employees absent	Percentage of employee attendance
1	May	27	31	53%
2	June	29	29	50%
3	July	12	46	79%
4	August	24	34	59%
5	September	27	31	53%
6	October	28	30	52%

No	Month	Number of employees On time	Number of employees absent	Percentage of employee attendance
7	November	18	40	69%
8	December	18	40	69%
9	January	26	32	55%
10	February	33	25	43%
11	March	37	23	36%

Source: Primary data processed, 2023

Based on data on attendance from May to March, it is known that the percentage of employee attendance is unstable and often declines. Judging from the attendance, it is also still uneven, which could be caused by a lack of work discipline among employees in the production department of PT. Supreme Food. Based on the explanation above and considering the importance of improving employee performance which can produce job satisfaction, where employee performance will determine the achievement of a company's goals.

Based on the description above, researchers are interested in conducting research at PT. Supreme Food Rembang Regency to find out how the environment, discipline and rewards influence the performance of production employees at PT. Supreme Food Rembang Regency.

Theoretical basis

According to Locke in Ghozali (2020), goal setting theory shows that more specific and ambitious goals lead to higher performance increases than easy and general goals. So goals must be specific, time-limited and difficult. Achievement of the targets (goals) set can be seen as the goal or level of performance that the individual wishes to achieve. If someone has a high goal or desire to achieve the desired goal, that person will improve their performance.

This goal setting theory states that the simplest direct motivational explanation for why some people perform better than others is due to having different performance goals. The essence of goal setting theory is:

a. Difficult specific goals produce significantly higher performance than easy goals, no goals, or even abstract goal setting such as encouraging people to do their best.

b. Maintaining constant ability, because this is a theory of motivation, and remembering that there is goal commitment, the higher the goal the higher the performance.

c. Variables such as praise, feedback, or the person's involvement in decision making greatly influence behavior to the extent that they lead to the setting of and commitment to certain difficult goals.

d. Goal setting, in addition to influencing the three motivational mechanisms, namely choice, effort, and persistence, can also have cognitive benefits.

Goal Setting Theory is also part of motivation theory. The existence of individual goals determines how much effort will be made, the higher the employee's commitment to his goals will encourage the employee to make harder efforts to achieve these goals. People who accept easy, less specific goals or no goals at all. According to Latham in

Ghozali (2020) at the same time, a person must also have sufficient ability to accept set goals and receive feedback related to performance. Setting goals is a great way to encourage achievement and stay motivated. However, many people set ineffective goals to encourage them to do their best.

According to Sedarmayanti in Bintoro and Daryanto (2017) performance indicators are:
1. Quality of work
2. Time constraints
3. Initiative
4. Ability
5. Communication

According to Sinambela in Bintoro and Daryanto (2017) states that employee performance is defined as the employee's ability to perform certain skills. According to Desler in Bintoro and Daryanto (2017) performance is work achievement, namely the comparison between work results and established standards. So, with the performance of an employee, the company can set standards for a person's performance so that the company's goals are achieved. Some of these things can influence the performance results that have been achieved. According to Hasibuan (2018) work discipline indicators consist of:
1. Quality of work
2. Time constraints
3. Initiative
4. Ability
5. Communication

According to Sedarmayanti (2018) the work environment is the totality of tools and materials encountered in the environment around a person working, their work methods, and work arrangements both as individuals and as a group. According to Sedarmayanti (2018) the work environment indicators are:
1. Temperature
2. Noise
3. Lighting
4. Air quality
5. Workspace settings
6. Privacy

According to Hasibuan (2018) good discipline reflects the extent of a person's responsibility for the tasks given to him.
1. Goals and abilities
2. Leadership example
3. Return services
4. Justice
5. Waskat
6. Punishment sanctions
7. Assertiveness
8. Human relations

According to Bintoro and Daryanto (2017) rewards are a way to increase employee work productivity and a person's behavior so that they can speed up the implementation of the work assigned and ultimately the targets or goals to be achieved can be carried out well. According to Bintoro and Daryanto (2017) the indicators that

influence rewards are:
1. Position
2. Working period
3. Achieve certain targets

Research methods

The collection technique in this research was by means of interviews and questionnaires. Where collecting questionnaires by making the indicators that have been described into a question is then distributed to respondents. Questionnaire measurements from respondents used a Likert scale. In this research entitled the influence of the work environment, work discipline, and rewards on the performance of PT employees. Supreme Food Rembang Regency, the respondents used were all employees of PT. Supreme Food's production department has 58 employees. The results of the questionnaire distributed by the researcher received 49 data from 58 respondents, there were 9 respondents who did not return the questionnaire.

Test the instruments used using validity and reliability instrument tests. To measure the level of validity, it can be done by correlating the score of the question items with the total score of the construct or variable. Reliability is an index that shows the extent to which a measuring instrument is trustworthy or reliable. So the reliability test is used to determine the consistency of the measuring instrument, whether the measuring instrument remains consistent if the measurement is repeated

The analysis technique used in this research is multiple linear regression analysis technique. Multiple linear analysis technique is a regression analysis technique that involves more than one variable. The multiple linear regression equation can be described as follows: $Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \mathcal{E}$

Where :

Y : Performance
β_1 : Work Environment Coefficient
β_2 : Work Discipline
Coefficient
β_3 : Reward Coefficient
X_1 : Work environment
X_2 : Work Discipline
X_3 : Reward
$\mathcal{E}$: error

RESULTS

Testing the instrument so that the data obtained is valid and reliable, researchers use validity and reliability tests so that the data produced is valid or trustworthy. There are 44 statements in the questionnaire related to work environment variables, work discipline, rewards and employee performance. The validity test using 45 respondents was carried out by comparing the calculated r value with the r table for degree of freedom (df) = n − 2, where n is the number of samples, with a significance level of 0.05. If the calculated r is greater than the table r and the value is positive then the statement or question item is declared valid. In this study, a reliability test of 49 respondents was used. The following are the results of the validity test for the variables of leadership style, work discipline, rewards and performance:

Table 2. Work Environment Validity Test
Results

Statement	r_{count}	r_{table}	Information
1	0,540	0,294	Valid
2	0,679	0,294	Valid
3	0,398	0,294	Valid
4	0,393	0,294	Valid
5	0,623	0,294	Valid
6	0,470	0,294	Valid
7	0,563	0,294	Valid

Statement	r_{count}	r_{table}	Information
8	0,516	0,294	Valid
9	0,399	0,294	Valid
10	0,474	0,294	Valid
11	0,570	0,294	Valid
12	0,474	0,294	Valid
13	0,506	0,294	Valid

Source: Primary data processed, 2023

Table 3. Work Discipline Validity Test
Results

Statement	r_{count}	r_{table}	Information
1	0,360	0,294	Valid
2	0,404	0,294	Valid
3	0,386	0,294	Valid
4	0,363	0,294	Valid
5	0,334	0,294	Valid
6	0,426	0,294	Valid
7	0,513	0,294	Valid
8	0,363	0,294	Valid
9	0,511	0,294	Valid
10	0,498	0,294	Valid
11	0,496	0,294	Valid
12	0,349	0,294	Valid
13	0,364	0,294	Valid
14	0,492	0,294	Valid

Source: Primary data processed, 2023

Table 4. Reward Validity Test Results

Statement	r_{count}	r_{table}	Information
1	0,771	0,294	Valid
2	0,582	0,294	Valid
3	0,618	0,294	Valid
4	0,624	0,294	Valid
5	0,694	0,294	Valid
6	0,515	0,294	Valid
7	0,536	0,294	Valid

Source: Primary data processed, 2023

Table 5. Employee Performance Validity Test Results

Statement	r_{count}	r_{table}	Information
1	0,602	0,294	Valid
2	0,625	0,294	Valid
3	0,449	0,294	Valid
4	0,671	0,294	Valid
5	0,618	0,294	Valid
6	0,599	0,294	Valid
7	0,511	0,294	Valid
8	0,598	0,294	Valid
9	0,473	0,294	Valid
10	0,581	0,294	Valid

Based on the results of the validity test in the table above, namely the work environment variables, work discipline, rewards and employee performance, it can be stated that the data obtained is valid. It can be said to be valid because $r_{count} \geq r_{table}$.
Reliability testing is used to measure the consistency of the questionnaire which is an indicator of whether the variable is reliable or not. If a person's answers to questions are consistent or stable then the questionnaire indicator is reliable or trustworthy. It can be said to be reliable if the value *Cronbach Alpha*> 0,70 or 70%. In this study, a reliability test of 49 respondents was used. The following are the results of the reliability test:

Table 6. Reliability Test Results

Variable	Cronbach Alpha	Standarisasi Reliabel	Information
Work Environment (X1)	0,723	>0,70	Reliabel
Work Discipline (X2)	0,688	>0,70	Reliabel
Rewards (X3)	0,736	>0,70	Reliabel
Employee Performance (Y)	0,738	>0,70	Reliabel

Source: Primary data processed, 2023

Based on the table above, all work environment variables, work discipline, rewards and performance can be said to be reliable, because *cronbach alpha* for all work environment variables, work discipline, rewards and employee performance the value is >0.70, so it can be said that the questionnaire statements that tested 45 respondents are all reliable.

The following are the results of multiple linear regression analysis tests obtained by the regression coefficient (β) which is explained in the table below:

Table 7. Multiple Linear Regression Analysis Test Results

Variable	B
Constant	13,240
Work environment	0,336
Work discipline	0,034
Rewards	0,352

Source: Primary data processed, 2023

In Table 7. above, there are similarities in this research as follows:

$Y = 13,240 + 0,336X1 + 0,034X2 + 0,352 X3 + e$

Based on the regression equation above, it can be concluded as follows:

a. The constant value is 13,240, so it can be stated that the three independent variables which include work environment, work discipline and rewards are considered constant, so the employee performance variable has a value of (Y) which has a value of 13,240.

b. The work environment regression coefficient value is 0.336, which means that for every increase in the work environment by one unit with other independent variables considered constant, the work environment will experience an increase of 0.336.

c. The regression coefficient value for work discipline is 0.034, which means that for every increase in the work environment by one unit with other independent variables considered constant, work discipline will increase by 0.034.

d. The reward regression coefficient value is 0.352, which means that every time the work environment increases by one unit with other independent variables considered constant, the reward will increase by 0.352.

The following are the results of the partial hypothesis test and determination test:

a. Hypothesis testing

Table 8. Hypothesis Test Results

Variable	Coefficient Beta	Significant Value	Information
Lingkungan kerja	0,336	0,005	Accepted
Disiplin kerja	0,034	0,808	Rejected
Reward	0,352	0,052	Rejected

Source: Primary data processed, 2023

Based on Table 8 above, the following hypothesis can be concluded:

1. Hypothesis 1

    The first hypothesis states that it is suspected that the work environment has a significant positive effect on employee performance. Based on the results of the multiple linear regression test that was carried out between the work environment as variable X1 and employee performance as variable Y, the beta coefficient value was 0.036 and the significance value was 0.005. It can be concluded that the beta coefficient value is positive and the significance value is less than 0.05. Thus, the first hypothesis which states that the work environment has a significant positive effect on employee performance is accepted.

2. Hypothesis 2

    The first hypothesis states that it is suspected that work discipline has a positive and insignificant effect on employee performance. Based on the results of the multiple linear regression test that was carried out between the work environment as variable X2 and employee performance as variable Y, the beta coefficient value was 0.034 and the significance value was 0.808. It can be concluded that the beta coefficient value is positive and the significance value is more than 0.05. Thus, the first hypothesis which states that it is suspected that work discipline has a positive and insignificant effect on employee performance is rejected.

3. Hypothesis 3

    The first hypothesis states that it is suspected that work rewards have an insignificant positive effect on employee performance. Based on the results of the multiple linear regression test that was carried out between reward as variable X3 and employee performance as variable Y, the beta coefficient value was 0.352 and the significance value was 0.052. It can be concluded that the beta coefficient

value is positive and the significance value is more than 0.05. Thus, the first hypothesis which states that it is thought that rewards have an insignificant positive effect on employee performance is rejected.

a. Determination Test

Table 9. Determination Test Results

R	R Square	Adjusted R Square
0,526	0,277	0,228

Source: Primary data processed, 2023

Based on Table 9, it is known that the R Square adjuster coefficient is 0.228, so it can be interpreted that the work environment, work discipline and compensation variables can explain employee performance by 22.8%, while the remaining 77.2% of employee performance is influenced or explained outside the research this model.

DISCUSSION

1. Influence of the Work Environment on Employee Performance

The hypothesis results state that the work environment has a significant positive effect on the performance of PT employees. Supreme Food Rembang Regency, which means that the better the work environment, the more employee performance will increase. The hypothesis results in this research do not match the results of research conducted by Fitriani and Santi (2022) proving that the work environment has no effect on employee performance, but this research is in accordance with research conducted by Ronal and Hotlin (2019) proving that the work environment has a positive and significant effect on employee performance.

According to Sedarmayanti (2018) the work environment is the totality of tools and materials encountered in the environment around a person working, their work methods, and work arrangements both as individuals and as a group. So with the PT. A conducive Supreme Food really supports employee performance, so employees can do their work safely and comfortably so that employee performance increases.

2. The Effect of Work Discipline on Employee Performance

The results of the second hypothesis state that work discipline has a positive and insignificant effect on the performance of PT employees. Supreme Food Rembang Regency. This is not in accordance with research conducted by Fitriani and Santi (2022) which proves that work discipline has a significant effect on employee performance.

According to Hasibuan (2018) good discipline reflects the extent of a person's responsibility for the tasks given to him. Therefore, with good work discipline, employee performance can increase, at PT. Supreme Food, Rembang district, with work discipline, has little influence on increasing employee performance. The level of work discipline received by PT employees. Supreme Food is very high.

3. Effect of Rewards on Employee Performance

The results of the third hypothesis that reward has a positive effect are not significant. This is not in accordance with research conducted by Apriyanti, et al (2021) which proves that rewards have a significant effect on employee performance.

According to Bintoro and Daryanto (2017) rewards are a way to increase employee work productivity and a person's behavior so that they can speed up the implementation of the work assigned and ultimately the targets or goals to be achieved can be carried out well. Rewards are very important to improve employee performance. In this research, rewards have very little effect on employee

performance. Rewards received by PT employees. Supreme Food is not based on employee performance but is divided equally so that all employees receive rewards.

Conclusion

From the results of this research entitled the influence of the environment, work discipline, rewards on the performance of PT employees. Supreme Food Rembang Regency can draw the following conclusions:
1. The work environment has a significant positive effect on employee performance.
2. Work discipline has an insignificant positive effect on employee performance.
3. Rewards have a significant positive effect on employee performance

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